Vol. XXXIII, No. 32 Tuesday, November 7, 1972 Price 15 Cents

Civil Service Employees Assn., last week declared that Employees Association’s long-standing tradition of non-endorsement of candidates on the national level.

"Our organization endorses neither the candidacy of Mr. Nixon with the goals and structure of...." said, "our organization endorses neither the candidacy of Mr. Nixon with the goals and structure of our organization."

ALBANY—The Civil Service Employees Assn. has scheduled its annual dinner-dance for Nov. 17 at Michael's, the exciting atmosphere is slated to begin at 8:30 p.m.

File Charge Against Correctional Services

ALBANY—The Correctional Services negotiating team last week filed an improper practice charge with PERB against the Department of Correctional Services for failure to negotiate in good faith under Section 209 of the State Education Code.

Thomas Linden, CSEA collective negotiating specialist, said the department displayed "one of the most blatant acts of bad faith negotiating" he has ever seen.

The charge is based on the department's alleged failure to negotiate a transfer procedure and seniority clause for non-uniformed personnel.

Wenzl Reaffirms CSEA's Stance Of Not Endorsing Presidential Candidates

(Special to The Leader)

ALBANY—Theodore C. Wenzl, statewide president of the Civil Service Employees Assn. of New York City, did not profess any enthusiasm for a political endorsement of Richard M. Nixon by the organization's New York City chapter.

Wenzl stated: "Our organization endorses neither the candidacy of Mr. Nixon with the goals and structure of our organization."

Wenzl received additional support on his position from the state union's political action committee and its Metropolitan Regional Conference.

In reaction to the Nixon endorsement, the Metropolitan Conference last week filed an improper practice charge with PERB against the State Education Board.

CS£A Steps Up Campaign To Put Down Challenge In 2 Of 4 Units

ALBANY—With balloting little more than two weeks away at Leader preemptive, the Civil Service Employees Assn. has stepped up all phases of its campaign to put down a challenge to its rights as bargaining agent in two of the four New York State workers' bargaining units it represents.

CSEA officials said their first concern was to clarify for the employees involved what they stand to gain or lose by continuing in the status quo, and then to organize vigorous vote-getting procedures. In that part of the electorate will be voting by direct mail and the votes of workers in certain locations.

According to CSEA, this is the time element and split in voting procedure for which they had finally obtained confirmation in writing late last week from the Department of Employment Relations Board.

Mail ballots will be sent out by the State on Nov. 20 to more than 34,000 employees in the Professional, Scientific and Technical Services Unit and to about half of the nearly 44,000 workers in the Institutional Services Unit. Personnel in these units will make a choice between the present CSEA and the challenging unit, the Service Employees International Union, in all matters involving terms and conditions of employment.

Despite Foot - Dragging: Reallocation Due In Mental Hygiene For RN's & LPN's

ALBANY—In a meeting held last week, the Civil Service Employees Assn. nursing unit representatives opposed making the result of more than seven weeks of negotiations on the departmental level.

Following are some of the more important points in the departmental negotiations agreement:

1. The Department will not issue, encourage or condone out-of-little work. Where out-of-little work exists, the Department will appoint that person to an appropriate higher title subject to Civil Service Law. This agreement will only be applicable when it is anticipated that an employee will be performing higher title duties for more than 30 days.

2. "The Department and PERB will continue to provide service employees within 30 days after submission.

Mental Hygiene Negotiations With CSEA Completed

(Special to The Leader)

ALBANY—A departmental negotiations agreement of 31 points has been reached by representatives of the Civil Service Employees Assn. and the State Department of Mental Hygiene.

According to Robert Guild, CSEA collective negotiating specialist, "a number of extremely significant agreements were reached." Among them are:

- The Department will require the establishment of a safety committee in each institution.

- The Department will require the establishment of a safety committee in each institution's workplace.

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Cipolla Optimistic

The Mental Hygiene plan stipulates a two-grade reallocation process for nurses and notaries. After one year they would automatically become a G-11 RN's, under the MH plan, would get a one-grade advancement. The plan would call for six additional titles providing for further incumbent advancement depending on educational requirements.

Rensselaer Dinner

TROY—Rensselaer County chapter of the Civil Service Employees Assn. has scheduled its annual dinner-dance for Nov. 17 at Michael's, the exciting atmosphere is slated to begin at 8:30 p.m.
MINIBUS — The Nassau chapter, Civil Service Employees Assn., has secured a strongly worded statement from the state Public Employment Relations Board ordering the Levittown School Board to get cracking on long-delayed negotiations.

The PERB order demanded a ploy utilized by the Levittown district, and by some others throughout the state, in which the employer argued that it could negotiate teacher salaries while even on an austerity budget. The board would then bring non-teaching employees up to par.

The obligation to negotiate over matters within the discretion of the employer and to fulfill such terms of an agreement is an unqualified one," said PERB chairman Robert D. Helshy. "It is clear to us that there is no distinction between teaching and non-teaching employees in this regard.

