Early Ballot Return Urged

Voting For Representation
In Institution And P-S-T Units Starting On Nov. 30

Mediator Named In Deadlock On Nassau Pact

Thruway Employees' Voting Under Way For Unit I Contract

CSEA Car Insurance Rates Are Reduced

Kidney Transplant

TUCITA—The wife of Jerome Colles of Transportation Region 2 has been undergoing three treatments weekly on an artificial kidney machine, and is presently prepped for a possible kidney transplant from another Ute woman.

Friends of Mr. and Mrs. Colles have set up a mailing address for contributions: Emma Colles, Kidney Fund, 719 Second St., Ules, N.Y. 15391.
Fire Dept. Promotes 4

Four lieutenants with the City Fire Department were promoted to the rank of captain on Oct. 12.

The four new captains are: Thomas J. Byrnes of the Division of Fire Prevention; Donald T. Rutland of Engine Co. 294; Anthony L. Mott of Ladder Co. 110, and Eugene J. Fotrell of Engine Co. 24.

Allan Kornfeld Named HIP Acting President

Allan Kornfeld has been named acting president of The Health Insurance Plan of Greater New York after having served as administrator of the company for the past two months.

Prior to joining HIP in 1947 as its general counsel, Kornfeld had served in the County Attorney's Office in Nassau County.

An attorney for 23 years, Kornfeld served as counsel for the Nassau County Commission on Human Rights and, from 1963 to 1964, was in charge of the legislative program for the County.

The Public's Right To Know

Last Friday, October 13th, outside City Hall, the Transit Patrolmen's Benevolent Association's membership demonstrated, then marched over the Brooklyn Bridge to the 378 Jay St. headquarters of the Transit Authority and the Transit Police Department.

This was the kick-off of a unified effort on the part of the P.B.A. to show support for the just demands of its members. In most cases, the public is the first to feel the discomfort and reduced safety of a strike among any group. This same public elects public officials and pays taxes as not to be involved and inconvenience in city and state employee problems.

With this in mind I feel it my duty to keep the public informed on what has and will transpire in the not too distant future. The demonstration around City Hall was held to show our displeasure with the city for not supplying the additional manpower for the riding public's needs and give some relief to the transit police officer. It is also hoped that the action will make departmental management support the demands of its subordinate — not done up to this point. The second phase will be to insist that our members do not volunteer on overtime assignments.

From 1965 until the present time, with our crime prevention program, members of the patrol force have worked on overtime to ensure protection for the riding public on a twenty-four hour basis. Members have sacrificed their family, home and friends to insure this protection — coping with a condition they did not create and supplementing a pitifully small force to the point where the needs of the department were only met by members volunteering to fill the gap.

These first two steps resulted from the fact that the opposite side of the bargaining table is attempting to reduce the Transit Police officer to less than his counterpart — the New York City Police Officer. By not meeting one of the most important of the basic issues in both contracts, the city realized the need of members of the City Police Department for additional instructions and new innovations in police work, and created a program allowing such instruction to be worked into the duty chart and compensating the city police officer for the time over the normal required eight-hour tour of duty. The Transit Police Officer has been putting this time in all along, but without compensation and without instruction.

As the present leader to the Transit P.B.A. I must say that if this policy is allowed to continue I can only foresee in the near future a complete breakdown of morale among our members and a feeling of being less than the best — and seeing the work of the past seven years with a record of reduction in the crime in the subway system down by 65 percent, all down the drain.

An esprit de corps in one's department is the greatest morale factor a person can have. Every member of the Armed Forces believes he is the best branch of service and his duties, the most important. The Government agrees that they are the best and compensates them equally for duties performed. The New York City Police Department is the best in their area of control. The New York City Transit Police are the best in their area. Both should continue to be equally compensated.

New York City's riding public deserves no less than the best in police protection and we hope these steps we have taken will continue to ensure the best for their area. We hope no additional steps will be necessary to resolve this issue. I often wonder why they are appointed to rule and pass on the destiny of others cause so much unnecessary discomfort. God has blessed them with eyes to see and yet they cannot see.
DORM AUTHORITY CONTRACT SIGNING — The Civil Service Employees Assn. Dormitory Authority chapter concludes negotiations with the Authority with a contract signing at the Golden Fox Restaurant in Albany. Vice-president of the CSEA chapter; William A. Sharpkey, administrative director of the Authority; Loren Larreel; Daniel Giovannetti; Thomas Moree, and Ernest A. Viles, president of the CSEA chapter. Thomas Devane, another member of the CSEA negotiating team, was not present at the signing.

Thruway Vote Under Way; Ballots Due Back Oct. 25

(Continued from Page 1)

Thruway Headquarters Building.

• Buffalo — Oct. 20, American Legion Hall, 8 p.m.; and Oct. 20, Regency Motor, Blaedel Interchange at 9 p.m.

According to Dandreano, an employee of the Amsterdam Thruway maintenance section, “The contract will mean an expansion of employee benefits from both a monetary standpoint and from the standpoint of contract language, which has been cleaned up, providing greater employee protection.” We went on to state that “contract ratification depends entirely upon the membership” and emphasized that “this is just a tentative agreement which can receive final approval only from the employees themselves.”

