Welfare Fund was made last week by the Mental Hygiene Employees Assn. at a statewide meeting. Theodore C. Wenzl, fourth from left, MHEA officials shown making the presentation are, from left, consultant Samuel Cipolla, president Irene Hillis, first vice-president Richard Snyder, Dr. Wenzl, outgoing third vice-president Pauline Flitchpatrick, treasurer Edna Pococco, consultant Nicholas Pudzer of, fourth vice-president Salvatore Blereto, and newly elected third vice-president Eileen Cole. (Additional coverage of the meeting will appear in next week’s Leader.)

Wenzl Appeals To CSEA Members
To ‘Share The Responsibility’ As Well
As The Fruits Of Easter Job Action

ALBANY — The addition of several more contributions from both individuals and chapters brought the Civil Service Employees Assn’s Welfare Fund to $47,238.00 as of July 10, CSEA sources reported.

President Theodore C. Wenzl said the fund had been growing slowly, and that “We desperately need more donations if we are to be able to satisfactorily assist our members who supported us in April.”

The fund was set up a few weeks ago by the CSEA Board of Directors in order to assist those CSEA members who have suffered financially because of the alleged strike conducted by CSEA April 1 and 2.

Last week President Wenzl appealed to all members and non-members in CSEA’s State Division and all members in the organization’s County Division to contribute to the fund. Wenzl’s letter, dated July 17, follows:

Dear Public Employee:

An immediate responsibility facing CSEA is the restitution of more than $450,000 lost in wages by 7,109 State employees — your fellow Civil Service workers — as a result of their participation in an alleged CSEA job action during Easter weekend.

The penalized employees will lose two days’ pay for each day of absence. In addition, they are being placed on probation and thus have suffered other personal losses. We at CSEA want to compensate them for those losses, to the extent our funds will permit.

Only 65 CSEA chapters out of 282, and less than 460 individual members, have contributed to the CSEA Welfare Fund which was specifically established to assist those employees facing unjust financial penalties. The fund is now at $47,238.

You must realize that a fund of $47,238 cannot begin to restore the much-needed income lost by those courageous people. The CSEA Welfare Fund is in dire need of your personal contribution. Let us forget, it was because of the brave action of those employees that all 113,600 workers in CSEA’s State bargaining units have received the 4 percent pay increase effective April 1, 1972, and will receive an additional 1 1/2 percent on April 1, 1973. The settlement with the State also included the many benefits its employees have received in the past.

State employees, particularly, who are now enjoying the pay raise won for them, should willingly share this responsibility and opportunity by contributing whatever their income permits and whatever they feel is equitable — to help our fellow public employees.

The Fund will not be used for any other purpose. Please make your check payable to "CSEA Welfare Fund" and use the enclosed self-addressed postage paid envelope.

Naturally, if you have already made a contribution to this worthy cause, this letter is not aimed at you. If not, however, we sincerely hope that you will contribute today.

Respectfully yours,

CSEA WELFARE FUND COMMITTEE
Theodore C. Wenzl, President

CSEA Offers
$20 Per Day Compensation

ALBANY — The Civil Service Employees Assn. will compensate at the rate of $20 per day state employees who were charged with striking on either April 1 or 2 and thus had their paychecks docked for those days.

A CSEA spokesman said last week that the CSEA Welfare Fund was ready to help out any state workers who have already been docked for unauthorized leave during the Easter weekend.

Meanwhile, CSEA has won a stay from the courts effective at least till July 28, which prevents the State from docking the paychecks of any accused employees who have not had affidavits.

In order to get the money from CSEA, employees should fill out the claim form they will soon be receiving from CSEA, indicating how much salary they lost—one day, two days, one day and three hours, etc. When that form is filled out and validated by CSEA, the employees will be repaid with a CSEA Welfare Fund check at the rate of $20 per day.

"CSEA feels that we must do what we can to help out the loyal CSEA members who stood up for us when we needed them," Wenzl said.
To Harlem Valley
Mrs. Charles R. Daniels, Jr., of Pawling, has been appointed to the Board of Visitors of Harlem Valley State Hospital for a term ending Dec. 31, 1977. At the same time, the Governor has reappointed Mrs. Constance H. Clafforn, of Hudson, to the same Board for a term ending Dec. 31, 1978. Members receive no salary.

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The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

Another Policeman's Funeral
The long line of blue stretched out before the Holy Family Church along Castle Hill Avenue in the Bronx. As the hearse slowly came to a halt, the men snapped to attention and the colors dipped in mourning.

Another brother police officer had made the supreme sacrifice and from as far as Delaware and Canada, these men in blue came to pay their last respects to the man and the family he left behind.

THIS TIME it was one of our own, Transit Patrolman John Skagen, 33 years old, who went down in gunfire while attempting to disarm and arrest a gunman in a Bronx subway station. Off-duty and returning from a court appearance, Ptl. Skagen spotted a gun protruding from the man's belt and instinctively did his duty.

Later, at Lincoln Hospital, more than 50 of his brother patrolmen appeared to donate blood — but as his wife Patricia prayed in the next room, the young cop died.

Making too often, the scene at Holy Family Church is repeated throughout the nation — glaring tragedies attesting to the breakdown of respect for a society of laws and orderly government.