The order came after the Nassau chapter of CS&RA had filed an unfair-labor-practices charge in the state Public Employment Relations Board. This ruling will spare district units from a lot of gobbledygook in the future," said chapter president Irving Fluminumbang. "We have established the principle — which should now be recognized — that teaching and non-teaching employees are created equal.

The Levittown CS&RA unit had submitted its proposals last February for a contract to commence July 1, and talks were delivered by a representa-

tional election in which the CS&RA soundly trounced a challenger.

**Most Negotiation**

By that time, however, the school board had suffered two budget defeats and was on an austerity budget. The board claimed it could not in-crease salaries for non-teaching employees while on austerity and that board-paid negotiations would be futile.

The ruling let the board know that it must terms and grant necessary increases.

The PERB also disposed of a brief chapter complaint based on the Taylor Law prohibition against strikes. The school board had cited regulations that required it to grant only such increases as required to ensure that personnel would be available for necessary services, implying that the no-strike law left the employees with no recourse.

"The Taylor Law withholds that authority (right to strike) from the employees but, in its place, gives them a right to no-strike," the PERB ruling stated. "The substitution of the one right for the other does not relieve the employer of the obligation to bargain."

The unit, headed by Clarkson Champion, represents 606 non-teaching employees.

The PERB ruling was secured by regional attorney Richard C. Oka.

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**POLITICAL ACTION SEMINAR** — President Theodore C. Koury of the state Combined Organization of Civil Service Employees and Retired, expressed himself recently on "Politics and the Public Employee" at a session of the Action Course in Practical Politics sponsored by the Amsterdam Chamber of Commerce. Pictured left to right are: Peter G. Urb, executive manager of the Amsterdam area Chamber of Commerce; Mrs. Leo Kosinski, president of the Business and Professional Women's Club, and Richard Tarmey, third vice-president of the CSEA.

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**Raise City Nurses' Pay To $8,650**

The contract dispute involving the Licensed Practical Nurses of N.Y. Inc., has been settled by re-

commendations from a one-man impasse panel appointed by the Office of Collective Bargaining.

The terms include raising the appointment rate for LPNs in City hospitals from the present rate of $7,400 to $8,650 per year in a three-year contract, and increasing maximum scales from the current $8,600 to $10,000 per year for the same period. Demand salary adjustments were on the dis-

pation between the $8,000 paid by City hospitals.

The City argued that this comparison "does not give a true picture," pointing out that City LPNs, in fact, earn almost 600 more than their counterparts in voluntary institutions: "If fringe benefits such as pen-

sion, health and welfare, vacation, holidays, and uniform allowances are included, the City's minimum scale is actually worth $11,351.43 compared with $10,650 for those employed in vol-

untary institutions."

The City contributes substantially more for

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**Get Cracking, PERB**

Orders Levittown Board On Stalled Bargaining

(From Leader Correspondent)

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Thruway and CSEA Ink a 2-Year Pact

ALBANY—Representatives of the New York State Thruway Authority and of the Civil Service Employees Assn., which represents maintenance, clerical and toll collection employees of the Thruway, last week signed a two-year work contract at Thruway Headquarters here, culminating more than ten months of negotiations on salary increases, grievance procedures, working conditions and other fringe benefits.

The agreement, ratified by a majority of the CSEA members in Thruway Unit I voting by mail ballot, provides for a 4 percent pay hike effective immediately, retroactive to April 1, 1973, and a 6 1/2 percent raise in the second year of the contract, effective on July 1, 1973.

A spokesman for CSEA called the agreement “a substantial expansion of employee benefits from both a monetary standpoint and from the standpoint of contract language, which has been cleared up, providing greater employee protection.”

The new pact substantially increases the employees’ organizational rights, developing more timely and effective grievance, disciplinary, and contract enforcement procedures through a revising and simplifying of contract language, and improving the use of regular service for transmitting union literature. It will also allow use of Thruway phones by CSEA chapter presidents for grievance work and other CSEA business.

Also included in the agreement is a revised grievance procedure; allowance for use of accumulated vacation credits in half-hour units; mandatory sick leave at half-pay; leave with pay for Thruway promotion exams; an increase in the Tuition Assistance Program support, and leave with pay for compensation hearings and volunteer fire duties.

11 Major Changes

For maintenance employees, the contract includes 11 major changes, such as: provision for employee-supervisor meetings; seniority on volunteer assignments; strict seniority on overtime opportunities; provided cleaning and tool allowances, and disposable uniforms for many maintenance tasks.

Toll collection employees will see several grievance changes in the new pact. No shift changes are to be made after posting except with the toll collectors consent; collectors will be permitted to work steady shifts with 75 percent of standards approval; shift scheduling according to seniority, and a $23 cleaning allowance for shifts and/or bonuses.

Clerical employees will see new sections on the contract on radio dispatcher overtime and two periods; work clothing for mailroom personnel; and three provisions for seniority for the radio dispatcher, among other changes.

