CSEA Stiffens Opposition To Parking Fee; Actions Are Strongly Supported

ALBANY — At Leader press time, new action by the State administration to enforce its parking fee program was met by stiffened opposition on statewide and local levels of the Civil Service Employees Assn.

More than 1,600 delegates in the 200,000-member CSEA, voting at their annual meeting in Rochester, have unanimously passed a resolution reaffirming the union's position that the parking fee should be rescinded and pledging that CSEA will take any action deemed necessary to see that this happens.

Delegates not only throw down the gauntlet to two unions, challenging the Employees Association for representation rights, but also vowed to use every resource of the 300,000-member organization to push its goals with the Legislature and the State Administration.

The CSEA represents the majority of State employees throughout the State and the Association does not represent the management-confidential unit at this moment. Approval was given to work on behalf of these employees to insure that they gain any new benefits that are negotiated for other State workers.

Restructuring

A major event of the convention was action on several amendments to the constitution and by-laws of the Employees Association, which will bring sweeping changes in the operation of the organization. Chief among these is decentralization in such areas as public relations, field work, and local offices in key areas throughout the State to provide many of the services that are now available only at the Albany headquarters.

Another major change is the election of regional presidents and creation of the office of executive vice-president. The executive vice-president would be the successor to the president in the event that the president, for any reason, is not available to perform the functions of the office.

Court Of Appeals Races Will Invite Political Analysis

THIE public announcement last week by the State Bar Association of its ratings of seven candidates contesting for three vacancies on the Court of Appeals, the State's highest court, has removed the obscurity that until now has shrouded what may prove to be the State's most exciting Election Day contest.

Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., is seen as he called the annual Delegates Meeting to order in Rochester last week.

Rochester — Delegates at the annual meeting here last week of the Civil Service Employees Assn., mandated its leadership to fight for a 10-percent salary increase in 1973, as well as a 20-year retirement plan and a minimum State wage of $6,500.

It was the heaviest attended meeting in the history of the Employees Assn., and was the most heated.

Delegates not only rejected the present State Office of General Services' increase of the $5 monthly parking permit from the lots on the State Campus in Albany CSEA field representative Thomas Whitney and other CSEA staff representatives were barred from a visitors' lot at the Health Department on Holland Ave.

Whitney said that he identified himself as a CSEA field representative and that he was there to conduct business with CSEA members at the Health Department Building.

This is not only a personal disinfradication, said Whitney, since other people were being allowed to park in the visitors' lot with no questions asked, but it is also a direct violation of the CSEA-negotiated work contract.

An improper practice charge

(Continued on Page 8)

THANKS FOR THE HELP! — George Koch, right, president of the Long Island Conference of the Civil Service Employees Assn., is seen as he gives the appreciation of the Conference to Paul Holm, representative of the State Bar Association of its ratings of seven candidates contesting for three vacancies on the Court of Appeals, the State's highest court.
C.S. E.R.A.
THANKSGIVING PROGRAM
FROM CIVIL SERVICE EDUCATION AND RECRUITMENT
ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY
LAS VEGAS 3 Nights
At the beautiful INTERNATIONAL HOTEL
K-3505 Leaving November 25, Returning November 25. Price $209.00
Price Includes: Air transportation, Continental Breakfast daily, Show, Free Bar, Taxes and gratuities.
Price $209.00

LONDON 3 Nights
At the luxurious CHICAGO'S HOTEL
K-3514A Leaving November 22, Returning November 26. Price $199.00
Taxes & gratuities. $10.00
Price Includes: Air transportation, Continental Breakfast daily and sightseeing.

AMSTERDAM 3 Nights
At the beautiful AMERICAN HOTEL
K-3514A Leaving November 22, Returning November 26. Price $200.00
Taxes & gratuities. $10.00
Price Includes: Air transportation, Continental Breakfast daily and sightseeing.

SANT JUAN  4 Nights
At the beautiful RACQUET CLUB HOTEL
K-3507 Leaving November 22, Returning November 25. Price $199.00
Taxes & gratuities. $10.00
Price Includes: Air transportation, breakfast and dinner daily, and sightseeing.

COSTA DEL SOL (Spain)  9 Nights
At the beautiful CHARLES DICKENS HOTEL
Price $209.00
Price Includes: Air transportation; Continental Breakfast daily, Old English Tea Party and sightseeing.

NASSAU 10 Nights
At the beautiful AMERICAN HOTEL
K-3514B Leaving November 22, Returning November 26. Price $209.00
Price Includes: Air transportation, Continental Breakfast daily and dinner daily.

