Welfare Fund
Reimbursement Forms Sent to Accused Members

ALBANY — As thousands of State employees charged with allegedly participating in an Easter weekend strike were receiving reimbursement forms from the Civil Service Employees Assn., to help make up for the fines they received, CSEA attorneys were battling the State in court.

Late last week, the State Attorney General's Office had gone to court in an attempt to throw out CSEA's lawsuit which seeks to have the penalties section of the Taylor Law declared unconstitutional. Also last week, CSEA attorneys were in State Supreme Court fighting for the rights of those employees who were recently fined.

As the Leader was going to press, it was learned that State Supreme Court Justice Harold J. Hughes reserved decision on the motion by the State to throw out CSEA's lawsuit.

By now, all State employees who were docked after being accused of participating in the State's Easter weekend strike have been sent reimbursement forms by CSEA.


One Of More Than 9,000 New Recruits Receives Grand Prize In Super Sign-Up

ALBANY — Although he didn't know it at Leader press time, Manuel Vasquez of the Bronx has become the owner of a spanking new Chevrolet Monte Carlo, free of charge, top prize in the Super Sign-Up/72 membership campaign of the Civil Service Employees Assn.

Second prize in the third and final jackpot drawing in the 14-week incentive membership drive which ended July 14, a nine-day trip for two to Palma De Mallaqas, Spain, went to Fidelia M. Zwieg of 590 Fairlawn Road, Oceanide. Vasquez, who lives at 1603 So. Boulevard in the Bronx, is a member of CSEA's Metro Division of Employment chapter. "Mr. Vasquez is especially fortunate," said Emmett, "since he is a relatively new member, just signed up while the drive was in progress. We sincerely congratulate him."

Both the recruiters and the members they signed up were eligible for any of the jackpot prizes. Emmett pointed out, including the 100 awards offered in the final drawing. The second prize winner, Ms. Zwieg, is a member of CSEA's Nassau chapter, and won her free trip for two as a recruiter.

The total number of new members gained during the campaign was 9,995, according to Sam Emmett, chairman of the statewide CSEA membership committee, "with the recruiting honors about equally split between the State and County Divisions.

"The total didn't hit the goal we had hoped for," he said, "but in view of the conditions preceding and during the campaign, we are still gratified. The campaign started off on April 3, immediately following the crisis of the Easter weekend, and ever since then the state of mind and general conditions among our membership have certainly not been what you'd call normal. Not only do we feel that the number of members recruited in the face of those conditions is impressive, but we also think that the increased contact among members of our chapters and the general stimulas prompted by the drive had a very beneficial effect in rallying our people during these troubled times."

Emmett said he and his committee, co-chaired by Howard Cropper, were very pleased with both the statewide participation in the campaign and the resulting geographic distribution of the prize winners. He also noted that even though the membership gain was not as high as expected, it would still generate a very substantial increase in dues revenue.

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As the Leader was going to press, it was learned that State Supreme Court Justice Harold J. Hughes reserved decision on the motion by the State to throw out CSEA's lawsuit.

By now, all State employees who were docked after being accused of participating in the State's Easter weekend strike have been sent reimbursement forms by CSEA. — Joseph Gambino, president of the District 14, Department of Public Works chapter of the Civil Service Employees Assn., accepts from chapter secretary Dolly Pearse a check for $1,059.75 to be donated to the CSEA Welfare Fund. The check will be forwarded to Box 1201, Albany, N.Y. 12201.

CSEA has pledged to pay each member who was recently fined $1,059.75 to be donated to the CSEA Welfare Fund. The check will be forwarded to Box 1201, Albany, N.Y. 12201.

One of the most reassuring things about having CSEA membership, to every member, is the knowledge that when a CSEA member gets into a problem on the job requiring legal help in disciplinary cases and grievances, he may get that assistance, for free, from his union.

CSEA's Legal Assistance Program handled some 165 individual cases in six months. Our 16 regional attorneys, one in every major area of the State, stand ready at all times to take on cases for CSEA members who need their advice and counsel. Court cases involving individuals alone totaled approximately $10,000 in six months recently.

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DUES INCREASE: THE COST OF LEGAL HELP CLIMBS

(This is the fourth in a series of articles explaining the need for the recently-enacted dues increase for the Civil Service Employees Assn.)

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Snow Emergencies Are Not Included In DOT Shift Agreement

BABYLON — Joseph Gambino, president of Region 14, Department of Public Works chapter of the Civil Service Employees Assn., has explained that an agreement on snow emergencies was not included in the understanding on shift work, as reported in the June 25 issue of The Leader.

Gambino said that what the department had agreed to concern some proposed shifts as part of an austerity program. This situation has been solved, however, and no shift changes can currently be foreseen, he said.

As far as snow emergency shifts, nothing has been determined on this. Along with this, there is a possibility of bringing in an injunction against the State on use of certain mini-shits, but these involve only a few men.

Scone Retires

BUFFALO — Joseph J. Scone, M.D., director of Buffalo State Hospital since 1961, has retired after 22 years of state service.

Scone began his service as a resident in psychiatry at Central State Hospital in 1941.
To Offer Welfare Recipients Jobs in City, State Agencies

Two State Department of Social Services pilot programs aimed at providing jobs in City and State agencies, welfare recipients are now getting under way, Social Services Commissioner Abe Lavine announced last week. Both programs are currently funded for a one-year trial.

The Public Service Opportunities project will pay city welfare recipients $15 an hour up to 800 persons, and State recipients $13 an hour up to 300 persons, paying jobs in City, State and County Welfare centers on a test basis. This is aimed at "conserving skills and work habits" of recipients and enabling them to "work off" welfare grants.

The second experimental program, which will provide approximately 600 full-time jobs for persons on public assistance in three areas: Franklin and Essex Counties and the Bay Ridge Center in Brooklyn. In this program, recipients may keep an average of $180 a month from their earnings at jobs in governmental agencies, in addition to receiving public assistance. "These jobs will both improve their prospects for becoming self-sufficient and increase their incomes immediately," said Commissioner Lavine. Both projects are funded by $3 million allocated by the U.S. Department of Labor to New York State (out of a national total of $25) for jobs for welfare recipients. Robert Skripak, director of the State Department of Independence, said that the jobs are virtually identical to those provided under the Emergency Employment Act of 1971 and are "regular jobs in the civil service on a temporary basis. They fill agencies' need for staff not met by existing budgets."

