Second Legal Victory

Arbitrator Agrees With CSEA—Says State Violated Contract With Unilateral Parking Fees

ALBANY — The Civil Service Employees Assn. has scored an impressive second legal victory in its battle against the State Administration's move to slap parking fees on thousands of its employees at upstate facilities.

An arbitrator's decision, announced last week, found that the State's unilaterally imposed parking charge was a violation of two specific provisions of the collective bargaining agreements between the State and CSEA covering terms and conditions of employment for most State workers.

CSEA attorneys hailed the decision as a very important one for all public employees, particularly those in New York State covered by the Taylor Law, in that it "significantly strengthens the employees' right to continue enjoying established benefits even though they are not specifically mentioned in a current contract."

CSEA lawyer said, however, that an initial study of the decision would have to be made to determine its full impact — in other words, whether it applies back to CSEA's first contracts with the State In 1968 or affects "guaranteed benefits" only now that the new parking fees were implemented last August.

By Mutual Agreement

The Arbitrator, Daniel C. Williams, a Syracuse attorney, was called into the case by mutual agreement of both sides to make a binding determination, as provided in the present contracts, after CSEA's original contract grievance filed last Aug. 16 had been turned down a few weeks later by Melvin C. Osterman, State director of employee relations.

Williams said the issues submitted to him for arbitration required answers as to whether the State's act of imposing the parking fee unilaterally had violated provisions of the existing collective bargaining agreements in these three ways:

• Did it "unilaterally seek to modify the terms of the Agreement (contracts) through modification or other means?"

• In his decision, Williams noted that CSEA had established the promise that free parking was an important employee benefit by including it in its negotiations for the past five years and resisting any State

Mail Ratification Ballots On 2-Year Ulster Pact; Due Back By Dec. 27

(From Leader Correspondent)

KINGSTON — Members of the Ulster County chapter of the Civil Service Employees Assn. are being asked to ratify a new two-year contract with Ulster County by mail ballot next week.

The new contract provides a 9.5 percent raise for each of the first two years plus additional hospital and dental coverage for both years of the contract.

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The contract will be held Thursdays, Dec. 21, 28 and Jan. 4, 1973. Ballots are being mailed out to members and these must be returned by Dec. 27. The Ulster County Legislature will be asked to ratify the contract on Dec. 28. The contract will go into effect on Jan. 1, 1973.

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The Town of Union Unit Negotiates Pay Increase

(From Leader Correspondent)

UNION — The Town of Union's unit, Civil Service Employees Assn., will receive a pay hike of 4.2 percent for the first six months of the new contract.

Approval of the pay hike, a major item in the unit's list of priorities, was forthcoming from the Town of Union Board on the recommendation of Councilman William Forster, a member of the Town's negotiating team.

The Board's action climaxes a lengthy series of negotiations which resulted in a pay hike of 4 percent for the first six months of 1972 and an additional 1.5 percent for the remaining six months and an agreement that the Town's salary schedules and job classification rosters would be studied and revised before 1973 pay scales would be negotiated.

Under terms of the most recent negotiations, per diem personnel will receive a pay hike of 17 cents per hour and $2.15 across the board for full-time salaried workers. Fringe benefits in these new terms will remain unchanged for the second half of the two-year pact.

Don't Repeat This!

In Legislature

Hard Battle On Pensions Seen

The opening salvo in what promises to be a heated, bitter and divisive legislative battle over public employee pensions has been fired by the New York Chamber of Commerce. While the Chamber has thus far limited its attack.

Season's Greetings

To all our friends of the Christian faith, and to all our friends of the Jewish faith, we extend best wishes for a meaningful holiday season and good health and prosperity in the new year.

Theodore C. Wenzl, President,
Civil Service Employees Assn.
Correction, Guidance And Psychiatric Posts To Be Filled By New York State

Professional social service jobs—from narcotics rehabilitation to psychiatric social work and recreation therapy—are now on tap with the New York State Department of Civil Service. Minimum requirements for many jobs are only possession of a bachelor's degree.

