Hempstead Vote — Members of the Town of Hempstead unit, Nassau County chapter of the Civil Service Employees Assn., registered approval at the ballot box for an agreement containing last week a 5.5 percent pay boost in 1973, a 6 percent or cost-of-living increase for sick time upon retirement or death, labor-management negotiations on work and leave rules and a job security clause. The security clause, unit president Kenneth Cadieux explained, provides for transfers to other equivalent work, severance pay of one week for each year of service and a preferred rehiring list. Meanwhile, a referendum on optional State disability insurance coverage was voted down. Results of the election of unit officers will be announced as soon as they are certified.

North Hempstead Unit Approves 2-Year Pact: Minimum Hike Is $780

(From Leader Correspondent)

MINEOLA — Alex Bozza, president of the North Hempstead Town unit of the Nassau chapter, Civil Service Employees Assn., announced the ratification and signing last week of a new contract that will boost salaries a minimum of $780 in two years.

The contract provides for a base of $390 plus 1.2 percent of base pay, with a minimum of $400 in 1973 and an additional 4 percent with a minimum of $380 in 1973, among 17 major gains.

A significant plank guarantees observation of current benefits and past practices, blocking any unilateral action by the employer for the detriment of employees.

“This is a significant item to civil servants everywhere,” Bozza said, “and we hope to see it become a standard clause.”

The new contract also provides three fringe-benefit improvements, individual optional maximum under dental plan, denial coverage for retirees, true longevity increases after 15 and 20 years, increased accrual of leave time upon death or disability, time-limited to promotions on work and leave rules and a job security clause.

PERB Action On Parking Fees Is Due

(Special to The Leader)

ALBANY — The State stopped selling its $5 monthly parking permits to State employees last week, at the request of the State Public Employment Relations Board, which is currently considering an improper practices charge against the State filed by the Civil Service Employees Assn. on the grounds that the parking fee is a negotiable item, but was unilaterally imposed by the State.

Expressing concern over “rising levels of confrontation” by employees, Senator George D. McPhee (R—36th); Joseph Ferria (D—42nd); Julius P. Well (D—52nd); Antonio G. Olivieri (D—60th); Stanley Fink (D—43rd); Brain Sharoff (D—44th); George A. Cicciotti (R—45th); Dominick L. Di Carlo (R—46th); Robert P. Kolly (R—50th); Joseph Ferria (D—52nd); John T. Grant (D—96th); Joseph J. Boland (R—124th); Ray J. Bland (R—125th); Lucio P. Russo (R—60th); Antonio G. Olivieri (D—60th); Arthur J. Kremer (D—20th); Frederick A. Rossetti (D—99th); Burton G. Hechti (D—83rd); Anthony W. Kersavage (D—85th); John T. Grant (D—96th); Thomas W. Brown (D—104th); Neal W. Kellner (R—106th); Andrew Ryan (R—114th); Harold C. Lusher (R—113th); William H. Sears (R—115th); Jerome Zamoiski (R—116th); Morton P. Gallivan (R—125th); Francis J. Boland, Jr. (R—124th); Raymond P. Kurnia (R—124th); Constance E. Cook (R—128th); James L. Emsley (R—129th); Chester R. Hardi (R—141th); Stephen R. Groce (R—143th); Albert J. Hausbeck (R—144th); and Ronald H. Hlinsel (R—147th).

Endorses 63 For Legislature

The CSEA chapter has the right and obligation to ‘police the contract’ and can and will take action when it believes that provisions of the contract have been violated.

The State has now been put on notice that Zebraski was “willing and eager” to do the work, and that the collective bargaining process will not be ignored.

The contract administration committee, said Zebraski, “agreed that the job was done and was therefore not a violation of the contract agreement with CSEA. The college also has an obligation to ‘police the contract’ and can and will take action when it believes that provisions of the contract are being violated.”

(Continued on Page 16)
CSEA Fights For Right To Organize Employees In Schenectady's OTB

(Special To The Leader)

ALBANY—An improper practice charge has been filed by the Civil Service Employees Assn. with the State Public Employment Relations Board against the Off-Track Betting System in Schenectady as a result of the local OTB's alleged efforts to impede its employees' right to organize.