Skripak said that about 40 to 50 State and City agencies or units will take the Initiative for Independence participants. cauliflower will be equal to City or State salaries. A sampling of City and State agencies and the jobs provided are: 70 social service aides in the Board of Education, 135 patient aides in the Health and Hospitals Corporation, 15 social services aides in the Health Services Administration, 16 assistant neighborhood aides in the Health Services Administration, and 10 office assistants in the Human Resources Administration.

In State agencies: 5 physical therapy aides and 90 attendants in the Downstate Medical Center, 14 clerks in the Department of Correctional Services, 20 kitchen helpers, 10 prisoners to assist the Correctional Branch in City, 150 clerical workers in the Welfare and Correctional Corporation, and 250 clerical aides in Brooklyn School and 150 psychiatric aides in Brooklyn State Hospital.

Abe Lavine announced last week that the Public Service Opportunities project will provide non-trial jobs in the Bay Ridge Center in Brooklyn. It is aimed at "conserving skills and work habits" of recipients and in 15 of New York City's 43 welfare centers on a test basis. This is aimed at "conserving skills and work habits" of recipients and enabling them to "work off" welfare grants.

F.D.R. Recognizes Valor Shown by 15 Civilians

Fifteen ordinary citizens who performed extraordinary acts of valor will be cited by the New York City Fire Department. Each will be presented the Special Recognition Award by Fire Commissioner Robert O. Lowery.

In addition, a 16th award will be bestowed on the American Red Cross director of disaster services for "responding to fires and other emergencies, transporting and relocating New Yorkers left homeless."

The 15 individual recipients, some of whom are being honored for first time actions heroism, are:

- Construction men George Bryan, Ralph Graner and Langdon Fisher: Observing a fire nearby, they used a ladder to bridge the fire escape and assisted a young woman onto the ladder.
- Telephone employees Paul Foray and Frank Glos: They assisted six children and two women down a fire escape ladder.<br>  - Construction men James Glowe and John Kennedy: In response to a fire they spotted, they aroused their neighbors and led a old woman and a young child from their burning building.
- Building tenants Mark Loane, John Medina and Mario Medina: They put out a fire in their school involving three lockers with the use of fire extinguishers.
- Manhattan residents Roberto and Laura Polanco: They aided in removing five boys who were trapped and locked in an apartment building.
- College student Donald Janklow: He aroused his neighbors and assisted their escape from their burning home.
- Manhattanites Harold Starks: He witnessed an act of citizenship and aided a fire fighter and directed his son to apprehend the perpetrator.
- Manhattanites M.T. and Laura Torero: He went after the perpetrate who had injured a fire fighter and held him until the arrival of police.

At the hearing of the presentation ceremony will be Paul R. O'Brien, social assistant to the fire commissioner. The awards are being given at FDR headquarters, 118 Church St., Manhattan.

Sr. Real Estate Mgrs.

Proposals against proposed key answers are now being evaluated by the Dept. of Labor. Century for the 201 promotional candidates who took exam 1972, senior real estate examiner, No. 4. The Leader will publish the eligible list for this title as soon as it is established.

Understanding Mediation

Mediation is one of the most frequently used processes in collective bargaining yet perhaps most misunderstood by the public.age George Bennett of the NYC Office of Collective Bargaining.

Bennett is the OCB's deputy director in charge of disputes. As such, his job is to act as the middleman in under-contract issues. The mediator's job is generally funded by various employee groups. His observation on the mediation process follows:

What would you define "mediation"?

'Its a form of settling conflicts in which an outside agency or person is used as a go-between in the contest. The agency's role is to assist the parties arrive at a mutually acceptable settlement. The mediator's job is limited to one of counsel and advice.'

Just what conditions pave the way?

'The public service mediation is a very important part of the bargaining process. It's used whenever in the opinion of the director of the OCB, and in the opinion of the parties, it will assist the parties to resolve their dispute. The "key" usually is that the bargaining is at an impasse, and that it is timely and acceptable to both parties.'

Are public and private sectors similar in attitude?

'Well, the private sector differs. There is a right to strike in the private sector, and mediation is seen as an expression of the "public interest." It's only the government service provided (federal, state, sometimes city) in labor disputes--but it is not mandatory in the private sector. It is offered to the parties, but they need not accept it.'

How would you define "mediation"?

'Here are key definitions: A mediator will have the power to review their position and the other party's position with a competent, impartial specialist in solving labor problems. Also, it provides the parties with an opportunity to consider variations in their respective positions without the necessity of officially changing their position (which might be taken as a sign of weakness if the party openly indicated that it was changing its position, when in an impasse). The mediator can designate to the parties which of the open issues are the "keys" to progress and settlement. Sometimes he tells the parties things they were not aware of, which may be in their interest. The mediator reaffirms what the parties already know about the importance of certain issues. The mediator can raise tough questions about a party's position. He does not just sit there and do nothing. It is an impartial conciliator trying to assist the parties to resolve their impasse. The mediator can control the timing of certain moves, for example, and "for instance" informal changes to the end that the dispute is broken and progress is made to a settlement. The mediator can keep track of all areas of the dispute, frequently exceeding agreed-to limits and providing an orderly way to handle all matters in the dispute.'

How heavy is the load of mediation cases?

Our mediation case volume for the first six months in 1972, according to the records, show approximately two cases per month having developed. Also, there are two other permanent mediation-type assignments handled on an ongoing basis at OCB. Going back to 1970 and 1971, there were 20 mediation cases, plus a number of umpire-type mediation assignments.

What is the usual length of mediation?

It takes about eight weeks, on the average, between the time the mediation assignment comes in and mediation is completed. But mediation in itself does not mean a settlement. The mediator's function to clarify the basic demands of the union and just what management will accept.

When is mediation likely to be applied?