Westchester Unit To Meet Nov. 13

WHITE PLAINS—Westchester Unit of the Civil Service Employees Assn. has scheduled a regular meeting for Nov. 13, according to unit president Michael Wells.

The meeting will be at 6 p.m. in the Health and Social Services Building, 83 Court St., here.

Handran, principal labor negotiations representative for the department, standing are Robert Bouchard, assistant director of the sales taxes bureau; other CSEA representatives: Robert Miller, PST-Buffalo, and Frank Sanders, PST-The Bronx. Missing from photo is Hazel Van Tassel, PST-Binghamton.

Hodgson Sees Productivity Experiment Producing More Money for Salary Increases

MINDELA—Secretary of Labor James L. Hodgson, smiling broadly in dark suit, posed in Nassau County with officials after announcing $100,000 federal grant to back County’s pioneering productivity-bargaining study. From left are: Rep. John W. Wyller, Hempstead Town CSEA president Kenneth Castigletti, Nassau County executive Ralph O’Connor, Hodgson, County Executive Ralph Caso, U.S. Senator Jacob K. Javits, Caso aide Vincent Masi and Angie Lanzillotta, representing Oyster Bay Town CSEA.

TAX AND FINANCE AGREEMENT

— Representatives of the Civil Service Employees Assn. and the State Department of Taxation and Finance sign an agreement on departmental negotiations following more than seven weeks of talks. Seated, from left, are John Conroy, CSEA collective negotiating specialist; Jack Doehler, CSEA departmental negotiating committee chairman; Dan F. Hohman, director of personnel for the department; Jack Dancil, deputy of the CSEA Tax and Finance chapter, and John

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"Were you scared for your safety?" asked a reporter.

"When you're a fireman, there's no time to worry about your safety," came the reply.

Thus spoke Capt. Charles A. Wilson Jr. of Marine Company 9, who quietly and without fanfare, heroically jumped to the deck of a flaming oil barge in Arthur Edison plant on the Staten Island side of the fire, the flames were so intense and furious that they appeared to be twice as high as the super structures of the pathetic, brave little fireboats which seemed like bobbing corks on a sea of fury.

On film taken at water level from the Staten Island side of the fire, the flames were so intense and furious that they appeared to be twice as high as the super structures of the pathetic, brave little fireboats which seemed like bobbing corks on a sea of fury.

At one point during that fire, which appeared from the air to be about a mile of solid flame upon the water and against the shore, the "Smith" was confronted by a fire storm with winds of 75 miles per hour containing practically no oxygen. The need at the moment was for full reverse of the engines, but the air coming through the intakes above the deck contained so little oxygen that the motors started to fail and the speed was reduced. The situation was so critical at one point that Capt. Wilson ordered all hand to don life jackets against the possible need to abandon ship.

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It is respectfully suggested that all the footage of film taken at that fire be obtained by the Fire Department, spliced and shown to the Budget Commission and anyone else who may have a hand in reducing the Marine Division to its present deplorable level.

The Marine and Aviation Department now sports a former fireboat which is used as a tugboat, and the speed was reduced. The Boston, used as a regular thing. It sounds as though some federal agency should take a hand in the matter. Why risk the lives of firemen to put the fires out if people in the oil industry don't give a damn?

On Nov. 8 at 10 a.m. a memorial Mass will be said for the late Fire Chief William C. Rinschle at St. Nicholas of Tolentine Church, Fordham Rd. and University Ave., Bronx. At 11 a.m. a memorial plaque will be dedicated to his memory in the quarters of the 19th Battalion, 33 Truck and Engine 75 on Jerome Ave., and Evelyn Place, the Bronx (two blocks south of Fordham Rd.). He was a good fireman and a good friend. Please try to attend.

On Nov. 29 at 7:30 p.m. the Hispanic Society of the Dept. of Sanitation, Local 444, will hold its regular meeting at 6 p.m. on Nov. 9, at 125 Worth St., Manhattan, an authority on such matters.

The Association of Classified Employees of the Dept. of Sanitation, Local 444, will hold its executive meeting at 6 p.m. on Nov. 15 at 128 W. 17 St., Manhattan.

The American Legion Dept. of Sanitation Post, No. 1110 will hold its executive meeting at 6 p.m. and its regular meeting at 8 p.m. on Nov. 15 at 128 W. 17 St., Manhattan.

Because it protects you and your family with tomorrow's medical care today...

- PAID IN FULL BENEFITS FOR MOST COVERED SERVICES from the first dollar from the first day.

- Doctor's visits for any reason.

- Free choice of any licensed physician, anywhere.

- Preventive care to keep you well.

- Home Calls.

- Hospital Visits.

- Doctor's services for medical care in hospital.

- Diagnostic x-rays outside of hospital.

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City Technical, Secretarial Titles Open Without Deadline

CIVIL SERVICE LEADER, Tuesday, November 7, 1972

CSEA Clears The Air In Nassau

HEMPSTEAD — The Civil Service Employees Assn., facing unfulfilled promises, has secured Murphy and field representative devices at the State Labor Department Nassau County offices in Hempstead.