According to Ned Briggs, CSA field service assistant, CSAH had been contacted during the last week of August by Anthony Guarriero, an employee of the Schenectady OTB. Guarriero asked Briggs to organize a CSAU unit among the Schenectady Off-Track Betting employees on Aug. 21. Guarriero obtained designation cards from 160 percent of the employees involved naming CSAU as their exclusive representative.

Briggs then met with Dave Ekin, president of the Schenectady Off-Track Betting System. According to Briggs, after some initial reluctance, Ekin arrived at an understanding with CSAU whereby Briggs would be permitted to have access to the OTB employees until Jan. 1, 1973, when local Off-Track Betting would become permanent.

Although the Schenectady OTB is not permanently established at this time and its employees are hired on a part-time basis, under Civil Service Law, Briggs said, employees have the right to organize.

According to Briggs, he was given a tour of the Schenectady OTB facilities on Aug. 21 by Narshe Falcone, park manager. The CSAU representative said, "Falcone mentioned that he had been a member of CSAU when he was City Clerk and indicated that he was in favor of CSAU representation for OTB employees."

Under the budget that the Schenectady OTB has submitted to the City Council for the year 1973-74, Falcone is listed as a grade 14 employee, at a beginning annual salary of approximately $12,600.

However, on the morning of Sept. 13, Briggs was informed by Guarriero that the meeting was called off because Palone had allegedly threatened the OTB job if they attended the meeting.

On Sept. 28, Briggs met with Palone and expressed the opinion that Palone was violating the law. According to Briggs, Palone then stated that he "didn't give a damn about the law," denied that there had been any previous understanding, and (Continued on Page 16)

Preventive Medicine — Joseph Kepler, rich, president of Central Islip State Hospital chapter, Civil Service Employees Assn., learns the value of preventive medicine from Arthur Rosen, left, professor of Metropolitan Diagnostic Institute. The display was set up at the recent Delegate Meeting by firms offering services to CSEA members.
CSEA Goes To Bat For Aide Denied The Right Of A Pension Transfer

ALBANY—The Civil Service Employees Assn. has filed a suit against State Comptroller Arthur Levitt, as head of the State Employees Retirement System, in the State Supreme Court on behalf of Anthony Terino, a state employee, on grounds of a violation of law and of a CSEA-negotiated work contract.

Previous CSEA-State contracts have contained a provision which allows employees to transfer from the State Teachers Retirement System to the State Employees Retirement System. Terino has been an employee of the Education Department since 1950 and had requested such a transfer. On the date of Terino’s scheduled transfer from the Teachers Retirement System to the Employees Retirement System, he was on leave of absence from the State Education Department, without pay. He was assisting in the establishment of the Schenectady Community College.

The Employees Retirement System refused to permit Terino to transfer his membership, claiming that he was not an employee of the Education Department as of Oct. 1970.

Goes To Court

CSEA represented Terino in a hearing before the State Comptroller before a decision was issued. CSEA renegotiated the contract provision that allows transfer of retirement credit with the State. However, the Governor’s Pension Committee refused to sanction this benefit and it was not included in the enabling legislation of the present contract. The Comptroller then issued his decision that Terino could not transfer.

CSEA has taken this decision to the Supreme Court to have the Comptroller’s decision overturned, maintaining that Terino had been an employee of the Education Department for the entire period and that he was on an approved leave, resuming his regular position with no changes after his leave of absence.

St. Lawrence Chap.
CSEGS Celebrates 25 Years

CANTON — St. Lawrence chapter of the Civil Service Employees Assn. will celebrate its 25th anniversary at its annual Fall Banquet on Oct. 21. The function, according to chapter secretary Sally Forbush, will begin with a 6 p.m. social hour at the University Tray Way Inn here.

Jefferson Members Ratify Two-Year Pact

From Leader Correspondent

WATERTOWN — An 8 1/2 percent increase in salary is provided in a two-year contract ratified by the Jefferson chapter, Civil Service Employees Assn., which now awaits formal approval by the Board of Supervisors.

The contract proposal stems from a series of labor negotiations begun in June.

Binghamton Invites Polticals To Meeting

BINGHAMTON — Area chapter members are welcome to attend the general membership meeting of the Binghamton chapter of the Civil Service Employees Assn. on Oct. 26.