Mediation occurs when both parties recognize that they can be helped by an intermediary. They request the OCB to intervene in relation to contract negotiations. That is (Continued on Page 1)
CSEA sends Reimbursement Forms Out As Supreme Court Deliberates Strike Lawsuit

CSEA Welfare Fund Inches Past $54,000 Mark

But Leaders Appeal For More Contributions

(Continued from Page 1)

more contributions from CSEA members and friends to the union's Welfare Fund, saying: "It is CSEA's moral duty to try to pay back these employees for the losses they have suffered. We are doing everything we can, including providing legal services to them. But we must have the cooperation of our other members in shouldering the burden of the expense of compensating these loyal people." Donations should be sent to the CSEA Welfare Fund, Box 3001, Albany, N.Y. 12201. They can be made out to "CSEA Welfare Fund.'

(Continued from Page 1)
Special Notice
regarding your
CSEA BASIC ACCIDENT
AND SICKNESS PLAN
There have been changes!

WE HAVE INCREASED THE LIMITS FOR THE DISABILITY INCOME BENEFITS...

Now, if your annual salary is
Less than $4,000 $100 a month
$4,000 but less than $5,000 $150 a month
$5,000 but less than $6,500 $200 a month
$6,500 but less than $8,000 $250 a month
$8,000 but less than $10,000 $300 a month
$10,000 and over $400 a month

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1. Please print your name, address, place of employment and employee item number in the spaces provided on the coupon below.
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Please furnish me with complete information about the changes in the CSEA Accident and Sickness policy.

Name...
Home Address...
Place of Employment...
Employee Item No...

P.S. Don't forget, new employees can apply for basic CSEA Accident and Sickness Insurance non-medically during the first 120 days of employment, providing their age is under 39 years and six months.

Install Audrey Snyder As President Again At Syracuse Psych Chap.

SYRACUSE — Audrey Snyder has been re-installed as president of the Syracuse Psychiatric Hospital chapter of the Civil Service Employees Assn. and was sworn in June 27 at the Twin Trees Tea, CSEA regional field supervisor Frank Mar- telli installed Ms. Snyder along with Ken Shue, recording secretary and treasurer Maryellen Harington.

Serving with the officers on the chapter board of directors are architectural draftsman De Plo, Better Walters, Alex Allmyer-Beck and Al Imman.

Send Contract To Central Islip CSEA Members

CENTRAL ISLP — A copy of the newly-completed local contract on working conditions at Central Islip State Hospital will be mailed to each member of the Central Islip chapter, Civil Service Employees Assn., it was announced by chapter president Joseph Keppler.

Negotiations were completed July 17 and agreements were included in a four-page document. The talks were conducted by Keppler, field representative for the Department of Protection and representatives of the operational, professional, administrative and institutional units.

The chapter has about 2,400 members.

Counseling, Therapy Jobs In Rockland

Rockland County is now ac- cepting applications for 16 open competitive titles. Two, vocational counselor and labor leader (drug abuse), are open to non-residents of Rockland County.

The other eight titles are open only to Rockland County resi- dents. They are senior field clerk, senior stenographer, attorney (social services), veteran counselor, legal stenographer, welfare administration foreman and social worker.

Application deadline is August 16, with examinations to be held Sept. 16.

For more information, contact the Rockland County Personnel Office, County Office Building, New City, New York 10956 (tel. 914) 628-5500.

Hurley Recuperating From On-Job Injuries

William Hurley, a member of the Long Island Inter-County Civil Service Commission chapter of the Civil Service Employees Assn., is at home now after suf- fering injuries on the job.

Hurley, who is a supervisor-foreman and grievance chairman of his chapter, told The Leader that he wished to publicly thank all the people who had sent him cards and other mail and showed concern after he was injured. Hurley is recovering from a broken leg and fractured shoulder suffered when a car went out of control near the toll booths and hit him.

BUY U.S. BONDS
Teacher Pact Talks Continue

"Serious" negotiations are under way between representatives of the United Federation of Teachers and the Board of Education, according to a UFT spokesman, and further talks are expected to be held by teacher representatives this week in an attempt to avert a threatened teacher walkout if agreement is not reached by July 1.

The 1,800 teachers are part of a package of 800 points submitted by the UFT. The Board of Education countered with a proposal to extend the work day, eliminating the lunch period, and changing seniority rules.

The current contract expires on June 30 and the most pressing concerns of the UFT are school safety and other working conditions, the spokesman said.

City Seeks Dismissal Of Anti-Murphy Suit

State Supreme Court Justice Harry B. Frank has given Our
grocer Mario Blaghi (N.Y.) until Aug. 3 to submit further papers in the case of City vs. Murphy, charging that his
suit against Police Commissioner Patrick V. Murphy's "master plan" is "tactless".

The City argued in a July 26
motion to dismiss that, because of the nature of the case, the matter
should be dismissed on the
basis of a "tactless" approach.

Schenectady Justice Mangan has unfairly authorized appoint-
ments to the public hearing in the matter of a 4,000-name combined list, which must be heard before the State Supreme Court.

The City's Office of Labor Relations has negotiated

The case of Kirton vs. Bronstein is expected to be
heard soon before State Supreme Court Justice Jacob
Grinspun, who will decide whether or not to
extend five City Patrolmen el-
gible lists beyond their
scheduled termination Aug. 7
termination lists.

Incoming Clerks

From the eligibility list estab-
lished 7-9-72, the Department of
Social Services will be
appointing 231 income mainte-
nance clerks. Five hundred eli-
gibles have been certified (nos.
600-1,000) to replace
provisionalpositions. Appointments must be made be-
fore Aug. 28.

5 Police Lists Live

Pending Court Ruling
An Act of Faith

WHILE the courts have been listening to arguments about the constitutionality of penalizing certain individuals for the alleged crime of not working on their scheduled shifts, the State has begun to withhold portions of the accrued employees' salaries.

Thus, the Civil Service Employees Assn. has been forced to take a major step toward alleviating the hardships caused by this salary loss, which can amount to as much as four days' pay.

These are people who work for a living, it should be pointed out, and for whom four days' pay loss is indeed a hardship, since the average person affected here is among the rank-and-file of the union.

