CSEA Takes Care of Its Own

Fifth Vice-President Hazel Abrams, Administrator of the Civil Service Employees Assn. Welfare Fund which is being used exclusively to help those local CSEA members who supported their union over the Easter weekend, receives a reimbursement form from John Trela, assistant manager of the organization's mobile office. The form was one of many from CSEA members who were fined for supporting their union last April. CSEA is reimbursing those who were fined from the Welfare Fund, which is made up of voluntary contributions.

Uphold CSEA Member's Fear For Refusing Job Transfer Because Safety Endangered

(From Leader Correspondent)

BUFFALO—In a landmark decision, a hearing officer here has ruled that a Civil Service Employee Assn. member doesn't have to accept a job assignment if she feels her safety might be endangered.

The case involved the proposed transfer of Ms. Phyllis A. Purdell, an employment interviewer, from a downtown office to an inner-city office of the Dept. of Labor's Employment Division.

Ms. Purdell argued before hearing officer Abram Pugash that the transfer was actually punishment for her participation as one of 10 office employees who had earlier signed a petition protesting “intolerable working conditions” and “low office morale.”

“It appears,” Pugash ruled, “that Ms. Purdell ‘was fearful for her personal safety and therefore refused to accept the assignment which was offered to her in an area where the incidence of crime and violence is known to be extremely high.’

Ms. Purdell, a member of the CSEA Buffalo chapter, was ordered in May to move from downtown offices in the Ellicott Square Bldg. to a storefront office at Broadway and Jefferson Ave. in Buffalo’s crime-plagued inner city.

‘Testimony . . . indicated that other qualified persons were willing to accept this assignment,’ Pugash said in his decision.

CSEA Takes Care of Its Own

ALBANY — The Civil Service Employees Assn. is fighting the imposition of a parking fee on thousands of State employees in Albany and elsewhere in the State on several fronts.

CSEA President Theodore O. Wenzl announced recently that his union had filed a fourth stage contract grievance with the State Office of Employee Relations which must review the matter within 20 working days.

If the State Office of Employee Relations dissents, it is the only statute in existence that authorizes the State to collect parking fees for employees parking on State or State-owned property.

In a separate but related move, CSEA officials also filed an improper practice charge with the Public Employment Relations Board accusing the State of refusing to negotiate and unilaterally imposing the fee.

In filing the charge, union leaders also asked PERB to stay the imposition of the fee, scheduled for Sept. 1, pending resolution of the grievance and improper practice charge.

CSEA attorneys were also considering possible legal action.

A directive was issued last week to department and agency heads by the Division of the Budget announcing the planned implementation of a $2 a month parking fee for employees parking on State or State-owned property.

Agreements Violated

CSEA maintains that the Division of the Budget is acting in violation of several provisions of the agreements between CSEA and the State covering employees in the four bargaining units represented by CSEA and has vowed to take any legal steps necessary to have the proposed fee rescinded.

Area legislators, Assemblyman Clark Wemple and Senator Walter Lanyon, also urged that the parking fee be reconsidered. Wenzl said that the State “has refused to negotiate on the subject of parking charges with CSEA for representation of State employees. The SKU has repeatedly charged CSEA with harassment and disrupting their attempts to get State employees to sign cards designating them as representative.

Now they are stooping to attacking individual staff members of CSEA with harassment and disrupting the State’s special negotiation committee, although it is clearly a subject for negotiations.”

Affects Thousands Statewide

CSEA Steps Up Fight On Imposing Parking Fees; Files Contract Grievance

Inside The Leader

Fact For Seasonal Aides

See Page 3

Welfare Fund News

And Pictures

See Pages 11 & 18

Profile On

Samuel C. Grosefield

See Page 14

Latest Eligible Lists

See Page 15

New Eligible Lists

See Page 15

First Welfare Fund Checks On The Way

ALBANY — The first checks for partial reimbursement of wages lost by State employees who were fined for supporting their union last April, will be sent out to all eligible CSEA members, who were instructed to complete the form and have it signed by the appropriate chapter president before returning it to CSEA.

Any rumors that these checks are not being sent out as quickly as possible should be ignored,” the spokesman said. “There are just more desperate attempts to discredit CSEA’s obvious concern for the welfare of its members.”

City Chap. To Meet

There will be a regular meeting of the board of the New York City chapter of the Civil Service Employees Assn. at 5:15 p.m. at Gannet’s Restaurant, 78 Diane Street, New York City.

Don't Repeat This!

Or A Fifth Term?

Cabinet Post For Gov. Rockefeller?

The privilege accorded to Governor Nelson A. Rockefeller to nominate at the Republican Convention the man who he or she is to be for the National State of the United States is a reflection of the political knowledge that guides the destiny of the Nixon Administration.

(Continued on Page 16)
Lobbying For The Public

An union's primary obligation to its members is to secure the best possible contract for them. When appropriate safeguards have not been set up to protect the working man and woman in the pursuit of their rights by the employer, then it is the duty and function of the union to step in during contract negotiations to ensure these safeguards by including them as part of the union demands.

The teachers' contract talks illustrate one example of this procedure...where steps that should have been taken years ago by the city and supervisory personnel are now part of negotiations. Steps that should have been taken to put an end to the assaults, robberies and rapes committed in our school system now are part and parcel of the talks because they are one of the demands that the UFT is insisting upon.

This was also the action taken by the Transport Workers Union, which represents the men and women who serve the city's bus and rail lines.

DURING THE COMPLICATED and protracted negotiations, the TWU requested a Transit Police Force for protection on the city's buses and buses. Although this demand went outside the realm of benefits for its members, it demonstrated responsible leadership and concern for the community and the citizens of the city by the TWU members.