Various State and local political leaders have been invited by the chapter’s political action committee, headed by chairman Donald Hineckel. The meeting will be at 7 p.m. at the Fountain Pavilion, C. F. Johnson Park in Johnson City.

Map Political Action

ALBANY — Members of the CSEA statewide political action committee gathered in Albany Headquarters this week in an attempt to narrow the list of names of legislative candidates to be supported and opposed. Shown checking a district map are, from left, seated, Victor Peck, New York City; CSEA first vice-president and committee chairman Tom McDonough; Don Blake, Albany; Ruth Braverman, Nassau County; standing are Don Ansinare, Rochester; Joseph Klopfer, Long Island; George Buffer, Utica, and John Clark, New City.

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Library Trustee

ALBANY—Benjamin Burstein, of Scarsdale, has been reappointed a trustee of the State Supreme Court Library at the annual meeting of the Board of Trustees.

Welfare Fund Paying Out More Than Is Coming In To Meet Moral Obligation

(ALBANY—The Civil Service Employees Assn. Welfare Fund contributions now total $118,450, but in order to meet the obligations of the fund to pay $20 for each day members were penalized by the State for supporting CSEA during the Labor weekend job action, many more contributions are needed, according to fund coordinator Harold Abrams.

Ms. Abrams, also CSEA fifth vice-president, said that final payments to 117 members who had submitted reimbursement claims prior to Sept. 12, has been completed out by the Friday before CSEA’s annual delegates meeting in Rochester, which began on Oct. 15.

These payments, totaling $22,000, were paid to members according to the official list of penalized state employees submitted by the State Office of Employee Relations on July 11, 1972.

"You don’t have to be an account,” Ms. Abrams added, "to see that more contributions are desperately needed to complete the reimbursement process. In any wonder that I was unable to set last Monday, when not one piece of mail, or one hand-delivered check, was received for the Welfare Fund."

According to the coordinator, chapters like the State Headquarters chapter and many (Continued on Page 14)
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Medical Director

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Philip Goldberg, M.D.
Medical Director

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A Wise Move

The 200,000-member Civil Service Employees Assn. has made a wise move in abandoning its decades-long stance of neutrality on a subject that is major in the arena of political action. Despite the Taylor Law, agreed-upon contracts and other prerogatives, legislators must get elected before they can exercise those prerogatives.

We do not question the prerogatives of the Legislature but legislators must get elected before they can exercise those prerogatives.

The move on political action now places the Employees Association in a new relationship with members of the Assembly and the Senate because members of both houses will now know that the big, statewide organization intends to work for its friends and, in some cases, against their enemies.

Political action by such a large union can only increase the growing respect among politics for civil service vote power, which, after all, totals nearly 20 percent of the voting population.

Do Your Part

The Legion of City employees who, over the years, have either written, talked or reported to this newspaper innumerable complaints about abuses in civil service appointments and promotions now have some hope that other complaints will be acted upon.

City Councilwoman Aline B. Ryan, chairman of the City Council Committee on Civil Service and Labor, is now holding hearings with employees willing to report abuses in personnel work that will be more public hearings on the issue. Also, those who wish to report any abuses can do so with confidence and their identity will be protected.

We do not encourage false reports or scandalmongering. On the other hand, we do urge every City employee who knows of direct violations of the Merit System to report them to Ms. Ryan's committee.

As a footnote, we think that this idea should be carried out in State employment and all other areas of local government.

Physical Strength Tests

In New York City the test specifications for audio-visual aid technician included the requirement that an applicant lift a 25-pound dumbbell with one hand and a 20-pound dumbbell with the other hand. Prior to giving the examination for audio-visual aid technician in January 1972, the Civil Service Commission followed an outcry on the survey of the duties of the position. As a result of that study, a report was prepared as a basis for preparing the job specifications.

It was contemplated that at some schools the job of audio-visual aid technician would have to be performed by one person. These duties included the delivery and pick-up of equipment such as: lifting projectors weighing approximately 25 pounds; carrying the projector from a storage area to a car and from a car to the school, and driving a car in the performance of duties.