Since the union is prevented by law from setting aside money in a Strike Fund, it has had to appeal to its members for donations to reimburse the penalized employees. CSEA has now sent out forms to its affected members as the next step toward their reimbursement.

It's an act of faith for the union. But, at the same time, it is ironic that an organization that has built its reputation on a policy of rationality and trust, should be put into the position of defending itself after the State threw down the gauntlet.

Court Clears Firemen

LAST week Supreme Court Justice Margaret M. Mangan dismissed the suit against Fire Capt. Raymond Gimmler and other City firemen brought by the CSEA on charges of violations of Article XX of the Taylor Law, compelling them to report Injuries and sickness. For too long have the firemen kept a stiff upper lip when they rightly should have been on the sick list. Many justifiable cases have been brought to our attention where City bureaucrats, with orders to find and root out non-productivity, have judged firefighters to be of sound health while in actuality they were on the verge of collapse or worse. There are better ways of getting efficiency than the paranoia method of going over sick lists to see if a job can be discovered. Justice Mangan was right and gets our full support.

Questions and Answers

Q. My son gets monthly social security student benefits. If he transfers to another college or starts attending classes on a part time schedule, must he report it to social security?

A. Yes. He should notify social security if he marries, is legally adopted, stops attending school, stops attending school full time, changes schools, earns more than $1,500 in a year, or is paid by his employer to attend school at the employer's request.

Q. I recently had an operation and needed 3 pints of whole blood. I thought Medicare took care of all my bills after the first 3 pints, but my hospital told me I have to pay for the blood. Is this right?

A. Yes, the cost of the first 3 pints of blood received in a benefit period is not covered by Medicare. However, if you can arrange to replace these 3 pints yourself, you won't have to pay for them.

Civil Service Law & You

Don't Repeat This!

(Continued from Page 7)

Acts of retribution by a public employer in terms of assessment of fines and penalties upon employees who choose to strike as a collective bargaining tactic to secure better labor relations, without which neither government nor business can achieve acceptable efficiency. On the contrary, such acts create an atmosphere of mutual suspicion and distrust between the employer and the employee representatives and seriously undermine employee morale.

Robert G. Gaba

The old Condon-Wadlin law proved to be totally unworkable because of its complexity and inertness. The Taylor law will prove equally ineffective in preventing public employee strikes. Even though it penal provisions are less severe than those that had been in existence under the old Condon-Wadlin law. The net effect of imposing fines upon employees can only be to generate a spirit of mutual mistrust and suspicion between the parties to the extent that it will be more difficult than ever to achieve a peaceful settlement of labor disputes in the future. In its best form, the State may be losing its productivity in the future for whatever it thinks it is buying now.

During the closing days of the 1971 legislative session, the legislative leaders pushed through a bill that prohibits supervisory employees from holding membership in a civil service employee organization do other civil service employees. This was clearly intended to weaken the bargaining power of the CSEA, and it also (Continued on Page 11)

On Management/Confidential

A legal challenge to the validity of amendments to the Civil Service Law which provide that certain managerial and confidential public employees, as designated by the public employer, shall not be members of employee organizations, has been brought by the Appellate Division, Third Department. (In the Matter of Joseph Shelafsky, et al., Plaintiffs v. Robert D. Betzky, et al., Defendants, 332 N.Y. 20 723, 1972).

The individual plaintiffs are employees of the State and are members of the Civil Service Employees Assn. The action was brought to contest the constitutionality of Section 201(7) as amended and Section 214 of the Civil Service Law which provide that public employees found by PERB to be managerial or confidential upon application to PERB by the public employer cannot hold office in or belong to a public employee organization in which employees of the same employee members.

Pursuant to the above-cited sections of the Taylor Law, the director of the N.Y. State Office of Employee Relations submitted a petition to PERB requesting a determination that one of the plaintiffs is an employee in the negotiation units represented by CSEA be deemed a managerial or confidential employee.

BY REASON of their membership in CSEA, the plaintiffs were receiving important group insurance benefits, benefits of the CSEA's legal assistance program, and the representative benefits of membership in CSEA. Section 214 of the Civil Service Law foresees that the benefits of those designated as managerial or confidential employees.

The constitutionality of the applicable sections of the Taylor Law was challenged on two grounds: vaqueness and improper exercise of discretion.

The court held that Section 201(7) was not vague. Plaintiffs claimed that the term "public employer" in the section means the State, and the statute was ambiguous as it did not define the term. The court said that it is unrealistic to expect the State to name the responsible individual for every imaginable case.

The court went on to say: "The statute provides that the employees designated must (a) formulate policy or (b) assist directly in the preparation for and conduct of collective negotiations, or (c) have a major role in the administration of collective bargaining agreements. It is suggested that the classification of certain managerial and confidential employees is not to be determined by a public employer in terms of the collective bargaining agreements. The net effect of imposing fines and penalties upon employees who choose to strike as a collective bargaining tactic to secure better labor relations, without which neither government nor business can achieve acceptable efficiency. On the contrary, such acts create an atmosphere of mutual suspicion and distrust between the employer and the employee representatives and seriously undermine employee morale.

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Understanding Mediation

(Continued from Page 2)

a straight mediation function.

The second time mediation occurs is when an arbitrator is in the middle of hearing a case. He is free to encourage mediation if he thinks such conciliation would resolve the dispute, and effect a settlement. He is in that way using his good offices.

The fourth one is a catch-all: this lets the director of deputy director of OCB offer mediation in any kind of labor-management problem. This method is done informally whereas the other three types are more formal.

What areas if any are exempt from mediation?

Mediation is brought into play when the parties cannot resolve a contract. Anything that is at issue is something the mediator can deal with. While questions can arise in arbitration of what's not arbitrable, that cannot happen in mediation. Mediation is a part of the collective bargaining process while arbitration is an extension of that process.

Can you cite some typical issues?

Whatever is the subject of collective bargaining is subject to mediation. Depending on the level of bargaining, some issues are citywide, some being affected by laws other than the City's statutes — wages, hours and working conditions are the basic subjects of bargaining between the unions and the City.

Often mediators deal with length of the proposed contract: amount and effective date of a wage increase; hours of work, overtime and compensatory time. Other issues are optional health and welfare benefits and the questions of productivity and pensions.