The Transit PBA, equally concerned and interested, supported and promoted this worthwhile demand by supplying and presenting documentation, evidence and testimony on the extent of the vandalism, crime and destruction being perpetrated on the unprotected buses of this city. We believed, as it were, to prove the need for prompt action to this situation and the union's demand. Despite the wide and general recognition and endorsement of this, it appeared that only the unions involved would accept the gravity and importance of this fight.

Now, the Transit PBA is negotiating for benefits to improve the lot of its members. Again we wish to add those we serve. One of the demands we have put forward is to fight for as responsible leaders is for the protection so fully needed and deserved by the bus-riding public, by fulfilling the promise to protect against the problems faced by the riding public so far as safety and protection are concerned.

IN DEMANDS SUCH AS THIS we are constantly pressed with the question, "Where is the money going to come from for this type of protection...?" We can only wonder if the tax-paying public, who have constantly paid the freight for services, will continue to pay much longer if their tax-paying dollars are not put into directions which most serve their immediate needs and show a concern for their safety and protection.

(Continued on Page 4)
To All CSEA Members:

It's that time again, time to "Take Stock in America," and to many of us it's time to take stock in our personal retirement programs.

In these trying times, saving money is a difficult thing to do but not impossible. Most of us need a little help. The "if you don't see it -- you don't spend it" method seems to be the key to saving.

U.S. Savings Bonds have been around a long time, but that doesn't mean they are Old Hat, not on your life. The fact is that they are better now than ever. With a 5 1/2% return when held to maturity, they are a real buy.

The labor unions in this country have always stood solidly behind the Payroll Savings Plan for the purchase of Savings Bonds. Why? Because it's patriotic -- well, sure, union members and their families.

So, if you are not already on the program, the time to start is now. You will be doing yourself and your country a big favor. That's a combination that's hard to beat.

West Conference Meets Aug. 26

ROCHESTER—The state Civil Service Employees Assn. gave "a definite promise" to reimburse all CSEA members living within the Western Conference for any loss of pay during their participation in the March 31 job action, the conference president, Samuel Grossfield, said.

Grossfield will discuss the promise and other highlights of the state executive council and board of directors meetings held at CSEA headquarters in Albany Aug. 14 when he presided at his first conference meeting as president Aug. 26.

The meeting, scheduled for 10 a.m. at the Treadway Inn, Batavia, will include reports and recommendations for a political action group in each of the other conference areas—Central, Western, Southern, Long Island, Capitol Dist., and Metropolitan.

Grossfield said conference officers, North districts presidents, will review positions on issues to be covered at the statewide annual convention in Rochester Sept. 10 through 23.

"Contract renewal, actions by the State against CSEA, cost of living increases, benefits available to the well-being of state employees and safeguards for our pensioners are among the very important matters to be discussed," he said. He said he and the other conference officers (vice presidents Ed Dudzik, Genevieve Clark and Nina Groppo, treasurer Genevieve Clark and secretary Judith Burgos) also want to discuss committee chairmen's and assignments.

Dadd Renamed

Hayden H. Dadd, of Attica, has been reappointed to the Council of the State University College at Fredonia for a term ending July 1, 1981. There is no salary.

Clinton County Elects Officers

ALBANY--A new slate of officers was elected at a recently held meeting of the Clinton County chapter of the Civil Service Employees Assn.

The certified results of the Clinton County chapter's voting named Frank Lawson, president; John Ryan, second vice president; Jean Kelso, alternate delegate; and Francis Bessette, first vice president; Frances Bossele, third vice president; John Ryan, second vice president; Barbara McCasland, secretary; Paula McManus, treasurer; and Henry Galpin, assistant dxeoiip specialist.

Committee Reports

THE LEADER. It should include the date, time, place, address for Delegates Due

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

24-25—State University chapters workshop seminar; Sheraton-Syracuse Motor Inn, Syracuse.
28—Redistricting committee meeting; to prepare final report on Phase Ill.
29—Westchester County chapter meeting; 8 p.m., Health & Social Services Bldg. (basement), 21 Westchester Ctr., White Plains.

September

9—Suffolk County chapter dinner-and-dance and installation; 7 p.m., Colonial Hill Club, Hauppauge.
10—Onondaga County chapter clambake; Hinderwads Grove, New London.
10—Mental Hygiene Employees Assn. delegates meeting; Flagship Motel, Rochester.
19-20—Civil Service Employees Assn. delegates meetings; Flagship Motel, Rochester.
CIVIL-SERVICE LEADER, Tuesday, August 24, 1972

Heard on the air the other night: "Battle 27 to Bronx: We have a pregnant woman about to give birth. We must have an ambulance in 90 seconds."

In about two minutes the dispatcher came on and told the 27th the bad news. There were no ambulances available and the earliest that one could be expected was 30 minutes. Then came the pathetic question, and the chief wasn't kidding when he asked: "Dispatcher . . . do you have an ambulance for the baby?" The dispatcher was Ken Fisher, No. 99. While in the Air Force, he was in charge of ambulances, a baby under emergency conditions. He started to clear the decks for an emergency, a desperate situation. However, just then, the chief came on to say the cops were there and were taking the woman to the hospital.

That incident sort of brought back memories of a certain morning in 26 Truck when a police radio came to me, saying: "There's a woman in labor, asking me to grab my camera because a woman around the corner was about to have a baby and, because of a shortage of ambulances, they were going to have to walk to the hospital."

When I walked into the tenant room where the woman lay, the fifth and seventh stories were overhanging. His house was a day away from burning and there were all over the place, including the bed where the woman was about to have the baby, stories about things such as this. I was somewhat at a loss and one of the cops asked where I should stand near the walls or the door frames, . . . you'll get cockroaches on you!"