The action. About 80 employees stallation of window vents came between the air-conditioning and ventilation Division office had complaints about the performance of the devices. Sales personnel were called in to sell the air conditioning system.

Civil Service Dept., County Central, Riverhead, N.Y. 11901 (phone: 727-4700 ext. 249).

Serving on the committee for dinner-dance were, from left, seated: Eula Alston, member of the chapter board of directors; Carolyn Stanley, secretary; Eugenia Chest, third vice president; standing: Charles Perry, second vice-president; Theodore Scott, board member; Herman Plumber, board member, and committee chairman James Fields, recording secretary.

To: Apply to Community College, 208 Jay St., Brooklyn, on Nov. 18. 4

Guests and chapter officers at the head table were, from left, seated: Robert Thompson of Ter Bush and Powell; Mr. and Mrs. Robert Gould (he is CSEA research analyst); guest of honor Rose Battle; Dorothy King, Metropolitan Conference secretary and Creedmore chapter first vice-president; standing: Constance Sylva (wife of Joseph); Thelma Ramsay, Manhattan State treasurer; Cleo Ransom, Manhattan State delegate; James Fields, Manhattan State recording secretary, and Donald King (husband of Dorothy).

Ulster Members Go Dutched Up To

KINGSTON — Ulster County chapter of the Civil Service Employees Assn. has scheduled 46 people to participate in an "Outing for Health" on Nov. 11, according to chapter president Harley Draper.

A charter bus will leave the Terminal in Kingston at 9 a.m. and arrive in Clifton at 10:30 so employees can be given comprehensive medical checkups by Metropolitan Diagnostic Institute.

Columbia Assoc. The Columbia Association of the Dept. of Sanitation, Inc., will hold its board meeting at 8 a.m. Nov. 14, at Columbia Hall, 582 Union Ave., Brooklyn. Its mass meeting will be held Nov. 16 at 8 a.m. at Columbia Hall.

Stenographers

An open competitive exam (12:29) for legal stenographers for positions in Suffolk County will be held Dec. 2. Applicants must have completed high school with three years of stenography, plus one year experience in a law office including the taking and transcribing of legal dictation.

Applications must be filed by Nov. 10 with the Suffolk County Civil Service Dept., County Center, Riverhead, N.Y., 11901 (phone: 727-4700 ext. 249).

Dutched Ed Meeting

POUGHKEEPSIE — Dutchess County Educational chapter of the Civil Service Employees Assn. will meet Nov. 15 in Poughkeepsie High School, according to chapter president John Farmelette.

Promotion to Civil Engineer, Exam 2528 ($14,000) — open to City employees who have served for one year as assistant civil engineer and possess N.Y. State Professional Engineer's license.

Physical Therapist, Exam 2106 ($5,250) — open to the public with no formal requirements. Practical testing: dictation at 160 words per minute of legal and technical material.

Applications for the following titles are accepted in person only from 9 a.m. to 11 a.m. weekdays, in Room M-1, 40 Worth St., Manhattan.

Veterinarian, Exam 2117 ($11,000) — open to the public. Required: graduation from accredited school of veterinary physical therapy or registration as therapist by the American Occupational Therapy Assn. Citizenship not required.

Physician, Exam 2112 ($8,000) — open to the public. Required: graduation from accredited school of occupational physical therapy with certificate of competence by the American Occupational Therapy Assn. Citizenship not required.

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The Greater New York Blood Program

The People of New York City who Never Finished High School

Are invited to write for FREE BROCHURE. Tells you how you can earn a Diploma at HOME. Low monthly payments. Approved for Veteran Training.

AT HOME IN SPARE TIME

AMERICAN SCHOOL OF CHICAGO
Established in 1897
Metropolitan New York District, Dept. 916-P
F.D. Box 363, East Orange, N.J. 07018
or call (116) 543-1964

Note: Age
Name ____________________________
Address ___________________________
City State __________________________
The Nassau Experiment

PRODUCTIVITY seems to be the “in” word in government circles these days but, to date, it has been a favorite label more than a reality. To most civil service leaders, to move a device to create higher work loads and create an abundance of personnel to keep an eye on an experiment that is about to begin in performing out-of-title work.

In some areas, we argue both management and labor to keep an eye on an experiment that is about to begin in Nassau County. Under a Federal grant of $100,000, 100 County officials and the Nassau chapter of the Civil Service Employees Assn. will be on the job studying means of creating productivity with an eye to savings which can be applied to employee pay raises as well as reducing tax loads in some areas.

In a ceremony on Long Island last week, U.S. Secretary of Labor James L. Hodgson, in announcing the study grant, was flanked by Nassau County Executive Ralph Caso and Irving Flaumenbaum, president of the CSEA's Nassau chapter. The experiment of paying non-agency and labor, being defined as equals that pleases us as much as anything. All other goals aside, it is our hope that the Nassau experiment will do much to create an image of labor equality in the affairs of government that is so vitally needed these days. Despite a variety of labor laws intended to create such equality, the genuine respect of government for labor is lacking in far too many areas.