PARIS 3 Nights
At the beautiful PARISIAN HOTEL
K-3504 Leaving November 22, Returning November 26. Price $289.00
Taxes & gratuities. $10.00
Price Includes: Air transportation, Continental Breakfast daily and sightseeing.

BERKUDA 2 Nights
At the luxurious HOLIDAY INN
K-3504 Leaving November 25, Returning November 26. Price $189.00
Taxes & gratuities. $10.00
Price Includes: Air transportation, breakfast and dinner daily; all day excursion to Montreux with gourmet dinner; Welcome Drink, Lighting.

SAN RAUN 4 Nights
At the beautiful RACQUET CLUB HOTEL
K-3514B Leaving November 22, Returning November 25. Price $200.00
Taxes & gratuities. $10.00
Price Includes: Air transportation, bilingual guide, and all day excursion to Montreux.

ST. LUCIA (British West Indies) 6 Nights
At the luxurious RENAISSANCE HOTEL
K-3507 Leaving November 22, Returning November 25. Price $209.00
Taxes & gratuities. $10.00
Price Includes: Air transportation, Continental Breakfast daily and dinner daily.

NEW YORK 7 Nights
At the beautiful HOLIDAY INN HOTEL
K-3514B Leaving November 22, Returning November 26. Price $209.00
Taxes & gratuities. $10.00
Price Includes: Air transportation, Continental Breakfast daily and dinner daily.

CHRISTMAS PROGRAM
Gesta Del Sol. Galapagos 9 Nights
At the new Superior First Class LAS PIRAMIDES HOTEL
Price Includes: Round trip air transportation, 9 night stay, 5 hotel meals, 4 excursions, Taxes and gratuities.

TENERIFE-CANARY ISLANDS 9 Nights
At the luxurious CAIPEEL MIRALEY HOTEL
Taxes & gratuities. $10.00
Price Includes: Air transportation, breakfast and dinner daily and sightseeing.

NEW YORK 4 Nights
At the beautiful HOLIDAY INN HOTEL
K-3507 Leaving Dec. 22, Returning Jan. 1. Price $185.00
Taxes & gratuities. $10.00
Price Includes: Air transportation, Continental Breakfast daily and dinner daily.

LONDON 9 Nights
At the new First Class SHERLOCK HOLMES HOTEL
K-3509 Leaving Dec. 22, Returning Jan. 1. Price $269.00
Price Includes: Air transportation, Continental Breakfast daily, city sightseeing, tour to Windsor, two theatre tickets.

ROME AND FLORENCE 10 Nights
At the new INTERCONTINENTAL Rome and First Class MINERVA Florence
Taxes & gratuities. $20.00
Price Includes: Air transportation, Continental Breakfast daily, city sightseeing, tour of Rome and Florence, two theatre tickets.

AIR SEA CRUISE - SS ROMANZA 7 Nights
K-3104 Leaving from Curacao, Antigua, Guadeloupe, St. Lucia, Grenada, Barbados, Margarita, and Punta Cana
K-3510 Leaving Dec. 19, Returning Jan. 1. Price $255.00
Taxes & gratuities. $10.00
Price Includes: Air transportation, Continental Breakfast daily, full day sightseeing of Rome and Florence.

AIR SEA CRUISE - SS ROMANZA 7 Nights
K-3504 Leaving from Curacao, Antigua, Guadeloupe, St. Lucia, Grenada, Barbados, Margarita, and Punta Cana
K-3510 Leaving Dec. 19, Returning Jan. 1. Price $255.00
Taxes & gratuities. $10.00
Price Includes: Air transportation, Continental Breakfast daily, full day sightseeing of Rome and Florence.

State Promotional Series Offers 4 Examinations
The State Department of Civil Service last week opened 14 titles for promotional examinations, with an application deadline of Oct. 30. All examinations will be held in October.

Interdepartmental exams are chief real estate appraiser (34-890), senior real estate appraiser (34-895), principal real estate appraiser (34-896), senior bank examiner (34-897), senior bank examiner (34-898), examining bank examiner (34-898), chief bank examiner (34-898).

Open to employees of the Department of Agriculture and Markets are exams for senior food inspector (34-944), supervising state food inspector (34-945), senior state food inspector (34-946), chief state food inspector (34-946), chief meat inspector (34-948).

In the Commerce Department, an examination for an international trade consultant (34-901) is offered.