Leaving the Requiem Mass, we reflected on the question (Continued on Page 15)

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Suffolk Cty. Exec
To Be Speaker At Chapter Installation
(From Leader Correspondent)
SMITHTOWN — The Suffolk chapter of the Civil Service Employees Assn. will hold its annual dinner-dance Saturday, Sept. 9, at the new Colonial Club in Hauppauge. It has been announced by chapter president E. Ben Porter.

County Executive John V. N. Tantillo will be the featured speaker.

State-Wide CSEA first vice-president Thomas McDonough will formally install the chapter officers.

There will be a cocktail hour starting at 7 p.m., followed by a London ball dinner supplemented by a rolling bar. Professional entertainment will feature Steve Diamond and comic Sal Richards, who made a hit with CSEAs at a recent concert at the Friar's Castle Inn upstate, and a six-piece dance band. Tickets, at $27 a couple, may be secured at the chapter office, 330 Jericho Turnpike, Smithtown, N.Y.

Two Promotions
Approved For August
Two promotional titles approved for filling during August will be boiler inspector at $9,000 and foreman, furniture maintenance, at $6,000 an hour.

Eligible to vie for boiler inspectorships are qualified low pressure boiler inspectors with a valid license. A practical oral is pending for filling No. 25. The appointing agency is the Housing & Development Administration.

Former furniture maintenance foreman, with the Municipal Services Administration, is open to furniture maintainers, furniture maintenance-finishing workers, and furniture maintainers with metal work, upholstery or woodwork specialties. The title also entails a technical-oral, set for mid-October.

Check Announcement No. 2563 for boiler inspector: Announcement No. 2569 for the furniture title.

Postpone Bagli Suit
On Police Master Plan
The Manhattan State Supreme Court, at the city's request, has postponed until July 24 a hearing on Congressman Mario Biagetti's request for an injunction against implementation of Police Commissioner Patrick Murphy's "master plan" to reorganize the police personnel.

The July 24 hearing is slated to be before Justice Wilfred Waller, a stenographer who made a hit with CSEAs at a recent concert at the Friar's Castle Inn upstate, and a six-piece dance band. Tickets, at $27 a couple, may be secured at the chapter office, 330 Jericho Turnpike, Smithtown, N.Y.

SAVE A WATT!

Civil Service Leader, Tuesday, July 18, 1973
Court Nixes Pay Withholding By Niagara

LOCKPORT — In a major victory for the Niagara County chapter of the Civil Service Employees Assn., a state justice has ruled that the County Legislature was wrong in trying to withhold a week's pay from county workers.

State Supreme Court Justice Frank F. Kronenberg, supporting action brought by the Niagara County CSEA, reaffirmed the Legislature from withholding the pay "pending solution of the issues."

He ruled that "to permit the County of Niagara, in the wake of the employees' pay at this stage of the proceedings would be to condone an arbitrary act, and this we cannot do."

William Doyle, chapter president, who brought the court action through chapter attorneys Earl W. Brydges Jr., and the Judge's decision clearly shows that we are not 'raiders of the legislature' and that they cannot bypass our contract by passing local laws to annul or void any portion of our contract."

He said that during the dispute involving the week's pay, the chairman of the County Legislature's personnel committee said: "We are the legislature. We passed a local law and you must abide by it."

Doyle said he, James Stewart, CSEA field representative, and Brydges all agreed that "if the Legislature could do this, then they could simply pass laws on any items in the CSEA contracts which was objectionable to them."

The issue surfaced when the Legislature, setting what it said were misunderstandings in the payroll procedures, decided to change systems and withheld one week's pay in the process. Brydges immediately sought a restraining order on the grounds that the legislation was completely unilateral and violated the existing contract.

Doyle also reported that contract talks for 1973 get under way with the Legislature this month. He said the chapter negotiating team, consisting of members from all different departments, "was prepared for the bargaining session. Contact with the Legislature has already been made, he added.

CSEA Upholds Court Verdict

RIVERHEAD — The State Supreme Court for Suffolk County has upheld the near absolute right of a duly authorized arbitrator in a ruling in favor of a group of public employees represented by the Civil Service Employees Assn.

The County of Suffolk had brought to the court the decision of a New York State wages arbitrator in the case of an employee who had been asked to take a vacation at his own expense for a job one time after being hired. She had been promised at the time of hiring that she would not have to take a test, and she protested. The case was brought to arbitration.

The Supreme Court ruled that the arbitrator's decision, which upheld the employee's claim, should stand. Another case similar to the first was consolidated to the court's decision.

The decision said, "... none of the necessary elements for upsetting an arbitrator's award are present, e.g. fraud, corruption, improprieties or exceeding the arbitration clause powers."

The general rule established by the case is that where there is a question of interpretation of contract of whether or not a condition precedent to arbitration existed, the construction of the agreement and the arbitrability are to be resolved by the arbitrator and not by the courts."

The decision of the arbitrator, then, was seen to be final.

CSEA's legal assistance program paid all costs for the public employee involved. Warren P. X. Smith, CSEA regional attorney, handled the case for the employees.

Doyle Hails CSEA Victory

CITIZENSHIP — In a major victory for the Brittonkill District No. 2 School, which has been reassigned to his former outdoor job on the afternoon shift, Bonsieur had the most seniority of all the custodians.

Bordeau, representing the custodian who assisted the custodian at the hearing, explained how they won the case:

"Although there is no seniority clause in the CSEA-Brittonkill contract, we did prove a 'past practices' clause which covers situations just like this. It protects the benefits and rights of employees, whether written into the contract or not, such as seniority, in this case may be suddenly taken away or changed by the employer."