The agreement will, if ratified, substantially expand the employees' organizational rights, developing more time at management's direction, and increase the use of courier services for transmitting union letters. It will also allow some Thruway executives by CSEA chapter presidents for grievance work and other CSEA business.

Grievance Procedure

In addition, there is a revised grievance procedure allowing for a three-step formal procedure with the optional use of informal “complaint” stages. This means that Thruway employees can bring directly to the personnel director if they feel that their complaint is not handled properly or if he is not available.

Negotiated changes to the work week would restore the Syracuse Pilot Bridge Crew to a Monday-Friday work week. Leave with pay alternatives would allow the use of accumulated vacation credits in 1/4-hour units. Tool personnel could have vacation approved by seniority, while a two-day block of either vacation or check-out leave could be made up on 48-hour notice.

The CSEA Western Conf. Plans Political Endorsements

(From Leader Correspondent)

ROCHESTER — The Western Conference of the Civil Service Employees Assn. will endorse candidates for local and state office for the first time in its history.

Conference president Samuel Greenfield said the endorsements are the result of new state CSEA policy permitting political activity.

V p Groupo and Donald Ander- more, co-chairmen of the Con- ference’s Political Action Com- mittee (PAC), said the committee will screen all candidates running for state and local office and then will recommend for endorsement “those whose platforms best reflect the in- terests of civil service workers.”

Our activities will not end with the endorsement and the election, “the two co-chairmen said.

“We shall continue to be militant after the election, checking the voting records of those in office and making recommendations to the offidders on issues that affect civil service employees.”

Gruppo, who works for the Niagara Falls School District, and Ansell, an employee of the State Agricultural and Industrial School at Industry, have appointed committee chairmen for the Conference’s four sec- tions.

Albert Sibilo, a Thruway Authority employee, will head the Erie County area; Mary

Union Solidarity

Upcoming representation elections in two of the CSEA State Divisions underline the continuing problem of public sector representative rights. Since 1967, CSEA has been repeatedly forced into such elections by a procedure that is, to say the least, questionable.

Those of us who are members of the local government division in CSEA pledged to support local State Division members in elections. I am sure that whatever may be asked of us, we will respond. When anyone questions the solidity of CSEA, that person speaks in ignorance.

As in the Welfare Fund issue, this is another opportunity to demonstrate our unity. No other union has such low dues; returns 25 percent of dues to its locals; operates as democratically and has accomplished as much in the public sector. There are more reasons for our desire to keep CSEA number one in the public sector than all the others do.

If we can help, we will. We do clearly support CSEA as the only choice available to public employees as their union.

THE EVENTS of last Easter weekend have had many far reaching effects in public employment labor relations. Without question they served as the most scintillating and yet of growing unrest by civil servants with the obvious bias of the Taylor Law. It also resulted in “meaningful negotiations,” when such had not occurred previously. All public employees, State and local, will reap benefits from these events, because management groups are more aware of the need to listen, to be more open to ideas, and to bargain honestly with public employees.

It can truly be said that those who stood tall when the time came, have earned the gratitude of all of us.

Unfortunately, the State has seen fit to “punish” these CSEA members for acting to protect their basic rights! Two- and four-day fines for actions taken seems poor treatment indeed. Recent actions around parking fees (taxes would be a better term) indicate a continuing punitive attitude.

CSEA INTENDS to support our fellow workers in every way possible. The most immediate need is to protect the financial status of the individual member, there are no $42,000 per year consultants in this group! Many of these CSEA members earn less than $7,000 per year and fines of this magnitude are impossible to adjust to.

Our vehicle for financial protection is the CSEA Welfare Fund. Contributions of our organization have been received as CSEA members react to this wave of revenge directed at our co-workers.

Political subdivision groups have responded very well to this call. But the need is great and it is immediate.

Every chapter should be a part of this effort of solidarity. We have all been affected by the events, we should all be a part of the effort to minimize the punitive reactions.

Have you and your chapter joined in this movement? Send checks to CSEA Welfare Fund. Send them now. Show everyone that CSEA members are united and determined to prove the justness of our cause!
Attention all New York State employees-
Blue Cross Statewide insurance plan covers
Rehabilitation Medicine at Brunswick Hospital Center

in beautiful new buildings with expert resident staffs

Physical Disabilities

An individual treatment program is carefully established by our Physiatrists (physician specialists) in physical medicine. It is implemented by a team of rehabilitation professionals including nurses, physical, occupational, recreational and speech therapists, psychologists and social service counselors.

The Hydrotherapy Department includes a therapeutic Swimming pool, Hubbard tanks, and whirlpools; the Physio-therapy Department administers electro-thermo treatments and massage in private treatment areas and therapeutic exercise in a professionally equipped gymnasium. The patient who is chronically ill can also receive special care in this facility.

Joseph J. Panzarella, Jr., M.D.
Medical Director

Mental Health

Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational and recreational therapists. All modalities of psychiatric treatment are available—individual and group psychotherapy, hypnotherapy, electroshock, new multi-vitamin and supplemental drug therapy. Bright cheerful colors and spacious socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

Philip Goldberg, M.D.
Medical Director

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A color brochure will be sent upon request or call 516-264-5000 Extension 227 for Physical Rehabilitation Extension 280 for Mental Health.

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Letter to the Editor:

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

After Contract Expires

About two months ago, The Public Employment Relations Council held that public employers may not unilaterally revoke salary increment systems which are based on length of employment.