The baby came and the cops did a great job. The father was ecstatic and the mother somewhat overcome by emotion as I took the photos which later appeared in the news. The child was named after the two cops. I went back to quarters and threw up . . . .

I learned a few things about that Bronx ambulance thing last week. Like most locations where service exists in New York City, the problem is money. The man in charge of ambulances, who incidentally is a red hot bull, hopes with government help to add a fleet of ambulances of his own. Another little item which is appallling is the fact that the ambulance driver gets around $9,000, and the attendant who decides what's wrong and what to do about it. One could amount to life death in many instances, only gets around $8,000. Rob those two little items together and see what kind of morale you come up with . . . .

Well, Batten down the hatches and get set for the day by day battle, the anticipated elimination of companies and the relocation of others is about to take place. You know, I think about that sort of thing. When anybody much as mentions it I get red and am ready to do battle. It's too important a matter to comment upon without doing a bit of checking so . . . . which I did. During the conversation with Paul O'Brien, F.D.N.Y. press officer, he mentioned a fact which puts it pretty concisely. He told me that the Department has lost on an average of one man a day since the beginning of the year. The Department loses that kind of power, then in 30 days they'll be 30 men, and that's main power for a company. When City Hall won't let you replace the lowered strength of companies and put two plus two make a very, very painful four! It is logical and it's gotten worse.

So, when the axe falls, don't blame 110 Church Street. The blame lies squarely with the fellow in City Hall who, with his ever-widening walks into the under-privileged areas on hand- shoring's back too and more like a candidate for re-election. Naturally, he expects two little skeletons to take the rap for what will be an appalling cut in fire protection. That's why I'm here, to make him look good and take the rap when things go wrong.

This case, if you really mean to remember in November . . . remember well but remember the right boy.

By the way, there has been even more to refer to Marine 5, which is down by the river at Gracie Mansion. The police have been upstairs and downstairs and have a hell of a time getting that one into his batboard when he reports the stolen old edition! Better he stick to rubber ducks . . . .

We sometimes lament about the "demoralization" in the job today. Some of the old timers shake their heads and despair for the future of the job. Well, around sixty percent and while the kids of today are much more militant about some things, they are still more than a part of their union rights etc., the spirit is still there. For instance, a recent bit of work, the Palace rats celebrate its becoming first grade, nor have I ever en- countered a fellow cop who was proud to be a made impresario that he joined the first grade in the other house. However, that's what happened the other night to Dennis O'Connell who made dictator (No. 22) and fireman Bob Gannon who was the former Chief Engineer. I stopped in at the tavern in Queena and said hello to both. Congratulations, Bob. God the kids still have spirit!

Fire Dept. Promotes 6

Six promotions were made last week in the city Fire Department, to the rank of captain, supervising fire marshal (pro- visional), assistant marine engineer and wiper.

Frederick Stengoetter of En- gine 285 was promoted to cap- tain. He is number 300 on the 453-name list established Nov. 4, 1928.

Made supervising fire marshal (provisional) was First Marshal Ernest C. Graham of the Bureau of Fire Investigation.

Appointed assistant marine engineer was William Ker- rigan and Margaret E. O'Connor. Named wiper were Fr. Angelo A. Borrelli and Fr. Edward N. Beck.

Marshall Supreme Court Justice Harry B. Frank last week dismissed the suit brought by Rep. Mario Big- gi which sought to bar im- provement of the Police Department's "master plan" for reemployment of police personnel.

The master plan, scheduled for implementation in November, will assimilate more policemen to lower the police strength in low-crime neighborhoods. Biggi and co- petitioners charged that the plan was slanted to lose police protection, charged that this would be an unlawful deprivation.

Fed. Funds Aid Local Government Personnel Management, Training

Federal funds will again be available to state and local governments for improving personnel management and employee training, it was an- nounced by the U.S. Civil Service Commission.

Congress has appropriated $15 million for the 1973-1974 Perso- nal Management Program for fiscal 1972-1973, the second year of the program. The funds will be available to state and local governments on a matching- fund basis. The law authorizes the U.S. Civil Service Commission, which administers the program, to support up to 75 percent of the cost of the projects.

Of all the states and territor- ies, New York State has the most to gain. $2,142,600, of which at least $873,000 must be used by local govern- ments.

Most of the funds are used for personnel management studies, and for personnel training, whether the training may be in the administrative, professional or technical fields.

College Office Assts.

Nine of the 2,260 candidates for college office assistant "A" have been declared not qualified according to the terms of the announcement of the Department of Personnel. The remaining candidates will be ranked on the list and will be examined on the April 22 written exam.

Drop Social Worker Test

The cancellation of continu- ous recruitment exams for social work, announced last week, effective Aug. 11, 1972, is being called "the most significant development in the examination process, and data processing analyses of employee contract proposals. The move to deferred testing may be in the administrative, professional or technical fields.

The Transit Beat

(Continued from Page 3)

Maybe some of them, as a future, before any additional taxes are approved the City, State and Federal governments alike will have to negotiate a contract with the tax-paying public to really see what their true demands are.
GOURMETS GUIDE

TEHERAN POPULAR COCKTAIL LOUNGE FOR FINE HONEYS & OUDS - TEHERAN-AMERICAN

SCHOOL DIRECTORY

MONROE INSTITUTE - IBM COURSES Computer Programming, English, Bookkeeping, Typing. Post Secondary Courses, 429 Main St., Lockport, N.Y. 14094

GOURMET'S GUIDE

PEOPLE

Municipal Credit Union

MADISON AVENUE, ROCKLAND COUNTY, NEW YORK

Send 6% on share deposits (savings) for the quarterly period ending June 30, 1972. We anticipate dividends paid on multiples of $5.