The decision was made by John Howard Ross of American Arbitration Assn.

Cites Past Practice To Win Case

(Courtesy Of The Leader)

ALBANY — Theodore C. Wenzl, president of the Civil Service Employees Assn., announced at Legislative Buildings that he has arranged for a top-level meeting with the State administration early this week on the threatened layoff of 170 employees of the State Division for Youth. The meeting will take place early in the week of July 17.

Wenzl, in a letter to all affected employees, said: "We will use every resource at our command to protect you against the loss of your State employment."

CSEA, State To Meet On Layoff Threat

Albany — Theodore C. Wenzl, president of the Civil Service Employees Assn., announced that he has arranged for a top-level meeting with the State administration early this week on the threatened layoff of 170 employees of the State Division for Youth. The meeting will take place early in the week of July 17.

Wenzl, in a letter to all affected employees, said: "We will use every resource at our command to protect you against the loss of your State employment."
The eligibility list for fire marshal, based on an exam held in June 1970, is being held up by a court suit, a spokesman for the Fire Department disclosed this week.

Paul N. O'Brien, special assistant to the commissioner, confirmed that "the list has not been published due to litigation."

He noted the court action was brought by a group of incumbent fire marshals "who feel they should be covered despite the giving of the test"—rather than being seeded if they don't score sufficiently high. "They insist on a sort of grandfather clause," declared O'Brien.

Up until last year, the position of marshal was given on the basis of assignment. When the test format was put into effect, the city required passing a competitive test. But the veteran marshals argued that they should be exempted; that the exam should only be for new appointees.

Five marshals have been given recent appointments on a provisional basis, disclosed O'Brien, "but those were only people who took the test and have reason to believe they rank high on that list."

The appointment of Thomas V. Flanagan as Officer-In-Charge of the New York, New York (Manhattan) Post Office was announced last week by Harold R. Larsen, Regional Postmaster General.

Flanagan succeeds George J. Hass, who retired recently.

Albany MV Moves

ALBANY — Employees of the Albany District office of Department of Motor Vehicles opened new quarters July 10, at 872 Central Ave., following a week-long move from the longtime district office at 125 Ontario St. The office serves 15 upstate counties.

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Understanding Arbitration

BY BARRY LEE COYE

The complexities of labor-management relations in civil service are often difficult to follow, especially as they are affected by the outcome barely understood by what is involved.

In an attempt to clarify the major issues, The Leader spoke with George Bennett, deputy director of the city's Office of Collective Bargaining. The subject was arbitration. His answers to our questions follow:

What is meant by "arbitration?"

It's a procedure whereby labor and management, when unable to reach agreement on a solution to a problem, present their side and argue before a third party who decides the issue. What conditions bring it about?

In the public sector, arbitration is a matter of policy for unresolved disputes. It is stated in the old law and the new law (Chapter 54, Administrative Code). Arbitration follows from unresolved disputes and grievances between the City and a union.
Can all issues be arbitrated?

No, some things cannot be arbitrated, and these things are management prerogatives. By law, these include such things as determining the methods, means and personnel of an operation.
Do both parties always follow the whole route?

Often arbitration is initiated and, for some reason, it doesn't come off. Sometimes the parties manage to work out their problem without arbitration. They would prefer to settle through negotiations, but are not reluctant to use third-party procedures.

How frequently is arbitration relied on?

I'd estimate about 80 percent of disputes are handled by the parties directly. Both sides recognize that if they use arbitration all the time, there must be something wrong with the management-labor relationship. What kind of issues are usually involved?

Those issues go to arbitration involving interpretation and application of a contract. These are some typical arbitration issues: I've found in our files: assignment of work; overtime; transfer; payment of wages at the proper rate; leave time; education leave; including pay; assignment of work; out-of-title work; improper assignments; Saturday work; back pay; seniority; working conditions; compensatory time and overtime.

What does the City decide who can be arbitrators?

There's a specific process: the Board of Collective Bargaining and the Office of Collective Bargaining, which services the Board, has an accepted roster of qualified arbitrators. The Board reviews their credentials and passes upon them. What if the parties cannot agree on an arbitrator?

Then the OCB will submit seven names for the parties to make their selection. Each party then chooses and numbers the five most acceptable names. Then we look over both lists and come up with a person most agreeable to both sides.

What are the steps leading to arbitration?

The first step is usually oral: a grievance is discussed between the employee and his supervisor. In the second step, it is reduced to writing; in the third, it goes to a review board rather than an individual. Where the Office of Labor Relations get involved between the union and the employer — that is the fourth step.

When does the OCB become involved?

If the grievance is not resolved within a certain period, it comes to the OCB to be arbitrated, which is the fifth step. How long generally is the process?

I'd venture that most arbitration cases take two days of hearings and one day for researching and writing. The average between the first stage and the final decision would be about 8-10 weeks. It often depends on how old the claim is and on the complexity of the issues.

Is the public sector unique here?

Yes, the public sector has different standards on what's arbitrable and on the kinds of disputes. Since citywide contracts cover the same subjects, the issues grievable are much more limited. The public sector is a service sector; in the private, it's much more concerned with manufacturing a product.

Does choosing arbitration limit other activity?