How are mediators actually selected?

There are three ways. First, the parties may jointly agree on names from the OCB roster of mediators. Second, OCB may send out lists of mediators taken from that roster of designation of choices by the parties. We then select the most acceptable person or persons based on their choices.

What's the third approach used?

Here the director may mediate disputes either directly or informally: also the deputy director—himself—may take on assignments under his direction.

Is there any time period involved?

Negotiations have to take place for at least 30 days before OCB's director will assign a mediation panel — unless both parties request mediation before that time period has expired.

Basically, how do mediation and arbitration differ?

Mediation supplies assistance to the two parties in a labor dispute. It makes it possible for the parties to over-
AUG. 7 Cutoff Announced For State Promo. Titles

Promotional jobs in the clerical field will have an Aug. 7 application cutoff date.

Real exams will be conducted for those titles indicated by an asterisk (*). Filling positions are described in prior copy of THE LEADER. The departmental positions include:

**Agriculture & Control**
- Senior examiner of municipal affairs (Exam No. 34-935): also senior state accounts auditor (Exam No. 34-938)
- Senior budget examiner (Exam No. 34-916)

**Budget**
- Senior budget examiner (Exam No. 34-909): senior budget examiner - management (Exam No. 34-921), senior budget examiner - supervisory (Exam No. 34-911)

**Conservation**
- Senior hydraulic engineer (Exam No. 34-919)

**Education**
- Chair, bureau of migrant education (Exam No. 34-927)

**Mental Hygiene**
- Chief, laundry supervisor (Exam No. 34-912)

**Motor Vehicles**
- Senior motor vehicles examiner (Exam No. 34-924)

**Narcotics**
- Senior community narcotic education representative (Exam No. 34-948)

**Public Service**
- Chief telephone technician (Exam No. 34-967)

**Toll equipment maintenance engineer (Exam No. 34-947)**

**Associate Investment Officer**
- Exam No. 34-949

**Research**
- Exam No. 34-950

**Social Services**
- Exam No. 34-951

**Statewide**
- Exam No. 34-952

**Associate in Investment**
- Exam No. 34-953

**Health**
- Exam No. 34-954

**Provisional Titles**
- Exam No. 34-955

**Vows Fight On Youth Layoffs**

(Continued from Page 3)

of them will wind up in State prisons where the chance for rehabilitation becomes more remote and at a much greater expense to the taxpayer. By attempting to help them early, a lot of suffering can be prevented, but the funds and necessary individual care must be provided."

Although CSEA representatives pressed for more child care training at some of the training schools, particularly at Warwick where the planned layoffs have significantly diminished the employee population, Division officials insisted that the training is overstaffed, "a concession which is completely false." Lockner charged. He pointed out that even before the anticipated layoffs were decided upon, a large reduction in the work force at Warwick and other institutions was achieved by the State vaccine control program. But filling vacancies resulting from retirements, resignations, deaths, etc.

Meeting At Industry

As The Leader was going to press, CSEA President Theodore C. Wendt and other CSEA representatives attended a meeting with Luger at Industry School near Rochester to discuss problems relating to that institution.

At the meeting attended by Division headquarters here, besides Lockner, were Ted Scott and myself for the State; Warren F. Wasson, CSEA assistant director of research; Thomas M. Costello, field representative for the Public Assistance Agency; public relations associate Marilyn Jackson, and counsel Harold Robert Nochimson.

Representing the State, besides Luger, were Albert Elias, assistant to the director; Robert Kennedy, senior personnel administrator; William Bradley, deputy director; Glenn Fleck, the Office of Executive Relations, and Paul Hickey of the Division of the Budget.

*Jeremiah Foozy*

SYRACUSE — Services were held this week for Jeremiah L. Foozy, veteran State employee and long active in the Civil Service Employees Asso.

Mr. Foozy, 66, lived at 1704 Park St., Syracuse. He was a parole officer for the State, working 18 years in the Rochester office of the Division of Parole, and the last four years in the Syracuse office. He was a member of the Syracuse chapter of the CSEA.

Surviving are his wife, Norma Hoeppner Foozy; two sisters, Mrs. Joseph A. Mehlek and Mrs. Carl Gehrmann; a brother, Miles Foozy and seven nephews.

F. Evans, treasurer James Curley and board member Evelyn Bell. Standing are board member Donald Long, board member Anthony Cindus, second vice-president Charles Whitney, treasurer and secretary Beatrice Spazio, secretary Ann Smith, president Cimino, board member Mary Daley and CSEA field representative Ted Medora-

ski, who was installing officer.

**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.

**August**

3-4—Statewide restructuring conference meetings; 9 a.m. to 4 p.m., CSEA Headquarters, 33 E St., Albany.

4—Statewide salary committee meeting; 12 noon, Sheraton Inn Towne Motor Inn, 300 Broadway, Albany.

5—Statewide education committee meeting; 7 a.m., 11:30 a.m., Sheraton Inn Towne Motor Inn, 300 Broadway, Albany.

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10—Metropolitan Armorial chapter meeting; 2 p.m., St. Paul's Church, 321 Manhasset Rd., Manhasset, L.I.

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New D of L Member Wins Auto In Sign-Up Drive

(Continued from Page 1) for the Employees Association.

Throughout the Super Sign-Up campaign, a grand total of 240 prizes with a total retail value of $10,000 were awarded in the three-month jackpot drawings. In addition to this incentive, those members who are eligible for a two-dollar cash award for each member signed up. Winners of the 109 prizes in the final drawing are listed below:

(Ed's note: The names are spelled as accurately as can be determined from the handwriting on the membership cards.)