Name

Address

City

Zip

Savings insured up to $25,000 by the Federal Deposit Insurance Corporation.

Check here if desired

Membership for my spouse and children over 15 yrs. of age •

Financial Services to Employees of the City of New York

Individual Accounts • Joint Accounts • Trust Accounts •

Bank by Mail - Postage Paid Envelopes

SPECIAL INTEREST

MUNICIPAL CREDIT UNION

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2-9739

New York, N.Y. 10003

MUNICIPAL CREDIT UNION OF THE CITY OF NEW YORK

Room 372, Municipal Bldg., New York, N.Y. 10007 • T 962-8500

Obj. Account • Joint Account •

Membership for my spouse and children over 15 yrs. of age •

Trust (beneficiary) may be named on any of above accounts.

SPECIAL INTEREST

SPECIAL INTEREST

SPECIAL INTEREST

NAME

ADDRESS

CITY

ZIP

Municipal Service Position

Municipal Credit Union

Union

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Obj. Account • Joint Account •

Membership for my spouse and children over 15 yrs. of age •

Trust (beneficiary) may be named on any of above accounts.

SPECIAL INTEREST
A Golden Opportunity

Both Republican and Democratic campaign strategists agree that in the 1974 elections, the most important battle will be between local and county officials. While local civil service voting power continues to grow in New York, public employees still have to work hard in the State and with local legislative bodies for beneficial public employee gains and, at the same time, fend off acts that are anti-civil service.

Others, are now planning political action to an unprecedented degree. They have the political wallop to make an unprecedented opportunity to make candidates have an opportunity to make candidates. They have the political wallop to make candidates have an unprecedented opportunity to make candidates.

Protection From Fear

For two reasons, we are heartened by the determination of a State hearing officer that a female employee in the Buffalo office of a State agency could not be reassigned to another area of the City because she feared her safety would be endangered, based on the record of violence reported in the district to which she would have been transferred.

We are pleased to note that a precedent has been set recognizing the right of an employee to refuse transfer on the grounds of insufficient security guards.

Both aspects are meaningful to civil servants and should serve as reassurance to other employees that they can and should open pressure to force local government planners to move workers around just to suit their own whims without hearings how the employees feel about such actions.

Social Security

Q. I’m receiving monthly disability payments from Social Security, if I choose to return to work and return to work, would my retirement payments be affected because I was disabled and unable to work?

A. No, your retirement benefits would be reduced because you were disabled. Furthermore, the years while you were disabled will not be used in figuring your retirement benefits later. This gives you the advantage of retaining a high yearly average of earnings.

Q. I have been on Medicare since it started. My friend, who is also on Medicare, stated that you can submit doctors’ bills for reimbursement only within the year you received the service. Is this correct?

A. This is incorrect. If you have any doctors’ bills dated from Oct. 1, 1970 through Sept. 30, 1971, you have until Dec. 31, 1972 to file claims for reimbursement under Medicare.

Don’t Repeat This!

(Continued from Page 1)

The special position that the Governor enjoys at the Republican National Convention has given rise once again to speculation that he is considering a cabinet appointment. Secretary of Defense Melvin Laird has already said that he would not quit his post at the end of the President’s present term. It is also clear that Secretary George Romney does not have the qualifications and must no longer be the Cabinet. Also there have been countermoves that Secretary (Continued on Page 7)
Don't Repeat This!  
(Continued from Page 6)  
of State William P. Rogers wishes to 
resign his office to return to private 
life. 

The interesting thing about 
Governor Rockefeller is that he 

is particularly qualified to 

assume any of these posts, armed 

with credentials that can be 

duplicated by few Americans. 

Whether he will assume the 

obligations of any of those 

offices is obviously at the moment 

a private matter between himself 

and the President. Political ob-

servers are convinced that the 

ultimatum decision will be made 

by Governor Nelson A. Rockefel-

ler. 

Note: Notwithstanding all the 

above, a long time observer of 

the Governor says: "I'm making 

all bets in my 'summer book' 

that Rockefeller will run for an 

unprecedented fifth term as 

Governor—and win!"

Continue Quest 
For State Court 
Reporter Entrants 

Applications are still 

wanted for court reporter 

jobs, the State Judicial Con-

ference revealed this week, 

noting that 101 entrants 

filed for the last exam in 

April. The results of that 

exam are expected to be an-

nounced shortly. 

Standards for applying 

are twofold: having a high school 

diploma, and four years of rele-

vant work history in court re-

porting. 

The next test will be given 

in the early fall, a spokesman pre-

dicted. He pointed out that the 

present group of openings are 

located in the metropolitan area, 

offering in the range of 

$12,139— 

$13,035. Salary differs with 

the location. 

NYC And Nassau 

Exam No. 20-189 is for court 

reporter I in the civil, criminal 

and family courts system in New 

York City; this post pays $12,990. 

District and family court reporter 

titles in Nassau County, Exam 

No. 20-190, offer $13,035. 

The similar title In 

Suffolk falls under Exam No. 20-133, 

the $12,139 pay level, while court 

reporter positions in Westchester, 

Rockland and Orange Counties, 

coming under Exam No. 20-193, 

vary with the assignment. 

Judicial Conference filing pro-

c edures are enumerated 

under "Where to Apply on page 15."

Radiochemist Sought! 

An opening for radiochemist has 

been noted by the U.S. 

Atomic Energy Commission, 

which offers $12,300 for the 

position. 

Requirements include having 

a baccalaureate in chemistry and 

"a good background in wet chem-

ical separation techniques." The 

job will focus on developing 

methods for trace metal analyses. 

The AEC says that familiarity 

with math and biology "will be 

helpful." 