When people go to arbitration, they waive the right to any other remedy, such as suits in the courts. The effects of the decision is that it's final and binding on the parties. You have no redress, but there's a right of review in the courts to determine if the arbitrator has exceeded his authority or gone out of bounds.

What cases prove most difficult?

The discharge cases cause most of the problems because (Continued on Page 5)
$1,000 Losers: Is Your Name Here?

These four City employees each owed more than $1,000 by the City: J. G. Paidor, Jr, Supreme Court; H. P. Brinkman, C Shand, Jr, and P J Matello, of the Police Department.

They and thousands of other City employees, for one reason or another, have not claimed paychecks for overtime, vacation, or retirement pay, sick leave or even weekly wages. All those listed below are owed at least $75.

If you find your name here, you must go to your agency’s payroll office and tell them the date of the payroll from which you are owed money. After they have located the check in their files, they should mail it out to you. Pay Order memorandum to the City Paymaster, a stop which begins the procedure for drawing the money out of the City Treasury, where unclaimed wages are sent after being held by the department.

Benefits of deceased employees may make claim by presenting a Surrogate’s Court order, or a paid-in full funeral bill plus death certificate. The names of deceased employees are indicated by (d).

The following employees of the Department of Education are owed money from the payroll dates indicated: (Supp.) indicates a supplementary employee: substitute teachers, janitors, etc.

P. J. Matello, 1-7-70 to 7-3-70, and 7-31-70; P. C. Nemer, 7-31-70; P. A. Salvegl, 7-31-70.

The following employees of the Employment Protection Administration are owed money from the payroll dates indicated:

- W. J. Deluxe, 7-15-71; H. J. Johnson, 7-15-71. (Continued from Page 4)

Understanding Arbitration

(Continued from Page 4)

someone’s livelihood is involved. The promotional issue also can be very ticklish. Also, out-of-town work and work scheduling get a lot of play.

When does a union usually seek this avenue?

The most overriding reason is that the worker feels something has been done wrong. The union is also concerned that something can be done to other people. Certain principles are often involved — we have our classics — and the union has to make a decision how hard it wants to go.

Who are the whacks among arbitrators?

There are some 20-30 in the New York area who are nationally respected arbitrators; these are men and women who do a great deal of work for the City and they’re probably also working for the American Arbitration Assn. of PERB (the State body) or they may be serving as umpires for various industries. New York is blessed with an abundance of them.

What do these people get paid?

The union pays half and the City pays the other half. Would you sum up what you see as the value of arbitration?

In a system where there’s no right to strike, it’s critical that you have alternate ways to resolve issues. A grievance procedure without arbitration is illegality; it takes you to a certain point and then the matter is decided. Wages have no way to vent their dissatisfaction. Arbitration is an orderly and fair way to deal with unresolved problems through a third-party. The key is success is the ability of the parties to present their cases and the fairness of the arbitrator to be able.

Abbreviations: BC Brooklyn College; DC Department of Correction; DE Department of Parks; EDA Economic Development Administration; MSA Municipal Services Administration; PERB Public Employment Relations Board; PUC Public Utilities Commission.

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A Matter Of Humanity

The courts are now involved in stays and the lifting of stays on these cases concerning the penalization of Civil Service Employees Association members who allegedly took part in what the CSEA calls a "job action" and the State calls a "strike." It will be up to the courts to make a final determination of the arguments made by the opposing sides.

It is up to the lawyers to argue the merits of a case based on the cold facts. A newspaper's role, since by nature it deals with human events, often tends toward a more humane approach to problems, however.

To the public, the issues here may seem unimportant, since they are concerned with the same problems that affect all of us. After all, to most people, the citizens who are employed by the State represent the State — whether they be the clerk who hands out your driver's license application or the director of a large mental hygiene institution.

In many ways the public attitude is one of concern as most people have about the genocide going on in far-off Burundi and Rwanda in the heart of Africa. As long as it doesn't inconvenience me, most people would say, let them kill each other.

In much the same way, the State by insisting on punishing the members of the CSEA who allegedly participated in the Easter weekend job action, has fixed its own course on blood-letting.

The irony is that the job action was on Easter, and that the affected employees are among the humblest, most dedicated people in the State, in our mental and penal institutions.

Not only do they devote their lives to caring for other human beings, they would prefer to ignore, but themselves have become ignored in their pleas for a decent living wage.

It would have been better for the State to have taken an enlightened approach, rather to pursue its present course of "fan eye for an eye." The wounds may heal, but the viewpoints will never be the same again.

Questions and Answers

Q. I am 62 years old and get social security benefits as a widow. Will Medicare help pay any of my medical expenses?

A. No. Medicare only helps to pay hospital and doctor bills for people 65 or older. If you can pay your medical expenses, you may be eligible because of the income or the assets. Medicaid helps pay the medical bills of individuals as any age based on the income. Call your local welfare office for this information about the Medicaid program.

Q. I will be 65 this summer and plan to file for monthly social security retirement benefits. My daughter is 19 and in college. Since I want to apply for student benefits for her, what information about her will I need?

A. You'll need her birth certificate, social security number, adopted-identification number (if any), the name and address of the college she attends, the date school term will end, and the dates of the following school term.

Q. I have a question about social security and its retirement, survivor, disability or Medicare benefits? See your telephone directory for the phone number and address of the nearest social security office.