ONE 1972 CHEVROLET
MONTE CARLO
Manuel Vasques, Bronx

ONE TRIP FOR 1
Paime De Malleda, Spain
(9 days, 9 nights)
September 26-October 6
Frieda M. Zawier, Oceanside

5 GE PORTA-COLOR TVs
Harold Shore, Poughkeepsie

7 GE 15-INCH TVs
Laverne Breden, R D 1, South Dayton
Robert A. Carcielli, Saggart, Buoy Monopoly
Little Perry; Ralph P. Winslow, Brewerton; Patricia A. Standish, Interlaken; Joe Aybar, Brentwood; Patricia A. Standish, Interlaken; Jose Aybar, Haverford; Elizabeth Hoaxes, Bronx; William Lohrman, Lyons; James Tucker, Clermont;

Minnie Arnold, No. Babylon; Theresa Graulich, Norwood; Donald Ferraro, Orleans; Judy Frank, Franklin, Cheektowaga; Robert L. Chiaravota, Brant; Joseph J. Palmo, Olean; Elizabeth T. Sloan, Buffalo; Benjamin Lattimer, No. White Plains; Sara De Macha, Johnson; Douglas H. Sieger, Floral Park; Sylvia Gordon, Schenectady; Hazel Denley, Marcy; William Roberts, Dryden; Roy F. Roberts, Pine Plains.

20 GE Pocket Transistor Radios
Louis M. Vredenburgh, Port Jefferson

20 GE Blue Max Radios
Lawrence A. Boland, Buffalo; James Edward Meadow, Williamsburg; Angela Ramo, Spring Valley; Janet Fox, Gloversville; Mary I. Judd, Phoenix; Alford Road, Geneva; Peg Kennedy, East Greenbush; Melba M. Rawles, Bronx; William Lohrman, Lyons; James Tucker, Clermont;

Theresa Graulich, Norwood; Donald Ferraro, Orleans; Judy Frank, Franklin, Cheektowaga; Robert L. Chiaravota, Brant; Joseph J. Palmo, Olean; Elizabeth T. Sloan, Buffalo; Benjamin Lattimer, No. White Plains; Sara De Macha, Johnson; Douglas H. Sieger, Floral Park; Sylvia Gordon, Schenectady; Hazel Denley, Marcy; William Roberts, Dryden; Roy F. Roberts, Pine Plains.

Offers Conversion Of Group Life Insurance

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 it to individual insurance. The offer provides that any actively employed member or CSEA chapter or association which is just as important but not as well-known is the hiring of independent arbitrators and arbitration agencies to rule on cases, grievances and disciplinary cases, when there is a dispute between a CSEA member and the employer or a dispute between a CSEA chapter or association and the public employer.

The offer is for the converted insurance to be made up and typed, extra time must be spent, more of your CSEA dues money must be paid off if CSEA members' legal services are provided with membership.

But this service — the ready availability of professional, qualified help — is one that most CSEA members would not want to lose. You may not ever need it, but if you need it, it's there.

Another legal service to CSEA members which is just as important but not as well-known is the hiring of independent arbitrators and arbitration agencies to rule on cases, grievances and disciplinary cases, when there is a dispute between a CSEA member and the employer or a dispute between a CSEA chapter or association and the public employer.

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Correctional Aide Eligibles

This list of 1,294 eligibles was established July 28 after training and experience evaluations of open competitive candidates who filed in April. Salary is $6,740. (Cost from Previous Editions)

No. 181 — 92.9%


121 Willie G. Davidson, Rafael A. Melia, Betty Powell, Elisa Jones, Norman J. Richards, Melvin A. James, Stanley A. Spencer Jr., Jesus Seda, Richard T. Bieble.

No. 182 — 92.9%


121 Willie G. Davidson, Rafael A. Melia, Betty Powell, Elisa Jones, Norman J. Richards, Melvin A. James, Stanley A. Spencer Jr., Jesus Seda, Richard T. Bieble.

No. 183 — 92.9%


121 Willie G. Davidson, Rafael A. Melia, Betty Powell, Elisa Jones, Norman J. Richards, Melvin A. James, Stanley A. Spencer Jr., Jesus Seda, Richard T. Bieble.

NASSAU PICNIC — An estimated thousand persons turned out for the annual picnic sponsored by the Nassau chapter of the Civil Service Employees Union. The all-fun affair was held for the second year on July 8 at the Point Lookout Town of Hempstead Park. There were games for the youngsters, with lovely cups for the winners, and refreshments for all. Shown here are, from right, Francis T. Purcell, president of the Town of Hempstead; Ruth Flaskenaum, Ralph G. Coss, Nassau County Executive, and Irving Flaskenaum, president of Nassau chapter.
Correctional Aide
(Continued from Page 10)
No. 581 — 74.4%
No. 581 — 75.4%
No. 581 — 78.5%

Don't Repeat This!
(Continued from Page 6)
tensive is the education at a substantial cost of various offic- ials in the proper way to con- duct employee relations, in the interests of all concerned.

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, just off the West Side Highway 42nd 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. Truly a special place to stay, at very special savings for government employees.
*Children under 18 free in parents' room.

Sheraton Motor Inn-New York City
SHERATON HOTELS & MOTOR INNS. A WORLDWIDE SERVICE OF ITT
SHERATON 520 12TH AVENUE. NEW YORK. N.Y. 212/695 6500

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★ MORE FEATURES
★ NEW, BIGGER HOROSCOPE
★ TOP COMICS
★ A NEW-STYLE TV SECTION
It Goes on Sale Thursday and All Week, 25 cents
Correctional Aide Eligibles

(Continued from Page 11)

Michael Signaitis, Ronald Coleman, Kenneth Jones, Anthony A.

811 Lowell E. Lewis, Richard Latimer, Richard Johnson, George B. Delaroso, Albert Pe-

cco, John C. Cartwright, Joseph T. Incoco-
to Toro Jr., Sandy Manuel, David W. Pitts, Phillip Drekelard, Raj A. Scott, Amelia F. Wil-


811 Glenn Coleman, William L. Cameron, Judy Ringer, Wil-

liam S. Polite, Gloria White, Elizabeth Hardym, Raymond B. Adams, Kevin R. Allman, James B. Copeland, Luis M. Ariza, Steve-

erson, Ronnie Battlelor.