Beginning in 1961, the public employer, the Triborough Bridge and Tunnel Authority, signed two-year agreements which contained provisions for a salary increment system based on length of employment. The agreement did not provide that its provisions would survive its expiration. Neither did the agreement state that on expiration the respondent would be free to alter unilaterally the terms and conditions which the agreement set forth.

THE 1969 AGREEMENT expired June 30, 1971, while the parties were still in the process of negotiating a successor agreement. The employer refused to pay increments to its employees whose anniversaries of employment fell after the expiration of the agreement; whereupon the charging party filed an unfair labor practice charge pursuant to Section 209(a)(1)(d) of the Taylor Law.

The Hearing Officer found for the charging party. He reasoned that the prohibition against strikes by public employees imposed a duty on public employers to refrain from unilaterally altering conditions of employment during the course of negotiations. "An employee organization which does not strike is entitled to the maintenance of the status quo during negotiations" and that the employee "cannot unilaterally alter existing mandatory subjects of negotiations while a successor agreement is being negotiated."

In sustaining the Hearing Officer's findings, PERB held that it was of no consequence that the employee benefit was withdrawn by the respondent derived from an expired agreement. "The new agreement would be the same if during the course of negotiations an employer withdrew such an employee benefit that had been previously enjoyed by the employees even if there had been no prior contractual duty to furnish the benefit."

This CASE assumes a great deal of importance when one realizes the vast number of contracts which are negotiated after the expiration of a prior agreement. Were public employers allowed to unilaterally alter conditions of employment during the course of negotiations. "An employee organization which does not strike is entitled to the maintenance of the status quo during negotiations" and that the employee "cannot unilaterally alter existing mandatory subjects of negotiations while a successor agreement is being negotiated."

Questions and Answers

Q. When my father died four years ago, my mother that she would collect monthly social security checks for the rest of her life. Today I heard that widows can get social security when they're 50. Is this right?

A. Severely disabled widows may collect monthly benefits as early as 50. Others do have to wait until age 60 to qualify for full benefits.

Q. I have a small business in which I employ five people. One of the employees received two social security cards with the same name but different numbers. Which number do I use?

A. Have your employee call, write or visit the social security office immediately. The people there will have his records check to determine which one he should be using. Then he can give the correct number to you.
Introducing the 1973 Beetle:

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With the price of our new Beetle still under $2,000,* the Volkswagen Beetle is a bigger buy than ever before.

More warranty, for instance, than you get with any other small car. Twice more: 24 months or 24,000 miles.**

More attention to specific details than ever (and that’s quite a lot). More than 1,000 inspectors meticulously scrutinizing more than 5,000 parts. Some two or three times.

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Volkswagen also has the most advanced automotive service system in the world. A brand new computer is, or soon will be, waiting in our service area. We simply plug it in to your VW, and it checks, via sensors and probes, vital service parts and spells out the results in plain English. That’s service.

Maybe all of this explains why Volkswagen owners have gotten more resale dollars after three or four years than the owners of any other comparable car.†

Obviously, it’s not only the price of the ’73 Beetle that reminds you of the good old days, it’s also the quality.

Few things in life work as well as a Volkswagen.

VISIT ONE OF YOUR LOCAL AUTHORIZED NEW YORK, NEW JERSEY OR CONNECTICUT VOLKSWAGEN DEALERS.
of discrimination in an election that is supposed to be run democratically.

State Campus Offers Courses To Employees

ALBANY—A stenography/clerical training center is being established on the Planned Society campus here to provide for the skill and knowledge needs of clerical personnel in order to help them meet requirements for effective performance and career development.

The target date for starting operations is Nov. 8. Courses will be conducted at 8 a.m. or 1 p.m., with each course lasting for three hour sessions.

The name on the back of Envelope B will be used to check eligibility as a voter in the unit, then separately from the secret ballot and address printed on the back in the space provided.

PERB and CSEA officials only will be allowed to count the ballots. They also assured CSEA members that the ballot must be sealed and returned to headquarters in Albany no later than 5 p.m. on Nov. 24, at numbers to be posted on all bulletin boards.

The Conference represents 40 State Parks and Recreation Department employees in order to meet the knowledge needs of clerical personnel in order to help them with the day-to-day duties.

CHIEF OF FACILITIES AND SPACE

Fire may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

October
18—Capital District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
19—New York City chapter executive committee meeting: 5:15 p.m., Gaser's Restaurant, 76 Duane St., New York City.
21—Ward's Island Psychiatric Hospital chapter "get-together": 7 p.m., Assembly Hall, Ward's Island, Manhattan.
27—Metropolitan Conference 25th anniversary dinner-dance: Glen Island Inn, White Plains.
28—Craig State School chapter annual dinner-dance: 6 p.m., Queensbury Hotel, Glens Falls.

November
7—ELECTION DAY
9—Westchester chapter board of directors meeting: 8 p.m., Health and Social Services Building, 85 Court St., White Plains.
14—Westchester chapter executive council meeting: 6 p.m., Health and Social Services Building, 85 Court St., White Plains.
20—Rockland Chap. Sets Orangeburg Meeting

- ORANGEBURG: Rockland County chapter officers and unit presidents will meet Oct. 18 at the Holiday Inn on Route 303.