Promotion to head statistics is open to employees of the Insurance Office. Application deadline is Dec. 17, 1971. All employees are eligible.

Other examinations are offered by the other branches of the State Department of Civil Service, including those for public accountant, insurance agent, fire insurance agent, insurance examiners and public adjusters. As soon as we left, they left. This is certainly an obvious disclaimer.

CSEA was waiting for a return of the State's answer to a lawsuit filed with the State Supreme Court against Governor Rockefeller and other defendants. A formal hearing of CSEA's improper practice charge filed with the State Public Employment Relations Board was scheduled for the next week and the final stage of hearing arbitration in the grievance between CSEA and the State filed with the Office of Employee Relations is awaiting action by the mutually-acceptable arbitrator.

It was also learned last Friday that CSEA officials had started losing a few "token" vehicles from parking lots on the State Campus.

Tow Exempt Car
For CSEA officials.

"As it turned out, they removed a tow truck for one of which was exempt because the driver only visited the Campus twice a month. We were prevented from the towing of a third car and we see that the two cars were returned to their owners. This is just a continuation of the State's efforts to force State workers to buy the parking permits. The State's attempts to continue the boycott of the permit are to be commended for their determination and support of CSEA's position that this fee is an out-and-out violation of the agreement reached between the labor and the State and the administration's refusal to negotiate on this subject is a gross wrong.

"By refusing to buy these permits, employees can lend much needed support to CSEA's legal battles and grievance proceedings," the spokesman said.

"The State has obviously timed this token towing just before the October permits go on sale, in order to have them who have been holding out will be badgered into selling their money to the State, which is what they are trying to do," the union spokesman continued.

"CSEA chapters have offered to represent employees who appear to be free and CSEA will provide full legal support, pay any fines and support and encourage any damages that might result if the permits are not sold. Members whose cars are towed are advised to contact CSEA, so that they can have proper records and provide any assistance, and they are advised to get re-
County Delegates Examine Taylor Law

ROCHESTER — Delegates of the County Division, Civil Service Employees Assn., delved deeply into ramifications of the Taylor Law — particularly with respect to the definition of improper practices — at a packed panel session opening night of the annual meeting.

County Executive Committee Chairman Joseph Lazarony and CSEA director of local government affairs Joseph Dolan presided over a panel of experts led by Dr. Robert Helsby, chairman of the State Public Employment Relations Board (PERB); Paul Klein, director of representation and improper practices for PERB, and CSEA Attorney James O'Farrelle.

While admitting that the Taylor Law, governing public employee strikes, was "too perfect," Dr. Helsby defended the statute in noting that under the Taylor Law New York State had less than one-fifth of the national average of time lost by strikes and work stoppages.

He added that if changes were to be made they might come in one of two areas — the legalization of public employee strikes, as now permitted in three states — and/or an amendment requiring binding and compulsory arbitration, as is now the case for at least police and firefighters in some six states in the nation.

Like Six Standards
Dr. Helsby listed these terms of authority and the existence of a series of rights such as collective bargaining, free choice of organization, etc.; a set of representation procedures.

Reappoint Douglas
ALBANY — Leroy M. Douglas, Sr., of Silver Lake, has been reappointed to the unexpired term as chairman of the Board of Trustees of Clinton County Community College for a term ending June 30, 1980.

Pass your copy of The Leader on to a non-member.

MHEA ENDORSES CSEA — At the statewide delegate meeting of the Mental Hygiene Employees Assn., last week in Rochester, a resolution was unanimously adopted giving MHEA's endorsement to the Civil Service Employees Assn. as the bargaining agent in the upcoming challenge elections in the Professional-Scientific-Technical and the Institutional Unions. Also at the meeting, a report was made that MHEA's recent membership drive had netted 1,309 new members since April, bringing the organization's strength up to 6,354.

MHEA president Irene Hillys, right, is shown looking over report delivered by acting treasurer Pauline Pritchard, Sr., from left, new delegates Joseph Consedine of St. Lawrence, Mary Ann Loochett of Bookland, former MHEA president William Houshier, and new delegate Barney Pendola of King's Park who gave their approval.

BUFFALO Chap. Meets To Map Out Agenda

BUFFALO — Organizational plans for the coming year were discussed by 85 delegates attending the first meeting of the fall season of the 1,500-member Buffalo chapter of the Civil Service Employees Assn.

Dr. Robert Helsby, chairman of the chapter that represents state civil service workers in the Buffalo area, chaired the meeting.