Medical Disqualification

A municipal Civil Service Commission, through its examining physician, found that an applicant for a position as a patrolman in 1971 was medically unfit because one leg was shorter than the other and required a built-up heel in one shoe in order to correct the condition. The Civil Service Commission, in January 1971, advised the applicant that he was medically ineligible to become a patrolman and also notified him of his opportunity to make an explanation to the Commission and to submit facts in opposition to the proposed determination of medical ineligibility.

The applicant took advantage of this opportunity and appeared before the Civil Service Commission the following month, in February 1971, without counsel, and attempted to explain to the Commission that the difference in length of his legs would not interfere with his work which he would be required to perform as a police officer. He introduced no medical evidence at that time.

THE APPLICANT was notified by the Civil Service Commission several days later that it would adhere to its initial determination and found him, therefore, disqualified to serve as a patrolman on the basis which they had stated to him previously.

The period of limitation during which the appellant could have contested the interpretation of the Commission's determination of medical ineligibility expired four months after the final determination which was made in February 1971. The proceeding under discussion here was commenced in February 1972 and the respondent claimed that since the applicant had not been advised of his right to counsel before appearing before the Civil Service Commission to explain a medical problem. The Civil Service Law provides that the person shall be disqualified unless he has been given a written statement of the reasons therefor and afforded an opportunity to make an explanation and to submit facts in opposition to such disqualification.

THE COURT in this case said that the opportunity to make an explanation provided by statute (Sec. 50) is not part of a constitutional right. Therefore, there is no requirement. Therefore, that the applicant be advised of his right to counsel. The appearance before the Commission is merely an opportunity to offer further evidence support of the determination. Since the Commission did not include the right to summon witnesses or to cross-examine the evidence relied upon by the Civil Service Commission initially ruling that the applicant was ineligible.

The Municipal Civil Service Commission may, of course, adopt more formalized procedures for the purpose of allowing the applicant to present evidence and challenge the information of the Commission. However, the Civil Service Commission in this case had not adopted any formal procedures. The mere fact that the proceedings were transcribed and characterized by the Commission as a hearing, does not elevate the meeting with the Commission to the status of a formal adversary proceeding which would entitle the applicant to counsel. The court, in addition, pointed out that this is not the case which calls for a constitutional right to counsel. The hearing of witnesses was provided. The evidentiary statement of the Commission is not to be affected with the same dignity as that at a public trial in a court of law. The record shows that the Commission had evidence before it which was sufficient to support the decision made by the civil service commissioner in this case.
Tally June Promotional Candidates

With only three promotional City titles open during the regular June filing period, the tally of promotional applicants for City jobs was relatively low last month.

Fifty-three applications were received for assistant supervisor, 0 (20); for general superintendent, 0 (20); for general superintendent, 0 (20); and for general engineer, 0 (20). The numbers in parentheses refer to previous applications received: for assistant supervisor, 0 (20); for general superintendent, 0 (20); and for general engineer, 0 (20).

Senior Investigator, open from June 1 to Aug. 22, attracted 190 applicants in June. Two promotional titles were reopened June 9 to June 7. The numbers in parentheses refer to previous applications received: senior investigator, 0 (20); lieutenant, Transit Police, 0 (20).

Reopened for filing from June 19 to June 21 were the following: senior human resources specialist, 2 (18); senior human resources specialist, 0 (18); and supervising human resources specialist, 21 (200).

Rapid referral engineering promotional title reported the following June applications: air pollution control engineer (EPA), 0 (20); civil engineer, 0 (20); civil engineer, building engineering, 0 (20); civil engineer, sanitary, 0 (20); and civil engineer, structural, 0 (20).

Homemaker Exam

The City Civil Service Commission last week ordered an open competitive examination to be held for senior homemaker. The Leader will report the opening of filing when it is announced.

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*We operate mondays and saturdays to ensure the best service with the shortest waiting time for your Volkswagen repair. Our technicians are well trained in all aspects of your Volkswagen service. We offer a 24-month, 24,000-mile warranty on all repairs. See your dealer for details.

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**Note:** The text above is a mix of different topics, including letters to the editor, promotional candidates, and a Volkswagen advertisement. The Volkswagen advertisement contains missing text that needs to be filled in by providing the necessary information. Additionally, the text contains multiple references to Volkswagen dealerships across the United States, which are listed in a table format.
ERIE LIBRARY UNIT — Officers recently installed for the Library unit of Erie chapter, Civil Service Employees Assn., are, from left, Mansfield, president Dorothy Kothen, vice-president Vera Parker and secretary Grace L. Cicero.

Chautauqua Chapter Chafes
Says 7-Month Wait More Than Reasonable Time

(Mayville Correspondent)

The Chautauqua County chapter of the Civil Service Employees Assn. has complained that seven months is much too long to complete the consolidation copies of the agreement.

The chapter, headed by Donald W. Bessho, claimed in a formal grievance filed with the personnel committee of the Chautauqua County Legislature that the county has not yet received a contract agreement to furnish each chapter member with consolidated copies of the agreement and the County's personnel rules.

In granting negotiations, the County requested a "reasonable" length of time to complete the consolidation.

"The CSEA feels that a seven-month period is certainly a "reasonable" allotment of time for completion," wrote Bessho in filing the grievance.

The CSEA, Bessho said, has not received a response from immediate supervisors or department heads and decided to progress to the third step of the grievance procedure.

The chapter "demands that the County complete the consolidation of agreements immediately," he added.