In addition to the business meeting, a presentation on health care services will be made by a representative of Metropolitan Diagnostic Institute.

The business meeting is slated to begin at 7:30 p.m., with a social hour at 9:30.

Set Nov. Vote For Nassau School Chap.

LEVITOWN—An election of officers has been scheduled by the Nassau County School District Council of the Civil Service Employees Assn., according to temporary president Edward Perrott.

The new organization had been authorized by the state CSEA to organize as a school chapter. An election has been scheduled for November.

Perrott said any school district executive of CSEA that submits nominations to the nominating committee chairman, Fred Bois, at 95 Baybrook Rd., Mer-
INSTALL NASSAU OFFICERS — Thomas DeVie, Deputy County Executive of Nassau County, left, is shown above as he administers the oath to officers of Nassau chapter of the Civil Service Employees Assn. at the chapter's 24th annual dinner-dance. Officers, from left are: front — president Irving Flaumenbaum, second vice-president Ralph Natale, third vice-president Alex Bozza, fourth vice-president Edward Ferrott. In photo below, Flaumenbaum, left, is shown above as he administers the oath to officers of Nassau chapter of the Civil Service Employees Assn. by statewide CSEA president Theodore C. Wenzl, right. In between, from left, are first vice-president Al Iverson, second vice-president Myrtle Cunningham, third vice-president Rocco Scarlotta, fourth vice-president William Roberts, recording secretary Edna Perence, corresponding secretary Helen Gennaro and treasurer Irene Persico. The photo picture, shows them present-
ing a gift certificate to outgoing chapter president Thomas Delaney.

Monroe Water Authority Pact Awaits Approvals

(From Leader Correspondent)

ROCHESTER — The first union contract negotiated for employees of the Monroe County Water Authority — nego-
tiated by the Civil Service Employees Assn. — calls for a 17 percent wage increase over the next two years and fully paid Blue Cross and Blue Shield plans.

Albert E. Woodhead, Jr., the Authority's executive director, said the Authority's board would discuss the proposed con-
tract this week. If it votes to accept, the proposal will be sub-
mitted to the federal Pay Board to determine if it violates the President's wage guidelines, he said.

The Authority's 106 employees were organized last year by the CSEA after the Authority board de-
tended them a wage increase for 1972.

The proposed contract would provide 4 percent pay increases.

Wards Island Plans First 'Get-Together'

Wards Island Psychiatric Hosp.
ital (Manhattan State) chapter of the Civil Service Employees Assn. is planning its first an-
nual "get-together" on Oct. 21, according to chapter president Amos Royals.

A highlight of the evening will be recognition of Rose Battie, a past president of the chapter. Ms. Battle has an-
nounced her retirement.

Chapter publicity chairman Cleo Ransom points out that there will be live music and "plenty of food and drinks" for those who attend. The get-
together is scheduled to begin at 7 p.m.

CRAIG ST. SCHOOL CH. SETS DINNER-DANCE

SONYEA — Craig State School chapter of the Civil Service Employees Assn. will sponsor its annual dinner-dance Oct. 28 at the basement conference room of the Health and Social Services Building here at 85 Court St.

Reservations must be made by Oct. 26, according to chapter publicity chairman Marilyn Boyer. Tickets are available from chapter council members.

WESTCHESTER CHAPTER SCHEDULES MEETINGS

WHITE PLAINS — John Haack, president of Westchester County chapter of the Civil Service Employees Assn., has sched-
uled a meeting of the chapter's board of directors for Nov. 9.

The 8 p.m. meeting will be in the conference room of the Health and Social Services Building here at 85 Court St.

The following week, on Nov. 14, the chapter's executive council will meet, also at 8 p.m. in the same location.
The business of firefighting is such a serious one that, when something light-hearted comes along, it is sort of a relief. In that vein, it was a pleasure to note via the front page of "The News" that Fireman John P. O'Connor, after mulling the thing over for a bit, came up with the winning name for the Central Park offspring of Lulu the lady gorilla. We can all now breathe a sigh of relief, secure in the knowledge that Lulu's little girl is now and forever tagged "Patty Cake." It sounds nice. Just right. Something a fireman would think up.

When an HIP subscriber doesn't like what happens to him, he tells us. We know this. Responsibility when an HIP subscriber doesn't like what happens to us is more than a glib "sympathy" letter. We accept responsibility for your health care. We just don't pay bills. We pay attention to every health need you and your family need. HIP is a system of health care for keeping you in good health both dollar-wise and medically.

We care about your health. When you need us, we are there. There is no one else like HIP in all Greater New York.

We care.
EXAM NO. 1086
PIPE LAYING TEST
This list of 48 eligibles, established Oct. 11, 1972, resulted from the June 28 written test, taken by 669 Atlantic Street, Stansford, New York. (Act of August 12, 1970; Section 3685.)
No. 1 — 97%  
21 — 85%
41 — 78%
41 Jerry Pesciolisi, Henry T Zebrowski.

EXAM NO. 1088
STEAM FITTERS HELPER
This list of eligibles, established Oct. 11, resulted from the June 28 written test, taken by 83 of the 157 people who filed. Salary is $18.52 per hour.
No. 1 — 100%
21 — 87%
41 — 78%

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

Call (212) 371-9800 and tell us yourself!