The job specs, therefore, were set up to include a dumbbell lift subset and an agility subset. In the dumbbell lift subset, a candidate was required, by sheer muscular effort, to raise a 25-pound dumbbell with one hand and then a 20-pound dumbbell with the other from a stop position to their shoulder at the same time; then, doing that, they had to do 25 pull-ups. In the agility subset, the candidate was required to scale a stack of three steps, sprint three yards to a maze of obstacles and dodge through and sprint back nine yards to the starting point.

The petitioners in this case, two female applicants, had both been employed as professionals for some years at Hunter College in the title of audio-visual aid technician. The job at Hunter College required substantial movement of the equipment connected with the job. It was contended by the two petitioners that the weight-lifting requirements are unconstitutional in that they unfairly discriminate against women. They argued that the physical tests are not job related and are, therefore, discriminatory and violative of the equal protection clause of the Federal Constitution. They rely on Title VII of the Civil Rights Act of 1964 and regulations adopted pursuant thereto by the Equal Employment Opportunity Commission.

The court is without power to substitute Its judgment for that of the Commission.
**Letters To The Editor**

**Parking Fight**

To the Editor:

The continuing overuse of the CSEA's battle with the State over State Campus parking fascinates me. We who work at other levels of government have a stake in this bit of action. All the way down the line to the smallest employee, we will hear the cry, "The State charges except to drive, this especially the moderate pocketbook."

A stake in that bit of action. We can, too."

—Dr. Leo Montesano, CSEA executive director; Thomas H. McDermott, CSEA statewide first vice-president; Jack Rohloff, president of MYLE Assn., and Francois Frasier, MYLE vice-president for the metropolitan area.

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**The Editor**

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We care.
PLEDGE POLITICAL ACTIVITY BY RETIREEES

Delegates to the recent annual meeting of the Civil Service Employees Assn., held in Rochester, heard a report from Hazel Abrams on a very positive program for retirees during the coming year.

Here is the report in full:

As we advised you at the March meeting, the State has been divided into sixteen (16) areas for the purpose of organizing retirement chapters within the Association. Since the March meeting, we have established the chapter in the Syracuse area and progress is underway in the Long Island and Mid-Hudson areas. These areas, in addition to the already established chapters in the Capitol District and Rochester, constitute a significant area of operation by the committees for the past year or more. Although we are happy with our accomplishments and success as indicated above, we feel that much greater effort and success can be developed with the proper field work by our committee members and CSEA staff in the undeveloped regions.

As we advised you at the September meeting in 1971, we had about 4,000 retired members. We are now happy to report a 100 percent increase. As of June 1, 1972, we now have over 8,400 retired members. The new Hospital Plan is helping to increase this membership.

At the most recent meeting of the full committee, it was our considered judgment that the most valuable aspect of the retiree group is its political activity potential, its strength of numbers, its time available to work in the political arena.

There are approximately 70,000 living retired members of the State Retirement System. Many of the active retired members have also been active in the Association for many years. In the past, many of them reside in rural areas, where their political force is more easily apparent, to not only us, but the legislators who represent them. We are firmly convinced that the retiree group can produce effective and strong political action which would be beneficial to the entire Association; and incidentally, to ourselves. We would be willing to devote as much of the year's talents, but our time as well to the general political activity of the Association.

Long Service — Utica State Hospital chapter of the Civil Service Employees Assn., along with the Hospital administration, honored retirees and 33-year members at its annual dinner-dance held recently at Twin Ponds Golf and Country Club in Utica. Pictured, from left, front: CSEA regional field supervisor Frank Martello, Assemblyman John Buckley, retiree Elizabeth Vecio, chapter social chairman Herb Brown, 33-year-pin recipient Ada Mierzwa; behind: chapter president John Dyman, chief supervising nurse Katherine Beck and business officer Lawrence Maxwell.

Ina Nichols Retires As Secretary

HAUPPAUGE — Ina M. Nichols, secretary to the Superintendent of Schools of Hauppauge Union Free School District, has announced her retirement, effective Nov. 1, 1972.

Ms. Nichols began her career in the Hauppauge Public Schools on Jan. 3, 1960, as secretary to Myron W. Miller, district principal.