Joseph Dunn, audit committee chairman, reported the treasurer's books for 1971-72 had been reviewed and verified.

Grace Hillyer, chairman of the budget committee, submitted the proposed budget for the coming year. It was approved.

Celeste Rosenkranz, chairman of the education committee, also reported that her committee planned to meet soon to discuss upcoming programs.
IN MEMORY — ONE YEAR LATER — Chester H. Watson, president of the Citizens Bank of Attica, left, receives a check for $500 from Frederick E. Huber, president of the Buffalo chapter of the Service Employees Assn., to become part of the fund to aid widows and orphans of correction officers who lost their lives in last year’s Attica Prison riot.

WIDE RANGE OF LIBRARIAN JOBS AVAILABLE WITH STATE

Opportunities for librarians with a wide range of experience—from new graduates to veteran supervisors—currently exist with New York State and local jurisdictions. Application is open without deadline.

At the entry level, candidates for junior librarian (OCS) or assistant librarian (State) must have a New York State Librarian's provisional certificate, obtainable after one year of graduate study in library science. Salary in State jurisdictions is $2,353, and varies in local jurisdictions. You may apply without having the provisional certificate if you meet the educational requirement, but must possess the certificate at the time of appointment.

For appointment as senior librarian I or library director I, you must have completed two years of graduate study in library science and have the New York State professional certificate, which is obtainable after two years of professional experience following issuance of the provisional certificate.

Application forms for these certificates are available from the Library Development Division, New York State Education Dept., 99 Washington Ave., Albany, N.Y. 12210.

For more information, request announcement No. 20-119 from the State Dept. of Civil Service at the addresses listed on page 18 of the Leader.

Librarian jobs higher on the professional ladder include the following:

Assistant in public library service ($13,244) requires three years of experience including one year in a supervisory capacity. Ask for announcement No. 20-118.

Associate in public library service ($14,750) requires five years experience, including two in a supervisory capacity. Ask for announcement No. 20-118.

Assistant in academic and research libraries ($14,750) requires three years experience including one in supervisory capacity in a research, college or university library. Ask for announcement No. 20-141.

Associate in academic and research libraries ($18,182) requires five years of experience, including two in a supervisory capacity in a research, college or university library. Ask for announcement No. 20-141.

Bus Purchase

Salary adjustments approved by the City for the title of principal purchase inspector (school bus service) in the Alternative Career and Salary Plan bring salary range to $13,400-18,500, effective July 1, 1970.

PD MAKES 81 SGT.: TO NAME 94 MORE

Eighty-one promotions to sergeant were made by the City police department at ceremonies Sept. 23 at the Police Academy. An additional 94 appointments to sergeants are expected to be made Sept. 29.

These promotions, presided over by First Deputy Police Commissioner William E. T. Smith in the absence of Commissioner Patrick V. Murphy, brought in number 1,014 the progression on the 1,555-name eligible list established Dec. 18, 1970.

The names of the appointees were not available at Leader press time on Friday. They will appear in next week’s Leader.

TO VISITORS BOARD

ALBANY — Frank F. Dodd, of Middletown, has been appointed to the unmarked post as member of the Board of Visitors of Middletown State Hospital for a term ending Dec. 31, 1977. At the same time, the Governor announced the reappointment of Mildred F. Schutta, of Port Jervis, to the same post for a term ending Dec. 31, 1978.

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NO. HEMPSTEAD . . . . you pay only $86.00

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*Premium for minimum replacement of New York State Law for eligible drivers in City of New York. No payment in full required. You may pay in 12 equal installments.

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EVE RYSUNDAY

The New York ARTS AND ANTIQUES FLEA MARKET

Neon to 7:00 P.M. At 6th Avenue and 25th Street Admission $1.00
Calls For Arbitration in Public Employee Impasses With State

Arvid Anderson, chairman of the New York City Office of Collective Bargaining, testified before a State Senate committee last week that he favors arbitration as a means of settling contract disputes where the right of public employees to strike is prohibited.

Anderson was called for testimony in Albany Sept. 22 before the Senate Standing Committee on Labor in Internal Affairs, which is conducting hearings on a proposed amendment to the civil service law which would provide for the arbitration of disputes between public employers and firemen and policemen in New York State. (New York City is excluded since it has its own equivalent collective bargaining law.)

Stressing the importance of neutrality in any disputes settlement procedure, Anderson observed that impartial arbitration "seems even more compelling" in New York State than anywhere under the Taylor Law all public employees are denied the right to strike. "The ultimate result is a two-way street. If the final decision is in the hands of one party, the employer, it is no longer a two-way street," he said.