The Nassau experiment, if successful, could be a lesson in management that there is more to be gained than lost in treating workers as equals, not only at the bargaining table but in the operation of government.

Good Start; Not Enough

NEW YORK CITY citizens are sure to be pleased by Mayor John Lindsay's announcement that the hiring freeze in the Police, Fire and Sanitation Departments is over. The additional personnel in such vital areas as health and safety are welcome, indeed.

However, we are puzzled that the de-icing did not include additional beefing up of forces in the Transit Authority police. Crime hazards underground rank close enough to those committed above ground that there can be no rationale for not increasing protection for subway riders.

The solution is obvious. By ridding itself of thousands of provisions still on the City's payroll, there would be enough money not only to hire more Transit Police but even more valuable personnel.

Relaxing the freeze is a good start, but it's not enough.

The Expression of Views

In March 1970, the New York State Teachers' Assn. (NSTA) sent a statement to its member associations and to various student associations which said that UFPSD No. 3, Town of Brookhaven, “is not an appropriate place at present for schools which seek to establish a better balance between the needs of the community and the educational opportunities available.” In addition, this “urgent advisory” called upon “all teachers in the State not to make application or take employment” in the school district “until the current situation is clarified.”

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.

The Question of Performance

The lower Court, based upon the dissenting opinion of Judge John, did not wish to support the school district's contention that there would be disciplinary action against teachers who worked at the district, and that the statements issued by NYSTA have interfered with the dissemination of such matters of public importance.

The lower Court denied the motion to dismiss the complaint, however, and this was affirmed by the Appellate Division, Second Dept. The Acting President, James D. Hopkins, did not dissolve the district, and that the record did not support the board's allegations of not adhering to the provisions of the Taylor Law. He also pointed out that there was no violation of the latter spirit of the Taylor Law. All the defendants did was to support the collective bargaining efforts of the teachers by “raising objections not to seek employment with the school district.” The dissenting opinion of Judge Hopkins, Board of Education, UFPSD No. 3, Town of Brookhaven, v. NYSTA and NSTA, 30 N.Y. 2d 929, 335 N.E.2d 690.

QUESTIONS AND ANSWERS

Q. My mother, who's in a nursing home in another State, has most of her care paid by the Medicaid program. I would like to report some unsatisfactory conditions in the home. I heard that social security offices will accept such complaints. Is this true?

A. Yes. Local offices of the Social Security Administration now receive and report such complaints so they can be investigated. If you have any nursing home complaints, write, visit any social security office.
Editor, The Leader:

I would like to take this opportunity to respond to your editorial entitled "Second Thoughts Needed," which appeared in the Civil Service Leader on Tuesday, Oct. 3, 1972.

In this editorial, you stated our campaign to make the State Training School for Juvenile delinquents more attractive and palatable to localities who share 50 percent of the operating costs with the State.

I have not planned nor asked for the closing of the other institutions. I believe that the training schools are a vital and necessary part of an overall system of offerings which any balanced juvenile rehabilitation program under State auspices must have.

I do not believe that the majority of the kinds of youths handled in the training school system can be effectively treated in private homes. I do not intend to subcontracts for private homes to replace training schools, but I do believe we have got to make our training school programs more attractive and palatable to localities who share 50 percent of the operating costs with the State.

Your editorial claims that the true cost for handling a youth in a training school is about half of the $20,000 amount which our agency has announced. Let me clarify this point.

The cost of care per youth for the year 1971 was $10,216.35. The figure included: employee fringe benefits $10,681.00 (24.7 percent), community services bureau $4,481.00 (8.5 percent), employment fringe benefits $10,681.00 (24.7 percent), and on the grounds costs at the training schools $53,377.00 (60 percent).

Within the training school system even de-fogs the side windows. Our remarkable ventilation system can be effectively treated in private homes. I do not believe that it can be its beauty.

The beauty of the new inside may be its beauty. But the fact that it comes in the car it does, is the most beautiful part of all.

MILTON LUGER, Director
State Division for Youth
Hodgson Sees Employees Gaining By Productivity

(Continued from Page 3)

A statement issued by the Governor's Office reports that the new productivity level was established to reduce the costs of government, noting that "many more employees of New York State can be given the opportunity to work on tasks they will find more satisfying than others." The statement emphasizes that "employees who are involved in productive work will be more satisfied with their jobs and will be more likely to stay with the State." The Governor's Office also notes that "many more employees will be able to perform their jobs more efficiently, which will result in a savings to the State." The Governor's Office further says that "the new productivity level will also result in a reduction in the number of employees who are not involved in productive work." The Governor's Office emphasizes that "the new productivity level will help to reduce the costs of government and will result in a better quality of life for employees of New York State." The Governor's Office concludes that "the new productivity level is a significant step forward in the effort to make government work more efficiently and effectively."
**Eligibles on State and County Lists**

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<tr>
<th>Eligible Number</th>
<th>Name</th>
<th>Address</th>
<th>Score</th>
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<tr>
<td>1</td>
<td>Alpert</td>
<td>Albany</td>
<td>88.4</td>
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<td>Bates</td>
<td>Albany</td>
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<td>Bell</td>
<td>Albany</td>
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**ELECTIONEERING**

Joe Boyd, center, Republican candidate for Congress, chats with two leaders of Suffolk County chapter of the Civil Service Employees Assoc. at recent luncheon. At left is chapter president Ben Porter and at right is chapter vice-president George Harrington.