How to qualify for professional discounts on major appliances, tires, carpeting, furniture, stereo & radios, television, fur, diamonds and jewelry, watches, silversware, china, luggage, photo equipment, sewing machines, typewriters, calculators... and just about anything else you can think of.

All members of the CSEA are eligible for substantial savings through the Better Buying Service of America. Call or write and let us know what you want. YOU UNDER NO OBLIGATION TO BUY. There are no fees and no dues to pay. You buy only what you want, when and if you decide to buy it.

Instant Price Service...a BBS exclusive
Ask for an instant low Price Quote on all merchandise you wish shipped C.O.D.

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Shop for the merchandise as you normally would, then record the model name and number. Call in this information to BBS' Discount Buyer. Depending on the item requested, we can save you 20% to 80% on selected merchandise. ALL BRAND-NAME MERCHANDISE IS FULLY WARRANTED AND SHIPPED IN FACTORY-SEALED CARTONS. We'll send you a Better Buy Certificate to validate your discount and a Better Buying Brochure listing the hundreds of types of goods and services available through BBS. Then make your purchase at a designated dealer conveniently located near you.

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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, you 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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This Week's City Eligible List

EXAM NO. 1343
PURCHASE INSPECTOR — SHOPS

This list of 28 eligibles, established Oct. 11, resulted from calling in 67 people, 39 of whom did not have the proper experience or training. Salary is $10,990.

No. 1 — 1855

EXAM NO. 1071
SEWAGE TREATMENT WORKER

This list of 171 eligibles, established Oct. 11, resulted from the Oct. 30 written test, taken by 1,014 of the 2,362 candidates who filed. Salary is $2.14 per hour.

No. 1 — 100.0%

BE A REAL ESTATE AGENT — FOR FREE HORS DOEURS — LUNCHEON DINNER.

IN MANHATTAN,
119 W. 23 St., W. of 6th Ave. — N.Y. 10010
Address

IN JAMAICA,
115 East Fordham Road, Bronx — 933-6700
Address

IN EAST TREMONT AVE. & BOSTON RD., BRONX — K1 2-5600
Address

IN MANHATTAN,
91-01 Merrick Blvd., Jamaica — N.Y. 11432
Address

This list of 28 eligibles, established Oct. 11, resulted from calling in 67 people, 39 of whom did not have the proper experience or training. Salary is $10,990.

No. 1 — 1855

EXAM NO. 1071
SEWAGE TREATMENT WORKER

This list of 171 eligibles, established Oct. 11, resulted from the Oct. 30 written test, taken by 1,014 of the 2,362 candidates who filed. Salary is $2.14 per hour.

No. 1 — 100.0%

Preparation for the official equivalency course.

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115 W. 23 St., W. of 6th Ave. — N.Y. 10010
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IN JAMAICA,
115 East Fordham Road, Bronx — 933-6700
Address

IN EAST TREMONT AVE. & BOSTON RD., BRONX — K1 2-5600
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Villa prices
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- $39 per week...
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You can move into this lovely villa today!...

You have from October 1st to December 31st to review, decide and transfer to GHI.

THE GHI PLAN PROVIDES:
- The same Blue Cross Hospitalization as the other medical plans.
- PLUS HEALTH SECURITY THROUGH:
  - Preventive Care
  - Practical Protection
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For GHI Optional Benefits available and details of GHI’s Standard Plan, consult your group’s official materials during re-enrollment and transfer period. If you still need information: Call (212) 776-1979 or Write to:

Seth K. Stein
500 Fifth Avenue
New York, New York 10036

Research Assts.

Twenty-two research assistants were appointed as a hiring pool on Oct. 8, from the list of exam Oct. 8. The last eligible applicant was number 58. Of the 60 eligibles called, numbers 1 to 60 failed to report.

BUY BONDS

Help Wanted - M/F

FRONT DESK RECEPTIONIST for this small office. Applicants must have good typing skills and a high school diploma.

Call 623-2284 and ask for Mr. Gabitto.

NEGOTIATORS

Expensive & full-time experience negotiators for management who are familiar with public sector negotiations, especially between schools and teachers. Must be willing to travel and relocate. Salary in team, depending on experience. Send resume to: P.O. Box 501, Civil Service Leader, 11 Warren St., N.Y.

Pace Scholarships for City Employees

Scholarships have been awarded to seven City employees for study at the Pace College Graduate School this fall. These half- tuition scholarships are for courses leading to a Master of Business Administration Degree in Professional Management.

The seven winners were selected from over 100 applicants. They are: John F. A. Hoekstra, both from the Housing and Development Administration; William A. Hoey of the Fire Department; John J. Prendy, Department of Correction; Emanuel Saffi, Department of

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ATTENTION! CITY EMPLOYEES

LOCAL SUBDIVISION EMPLOYEES

If you are a veteran, and have only a small down payment, this is your chance. Several houses in the city are offered with only $1,000 down. "How long have you been in the house?" says Tom Green, and the answer is: "Two days." This house was bought with a small down payment, and is now occupied by a veteran who is making regular payments. The veteran has not been in the house for two days, but the house has been occupied for two days.

CABRITA HTS $29,990
ONE OF A KIND DREAM HOUSE

This house is a dream come true. It has 5 bedrooms, 3 bathrooms, a beautiful kitchen, a large living room, and a huge dining room. The house is located on a quiet street, and is surrounded by trees. The price is right, and the house is in excellent condition.