Anderson noted that recent amendments to the New York City Collective Bargaining Law providing for finality in disputes by means of impartial and binding impaneled procedures "encourage rather than discourage collective bargaining and work to the benefit of both the City and the union." Also, that arbitration procedures for the resolution of public employee disputes under a new contract term, effective in the future, would be free to make their own recommendations in all of the foregoing plus other considerations. Most importantly, he said, the standards set forth in the statutes.

Arvid Anderson, chairman of the New York City Office of Collective Bargaining, testified before the State Legislature, in effect prohibiting employees are denied the right to strike as a means of settling disputes the procedure provides. "Collective bargaining is a two-way street," he said. Anderson observed that recent amendments to the New York City Collective Bargaining Law providing for finality in disputes by means of impartial and binding impaneled procedures "encourage rather than discourage collective bargaining and work to the benefit of both the City and the union." Also, that arbitration procedures for the resolution of public employee disputes under a new contract term, effective in the future, would be free to make their own recommendations in all of the foregoing plus other considerations. Most importantly, he said, the standards set forth in the statutes.

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Sensible Goals

DELEGATES to the annual convention of the 200,000-member Civil Service Employees Assn. set reasonable goals in the areas of salary and pensions for state workers — goals that are more justified by today's economic situation.

Public employees have, in a way, suffered from inflation more than any recent recession. The problem is compounded by wage contracts that government keeps inflexible, thus frustrating legitimate renegotiations when prices continue to soar over a long period of time.

The CSEA goal of a 10-percent raise is a realistic one. No matter how great the current economic situation, the only real solution is a wage claim demand for half-pay retirement after 20 years of service is equally justified. The organization has every right to continue its insistence that civil servants are entitled to the protection of the Merit System.

Civil servants everywhere should follow with great interest the efforts to attain these and other benefits during the coming months. Their goals are that are meaningful to all public employees.

Questions and Answers

Q. I just got a job as a waiter and started reporting my tips for social security credit. Does my employer pay an equal amount for social security on my tips?

A. Yes. Your employer pays only 6 percent on the wages he pays you. You only pay social security contributions on your wages, not tips.

Q. I'm a widower and I get social security benefits. Can I work and receive them?

A. Yes. You can work and receive Social Security benefits. As long as your earnings do not exceed the Social Security taxable amount for your age, you can work and receive your benefits.

Q. I'm a teacher employed by the Yorktown Central School District. No. 2 to instruct children in grades one through six was terminated without a hearing. She commenced a special proceeding pursuant to Article 78 of the New York Civil Practice Law and Rules for the purpose of having the Supreme Court declare that her dismissal without the necessary hearings was illegal.

The petitioner was appointed as a teacher by the Board of Education on Sept. 1, 1965 for a probationary period of three years. She completed her first two years of teaching—the 1965-66 and 1966-67 school years. During her third school year, 1970-71, she requested and was granted a maternity leave, to become effective May 1, 1971. This left only two months remaining for her to complete her three-year probationary period.

On March 30, 1971, the Superintendent of Schools notified the teacher by mail, "Appointment for tenure has been granted. Your tenure . . . is subject to your fulfilling the unexpired portion of your third probationary year."

While she was on maternity leave, the petitioner was notified by letter from the Superintendent of Schools, dated March 17, 1972, that he had recommended to the Board of Education that her employment be terminated as of July 1, 1972. The Board of Education, effective May 8, 1972, did not accept the recommendation and took no action on the recommendation for the purpose of having the Supreme Court declare that her dismissal without the necessary hearings was illegal.

The issue before the court in this case was whether or not the petitioner had achieved tenure prior to the three-year probationary period.

There was no allegation that the petitioner that she had received permission to return to teaching prior to the date she was terminated nor that she had been asked by the school board to return to her position prior to that time.

The court pointed out that conditions cannot be attached which survive the completion of the probationary period, but in this case the petitioner never completed the probationary period. The court held that the completion of the probationary period, is nothing more than a requirement of Section 3012 of the Education Law.
The U.S. Military Academy at West Point has announced four job openings. The positions are for a physician assistant, a minister, a medical technologist, and two facilities attendants.

The title of shorthand reporter, at $10,805, requires two years of professional experience or a graduate of a school of shorthand reporting. All applicants must pass a written examination and dictation test at 175 words per minute.