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**BBS PRE-XMAS NOVEMBER SPECIALS:**

1. **ZENITH 19 Inch Chromacolor**
   - Retail price: $249.00
   - BBS price: $339.00

2. **QVYMA electronic portable typewriter**
   - Retail price: $225.00
   - BBS price: $310.00

3. **OCEANIA portable color TV**
   - Retail price: $359.00
   - BBS price: $326.00

4. **STRAULONGER reclining chair in vinyl or cloth, factory reconditioned for 24 hour delivery**
   - BBS price: $108.00

5. **PANASONIC AM/FM stereo radio**
   - Retail price: $189.95
   - BBS price: $124.95

6. **HAMMOND organ, Model H-322**
   - Retail price: $945.00
   - BBS price: $660.00

7. **SONY AM/FM 48 watt receiver, STRAULONGER automatic turntable with base and 12" dust cover, SHURE diamond needle, $80.00**
   - Retail price: $370.00
   - BBS price: $249.00

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**ICEBREAKER**

Icebreaker is the most effective step you can take in meeting people in church, in your community, or in your business. With Icebreaker you'll have this going for you:

- The program's NUMBER ONE feature is that it's easy to use.
- The price is low. You can use it for any age group.
- You can use it in homes or schools.
- It's complete in itself, needing no other books.
- The materials are available.

*Lincoln, Cadillac, Corvette and many foreign makes also available at substantial savings.*
State Roster Offers Animal Keeper Jobs

Applications are being accepted until Dec. 11 by the New York State Department of Civil Service for the jobs of laboratory animal caretaker, canal structure operator, driver improvement analyst, senior acoustical engineer and assistant mortician.

Positions as principal and senior laboratory animal caretaker, paying $8,067 and $8,778 respectively, exist in the Department of Health and Mental Hygiene, the Narcotics Addiction Commission and the State University at various locations around the State.

Graduation from a two-year agricultural and technical institute, with courses in breeding, nutrition, diseases, record-keeping, and herd management, are required for qualification, or one year as a laboratory animal caretaker for a hospital or laboratory administered by New York State, or two years of either course work or experience in the handling of small animals or veterinary medicine. For the principal laboratory caretaker, an additional year of experience in handling small animals plus one year of full-time experience in the breeding and care of animals is required.

Applications must be filed within five days before the deadline. Announcements are available only during the application period.

By subways, applicants can reach the filing office via the IND Chambers (23-02, 35-004, G-11); NYC Transit Authority, 276 Jay St., Brooklyn 11201, phone: 586-3660; NYC Transit Authority, 1 W Genessee St., Buffalo 14202, 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 information in person, but not by mail.

Judicial Conference jobs are filled at 320 Broadway, New York 10013, phone: 520-1407. For information contact the office at 117 Eighth Ave., New York, phone: 520-1407.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a 24-hour Information Center at 26 Federal Plaza, New York 10007. Its hours are 10 A.M. to 5 P.M., weekdays only. Telephone 212-897-4411. Federal entrants living outside the five boroughs of New York City should contact the nearest regional office of the Commission.

ON-THE-SPOT PROMOTIONS — Two New York City Housing Authority detectives arrested in the fatal shooting of Columbia University professor Wolfgang C. Friedman were promoted by the recently formed Special Investigation Unit. Detective Robert Rodriguez was advanced from third to second grade detective, while Gilar, left, and Detective Charles Hall, moved up to first grade from second grade. All promotions were approved by the Special Investigation Unit.
Sabbath Observers’ Rights Protected

Jack M. Sible, commissioner of the New York State Division of Human Rights, has issued a reminder to employers that the rights of "Sabbath Observers" to leave work in sufficient time to arrive at home before sundown is protected by the State Human Rights Law.

The law, which applies principally to Orthodox Jews and Seventh Day Adventists, became effective on Sept. 1, 1972, for State employees and effective on Nov. 1, 1971, for City employees in the private sector.

Project Services

Examination No. 2041 for project service specialist, originally scheduled for Dec. 16, has been canceled by the City Civil Service Commission.

Prepare Now For Your EQUIVALENCY DIPLOMA. Complete classes now forming.

Phone: GR 3-6900

High School Equiv. Course 5 Weeks - $75

Complete in Home Study or in Evening Classes, State approved by N.Y. State Education Dept. Write or Phone for information.