The position affords the op-

portunity for professional growth 

to the senior scientific level. 

For more details, contact: Ms. 

Helen Olm, Health and Safety Lab-

oratory, U.S. Atomic Energy 

Commission, 733 Hudson St., New 

York 10014.

$2,975* 

A small price to pay 

for a luxury Volkswagen. 

The big, new VW 411 2-door Sedan. 

With lots of room. Plush seats. 

Quality carpets. Electronic fuel injection. 

Steel-belted radial tires. 

And lots more. Only $2,975.* 

For a sensible luxury car. 

The Volkswagen 411
PLACE PERSONNEL

**Typist Testing**

Practical testing of 68 open competitive candidates for typist will be held Aug. 23. The Department of Personnel announced the availability of the examination this month.

EXAM AFTERMATH

Check each week's Issue of The Leader to discover what eligibility lists have been established and which persons have scored.

**Ideas Bring Awards To 30 State Workers**

The names of 30 State employees who received each of the ten awards presented at the State Employee Suggestion Award Program for July, have been announced by Eliza M. F. Porsen, president of the New York State Civil Service Commission.

The following employees received Certificates of Merit:

<table>
<thead>
<tr>
<th>Name</th>
<th>Department/School Authority</th>
</tr>
</thead>
<tbody>
<tr>
<td>William J. Burns</td>
<td>Department of Labor</td>
</tr>
<tr>
<td>Anita H. Green</td>
<td>Department of Real Estate</td>
</tr>
<tr>
<td>Donald Johnson</td>
<td>Department of Labor</td>
</tr>
<tr>
<td>Joseph J. McGee</td>
<td>Fire Department</td>
</tr>
<tr>
<td>Joseph W. Carroll</td>
<td>Police Department</td>
</tr>
<tr>
<td>Warren D. Haberman</td>
<td>Department of Labor</td>
</tr>
<tr>
<td>Benjamin F. Postman</td>
<td>Fire Department</td>
</tr>
<tr>
<td>Adolph W. McCook</td>
<td>Police Department</td>
</tr>
<tr>
<td>Anthony Natale</td>
<td>Traffic &amp; Transportation Authority</td>
</tr>
<tr>
<td>Mitchell Waksman</td>
<td>Police Department</td>
</tr>
</tbody>
</table>

Other award-winners, by borough, are:

**Van Lare Leaving**

The State Social Services Department has announced the resignation, effective Aug. 25, of Anthony Natale, director of the Bureau of Disablement, as executive deputy commissioner and the promotion of Edward W. Natar, director of the Office of Personal Disability, to the position of director of the Bureau of Disablement.

Van Lare will leave Oct. 1 to join Poinsette Associates, Inc., in Washington, D.C.

**New Assistant**

Gerald L. Freeborne, 32, of Elma, has been named assistant commissioner for long range planning in the State Social Services Department at an annual salary of $3,237.10.

He has served in long range planning with the Department since 1949. Prior to that, he had been with the Transportation and the Division of the Budget.

**City Rewards 60 For Suggestions**

"Bomb suppression blankets" to reduce the risk of shrapnel injuries to Police Department Bomb Squad personnel, and the naming of Barney of "Natasha" to a suggestion by Police Sergeant William H. Covert of the Bronx, who received a $50 award in the City's Employee Suggestion Program.

This was one of 60 suggestions for which city employees received a total of $1,440 in cash awards, it was announced last week by Frank F. Nast, Police Department; Harry J. Breitenstein, the program encourages city employees to submit ideas for cost savings and productivity, Awards ranged from $10 to $150.

Other award-winners, by borough, are:

**Manhattan:** David B. Barrow, Police Department; Phillip J. Capozza, Employment Commission; William J. Burns, Employment Commission; Murray H. Dubler, Employment Commission; Andrew J. Bihm, Parking Department; William A. Hempen, Police Department; Joseph C. Mosher, Social Services Department; Josephine A. Scremon, Social Services Department; Richard J. Sloan, Fire Department.

**Long Island:** Edward Brennan, Transit Authority; Joseph C. Greco, Transit Authority; Gordon Hansen, Transit Authority; Joseph K. Kostoltski, Fire Department; Mrs. Alice Nichols, Board of Education; Frank K. Stockton, Fire Department; Alfred W. Hoveling, Department of Traffic.

**Queens:** David B. Barrow, Transit Authority; Phillip J. Capozza, Employment Commission; George J. Chakides, Police Department; Sara Cohen, Transit Authority; J. DeLorona, Transit Authority; Irene diversos, Land Sales Administration; Transer Authority; Dorothy A. Sato, Police Department; G. Albert Garnier, Transit Authority; Hannah Gavetru, Finance Administration/ Tax Collection; Eliah Hifsz, Transit Authority; Cesar Perdomo, Transit Authority; Herman Klasen, Transit Authority.

**Brooklyn:** Joseph W. Carroll, Police Department; Edward Chilcote, Department of Labor; William H. Courty, Police Department; Joseph Curry, Transit Authority; Anthony Natale, Traffic Authority; John A. Simmonet, Social Services Administration; Stephen E. Donahue, Social Services Administration; Allen Weisman, Department of Social Services; Benjamin F. Postman, Fire Department.

**Bronx:** Joel Wittenberg, Transit Authority; Donald Johnson, Department of Labor; Margaret H. Duggins, Department of Labor; Adolph W. McCook, Department of Social Services; William J. Burns, Employment Commission; Matthew J. Landy, Department of Labor; Walter D. Quin, Transit Authority; Donald Johnson, Department of Labor; Walter D. Quin, Transit Authority; William J. Burns, Employment Commission; Michael J. Landy, Employment Commission; Anthony Natale, Traffic Authority; Joseph J. McGee, Fire Department; Anthony Natale, Fire Department; Frank K. Waley, Transit Authority.