Always active in school affairs, she served for three years as the first president of the Hauppauge No. 6 Unit, Civil Service Employees Assn.; committee member and secretary of the school legislative committees of the Suffolk chapter, CSEA; co-chairman of the Hauppauge School System Blood Bank; president and secretary of the Hauppauge Association of Educational Secretaries; member and recorder of the Civil Service Employees' Advisory Cabinet, Hauppauge Public Schools; former member of the Long Island Secretaries Association; New York State Secretaries Association, and the National Association of Educational Secretaries.

Ms. Nichols, who has many hobbies, feels that she will have plenty to keep her busy following her retirement. She is looking forward to a cruise to Nassau with her husband, Nelson, who retired this year as a supervising nurse at Central Islip State Hospital.

Social Services' Nima Carnicelli Feted By Friends At Luncheon

ALBANY—Nima Carnicelli with 34 years of service in the New York State Department of Social Services, was honored by her co-workers with a luncheon at the Tom Sawyer Motor Inn upon the occasion of her retirement.

Approximately 180 people attended, many of whom are retirees of the Department. Ms. Carnicelli worked for the Bureau of Child Welfare until 1945, since when she has worked in the Legal Bureau, where she has been for several years secretary to Felix Infauto, deputy commissioner of legal affairs.

Presentation of the service award on behalf of the Civil Service Employees Assn. was made by Howard Crary, president of the Social Services chapter.

Committee members for the luncheon were Edna Leventhal, Phyllis Beaudoin, Irene R. Clow, Dorothy Bredy. The latter three are now retired but formerly worked in the Legal Bureau with Ms. Carnicelli and have met her for lunch regularly through the years.

Ms. Carnicelli and her mother, who was a luncheon guest, plan to spend some time in Florida.
Retirees Report
(Continued from Page 11)
CSEA political action committee. Unfortunately, because of their limited income, our retiree group would be very severely handicapped with respect to contributing funds to the CSEA political action committee. We make this commitment of political activity support to you now!

The full Committee at its last meeting proposed the following legislative program for retirees.

1. Make the Supplemental Pension Plan permanent for all pensioners who retired prior to 4-1-72.
2. Provide that the no-option retirement allowance for all pensioners with 10 years service who retired prior to 4-1-70, and whose no-option allowance is less than $4,000, would be raised to $4,000. Further provide that pensioners who retired prior to that date with a 15 years service and whose no-option allowance was less than $2,400, would have their no-option allowance raised to $2,400, and for each full year of service over 15 years, such allowance would be raised by $100, but in no event to more than $4,000.
3. For all retirees who retired prior to 4-1-70, the State or the participating employer shall provide a sum of money equal to their Annuity Savings Fund at the time of retirement, which sum would provide an additional benefit. To take effect 24-1-74.
4. Mandate a Constitutional Change: (a.) To provide continuation of health insurance coverage to the beneficiary after the retiree dies, (b.) To provide that the supplemental allowance be continued to the beneficiary of a retiree under Options 2 and 3.
5. Provide right to collective bargaining for retired public employees. (See last year’s bill.)

As indicated in our last report, the Committee has provided insurance coverage for retired members on Automobile and Homeowners Insurance and a Cash Indemnity Hospitalization Insurance Plan for our general membership of the Association.

The full committee, and we feel all the retirees members of the retiree group, are appreciative of what you and the Association have done for them in their initial stage of their development. We recognize that this assistance has been provided at a time when the Association itself has been subject to great turbulence on its own behalf. This circumstance makes our appreciation all the more strong. We are confident that at its very earliest opportunity, the Association will fully realize the full importance and effectiveness of the total retirees group and will provide us services and recognition commensurate with this potential.

We are anxious and desirous of seeing the full committee potential of the 75,000 retirees workers for the general membership of the CSEA.

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CIVIL SERVICE LEADER, Tuesday, October 10, 1972
Oswego DOT Aides Display Heroism

(Mexico) — Two members of the Oswego County State Department of Transportation chapter of the Civil Service Employees Assn., Raymond Archer and William Ruby, displayed outstanding courage as they strove to aid victims of an automobile accident recently in the hamlet of Colosse.