PL 7-0300
Roberts Schools, Dept. L, 517 West 56th St., New York, N.Y. 10019

Do You Need A High School Equivalency Diploma

for civil service
for personal satisfaction
6 Weeks Course conducted by N.Y. State Education Dept.
Write or Phone for information.

Eastern School A-45029
751 Broadway, N.Y. 2 (at 8th Ave)
Please write me first about the High School Equivalency Climb.
Suffolk City
Exams Open

Stock Clerk
Open competitive exam for Stock Clerk is to be held on Dec. 2. Applicants must have completed high school plus three years of experience in receiving, storing, or shipping a variety of store goods.

Dog Warden
Exams Open
Completion of sixth grade and one year of experience handling animals are the only requirements for this job, which pays $258 every two weeks.

Irish-American Assoc.
The Irish-American Association of the Dept. of Sanitation will hold its regular meeting at 7 p.m. on Nov. 16 at Anthony's Church Hall, Travis Ave. and Victory Blvd., Staten Island.

Public Health Nurse
The Technical-Aid of the promotional exam no. 2060, for the district of district supervising public health nurse, has been postponed until the resolution of New York State Department of Health minimum requirements.

Negro Benevolent Society
On Nov. 11, the Negro Benevolent Society of the Dept. of Sanitation will hold a social meeting at 225-13 Meridian Blvd., Queens.

Stock Clerk
Open competitive exam (12-208) to be held Dec. 2. Applicants must be eligible to vacancies in the Town of Rockland Police Department, Regional Sewerage Board, then to appropriate future vacancies in the titles of shift operator's assistant, and sewage treatment plant operator trainee.

Candidates selected will undergo on-the-job training to become qualified operators. A high school diploma is all that is required for qualification. Applications may be obtained from the Rockland County Personnel Office, County Office Building, New City, N.Y. (914) 638-0500.

Applications will be accepted until Nov. 27 for the exam. Applications may be obtained from the Rockland County Personnel Office, County Office Building, New City, N.Y. (914) 638-0500.

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An EXCLUSIVE Insurance Plan Sponsored By And Endorsed For Retired Members Of The Civil Service Employees Association, Inc.

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

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

A great way to help beat rising medical costs!
As you probably know, hospital and medical costs are higher than ever. And still rising. So, when you’re hospitalized, you’ll want all the financial help you can get. Any insurance you already have will help. So will Medicare. And now this insurance can be a third source of money. It’s all tax-free cash, too!

When you are hospitalized by sickness or injuries, you will receive cash payments at the rate of $500 a month. You'll continue to get them as long as you are hospitalized — up to a maximum of 12 months for one period of sickness or injury. Thus, you can receive as much as $6,000 for one hospitalization. All this in addition to any other insurance or benefits you have. And this money is not taxable, either!

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

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

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

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

To:
Ter Busch & Powell, Inc.
161 East 42nd Street
New York, N. Y. 10017

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

Name
Address

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

The plan is underwritten by a leader in health insurance — The Travelers Insurance Company of Hartford, Connecticut.
CRAIG STATE HONORS 32 RETIREES — Thirty-two employees at Craig State School who retired during the past year were honored recently at a dinner-dance. Shown here (but not necessarily in recognizable order) are: Mary O'Flanagan, DeLamar A. Cignola, Leona Burch, Laacle G. Macker, Joseph R. Provino, Jennie F. Provino, Mary E. Haywood, Jessie L. ANDrus, Ione J. Brown, Dorothy S. Craig State School who retired during the past year were honored recently at a banquet at Benny's New Steak House.

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The unscheduled appearance of Dr. Wenzl was greeted with enthusiasm by the 150 persons at the dinner and it was of particular significance to the retirees. In a congratulatory message to the retirees, Dr. Wenzl cited their long service and contributions to the CSEA. He outlined the "great strides made in the past few years by the CSEA, both on the state and local levels," adding that "we are still progressing."

Henry Galpin, assistant executive director of the CSEA, presented citations to the retirees on behalf of the county chapter. Lawrence Korwin, chairman of the unit's statewide retirees committee, expressed a hope that "some day in the near future a chapter for retired employees will be established in Jefferson County."

Eleanor S. Perry, chapter president, participated in the program. She asserted that there had been no advance indication that Dr. Wenzl would join in paying tribute to the retirees, adding that she was not aware of his presence in Watertown until she arrived at the banquet hall.

County retirees honored include Bernard J. Tierney, John A. Brough, Mr. and Mrs. Robert B. Chaufty, Kenneth E. Carr, Arthur W. Sprague, Alice A. HE-WILL, Mary M. Gallagher, Ethel E. Todd, Lester J. Kemmis, Arthur Kirkby, Alton Cook, Everett L. Hall, Clifford F. Weaver, Eleanor Hatto, Schneider Adams, Alice J. Tripp, Dell J. Sharp, John A. Richards, Harvey C. Field, Fred C. Lawrence, Henry O. Clyde, Gerald Farmer, Howard Haggart, Phebe Patton, John Landon, Earl Ryder and Robert L. Waits. City employees who have or are retiring include Marsha Adams, Carl Ackerman, Thomas Enton, Gerald Feio, John L. Touchette, Fred Merritt, Nelson Shelhede and Fred Hoen. Fredriene Amyott of the Alexandria Bay School district was also honored.