**Vanderbilt:** Lawrencie Young, Police Commissioner; Alfred W. Hoveling, Department of Traffic.

**HHC Establishes 2 Recruiting Units**

Health & Hospitals Corporation has established two separate numbers for recruiting personnel. Applicants may call 566-9531 or 566-9532 on professional nurse openings may call 566-9531; all other positions may be reached through the central personnel office at 566-9202.

The first number refers only to registered and practical nurse positions, while the second covers the many non-nurse aide categories.

**City Grants HIP 15% Hike**

A 15 percent increase in rates was agreed to last week by the City and the Health Insurance Plan (HIP), costing the City approximately $3 million. Covered will be the municipal work force of 300,000 as well as other HIP subscribers.

The agreement represented a concession on the part of HIP, which had wanted a hike of double that amount to help finance a broad scale expansion.

The expansion plan would have put the phylactel staff on full time as envisioned at the last meeting of the Office of Collective Bargaining, but it was decided that the 15 percent boost obtained was "inadequate." It was reported. They intend to proceed with the expansion plan, providing additional staff.

A five-man committee was recently created to chart the course of action for the organization, experiencing financial problems recently.

The group's president, James Brindle, and executive vice president, notified the HIP in a letter. It was that the 15 percent boost obtained was "inadequate." It was reported. They intend to proceed with the expansion plan, probably with additional staff.

**City Aids Affected**

The Department of Personnel announced the availability of the examination this month.
Understanding

Fact-finding

BY BARRY LEE COYNE

(Last Of A Series)

Arbitration, mediation, and fact-finding comprise the trio of available tools used to handle most major labor disputes involving civil service. Previously, The Leader published informational articles on the first two, arbitration and mediation. For a full-fledged article when it is most useful, we spoke with Arvid Anderson, New York City's director of the Office of Collective Bargaining. His remarks on the topic follow:

What is fact-finding?

Fact-finding is a semi-judicial process of dispute settlement in which findings of fact furnish the basis for recommended solutions by a neutral third party. The facts are usually presented by the parties and depending on the fact-finder's authority the recommendations may be either binding or non-binding on the parties. Under the New York City Collective Bargaining Law, the fact-finder's recommendations are binding; he may also act to mediate the dispute.

We realize that the popular term is 'fact-finding'; however NYC Collective Bargaining Laws use the term 'impanel proceeding.'

While often the parties are in disagreement on facts, our experience has been that they're less likely to dispute an impanel panel's recommendations.

Can you explain the binding provision?

Under this law, the recommendations of an impanel panel become binding on each party whenever they are agreed to by either party. If rejected, the findings may be appealed to the Board of Collective Bargaining, consisting of two City members, two labor members, and five impartial members. The BCB's recommendations are final and binding, but prior to our recent amendment, they were merely advisory.

How was it that fact-finding was made binding?

The basic idea was to bring us under the substantial equivalence parl of the State's Taylor Law. That law says that in the event a fact-finder's recommendations are rejected, the parties must submit their evidence to another panel. The appropriate government body then hands down a final decision. We are no such finality provision in our law and were mandated to come up with one.

What is handled by the impanel panels?

Of the 92 impanel cases handled at OCB during 1961's years of existence, just about half--or 32--have gone all the way to a recommendation and acceptance (or in a few cases, rejection) by the parties. Some 13 cases were closed before conclusions were reached. The handling of recommendations have been made by employee organizations with very minor reservations, and the City has accepted the recommendation. The City signs 199 contracts a year on the average.

What happens once fact-finding gets under way?

The impanel panel is independent of the authority of the parties. Thus, a significant number of reports issued are considered the finality of the bargaining process between the parties. This is so because in some situations they believe they can best effect a resolution by using impanel procedures free from the usual majority of disputes, and demonstrates that the impanel panel has not chilled or destroyed bargaining.

What disputes are presently pending?

There are four active impanel panels under the new procedure, all in the medical or paramedical area: practical nurses, podiatrists, x-ray technicians, and lab technicians. All are being handled by the impanel panel.

In general what issues are subject to fact-finding?

Anything with the scope of collective bargaining. As you touch different subjects, you will have different people or different decisions becomes involved. If we were to make recommendations on pensions, for instance, we'd have to go through the Council, the Pension Legislation, etc.

Is there a minimum time before an impanel can be called?

This can happen any time during the period of negotiation. That period runs 80-180 days prior to a contract's expiration. Parties start by submitting their demands within 60 days. We are not supposed to go into an impanel panel before a contract expires but usually want to allow the parties to engage in bargaining.

We have a day-to-day process of informal mediation before we go to impanel panels, however. We try to determine what issues are in good bargaining.

Is any side ever reluctant? On what grounds?

Of course there are reluctant parties. Either the City or the union may feel it's to their advantage to delay negotiations; for instance, to wait for a Pay Board ruling.

What guidelines does the impanel panel use?

There are several standards: comparison of wages, hours and fringe benefits with persons in private employment; the cost-of-living index, and the general welfare of the people the government is serving are decided.

How is the fact-finder actually chosen?

On the recommendation of the party with the greatest representation by the City and impartial members of the Board can set on the panel. From that list, the parties make their selection. They must mutually agree and mutually pay them. They are paid on a per diem basis, which includes hearing and days of study to prepare their report. Some issues are more complex and so the process takes longer.

What channels exist to challenge a fact-finding decision?

The decision can be appealed, within 10 days, to the Board of

FOR SAFETY

William Ryan, second from left, of the Department of Transportation Planning and Administrative Services Division, Region 1 DOT Regional safety award from Frank J. Fuller, retirement regional director, while Timothy McNemery, left, DOT representative on the Civil Service Employee Association's Board of Directors, looks on. The presentation took place at the combined steak room and clubroom of the Region 1 and Main Office chapters of CSEA.