LAURELTON $31,500
DE LIGAL 1-2-FAMILY

Spacious house with 4 bedrooms and 2 bathrooms. The house has been completely renovated, and is ready to move in. It is located in a quiet neighborhood, and is close to all amenities.

QUEENS HOMES

QUEENS VILLAGE - 2 family house, brick & shingle, 4 bedrooms, 2 baths, w.w. crp., garage...

QUEENS HEIGHTS $28,990

All king-sized bedrooms, large living room, 2 full baths, w.w. crp., garage...

CAMBRIA HEIGHTS $32,500

SUPER-SPECIAL HOUSE
True brick End Unit, 2 family, brick, huge rooms, garage, owner leaving soon.

CABRITA HTS $29,990
ONE OF A KIND DREAM HOUSE

This house is a dream come true. It has 5 bedrooms, 3 bathrooms, a beautiful kitchen, a large living room, and a huge dining room. The house is located on a quiet street, and is surrounded by trees. The price is right, and the house is in excellent condition.

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CSEA Resolutions Include Hours, Leave, Health

The Leader this week continues its service of printing the full list of Resolutions passed at the Civil Service Employees Assn. Delegates Meeting in Rochester last month. Previously printed have been the proposals on Salary and on Retirement in the Sept. 25, 1972, issue of The Leader, and on Hour and Leave and the Scholastic proposals up to and including M-37 in the Oct. 10, 1072.

The resolutions listed below are as amended and approved by the delegates. They are listed according to the reference numbers used during the meeting; consequently some numbers are missing for those proposals that were either tabled or defeated.

M-38: If a State employee chooses to reside in an efficiency apartment when on extended travel status, his per diem and hotel allowance will not be diminished.

M-40: State employees on travel status shall be allowed the actual taxi fare incurred, plus a reasonable gratuity.

M-41: At all State facilities, the following will be provided:
   1) Fire safety standards will be adequately maintained to protect against any contiguity.
   2) Adequate security precautions will be implemented to protect against riots, demands, bombings, and other actions to life and property.
   3) A cafeteria with food at modest prices shall be provided.
   4) Staggered work hours shall be realigned.
   5) Medical facilities will be established for the purpose of providing emergency care to employees at no cost by a physician and registered nurses.
   6) Adequate lounges and rest areas shall be provided for both men and women and shall include small eating areas, refrigeration storage space and food and drink vending machines. Some of the proceeds from the vending machines will be sent to the Joint State-CSEA Welfare Fund.

M-42: All State cars shall meet current federal automobiles safety standards and shall include radios for safety purposes.

M-43: Applications for educational leave or tuition assistance would be acted upon prior to school registration periods.

M-44: If a resolution has been denied, it shall be subjected to immediate appeal, the conclusion of which shall be determined before the date on which the course or courses are to begin. M-45: An individual course offered through the education and training programs should be repeated at least once during a 12-month period if the demand for such courses warrants such action.

M-46: The Division of Classification and Compensation shall be required to process reclassification appeals within a maximum of six months, and all appeals will be reviewed in the manner of the laws on which it was submitted.

M-47: The upper allowance for employees who work beyond the normal work day who are within 35 miles of the official work station shall be raised from $5.70 to $5.70. If employees work beyond the hours of 7 p.m., they must be provided with a 15-minute break period at the end of their regular work day before commencing overtime work.

M-48: Eliminate the maximum four-year period for the life of a preferential list and extend it indefinitely.

M-49: Any agency head who violates Section 65 of the Civil Service Law shall be subject to removal upon charges preferred by CSEA. The Civil Service Commission shall require monthly reports from each State agency indicating the names, title and grade of all competitive civil service positions filled by provisionals and the date on which such appointees will have completed one year of provisional service in the position. Such reports shall also be furnished to CSEA.

M-50: All eligible lists shall be extended for the period of any official freeze on filling vacancies.

M-52: The membership shall not be asked to act upon a collective bargaining agreement until a firm settlement has been obtained from the State Legislature with respect to its terms.

M-53: Repeal the option of participating in the Social Security Plan on an annual basis, with credit to be provided from the date of participation.

M-54: An effective seniority system shall be negotiated in matters dealing with transfers, assignments, and participation in career ladders and educational programs.

M-55: Establish a new grievance appeal board composed of five members drawn from a panel of impartial arbitrators whose decisions shall be binding and have the full effect of law.

M-56: Provide leave at full pay for chapter presidents when on official business.

M-57: Provide a minimum of two employees on a mutual hydrogen institution ward during evening and night shifts.

M-58: Provide for insurance of preference-provided which were modified by action of the 1972 legislative session.

M-59: All employees who are on maternity leave shall be provided with the same privileges extended to employees who are on sick leave or taking an examination given on a subsequent date.

M-60: Appointment of civilian employees to clerical positions in correctional facilities which are presently being assigned to correction officers.

M-61: Abolish all oral examinations.

M-62: Establish a scholarship fund for children of employees who are killed in the line of duty.

M-63: All civilian employee titles in the Correctional Services Department facilities shall be molded to conform with the current definitions of Correctional Services.

M-64: Teachers who fulfill the experience and permanent certification requirements shall be immediately advanced to the Q-1 position.