811 William Hayes, Hubert W. Pleininger, Blanche Rice, Roger K. Harris, Jaime Torres, Hector Rivera, Tony T. Bonell, Benjamin Wright, Herbert L. Brown, Haul Morales, Raul C. Torres, Antonio A. Gonzalez, Victor S. Smith, Jorge L. Raphael, Cecilia Kellman, Charles E. Glover, Joseph C. Wil-

lls, Esther C. Clarke, Phyllis D. Gordon, William J. Winkler, Stanley P. Maya. 841

No. 941 — 78.1% 841

811 Malcolm A. Beal, Michael A. Bianco, Gwendolen Riley, Dennis C. Metzer, Edwin P. Lo-

bel, Dorothy Daye, Richard Loaga, Gregory J. Wilson, Wal-

ter B. Isaac, Timothy Baymore Jr., Ivan Rodrigues, James Car-


811 David Girar, Eddie King. Said Khalil, Robert M. Cohen, Donald A. Williams, Walter J. Ta-


841 Nadine Thomas, Steven D. Blum, Leslie J. Alexander, Martin
-Ira Leibovitch, Thomas S. Clark, Mary C. Feaster, Mary Mills, Terence Smith, Berandy B. Higgins, Gerard J. Daly, Ronald J. Stew-

art, Greg A. Lomch, Frank Sada-

fa, Catherine Gilbert, Darnell Scott, Dayl B. Sanders, Donald E. Poe, Elois M. Callahan, Juan-
l. F. Beven, Jill B. Williams Jr.

961 Jerry Burke, Charles W. Davis, Dominick Dei Costanzo, Edward W. Barnes, Richard E. Richard-

son, John P. Greaney, Craig R. Shapham, Frank E. Braxton, Alan Fredericks, Juliana M. Jones, Deann Robinson, Hector Canacho, Denise D. Moore, Peter A. Schroe, Michael J. Lauty, Juanita E. Jones, Viola Dechabal, Roberta Klug, Mich-

ael R. Rigano, Raymond Oc-

cio.

961 Robert B. Lane, Lender Hagan, Venetia Johnson, Thom-


1031 Rodene Blades, Paul Ever-

ett, William D. Usher, Leo J.

Trent, Venti H. Dunaway, Edna G. Purley, Rubye Dar, Ralph Cold-

far, Daisy Lovetor, Jeannette H. Beamer, Jose Velas, Mabel B. Johnson, Margaret A. B., Bobby Young, Bertha M. Cor-

bert, John D. Harvey, Diane L.

Brooks, Hoyt F. Diakol, Jimmie S. Metler, Mary P. Graham.

1041 Eddie A. Atwell, Cheryl NeshbeI, Isidro Araya, Anthony Vasquez, Mark L. Ohnicky, William V. Benson, Pedro H.

(Continued on Page 13)
**The Man**

**CMAHANVORANIAN**

"Famous for German American Food"

Get Away—Rise & Play

Ideal For Club Outings & Small Conventions

DELUXE HOTEL & MOTEL

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Overlooking Lake Geneva

Rooms with private baths—Olympic Style Pool—All Athletics and Planned Activities—Dancing & professional activities included in our "Bayard Manor Sailing Club". Roomy, with no 1.000 acre pool. Near 1st Street Course. Colorful Brochure & Sample Menu.

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**FLORIDA LIVING**

LIVE the good life at prices you can afford in Highland Village Mobile Home Community. Groves from 20 models with prices starting at $7,950. Complete recreation program. Clubs, pools, race track, bowling, etc. See model on display in N.Y. Wrote to Civil Service Leader, Box 200, N. 11 Warren St., New York 10007 for more details.

**BOAT FOR SALE**

21 Ft. Boeing-Gladding, Cuddy Cabin, L/0 165

**BOAT FOR SALE**

21 Ft. Boeing-Gladding, Cuddy Cabin, L/0 165

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21 Ft. Boeing-Gladding, Cuddy Cabin, L/0 165

**BOAT FOR SALE**

21 Ft. Boeing-Gladding, Cuddy Cabin, L/0 165
Donald Buswell, left, is presented certificate by Lou Visco, Binghamton chapter representative for the State Department of Transportation.

D. L. Buswell: 40 Years’ Service

BINGHAMTON—Binghamton chapter members of the Civil Service Employees Assn. have honored a retiree after 40 years of civil service.

The recognition was accorded during the chapter’s recent general membership meeting and dinner-dance at the Owego Treadway Inn in Owego.

Chapter president Stanley Yaney hailed the recipient of the honors, Donald L. Buswell, as a loyal and dedicated public servant who carried out his duties with utmost dependability and professionalism.

Buswell was presented with a special certificate honoring his years of service as those in the audience afforded him a well-deserved round of applause.

Retirees Have Until Aug. 15 To Apply For Hospital Plan

SCHENECTADY — The Hospital Indemnity program for retired members of the Civil Service Employees Assn. has been favorably received by the membership.

Although 2,500 members have applied for the plan, applicants still have until Aug. 15 to mail in applications.

See the advertisement on page 16 for brochure.

THIRD OF CENTURY — Robert Miller, supervising nurse at Craig State School for the Mentally Retarded, has retired after 34 years of service. Here Miller and his wife greet guests as they were honored at a tea at the school. He entered state service as a nursing student in 1927. Since 1960 he has been supervising nurse in the West Group Division. In between he handled various duties such as teaching science in the School of Nursing and serving as faculty advisor and counselor to students as coordinator between Geneseo State College and Craig School of Nursing freshman program of study.

Oneida Chap. Honors Four Retirees For Long Service

(From Leader Correspondent)

UTICA—Oneida County chapter of the Civil Service Employees Assn. held a retirement party for several of its members at the Burstone Restaurant in Utica.

Among those honored were four of the chapter’s most active members and longtime officers:

- S. Samuel Borelly, an employee of the Utica City Department of Engineering for 44 years and CSEA chapter representative for 25 years. Borelly is the immediate past chairman of the statewide County Executive Committee.
- Helen Rauher, administrator secretary at Mohawk Valley Community College for 15 years and chapter secretary for 10 years.
- Beatrice DeSantis, an employee for the City of Utica for 26 years as cashier, assistant treasurer and secretary to the Department of Assessment and Taxation and also treasurer of the chapter for 22 years.
- Louis Eddy, an employee of the Utica Board of Water Supply for 15 years and chapter delegate for 10 years.