On Tap For Oct.

Tentative schedule lists some 20 City titles on the open-competitive roster for filling in October. Sixteen promotion posts are also expected. The Leader will confirm the final schedule as soon as official exam notice is approved. Among those expected for approval are: assistant community liaison worker; attorney (P); bookkeeping machine operator; chief community organization specialist (P); computer operator; computer systems manager; cultural programs assistant; department librarian; director of excise tax bureau; engineering technician; first assistant marine engineer; farm laborer; general laborer; general series.

Also, housing inspector; mail clerk; mailroom group; moister grader operators; officer; pile driving engineer; project services specialist (P); public health assistant; pharmacy assistant; purchaser inspector; relocation aide; senior attorney (P); senior computer systems analyst (P); senior fingerprint technician (P); senior landscape architect (P); senior project services specialist (P); senior public health physician; senior-stationary engineer (P); statistician (P); supervising auditor (P); supervising buyer (P); transportation inspector and welder, “P” identifies the promotional titles.

State Has 5 Options

For Parole Officer

Trainee Positions

Parole officer jobs and traineeships have been added to the open and competitive titles for which the State is conducting recruitment.

Vacancies are reported to exist throughout the State, with salaries starting at $10,507 and full officers at $12,588. Those in metropolitan New York or in Monroe County, moreover, are entitled to a $200 annual differential rate.

Minimum requirements include five alternates to become a trainee:

• Graduation from a recognized Law school;
• A bachelor's degree plus a master's in a related social service specialty, such as psychology or sociology;
• A bachelor's degree plus two years in social casework with a recognized agency;
• A bachelor's degree plus two years of group work with the delinquent, disturbed or deprived;
• A bachelor's degree plus two years in the guidance and counseling of prison inmates.

"A salaried equivalent combination" will also be considered for these jobs, which stipulate an age range of 21 through 40.

Character and medical standards have also been established. Candidates “must be physically and morally fit,” according to Announcement No. 26-3-18. Conviction of a felony bars consideration, but those with other violations of law will be considered.

For Parole officer posts require one more year of training or experience than the trainee 1 position.

Applications will be taken for all positions involving the supervision of inmates, but women only will be certified for the baccalaureate on a year-for-year basis. Cashier or payroll clerk experience will not receive credit.

Candidates should anticipate taking a written exam on Nov 11. It will consist of accountancy and auditing, interpreting basic laws and policies, computer management and arithmetic.

Court System Issues

Call For Accountants

Openings for accountant at 20,780 have been announced by the Administrative Board of the State Judicial Conference. Locations of the jobs are in New York City.

Applicants must file by Oct. 6 and submit proof of a bachelor's degree. In addition, they must have one year of professional accounting experience.

However, additional accounting background may be substituted for the baccalaureate on a one-for-one basis. Cashier and payroll clerk experience will not receive credit.

To file an application, consult information on State job filling on page 18 of The Leader.

State Judicial Conference.
Sanitation Reports
31 July Retirees

Thirty-one uniformed employees of the Sanitation Depart-
ment retired during July. It was reported last week. They are:

Foremen: Albert F. Samma and Vito J. Vociello, and the fol-
mann and Eugene F. Vigilietta.

Public Contact Wanted
CSEA Seeks Field Service Aides For NYC, Syracuse

The Civil Service Employ-
ey employees are seeking candidates to become field ser-
vice assistants in two locations: New York City and Syra-

The starting salary is $39-
48.

Basic requirements list a high school diploma or equivalency plus two years of "responsible business or investigative experience involving public contact." Examples given: adjustor, salesman, investigator, inspector or customer representative.

Permissible are four-year college degrees from a recog-
nized school of labor relations or a five-year college de-
grees.

In all cases, candidates should have a State driver's license and a car available for busi-

Physical Requirements

General conditions of sound health and character will per-
tain. A physical exam will be conducted before being hired.

A person who graduated from a four-year college and ap-
plied for second-year positions are also noted: integri-
ty, reliability, resourcefulness and good judgment. Also necessary, the field service assistant 

"The ability to carry out complex oral and written directions, altrusns and good judgment and a 

The field service assistant will work under a field supervisor or representative in various labor relations tasks. This may include coordinating clu-
bbers and regional conferences, confering with and aiding 

Chief Investigator

Salary adjustments in City Career and Salary Plan accord retroactive general in-
creases to chief detective investiga:
tors: $7,500, effective July 1, 1968; $1,100, effective Jan. 1, 1969; $1,000, effective Jan. 1, 1970, and $1,000 effective Jan. 1, 1971. Salary range is now $11,4-
800-$16,050.

As a New York Civil Service employee, your credit at Avco is rated

Avco Financial Services recognizes that Civil Service personnel in New York are classified in a "preferred" credit category. This is be-
cause of the excellent credit record that the New York employees as a whole have established. And it means you can apply for an Avco loan from many of the specialty requirements imposed by other lending institutions.

Credit unions want an accumulation of money in your account before you're eligible for a loan. Some lenders want personal property as collateral. Others put you through a mile of red tape before your loan application is processed.

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This Week's City Eligible Lists

EXAM NO. 1592
PROM. TO ADMINISTRATOR
OF YOUTH SERVICES
M.A. Youth Services Agency

This list of 12 eligibles was established Aug. 17, resulting from technical-oral examination on June 6 of 18 candidates; six failed. Salary is $13,600.