A promotion exam for senior library clerk in the Supreme Court libraries in Queens and Richmond has been announced by the Judicial Conference. Applications will be accepted until Oct. 6 from library clerks who have served a year in those divisions.

The written exam will be held Nov. 11. Application forms are available from administrative offices of Judicial Conference, Personnel Office, Room 1212, 270 Broadway, N.Y., N.Y., 10007. Request announcement number 55-336.

Oust Cashiers

The City Dept. of Personnel has disqualified 278 of the 531 open competitive applicants for cashier, exam 1161, for not meeting the required qualifications.

Cultural Specialists

The City Dept. of Personnel has ruled 336 of the 266 candidates for cultural programs specialist not qualified on the terms of the announcement.

Civil Service Leader, Thursday, September 30, 1970

Iifa Civil Service discount lets you buy a new car for $100 over dealer cost, what would you say?

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BBS owes its success to collective buying power. By offering discounts to responsible organizations such as the CSEA, we represent a potential market of thousands of people and millions of dollars. This purchasing power allows us to negotiate the best possible prices with our dealers and suppliers. By eliminating the middleman and retail costs, the savings are passed on to you. Direct. Pay less, we grow stronger, and your buying power increases. There is no economic miracle at work. Merely a substantial savings of time, effort and money.

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Lincoln, Cadillac, Corvette and many foreign makes also available at substantial savings.
Delegates Map CSEA Goals For 1973

(Continued from Page 1)

Next Week

The Leader next week will continue its coverage on the Delegates Meeting. Due to appear are reports from the Mental Health departmental meeting; other committee reports and issues as those designated as Management-Confidential.

(6) To guarantee the removal of salary inequities resulting from past flat dollar minimum adjustments, upon completion of the current salary negotiation schedule, by making additional adjustments, as required, based on an employee's length of service to grade, on an individual basis.

(a) A 10 percent increase for all State employees represented by the CSEA, as well as those designated as Management-Confidential.

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Facing each other are leaders of union and management of the Department of Transportation at one of their periodic consultations. Starting counterclockwise from the upper right are Joseph Reedy, CSEA collective bargaining specialist; Tim McInerney, DOT department representative to CSEA Board of Directors; John Naugher, CSEA collective bargaining specialist; and various representatives of DOT regions: Earl Logan, Region 6; Chester Peloza, Canal; William Lawrence, committee chairman Tim McInerney and Joseph McDermott.

During all-day session of DOT executive committee, sandwiches were brought in so members could fully dispose of the long agenda, before the departmental meeting the same evening. Shown in a quick conference are, from left, William Lawrence, committee chairman Tim McInerney and Joseph McDermott.

DOT departmental meeting drew representatives from all parts of the State, and resulted in standing-room-only attendance as delegates fanned room to hear reports and to express opinions.

In one scene of biting humor that sometimes emerges in such union-management confrontations, Livingston pointed out that sometimes emerges in such conferences. "Then grieve it," he said.

Discussion was also held on: • Job vacancies: 42 appointments are planned to fill 1,008 vacancies.
• Bumper: New system to be put into effect Oct. 1 for all Right-of-Way employees in all DOT. • Seasonal termination: General termination date of Dec. 1 anticipated for Canal employees, although there may be extensions for some employees due to vacations or clean-up maintenance.
• Snow and Ice Control: Predict schedule will be basically same as last year's shift pattern. McInerney requested special meeting with Department on this subject as soon as possible.

Other subjects covered building evacuation procedure plans, vehicles for personal use, summer hours and mileage.

Fact-Finders Named

ALBANY—Fact-finders and mediators have been named by the State Public Employment Relations Board to six different contract disputes involving the Civil Service Employees Assn. At the request of PERB, William Lawrence, regional director of PERB New York City office, has been assigned as mediator to the dispute between Pentland and Delaware Academy CSEA.

Anchorage of Ektontown has been assigned as mediator to the dispute between the Delaware Academy CSEA.

Anthony Barlow, of PERB's New York City office, has been assigned as mediator to the dispute between the Village of Woodridge, Sullivan County, and Woodridge Police units of the Sullivan County Civil Service Employees Assn. chapter.

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Detailed text and images as previously extracted where available.
When an HIP subscriber doesn’t like what happens to him, he tells us. We know this. Responsibility to us is more than a glib “sympathy” letter. We accept responsibility for your health care.

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We put the components together to give you the best sound in a deluxe music system.