Negotiation Reopened By Union Unit

(From Leader Correspondent)

UNION — The Town of Union Board and the Town of Union unit of the Civil Service Employees Assn. have reopened salary talks for the contract covering 1972-73 following the completion of a 100 evaluation study agreed to by both sides when the agreement was ratified earlier this year.

Member ratification had hinged on a commitment by the Town to conduct a job and salary scale evaluation study by June of this year and adjust salaries after renegotiation based on the consultant's findings.

Spokesmen said the talks will be based on the recommendations of the special panel which were completed last month. The study was inaugurated in February.

There was no immediate indication as to when those recommendations might be finalized. No time limit for the negotiations has been set pending initial meetings with the Town's negotiators.

September Date

MINEOLA — The next general meeting for the Nassau chapter, Civil Service Employees Assn., has been scheduled for Sept. 14.

Anthony H. Metivier
Is Elected President
Of Glen Falls Unit

GLEN FALLS — Anthony H. Metivier has been elected president of the Glen Falls unit of CSEA, it was announced.

Also elected were Leo Crouch, vice-president; Catherine Dougherty, secretary; and Edward Bethel, treasurer.

The nominating committee named the CSEA chapter "demands that the CSEA board's services might be extended to the employees," said it.

The new committee was organized at a special meeting called by Flauseman who, on the committee to tighten the lines between employees, agencies and the chapter headquarters, said the innovative approach was appropriate for the largest unit in the state.

Another non-county unit, the Nassau chapter has almost 10,000 members.

CSEA Membership Drive...
George Koch Installed For Another Term
As President Of Long Island Conference

BETHPAG—George Koch was installed recently as president of the Long Island Conference of the Civil Service Employees Assn. This marks Koch's second election to a full term as the Conference's leader since he succeeded to the position four years ago.

Elected to serve with him are David Silberman, first vice-president; Albert Varacchi, second vice-president; Louis Colby, third vice-president; Thomas Kennedy, treasurer, and Agnes Miller, secretary.

The installation was conducted by statewide CSEA second vice-president A. Victor Costa. Also in attendance at the installation were statewide president Theodore C. Wenzl and statewide treasurer Jack Gallagher.

A plaque was presented to Koch saluting his "outstanding service as president of the Long Island Conference since 1968."

Koch, in his installation speech, renewed his call for political action and warned politicians that they have to "show that they are entitled to support" before getting any.
CITY ELIGIBLES

EXAM NO. 147
PARKING ENFORCEMENT AGENT

Group 15
This list of 254 eligibles was drawn from 296 open continuous applicants who took competitive physicals and a qualifying written test on June 13. Salary is $6,300.


141 Robert J. Hansen, Anthony M. Heaton, Angel M. Garcia, George H. Young, Leonard A. Forte, George Young Jr., James Hunter, Celestino de la Martin, Michael J. Rinaldi, William N. Harris, Howard W. Baker Jr.

Palm T. Murray, Frederick Everretti, Robert P. Zapantik, Gilberto Quevas, Andre Corea Jr., Larry O. Holmes, John Contreras, Frank H. Dukes, Mario Asaro, Silvano Schenker, John D. Calero.


60, C.

EXAM NO. 1219
ESTIMATOR
(GENERAL CONSTRUCTION)

This list of 41 eligibles was established July 13, based on final experience evaluations of the 62 open competitive candidates who filed in March. Salary is $12,140.


41 Nicholas A. Dimazrio, Mark H. Lerner.

EXAM NO. 6307
CONSULTANT, EARLY CHILDHOOD EDUCATION

This list of 12 eligibles was established July 13 after final experience and evaluations of the 77 open competitive candidates who filed in April. Salary is $15,000.


Key Answers

EXAM NO. 1075
SR. ACCOUNTANT
Test Held June 24, 1972
The key answers are published for information only. No protests or appeals will be accepted at this time. Protests or appeals may be made only after official notification of test results. Of the 364 candidates called, 282 appeared.

30. D; 31. D; 32. A; 33. A; 34. C;
40. A; 41. A; 42. B; 43. D; 44. A;
45. B; 46. A; 47. A; 48. D; 49. A;
50. D; 51. A; 52. B; 53. D; 54. A;
55. A; 56. A; 57. A; 58. C; 59. A;
60. C.

EXAM NO. 1075
SR. ACCOUNTANT
SABBATH OBSERVER TEST
Test Held June 24, 1972
Of the 12 candidates called, 18 appeared for the test.

34. A; 35. A; 36. A; 37. A; 38. C;
39. B; 40. B; 41. B; 42. A; 43. A;
44. A; 45. A; 46. A; 47. A; 48. D;
60. A.

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Brooklyn Disaster Unit of his there with the number of them to put the Brooklyn firefighters whom of the organization to speak employment by firefighters he has been dismissed from the not for the Red Cross or the Club and again the Club apologizes through their president.

A woman was at the box, and, the runs and workers which the police car. Phil Kopp of the Brooklyn firefighters whom the runs and workers which feeds them breakfast at 6:30 a.m., and said that she thoroughly enjoyed them a square city block of unwalled. Frankly If they took me as the fellow named Ortiz who fancied until they tell you about the permanent typists or stenographers, $5,218 to $7,024. Court House, Troy, N.Y.