M-65: Field employees shall be eligible for the afternoon meal allowances regardless of the distance between their official work station and the area in which they reside.

M-66: Employees of the Department of Taxation and Finance shall be allowed to purchase lottery tickets.

M-67: Job description of all RN's by position for position description which reflect new definitions of nursing as contained in the NCPA of 1972.

M-68: Provide hazardously duty pay to Operational Unit employees who work with high power equipment.

HEALTH INSURANCE PROPOSALS

M-50: The State shall adopt a Dental Plan with no deductible and will increase the State's percentage of co-insurance (65-90 OR 80-90).

M-51: Amend present Dental Insurance Plan to provide coverage for all employees on preventive dental benefits.

M-52: Provide paid-in-full benefits under Blue Shield and the dollar amount under health plans shall be increased.

M-53: In union representation proceedings, provide for the elimination of salary limitations.

M-54: In the event of a strike, employees shall be furnished with ambulances, secure tents, and community ambulances service is provided, a contribution up to $25 shall be added to the worker's health insurance premium.

M-55: Increase maternity benefits under Blue Cross to $500.

M-56: Under Federal and State law, radiologists' fees under Health Insurance options.

M-57: Deal death of a retired employee, the remaining actuarial value of unused sick days shall be capped and paid to the Health Insurance premium for the surviving spouse.

M-58: Provide a fully paid, nonexclusionary paid-in-advance Health Insurance Plan for all employees and their dependents.

M-59: Under Blue Shield, provide for an increased maternity benefit up to $200.

M-60: Provide dual choice option for HMO's.

LEGISLATIVE PROPOSALS

The following resolutions, which deal with the matters that are non-negotiable in nature, are recommended for adoption by the respective committees.

In the event improved retirement benefits are obtained throughout the State, the Association's legislative program would be expanded to include comparable legislation which would extend the same benefits to employees of participating employers on a collective basis.

Salary Protection For Non-Teaching School Employes

L-1: Reopen the option for State school districts employees protection under Section 2032 of the Education Law.

L-2: Mandate workers' Compensation Insurance for police and fire employees.

L-3: Amend Labor Law to change the definition of the health and safety standards in the model.

L-4: Establish new procedures for objecting to charges of violating Taylor Law No-Strike Provisions which would guarantee all employees the right to a hearing in accordance with Article 6, Section 2 of CSEA's constitution.

SUNY Unclassified Service Procedures

L-5: The criteria for changing the jurisdictional classification of SUNY positions to the unclassified service shall be based solely upon academic clear and direct involvement in the education of students, and notification of employees who will be sent to CSEA.

CSEA Union Security Provisions

L-6: Provide employee organization rights to negotiate union security in the form of a union shop, agency shop or closed shop.

Right To Strike

L-7: Provide public employees with the right to strike.

Right To Union Representation

L-8: Provide that all public employees be allowed representation under Taylor Law and the right to membership in employee organizations.

Legislative Proceedings

L-9: In unrepresented proceedings, provide for examinations etc., without stipulating aggregations' showing of interest.

Employer Penalties Under Taylor Law

L-10: Provide for penalties against employers who attempt to discriminate against employees because of union activities.

Waterfront Commission Employees

L-11: Extend Taylor Law provisions to employees of the Waterfront Commission of New York.

Military And Naval Affairs Employees

L-12: Extend Taylor Law provisions to employees of the Division of Military and Naval Affairs.

Salary Increments

L-13: Salary increments provided under the Civil Service Law shall be increased and not subject to negotiations.

Correction Department Appointments

L-14: Wherever temporary or provisional appointments are made, they shall be made in the following order: a) in rank order from the existing list of the eligible list for the appointment to be filled; b) where no list exists, in order of seniority of employees in the same title in the regular list of employees in that title in reverse order of promotion, c) where conditions indicate in "a" and "b" to be equal, in order of total State service of those eligible.

Authority

(Continued from Page 2)
Larchmont Volunteer firefighters to roll, then ransack neighbors around for the firefighter's cars. In a recent operation, one of the firemen was able to get a trunk lock. If you cannot show your firefighter's car is a punched-out badge, you just haven't been with them.

Larchmont Volunteer Fire Department complete with gold badge and gold life membership of Department for this job. Charlie Stressler, a fine ambassador indeed, was a fine ambassador for his job. Charlie Stressler kept the other out onto the sway, stricken woman until help came. Just about everybody was yelling about a woman up there as they usually do. These wolf cries (as they usually end up) as they usually do. These wolf cries, history has it, never be disregarded; so, they designated retired Ambulance Chief Charlie Stressler as an Honorary Chief of Department complete with badge and badge and life membership card. That's nice. Everywhere I go, of town, I hear fine things about Chief Stressler. He was a fine ambassador for this job. Charlie Stressers are few and far between...very scarce indeed!

The bail raiser for this week involves Fireman Werner Elsing of Ladder 42.