SONY HP-610A FM-stereo/AM Phonogram System

If you love music, the SONY HP-610A will delight your ears, your mind, and your eyes. The ultra-sensitive receiver with FET front end brings in stations with a crispness and clarity that will astound you. And it pulls in those weak stations you may not be getting on your present equipment.

The dual auto/manual turntable and Pickering Dustomatic cartridge will make your records sound as close to a concert hall as you can get without buying a ticket. And what's more, the dual record handling system will add years to the life of your records.

The HP-610A has features that appeal to the most discerning audiophile—tape monitor inputs (so you can adapt to SQ four channel), recording outputs for two tape decks, plus a unique tape-to-tape dubbing switch. A full 60W (ELA) of music power drive the SONY SS-610 3-way speakers with individual woofers, tweeters and mid-range drivers, for a wide frequency response. And for the eye, the unit is housed in a handsome wood grain hardwood cabinet with matching speaker enclosures.

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ROSEDALE

DETAILED COLONIAL

Detached Colonial

Beautiful home containing living room, dining room, modern, remodeled kitchen. The full basement is also completely finished with recreation room, laundry, etc. New kitchen and remodeling of all rooms are included. Ask for Mr. Decker.

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This solid brick and frame, 3 bed, 2 bath home, has an extra bath and modern kitchen, large living room, dining room, and family room. Many rooms have built-in furniture (not included). Ask for Mr. Sand.

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Completely finished house, land 3 acres, 2 bedrooms, 1 1/2 bath, fully-equipped, modern kitchen, large dining room, living room, and utility room. House is 13 years old. All rooms are finished. Ask for Mr. Alix.

$1,500

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2 BEDROOM home for utilities. Newly

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2 bedroom, 2 bath, near schools and bus routes, high school in town. Price

ask Mr. Decker.

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$1,500

$1,500

$1,500
Central Conference Hears
Costa On Restructuring

SYRACUSE — A purchasing agent "can realize substantial savings for the Association to more than justify the position," the chairman of the Committee to Restructure CSEA told a pre-convention meeting of Central Conference presidents.

A. Victor Costa, second vice-president of the Civil Service Employees Asm, made the comment in urging the presi-
dents to support the commit-
tee's 52-point "Phase III (Part 1)" restructuring proposals. This deal "with services, organiza-
tion and communications" of
CSEA.

He also alerted the 40 presid-
ents and other chapter repre-
sentatives at the meeting that the SRO's "in Rochester are "going to be a high-
ly controversial one" because of the vote due on the first two phases of the restructuring com-
mittee's report.

The first phases have gone through a "first reading" and won the approval of delegates at previous CSEA Delegate Meetings. Approval after the "second reading" in Rochester would put the changes into the CSEA Constitution and by-laws.

Costa spent much of the time at the Syracuse meeting on Phases I and II of the committee's proposals.

On Phase III, he cited principally the need to make "only one person, namely a controller — responsible for the money of this Association," and the need for a purchasing agent.

Booklets on Phase III were given all those attending the meeting.

A preface to the third report notes that Phase III "deals with all facets of Headquarters, matic, management and com-

Mid-State Armory
Schedules Election

MALONE — Mid-State chapter of Army Employees, Civil Serv-

(From Leader Correspondent)

SCHEDULES.

CSEA chapter president; Dorothy Moses, Wil-

dard State Hospital chapter president; Floyd Peashey, Central Conference president; A. Victor

Erie United Fund
Names George Clark
As Employee Rep

BUFFALO — George H. Clark, president of the Erie chapter of the Civil Service Employees Asm, has been named to represent Erie County's 10,000 workers in the CSEA's United Fund campaign.

"The United Fund fills a need in our community as lower cost than any other drive," Clark said in accepting the designation.

He urged fellow county em-
ployees to include United Fund at rallies and meetings and to discuss United Fund problems with them.

"Together, management and labor, we can achieve success in this important community ef-
f" he added.

Clark and 1,000 County em-
ployees were aided by the United Fund campaign last year. The County workers' goal is $30,507, more than $5,000 above last year.

LUNCH BREAK — Capital District Conference held a special meeting prior to the statewide Civil Service Employees Asm, convention and during a break for a quick lunch during the Saturday afternoon meeting. Also, from left, CSEA field representative James Craig, Conference first vice-president Jack Dougherty, Conference social chair man Mildred Wanda and Conference president Ernest Warner.
**Have You Read The New Column?**

- ★ **MORE FEATURES**
- ★ **NEW, BIGGER HORÓSCOPE**
- ★ **TOP COMICS**
- ★ **CARTOONS, PERSONALITIES, COLUMNS**

It Goes on Sale Thursday and All Week, 25 Cents
CIVIL SERVICE LEADER, Tuesday, September 26, 1972

LI. Conference Prepares For Battle With Unions And Hostile Politicians

GEORGE KOCH, Conference president, is seen as he opened the fall meeting of the Conference held prior to statewide CSEA convention in Rochester.