1. Laurence Moss, Amy B. Booth, Shunji G. Roth, Chon D. Lim, Irwin S. Levin, John H. Scott, Robert D. Woods, Rose C. Booth, Sunku G. Rotibi, Chong D. James, Judith J. Carlos, Ben-

EXAM NO. 1591
PROM. TO SR. PLASTERING
INSPECTOR
Housing & Development Admin.

This list of two eligibles was established Aug. 17 after technical-oral evaluation of four candidates who filed in April. Salary is $19,700.

1. James P. Heaney, Fred J. Guidera.

EXAM NO. 1590
PROM. TO COMMUNITY
ORGANIZATION SPECIALIST
(URBAN RENEWAL)

The list of two eligibles was established Aug. 17 after technical-oral examination of three candidates who filed in May. Salary is $19,300.

1. Howard E. Cooper, Teresa E. Berger.

EXAM NO. 1549
SUPERVISOR (STORES, MATERIALS AND SUPPLIES)

This list of three eligibles was established Aug. 17 after a written test June 13 which was taken by three open competitive candidates. Salary range is $17,682 to $19,449.


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C. D. Officers

Salary range for planning and operations officer (Civil Defense), a title in the City Career and Salary Plan, has been upped to $11,800-$16,000, accomplished in two steps retroactive to Jan. 1, 1971.
A New Leader In The West

ROCHESTER—Samuel Grossfield, one of the prickliest bulls under the saddle of officialdom when it comes to the rights of state employees, could be in line for the next governor of New York State, having the reputation of captivating the virtues of the Golden Rule and the Ten Commandments.

Grossfield is one of those who believe that the principles enshrined in the Ten Commandments are still applicable today. He is a member of the Western conference of the Civil Service Employees Association, and he has been active in organizing efforts in the state.

"But management uses more of the principles than it is willing to admit," he says. "I believe that the principles are still applicable today."

Grossfield is also one of the editors of the magazine "The CSEA Reporter," which is published by the union. He is known for his strong advocacy of the rights of state employees, and he has been involved in many disputes with the state government over pay and benefits.

"We need to remember that the principles embodied in the Ten Commandments are still relevant today," he says. "It's important that we continue to uphold these principles in our daily lives."
FOR WELFARE FUND — Timothy McNerney, third from left, Civil Service Employees Assn. Board of Directors member from Region 1, Department of Transportation, presents $251 in cash to Thomas McDonough, CSEA first vice-president, for the CSEA Welfare Fund in behalf of employees of Region 1 and the main office who contributed the amount at the combined steak roast and clamsteam of the two CSEA chapters. Others from left are Peter Kopcha, Ronald Nugent and Joseph McDermott, president of the main office chapter.

CLINTON COUNTY GIVES TO FUND — Representatives of the Clinton County chapter of the Civil Service Employees Assn. give CSEA president Theodore C. Wenzl a check from the chapter for $350 as a contribution to the CSEA Welfare Fund. Left to right are Frank Lawson, chapter president-elect; Jerry Blanch, chapter president; Wenzl; and Charles Sullivan, Clinton Co. representative to the CSEA County Executive Committee.

DOT MAIN OFFICE GIVES — Joseph McDermott, right, president of the main office Department of Transportation chapter of the Civil Service Employees Assn., presents check for $1,100 to CSEA first vice-president Thomas McDonough for the CSEA Welfare Fund. Others from left are Calvin Thayer, chairman of the combined Main Office—Region 1 steak roast and clamsteam at which the presentation was made, Timothy McNerney, DOT member of CSEA’s Board of Directors, Peter Kopcha and Ronald Nugent.

SUNY BUFFALO CONTRIBUTES — Edward Dudek, president of the State University at Buffalo chapter of the Civil Service Employees Assn. and SUNY representative to the CSEA Board of Directors, presents CSEA president Theodore C. Wenzl with a contribution of $1,040 for the CSEA Welfare Fund, on behalf of his chapter, at the organization’s headquarters in Albany.

Profile On Grossfield, New Western Conference Leader
(Continued from Page 1)

to be reasonable in negotiations this year.”

Grossfield says that during all of his years at the forefront of the fight for employees rights, including the winning of a $300 geographical pay increase for state employees in Monroe County, “I never got a dime for my efforts.

“But I’ve never been beholden to anybody or been muzzled by anybody either.”

Political Action

Grossfield helped to organize a Rochester area political action group for state chapters here about 10 years ago and plans to duplicate this with similar groups in the southern and western ends of the Western Conference.

“I’ve kept my legislators informed of our problems,” he explains. “The presidents of all the chapters in the area sit down with the legislators and it works.”

Grossfield and his wife, Rose, have a son, Donald, a graduate of Ohio State University and New York University Law School, who has formed his own firm in Rochester only two years after he began practicing law.

Grossfield has chaired the local Community Chest campaign among state employees for many years and has been active in United Jewish Appeal drives.

His hobby is the CSEA and golf but he doesn’t belong to any private club because he believes that “it’s not democratic enough.”

Fears Respected
(Continued from Page 1)

safety to be a legitimate excuse for her refusal to accept a position which could have been filled by some other person who did not share her fears for employment in this area of the city.”

Ronald Jaros, associate regional CSEA attorney, argued the case for Ms. Furthell.

Robert Lattimer, her unit representative, will begin negotiating a contract for the motor equipment operators with the Town Board this week.

The man all signed cards indicating their desire to join the union, he said. “There’s no representation vote was needed.”

Erie Highway Aides Go CSEA

ALDEN — The 80 highway department workers employed by this Erie County community have decided unanimously to join the Civil Service Employees Assn.

Robert Young, CSEA field representative, will begin negotiating a contract for the motor equipment operators with the Town Board this week.

The man all signed cards indicating their desire to join the union, he said. “There’s no representation vote was needed.”