In quick! At least you will know certain member of the Brooklyn firefighters whom the organization to speak.
Grievance is Reinstated Over Housing for Parks Employees

ALBANY — Because the State has now said that it will begin to charge rent for housing previously given free, there is an ultimatum to employees as a condition of their employment. The Civil Service Employees Association has reinstated a grievance on behalf of those employees.

CSEA collective negotiating specialist Thomas Burke, CSEA President, who has been in the works for nearly two years, a CSEA spokesman has announced that CSEA will soon select a committee of nurses employed in the State have tentatively agreed to the spokesman said. "And, of course, there is the usual New York State red tape to set things in motion. Our State Senate have tentatively agreed to the provisions of the career ladder. The Division of the Budget and also by the Division of Classification and Compensation have approved by the Division of the Taylor Law as 'unconstitutional.'"

Unfortunately," the spokesman continued, "various foot-dragging has already delayed us somewhat up there to begin charging rents for the housing. The new fee schedule is set to go into effect on July 20."

WELFARE FUND GIFT — Many Converse, right, presents a sizeable donation to the Welfare Fund of the Civil Service Employee Assn. as CSEA president Theodore C. Wenaf at recent Western Conference meeting. The gift was collected from the southwestern chapters in the area.

SUNY Unit Votes for CSEA

(Special to The Leader)

ALBANY — Employees of the State University Construction Fund here in Albany have overwhelmingly voted for the Civil Service Employee Assn. to be their bargaining agent in negotiations with the State for a work contract.

CSEA was declared the winner in the election by PERB representatives on July 12. PERB certification for the union will follow shortly.

CSEA received 83 votes and there were 16 votes for "no union." CSEA regional field supervisor John D. Corcoran Jr. said that the union was now preparing to negotiate for the Construction Fund employees.

The Senate Professional Assn. (SPA) was an intervenor in the election, but withdrew before the actual election because of lack of employee support, Corcoran said.

Legal Meeting

ALBANY — The statewide Legal commissioner of the CSEA Employees Assn. meeting July 13 at the University Club here will discuss the role of the CSEA legal assistance program in actions against certain state employees as a result of the recent job action.

Committee members are chairman Abraham Kranzer; Robert Dobshaff, Basil Hick, David B. Klingaman, Alvin E. Rubin, Frank Sanders and Edward Wilson.

First Step On Ladder For Nurses

(Continued from Page 1)

A one-year-old grievance has now been filed when it was learned that certain individuals were to begin charging rents for the houses under the Maintenance Fee Schedule. After a few stages of that grievance had been gone through, the State agreed not to implement the fee schedule for an indefinite time.

"This attempt to charge rent is unfair to the employees," Burke said. "When they were hired, they were hired with the condition that they would receive the housing free of rent, and told that therefore they must be available for emergencies 24 hours a day, and would not receive any overtime."

"Many of the park supervisors and maintenance people who are living in this housing will move away if rent is charged. The State is proposing to charge them 20 percent of their annual income. The employees rightly feel that they could live someplace for $60 a month, for a lot cheaper than that."

The new fee schedule is set to go into effect on July 20.

Honor Roll

The following is a list of those positions and those chapters and units that have contributed to the CSEA Welfare Fund. In deference to the privacy of the individual contributors, this list does not include the amounts of their donations. The amounts given by the chapters and units, however, will be printed. Names of contributors will be printed each week under the Honor Roll.

CSEA contracts with the State require the State to negotiate the career ladder with the union.

Stay Penalties

(Continued from Page 1)

The President's Award for her contribution to the success of the Journal, and Gert Ogden for setting up special sections and publishing the front cover. Mrs. Rodman, who worked diligently to set up special sections and publishing the Journal, and Gert Ogden for setting up special sections and publishing the front cover.

To State Park Commissions

"One of the most pleasant things enjoyed by all at the Colonie summer theater at Colonie, New York, is too late to ask you to purchase tickets for "Jesus Christ, Superstar" or "The Rothschilds." which will be presented before this column is printed, but I would like to remind all members of the Conference that "Promises, Promises" and "The Odd Couple" will be presented on the very daring "Hall." Tickets may be obtained by writing to the CSEA Welfare Fund here in Albany, N. Y. 12207. A big discount has been offered this year to members and their friends by the Colonial theater, so please take advantage of it and order early as everyone who knows Dorothy Honeywell can tell you she is a stickler for the first served rule, so be first and be in the front rows."

Honeywell is talking about the possibility at this time of a planned meeting of the Conference and we all love her."

To State Park Commissions

Marian Helskell, of New York City, was appointed a member of the Commission for a term ending June 1, 1974. There is no

Capital Conference Newsletter

by JEAN GRAY and HOWARD CROPPSEY

We can't begin to describe the wonderful time enjoyed by all at the Colonie summer theater at Colonie, N. Y. 12207. A big discount has been offered this year to members and their friends by the Colonial theater, so please take advantage of it and order early as everyone who knows Dorothy Honeywell can tell you she is a stickler for the first served rule, so be first and be in the front rows."

To State Park Commissions

Marian Helskell, of New York City, was appointed a member of the Commission for a term ending June 1, 1974. There is no...
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should apply for the job by mail at 12222, State and County Lists, 49 Thomas St., New York 10013, open weekdays between 8 a.m. and 5 p.m. Special hours for Thursdays are 8 a.m. to 5:30 p.m.

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

Announcements are available only during the filing period.