Statewide CSEA president Theodore C. Wenzl was guest speaker. Other guests in attendance included statewide treasurer John Gallagher, and past chapter presidents Ruth Mann and Roger Boltmano. Incumbent president Louis Bunderhaft made the presentation of awards.

THAT'S OUR GAL — Brothers Ernest, left, and John Pasquali offer congratulations to their sister, Mary, as she left her desk at finance office of City of Glen Cove recently after 41 years’ service. The Civil Service Employees Assn. member was also honored by citizens and co-workers in dinner July 7 at Leonard’s, Great Neck, for exemplifying the best traditions of civil service with kindness and industry. She had served under Mayors James Burns, Harold Mason, Bogart Seaman, William Seaman, Arthur Aikenhead, Luke Mercadante, Joseph Stance, Joseph Stuzel, Pat Kenney, Joseph Reilly, Joseph Muldoon and the present incumbent, Andrew DiPace.

KEYS TO THE CITY — Dorothy Geel, third from right, is shown receiving the “Keys To The City” from Mount Vernon Mayor August P. Peizille at recent ceremonies marking her retirement. Ms. Geel has served for 25 years in City Clerk’s office. Others in the picture, from left, include Emma Telicher, Florence Gross, Lillian Bobkin and City Clerk Henry J. Adeck.

Three long-service retirees from Oneida County chapter are offered congratulations by statewide CSEA president Theodore C. Wenzl, left, and chapter president Louis Sunderhaft, right. The three retirees are, from left, Beatrice DeSantis, Louis Eddy and Helen Rauher. Missing from photo is S. Samuel Borelly.

See the advertisement on page 16 for brochure.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel in person at New York 10012, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5 p.m. Only during the filing period. Self-addressed envelope, to be reach the filing office via the Rainbridge, 125 Worth St., New York 1007, phone: 596-1616.

Several City agencies do their own recruiting and hiring. They include: Board of Education (Teachers only), 45 Court St., Brooklyn 11201, phone: 596-0063; Health & Hospitals Corp., 135 Worth St., New York 10067, phone: 566-7062; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 566-5060.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-teaching applicants are filled through the Personnel Department directly.

STATE—Regional offices of the Department of Civil Service are located at: 1350 Ave. of the Americas, New York 10019; State Office Campus, Albany, 12206; Suite 701, 1 W. Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.

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

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

Judicial Conference jobs are filled at 270 Broadway, New York 10007, phone: 489-4100. Port Authority applicants should contact their offices at 111 Eighth Ave., New York, phone: 489-5500.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. It is open weekdays 8:30 a.m. to 6 p.m., weekends 9 a.m. to 5:30 p.m. Telephone 260-6611.

Federal entrants living upstate (north of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 12202. Toll-free calls may be made to: (800) 523-7467. Federal entrants living in the Chicago area may call (800) 523-7467.

Eligibles on New York City Examination Lists

EXAM NO. 2016
CLERK, INCOME MAINTENANCE
Group I

This list of eligibles was established July 20, following a written test held June 3 which was taken by 2,186 candidates. Of the 17,793 open competitive candidates who applied since May 8 and in time for the first test in this title, which is still open for subsequent tests, 4,000 were judged qualified and called for the written test. Of the 2,186 who appeared to take the test, 261 failed and one withdrew. Salary range $1,900-$3,900.

(Continued from Last Week)

BARONOWITZ, LILLIAN HECHT, James W. SAMUEL, ANTHONY J. RICARD, Patrick M. BRODERICK, Thomas H. HINTON, Nancy WRIGHT, Madeline Fontana, Sherrill Negron, Clarissa Thomas, Dorothy Turok, Dowes W. McKiss, William Washington, Freda Forman, Robert A. THOMPSON, Janice E. Green, Mary E. O'HER, Barbara L. Badin.


You can have an extra $500 a month in cash when you are hospitalized!

Yes — you'll get $500 a month over and above any other insurance you might have. The money will be paid directly to you — not to a hospital — not to a doctor — but to you. And you can do anything you want with it. Pay hospital bills. Doctor bills. Household expenses. It's your money — to use as you please. There are no strings attached to it.

A great way to help beat rising medical costs!

As you probably know, hospital and medical costs are higher than ever. And still rising. So, when you're hospitalized, you'll want all the financial help you can get. Any insurance you already have will help. So will Medicare. And now this insurance can be a third source of money.

It's all tax-free cash, too!

When you are hospitalized by sickness or injury, you will receive cash payments at the rate of $500 a month. You'll continue to get them as long as you are hospitalized — up to a maximum of 12 months for one period of sickness or injury. Thus, you can receive as much as $6,000 for one hospitalization.

All this in addition to any other insurance or benefits you have. And this money is not taxable, either!

Nursing Home Stays are Covered, Too

After you are hospitalized for at least 3 days, you may want to change to a convalescent nursing home. You can, if you do so within 14 days. And you will receive cash payments at the rate of $250 a month for a maximum of 6 months for one period of sickness or injury. This money is tax-free, too! And again, it's paid directly to you — to use any way you want.

Recurrent Confinedments are Covered!

You can collect more than once. If you are hospitalized again after a 6 months interim, the cash payments begin all over. And if you are hospitalized in less time for a new illness or injury, you also start collecting tax-free payments again.

A Lot of Other Pluses

No medical exam required to qualify. Coverage applies everywhere in the world. It pays regardless of how much other insurance you have. No waiting periods. Payments begin from the first day of hospitalization. You can include your spouse in the plan, if you wish. The same benefits and amounts apply to him or her.

The plan is underwritten by a leader in health insurance — The Travelers Insurance Company of Hartford, Connecticut.

Act Now! Limited Enrollment Period

Inquire today. Use the application form in the brochure that was mailed to you. If you don't have one, mail the coupon below for a copy by return mail. Costs and other details including the few limitations and exclusions are fully explained in it.

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Ter Bush & Powell, Inc.
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Gentlemen —
Please send me a copy of the Civil Service Employees Association, Inc., brochure on the hospitalization cash payment plan, together with application. Please rush.

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Address

Get this valuable protection today. It can mean hundreds, even thousands of dollars for you tomorrow!