A no response would be construed as a negative reaction.

Joseph Oanhle, president of the Department of Transportation Region 10 chapter, pointed out that an elected Huntington town official had made public statements against the Employees Association.

"This," he said, "shows why we have to get politically active. We may not best them the first time, but from now on they are going to know civil service power is something they are going to have to deal with."

Julia Duffy, president of the Pilgrim State Hospital chapter, announced that CSEA's Mental Hygiene negotiations had been finished, and that victories accomplished was approved by the State that temporarily and provisionally employees would be removed if their names do not appear on an eligible list.

Ms. Duffy said that nearly all the major demands of the negotiating teams were met.

Host chapter for the fall meeting of the Long Island Conference was Suffolk County. Shown from left, seated, are Felix Livingston, Arthur J. Miller and Carol Craig; standing, Thomas Kennedy, Walter Weeks, Ben Porter, George Harrington, George Hamner.

Ratification Ballots Are Mailed

(Continued from Page 8)

the shape of a grievance hearing; employees to have the right to call witnesses at the third-stage grievance hearing.

Enrollees will have the right to copies of all written reports and records to be rolled upon at the hearing; when a penalty exceeds the hearing officers' recommendations and the chairman's decision; the Authority to hear the hearing officers and supply the copy of the transcript; protections provided for employees who are requested to resign in lieu of having charges placed against them.

On request, the employee can have a copy of the hearing officers' report; time limit changes when a hearing is held at the third and or fourth phase; a verbatim transcript will be provided to the employee or his representative upon request; the employee is to be provided copies of any rules or regulations having a direct bearing on the grievance; employees to have the right to review or have a copy of their personnel folder in preparation for a grievance hearing.

Employees attending the meeting at 8 p.m. on Sept. 26 at the Health and Social Services Building here. Regional attorney Stanley Mallman will be moderator.

L.I. Conference Prepares For Battle With Unions And Hostile Politicians

STONY BROOK—Delegates to a meeting of the Long Island Conference of the Civil Service Employees Assn. on Sept. 16 rolled up their sleeves and prepared battle plans against the unions trying to raid the CSEA and politicians, both state and local, who are unfriendly towards civil service goals.

George Koch, Conference president, opened the meeting by telling the state and county chapter delegates attending the session: "We've got our work cut out for us for the next year, and it is going to take the efforts of every CSEA member available to put the unions and the politicians in their place."

Ben Porter, president of the host chapter, Suffolk County, told the delegates that, "We must put these do-nothing unions in their place even more firmly than we did the last time around. When that is over," he said, "I think we can start thinking about throwing out a few blackmailers of our own."

Porter addressed the Executive Committee of the CSEA Board of Directors for its quick action on the meeting of the challenge in two Units represented by CSEA—Institutional and Professional.

STONY BROOK—Adding a new wrinkle to its health-care program, the Stony Brook University chapter of the Civil Service Employees Assn. recently sent a delegation of 68 persons on two buses for their annual health examinations.

The group was led by chapter president Al Varacchi and other officers. Varacchi said later that the unique program may lead to similar health-exam outings for CSEA members in the future.

The buses were provided by Metropolitan Diagnostic Institute, which tour two-week, 50-test health checkup is part of the CSEA benefits program. Groups left the Stony Brook campus at staggered hours for the ride to the MDI facilities in Hicksville. MDI set aside its facilities for the exclusive use of the Stony Brook CSEA group.

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Westchester Meeting

WHITE PLAINS—Westchester chapter of the Civil Service Employees Assn. will have its Fall Dinner-Dance here at Baber's Restaurant. Complete prime rib dinners will be included for $7.50 a person. The date is Oct. 14.

Sullivan Dance

BARKSVILLE—Sullivan County chapter of the Civil Service Employees Assn. will have its Fall Dinner-Dance here at Baber's Restaurant. Complete prime rib dinners will be included for $7.50 a person. The date is Oct. 14.

"Tell the delegates that the books of the Conference are in good shape and auditing committee chairman Ben Kasiorowski.

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