To apply, submit application to reach the filing office via the INDS (Chn. Bldg.); BMT (City Hall); Lexington St. (Gnome Bridge). For information on titles, call 566-3700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-9000; Health & Hospitals Corp., 125 Worth St., New York 10013, phone: 566-7000; U.S. Employees Authority, 30 Jay St., Brooklyn 11201, phone: 583-5000.

Time Board of Higher Education addresses all inquiries to the individual schools; non-faculty jobs are filled through their Personnel Department directly.

STATE—Regional offices of the Department of Civil Service are located at: 1350 Ave. of America, New York 10001; Statewide Employment Office, Albany, N.Y. 12222; Suite 750, 1 W. Genesee St., Syracuse 13050; Statewide Employment Service all offices may obtain applications either in person or by mail.

Various State Employment Service offices can provide applications in person, but not by mail.

Judicial Conference jobs are filled at 270 Broadway, New York, N.Y. 10007, phone: 488-4141. Inquire of the State Personnel Employment Department that they contact their offices at 111 Eligh Ave., New York, N.Y. 10013-7000.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 76 Federal Plaza, New York 10007, hours are 9 a.m. to 6 p.m., 6 weeks only. Phone 264-0422.

Federal entrants living upstate (north of Dutchess County) should contact the Syracuse Area Office, 561 Erie Blvd. West, Syracuse 13202. Hours are similar to the New York area office.

Federal titles have no deadline unless otherwise indicated.
CIVIL SERVICE EMPLOYEES ASSN., INC.
33 ELK STREET
ALBANY, NEW YORK 12224

PLEASE SEND ME INFORMATION CONCERNING THE "CONVERSION PRIVILEGE" OF CSEA GROUP LIFE INSURANCE.

NAME

ADDRESS

CITY

STATE

ZIP CODE

DEPT.

DIVISION OR

INSTITUTION

PAYROLL

EMPLOYED

ITEM NO.

DATE OF BIRTH

SOCIAL SECURITY No.

ALBANY — The Civil Service Employees Assn. has announced that certain members who are insured under CSEA's group life insurance program will be allowed to convert part of their coverage to permanent form of individual life insurance which contains cash and paid-up values, without medical examination. The deadline for this offer is Sept. 1, 1972.

The offer provides that any actively employed insured member of the group life insurance plan who became age 50 or older on Jan. 1, 1972 or whose 55th or 60th birthday is during 1972, may convert $1,000 or $2,000 of this group insurance to a permanent individual insurance.

Without Medical Examination

CSEA Group Life Plan Offers Conversion Of Insurance Until Sept. 1

Reinstall Gambino
As President Of DPW District 10

BABYLON — Joseph Gambino was installed for another term as president of the District 10, Department of Public Works chapter of the Civil Service Employees Assn. last week.

Gambino and his slate were sworn in by CSEA field representative Roger Chiu in ceremonies at the right-of-way building, Route 109 and Wellwood Ave, July 15. The 5 P.M. ceremony was followed by an executive meeting.

Others taking their oaths were: Robert Polk, vice-president; Del- ly Pearlma, secretary; Edm Dist-

Three-Step Pay Raise Included
Mail Ratification On Ballots
On 2-Year Thruway Pact

(Special to The Leader)

ALBANY — The Civil Service Employees Assn. and the New York State Thruway Authority have jointly announced their tentative agreement on a two-year contract covering professional, supervisory and technical employees of the Authority.

Negotiations were going on through the week in Albany for the nearly 300 members of the unit from CSEA.

On 2-Year Thruway Pact

REINSTALL BUTERO

Salvatore Butero has been reinstated for another term as president of the New York Psychiatric Institute chapter of the Civil Service Employees Assn. Shown being sworn in by the Authority to the executive committee; Ronald Coretti, second vice-president; Alex Martinez, first vice-president; Aramis Velazques, district representative; Georgia Johnson, secretary; Kurt Lopez, laboratories representative; Thelma Watne, nursing representative; Los Cobelo, staff representative; Mary Hirschberger, administrative representative; Ronald Coretti, legal assistant; Louie Mangello, engineering representative, and Butero. Missing from the photo is Victor Zuljak, treasurer.

Three-Step Pay Raise Included

Mail Ratification On Ballots
On 2-Year Thruway Pact

ON 2-YEAR THRUWAY PACT

Ratification ballots are going out to the nearly 300 members of the unit from CSEA this week, along with a fact sheet outlining the provisions of the newly negotiated contract.

CSEA president Theodore C. Wendell said he expected CSEA members to ratify the settlement: "Negotiating this one wasn't easy, but we feel we have come up with a fair package of benefits."

Topping the benefits for employees are a raise of 5 percent as of July 1, 1973, and 5 percent pay raise on July 1, 1974. Foremen and supervisors to open step of the current salary schedule; elimination of the first rule; location pay differential; employees working in Monroe County; equalization of pay for temporary (labor/management negotiation meetings).

Members of the CSEA negotiating team were Frank Lewis, Unit II chapter president; Art Rampone, Bad Watson, Carl Bennett, John Sepello and Lambert Duffy. Paul T. Burch, CSEA collective negotiating specialist, assisted the team in the bargaining talks.

CIVIL SERVICE EMPLOYEES ASSN., INC.

PLEASE SEND ME INFORMATION CONCERNING THE "CONVERSION PRIVILEGE"
OF CSEA GROUP LIFE INSURANCE.