On Sunday, Oct. 8th, about 1 p.m., he rolled his ladder to Long and Southern Boulevard in the Bronx. The fire was rolling out of the top floor front. He was forcible entry man. Just about everybody was rolling out of the window with no planned exit. He started forcing the door, he dropped on his belly, and crawling after forcing the door, he dropped on his belly, and crawling past the fire, made it to the rear bedroom. The fire wasn't very far behind him and the smoke was coming on him from the ceiling. When he got to the window, he expected to see the woman

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the city should file at the Department of Personnel, 48 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 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 Ave (Brooklyn Bridges). For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8000; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 513-5000. The Board of Higher Education advises teaching staff applicants to contact the individual educational institutions for job opportunities. Please write or call:

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Welfare Fund Continues To Grow, But Still Needs More To Meet Obligations

ALBANY — Contributions to the Civil Service Employees Assn. Welfare Fund continue to come in, to CSEA Headquarters by mail or personal presentation to one of the statewide officers who serve as an overseeing committee for the fund.

Latest available figures show that $128,101.51 has been contributed by individuals, units, chapters, conferences or affiliated groups. This money is used to reimburse those employees who have been penalized for allegedly participating in an Easter weekend contract dispute between the Employees Association and the New York State Administration.

While the donations have been coming in at a steady pace, they have not been enough to fully meet the obligation which CSEA feels towards those members who have been penalized by the State.

Contributionsmay be sent to: CSEA Welfare Fund, Box 1201, Albany, N.Y. 12201.

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DUTCHESS COUNTY DIGS INTO POCKET — Hoffi Martine, left, president of Dutchess County chapter of the Civil Service Employees Assn., makes presentation of check for $350 to statewide CSEA president Dr. Theodore C. Wenzl for contribution to CSEA Welfare Fund. The fund has now collected approximately $128,000, but more is needed.

EXECUTIVE (GENERAL) CONTRIBUTES — Michael Steese, left, president of the Executive (General) chapter of the Civil Service Employees Assn., presents a check for $882 contributed by individuals, units, chapters, conferences or affiliated groups. This money is used to reimburse those employees who have been penalized for allegedly participating in an Easter weekend contract dispute between the Employees Association and the New York State Administration.

In deference to the privacy of the individual contributors, this list does not disclose the amount of their donations. The amount given by CSEA chapters and units, however, will be printed each week under the Honor Roll.

Below is a list of those individual CSEA members and chapters who have contributed to the CSEA Welfare Fund. In deference to the privacy of the individual contributors, this list does not disclose the amount of their donations.

HONOR ROLL

Dutchess County, $200; State School, $1,000; NYS Dept. of Transportation, $83; Saratoga County, $40; Town of Walton unit, $350; Stillwater unit, Saratoga County, $200; Albany Div. for Youth, $100; Vocational Rehabilitation Unit, $100; Brooklyn Div. of Employment, $100; Buffalo Agricultural & Mechanical, $100; Hammondsport Village, $100; Genevesse County, $100; Albany Div. for Youth, $100; OGS Building Operations Donation — Gerald Forcell, vice-president in the Building Operations section of the Office of General Services chapter of the Civil Service Employees Assn., and Yvonne Mitchell, OGS chapter delegate, present a $100 check for CSEA Welfare Fund members from the Building Operations section to Head Abrams, fund coordinator.

NATIONWIDE EFFORTS — Hoffi Martine, left, president of Dutchess County chapter of the Civil Service Employees Assn., makes presentation of check for $350 to statewide CSEA president Dr. Theodore C. Wenzl for contribution to CSEA Welfare Fund. The fund has now collected approximately $128,000, but more is needed.

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The check represents nearly one dollar per chapter member.

HOCH PSYCHIATRIC HOSPITAL GIVES — Hoffi Martine, president of the Hoch Psychiatric Hospital chapter of the Civil Service Employees Assn., and Hazel Abrams, CSEA fifth vice-president, hold up $100 check which Martine had just presented Ms. Abrams as coordinator of CSEA Welfare Fund. The check represents nearly one dollar per chapter member.

CHAPTERS AND UNITS

Monroe County, $1,000; DOT Region No. 4, Rochester, $300; NYS Labor Dept., Div. of Safety, $250; Albany MACC, $4,500; NYS Dept. of Education, $1,000; Albany Div. of E., $1,875; Sonnenschein State School, $700; CUSS County, $350; Town of Monroe Unit, $51; Albany Commerce Dept., $150; Suffolk Home for Indian Unit, $25.

Saratoga County, $50; Albany Munic. Home unite, $971; Nassau chapter, additional, $1,000; DOT No. 10, Barreton, $100, NYS Air National Guard, $100; William McPherson, $50; Clarence School Unit, $100; Brooklyn Div. of Employment, $100; Buffalo Agricultural & Mechanical, $100; Hammondsport Village, $100; Tompkins County, $100; Town of Wells Unit, $100; County School, $100; NYS Dept. of Transportation, $100; Saratoga County, $100; Albany Div. for Youth, $100; OGS Building Operations Donation — Gerald Forcell, vice-president in the Building Operations section of the Office of General Services chapter of the Civil Service Employees Assn., and Yvonne Mitchell, OGS chapter delegate, present a $100 check for CSEA Welfare Fund members from the Building Operations section to Head Abrams, fund coordinator.

BRONX STATE HOSPITAL DOES SHARE — James Barge, right, president of Bronx State Hospital, handed $500 check to statewide CSEA president Dr. Theodore C. Wenzl when the two men got together at the recent CSEA convention in Rochester.

The check is for the Welfare Fund to aid CSEA members who are being penalized for alleged Easter weekend job actions.