The vehicle, occupied by Mr. and Mrs. Dubitsky of Roslyn, was struck by a pickup truck while crossing U.S. Route 11. The Dubitsky car was driven across the road, struck and sheared off a gasoline pump and then plowed into the front of a country store. The impact set the gas pump on fire, engulfing the car and its occupants in flames. It was at that time that Archer and Ruby came upon the scene of the accident.

The two CSEA members dragged Mrs. Dubitsky across the body of her husband, who was trapped with his legs pinned around the steering column, and carried her to safety. They then returned to the car and fought the flames around Dubitsky until he was carried to safety. They then returned to the car and fought the flames around Dubitsky until he was carried to safety. They then returned to the car and fought the flames around Dubitsky until he was carried to safety.

Upgraded Status

In those days, virtually anyone could be put in a parole officer slot with merely a few college credits. Jack took up the cudgel for higher educational standards. Today the person appointed must be a college graduate, possess a relevant masters degree, and must have at least two years professional experience to show he can handle the grueling demands of the job.

Department, have received a letter from Mrs. Dubitsky thanking them for their efforts.

New Metro Conf. President Jack Weisz

(Continued from Page 11)

Reminding the civil service status of the parole officer has climbed since the G-3 to G-19 level within a span of 10 years.

Weisz, a former Harold Gibbons, parole officer, who does data processing operations for employee pensions. They have two daughters—one married, the other attending college.

During the course of his varied career, Jack has received several accolades. Some fellow parole officers refer to him as the ‘parole wagon’ for his successful radio show. He has also been the recipient of commendations from the New York City and Tuckahoe Police Departments, and the CSEA.

Weisz, in his office, said, “I am committed to see that increments are paid on the permanent status list, and that these will be approved in a battle for Improved parole remedies and job security, which I don’t expect to win always. Because there was no resource and people were simply fired. Today, we must win on the right solutions.

Reflecting back to his own early CSEA days, Jack Weisz observes the big change in the form of a shift “from a small organization to an employee organization.” He says, “I must have at least two years of professional experience in the field of parole in order to be certified.”

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BUFFALO — Leo J. Kliszak, grievance chairman of the Buffalo chapter of the Civil Service Employees Assn., has been chosen "Man of the Year" by the Erie County Judges and Police Executive Conference, a 700-member organization that works to promote interest and provide information necessary to aid law enforcement.

Kliszak, a Buffalo resident who works as an engineer for the Office of the Sheriff of Erie County, was chosen as the Gen. Donovan State Office

PERB Action

(Continued from Page 1)

CSEA members protesting the parking fee, PERB voted the State to voluntarily suspend the sale of the permits "in order to avoid a further emotionalization of the issue." CSEA president Theodore C. West said, "This is an obvious victory for State workers. Their united support of CSEA won this round in the fight to have the fee rescinded. The State must begin to realize that it can't just suddenly begin charging its employees for things that have previously been provided free. Parking is a condition of employment and any change must be negotiated with the recognized union."

Legal briefs based on evidence presented at a formal hearing before the State Court in Saratoga Springs are still returnable by CSEA and the State. A decision from PERB is expected late October or early November.

In the meantime, informal conferences between PERB's division, employers, and CSEA have previously been provided free. Parking is a condition of employment and any change must be negotiated with the recognized union."

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WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 63 Cours St., Brooklyn 11201, phone: 556-5666; NYS Transit Authority, 270 Jay St., Brooklyn 11201, phone: 852-5666.

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

STATE—Regional offices of the Department of Civil Service are located at: 1360 Ave. of Americas, New York 10016; (phone: 765-9290 or 765-9291); State Office CHambers, Albany 12226; Suite 746, 1 W. Genesee St., Buffalo 14020. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

Right To Organize Schenectady OTC

(Continued from Page 2)

Briggs said the latest and perhaps most revealing indication of Falcone’s utter lack of cooperation “was displayed yesterday when, upon being presented with a courtesy copy of the charges, he tossed the papers in the wastepaper basket with the comment, “you don’t serve me with anything.”

ๆ Giving Help New

Although the Schenectady OTC employees are not as yet members of the union, CSEA is nevertheless providing them with help under its regular legal assistance program. Harold G. Meyer, Jr., CSEA counsel, filed a motion to vacate the order of the agency’s examiner. This section states: “It shall be an improper practice for a public employer or its agents deliberately (a) to interfere with, restrain or coerce public employees in the exercise of their rights guaranteed in section two hundred two for the purpose of depriving them of such rights; (b) to dominate or interfere with the formation or administration of any employee organization for the purpose of depriving them of such rights.”