Chairmen of the dinner committee were Betty Constance and Ruth A. VanEpps, aided by Margie Coppola, Elaine Daffany, Eleanor Howland, Barbara Hyman and Peter C. Greco.

45 YEARS’ SERVICE — Patrick J. Mulholy accepts congratulations from Terry Dawson, president of Creedmoor State Hospital chapter of the Civil Service Employees Assn., at a party given to honor his retirement after 45 years of state service. Ms. Dawson urged him to remain active in the chapter, where he has been a member since 1938. Mulholy began his state service in 1927 at Rochester State Hospital and transferred to Rockefeller State, where he was chapter first vice-president, before coming to Creedmoor.

Binghamton Retirees Set Nov. 27 Meeting

BINGHAMTON—All retirees in the four-county area of Broome, Chemung, Otsego and Delaware Counties are invited to attend the Binghamton Area Retirees chapter, Civil Service Employees Assn., meeting on Nov. 27, 2 p.m., at the American Legion, Post 89, 76 Main St., Binghamton, according to chairmansecretary Florence Drew.

Joseph D. Loehner, CSEA executive director, Hazel Abrams, CSEA fifth vice-president, and Mary Blair, CSEA assistant program specialist, will speak.

P. Rappaport Retires From Liquor Auth.

Poppa Rappaport was feted recently at a testimonial dinner and musicale by the State Liquor Authority and New York City local offices and some office staff and friends.

The event at the La Bibliothèque Restaurant opposite the United Nations was in observance of her retirement after 26 years with the Authority. During that time she had advanced through the ranks to senior beverage examiner and collective bargaining agent.

Ms. Rappaport said she expects to help out the Civil Service Employees Assn. organizational plans for retirees, under the guidance of CSEA fifth vice-president Hazel Abrams.

She also expressed her appreciation to her friends and co-workers in the Authority, NYC Alcoholic Beverage Control Office, the New York, Albany and Buffalo state offices and the local offices for the cards and good wishes she has received.

Two 40-Year Employees Retire From Comp Board

Co-workers of the Department of Labor, Workmen’s Compensation Board, New York City office, honored two long-time employees last month with luncheons on the occasion of their retirements.

More than 89 persons attended the luncheon at Saltzman’s Restaurant in honor of Rosetta S. Miller, an examiner with the Board. Ms. Miller had been employed by the State for more than 40 years, and was a long-time member of the Civil Service Employees Assn., the Donovan Guild and the WCB 25-year club. In 1949 she received a citation from the WCB chairman.

She was presented a television set by her co-workers at the Board. Ms. Miller will continue to work as an instructor for the Red Cross in Home Nursing Care.

A similar luncheon was held for Gertrude Levy, who came to the Board in 1942, and served in various positions prior to the position of review examiner that she held at the time of her retirement.

Ms. Levy was active in the B’nai B’rith as president of the State Employees Excellence chapter and secretary of the WCB 25-year club.

She will live in Florida.

Syracuse Retirees To Meet Nov. 14

SYRACUSE—Syracuse Area Retirees chapter of the Civil Service Employees Assn. has scheduled a meeting for Nov. 14. The meeting will be in the Senior Citizens Room of the Fulton City Hall at 2 p.m.

Retirees living in Cazenovia, Oneida and Onondaga Counties are eligible to participate.
November

7- ELECTION DAY
8 - Chapter Presidents Meeting; 1 p.m., Chancellor's Hall, Albany.
9- Westchester chapter board of directors meeting; 6 p.m., Health and Social Services Building, 85 Court St., White Plains.
11- Chapter Officers' party; 6 p.m., Larkfield Country Club, East Northport, L.I.
13 - Westchester unit meetings; 6 p.m., Health and Social Services Building, 85 Court St., White Plains.
14 - Westchester chapter executive meeting; 6 p.m., Health and Social Services Building, 85 Court St., White Plains.
14 - Saratoga Area Retirees chapter meeting includes Cayuga, Schenectady and Chenango Counties; 2 p.m., Senior Citizens Room, City Hall, Fulton.
27 - Capital District Conference meeting.
28 - Binghamton Area Retirees chapter meeting includes Binghamton, Chenango, Otsego and Delaware Counties; 2 p.m., American Legion Post 80, 76 Main St., Binghamton.
28 - Rochester Area Retirees chapter meeting includes Genesee, Livingston, Monroe, Orleans, Seneca, Wayne and Wyoming Counties; 1:30 p.m., Van de Mark Hall, Rochester State Hospital, 1600 South Ave., Rochester.