Section 202 of the Civil Service Law states that “Public employees shall have the right to form, join and participate in, or to refrain from forming, joining, or participating in, any employee organization of their own choosing.”

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ROCHESTER—Members of the statewide resolutions committee of the Civil Service Employees Assn. met several times during the summer to review proposals submitted by the membership for consideration in establishing demands for the forthcoming CSEA-State contract negotiations and in developing CSEA’s 1973 legislative program.


The resolutions listed below are those as amended and approved at the annual Delegates Meeting in Rochester last month. They are listed according to the reference numbers. Several numbers are missing for those proposals that were either tabled or defeated.

REPORT OF THE RESOLUTIONS COMMITTEE

The report of the committee on proposals submitted by the membership is as follows in establishing demands for the forthcoming CSEA-State contract negotiations and developing CSEA’s legislative program. The report begins with a statement of resolution by the committee and ends with individual resolutions.

PROPOSALS FOR CSEA-STATE NEGOTIATIONS

The following right of the right of negotiating units to submit or to reject a proposed contract, the resolutions committee submits the following proposals, listed under the categories of salaries, benefits, attendance, grievances, and miscellaneous, to serve as guidelines and models for establishing negotiating units in establishing demands for negotiations. (ED NOTE: Negotiations for the Delegates and Retirement were covered in the Sept. 26, 1972, issue of The Leader.)

HOURS AND LEAVE PROPOSALS

H/L-1: Establish a four-day work week with a 1/2-hour day off each week in a method of earning or computing leave accruals.

H/L-2: Provide each payment for unused sick leave at the time of retirement.

H/L-3: Establish a definite procedure for leave without charge to accrued during snow emergency or any other emergencies created by weather.

H/L-4: Provide that all employees charged to construction in the Department of Transportation will have a work week of 40 hours and a work day running from 8 a.m. and week commencing on Monday.

H/L-5: Employees shall be released from work without charge to leave for jury duty, a court order, or a bank or insurance realize a loss due to a fire or a mechanical malfunction in design of their workplace. In the event of a life-threatening accident, an employee shall be released from work without charge to attend to such accident, and shall be paid at the rate of full compensation for full work days.

H/L-6: Provide employees with a three-day leave absence on death of a member of the employee’s family, or a maximum of three years leave for any woman eligible for maternity leave, and will be able to provide for leave in the event of any other emergency involving a workday.

MISCELLANEOUS PROPOSALS

M-1: Provide employees with a one-year leave without charge to attend to the death of a relative, for a maximum of three years leave to any woman eligible for maternity leave, and all other emergency involving a workday.

M-2: Establish a liberal leave policy in the event of any other emergency involving a workday.

M-3: Provide employees with a one-year leave without charge to attend to the death of a relative, for a maximum of three years leave to any woman eligible for maternity leave, and all other emergency involving a workday.

(b) A listing of the duties and responsibilities of the various branches of the department.

(c) A copy of the current contract between the State and the CSEA, or any other material relevant to the legislative or administrative processes.

(d) Any other information which might assist the employee in the performance of his job and the maintenance of good working relationships with his co-workers, supervisors, and other State agencies.

M-25: The manual and its revised portions shall be distributed to employees within 30 days of its effective date and the manual shall remain the property of the employee for his own use, and shall not be rendered by the employee upon separation.

M-26: Provide leave and free tuition at HUNY schools for all State employees for job-related courses on a part-time or full-time basis, with hours and courses for any class delivered during evenings.

M-27: The employee shall be entitled to travel status shall be paid 20 percent additional compensation on any assignment which includes travel over a weekend, and shall be entitled to travel status over the weekend, and shall be entitled to travel status over the weekend.

M-28: The employee shall be entitled to travel status shall be paid 20 percent additional compensation on any assignment which includes travel over a weekend, and shall be entitled to travel status over the weekend.

M-29: The employee shall be entitled to travel status shall be paid 20 percent additional compensation on any assignment which includes travel over a weekend, and shall be entitled to travel status over the weekend.

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