The next test for these positions will be held June 15, 1973. Those applying will meet minimum requirements (see below) by Aug. 31, 1973, may apply now for that purpose.

Titles requiring only a bachelor's degree, in any field, begin at $9,005 yearly salary: correction counselor trainee I, narcotic hygiene therapist trainee I, health education counselor trainee I, parole officer trainee I, youth parole trainee I, psychology trainee II, recreation therapist trainee II, rehabilitation trainee II, youth division counselor trainee I and youth parole officer trainee I.

The written test will cover working with clients in treatment or counseling contexts, human behavior and social, economic and health-related problems and related programs and services.

To apply for these and the following positions, request the special "Professional Careers In Client Services" form from the New York State Department of Civil Service at the addresses listed on page 11 under "Where To Apply."

The following other jobs are listed with exam numbers, beginning salary and minimum qualifications.

All jobs will fill vacancies in New York State agencies throughout the state. Appointees in the metropolitan area will receive a $200 salary differential.

Correction Counselor Trainee II, Exam 29-243 ($12,105) — one year of graduate study in school of social work; or bachelor's degree in related field and one year of experience as above; or bachelor's degree with three years experience as social worker or group leader; or master's degree plus two years experience in social work, guidance counseling, or group work with the dispossessed, disturbed or epileptic.

Correction Counselor, Exam 29-243 ($12,105) — master's degree in social work; or master's degree plus two years experience in related field and one year of experience as above; or bachelor's degree with three years experience as social worker or permanent training certificate and three years teaching experience in a correctional institution; or a satisfactory combination of education and experience.

Correction Counselor Trainee II (Minority Group), Exam 29-244 ($12,105) — bachelor's degree and three years experience as for correction counselor trainee II (minority group).

Correction Counselor (Minority Group), Exam 29-245 ($12,105) — bachelor's degree, plus either 20 graduate hours in social work, education, correction subject, recreation, psychology, and related field, or one year experience in vocational placement, counseling of inmates, social work or group work or graduate study in law school or appropriate combination of education and experience.

Narcotic Parole Officer Trainee III, Exam 29-247 ($14,007) — bachelor's degree plus two years of experience in social work, guidance or group work, parole, or treatment of narcotic and alcoholics; or a master's degree in a related field, or two years experience in counseling or guidance counseling in a social work setting.

Youth Division Counselor Trainee II, Exam 29-253 ($15,507) — bachelor's degree plus one year of graduate study in social work; or master's degree with two years experience in counseling or guidance work; or a master's degree in a related field, or two years' experience in guidance or counseling in a social work setting.

Youth Division Counselor Trainee III, Exam 29-255 ($16,507) — bachelor's degree plus social work; or master's degree in a related field, or two years' experience in guidance counseling in a social work setting.

Correction Counselor (Minority Group), Exam 29-246 ($12,105) — bachelor's degree, plus either 20 graduate hours in social work, education, correction subject, recreation, psychology, and related field, or one year experience in vocational placement, counseling of inmates, social work or group work or graduate study in law school or appropriate combination of education and experience.

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Don't allow precious time to pass. CALL NOW to find out how you may choose a career as a STENO TYPE REPORTER or STENO TYPE STENOGRApher, or arrange for a FREE STENOTYPE lesson.

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FOR WINTER TERM
DAYTIME COURSE Starts Jan. 15 (Meets 5 Days Weekly)
EVENING COURSE Starts Jan. 15 (Meets Mon. and Wed.)
KNEW LOCATION! For information call 229-2599 Extension 19

AFFIRMED BY N.Y.S. Dept. of Education, APPROVED for Veterans Training, AUTHORIZED for non-immigrant aliens (I-20)

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STENO TYPE STATION
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Vestal School Pay Raise OK'd, But Birdsall Calls For Further Negotiations

(From Leader Correspondent)

VESTAL — Members of the Vestal School District unit, Civil Service Employees Assn., have won a pay increase following contract negotiations that unit president Earl Birdsall has indicated will continue despite the settlement announcement.

Terms of the agreement were ratified by the Vestal School Board during a November session after some debate by the Board members. Two of that body were opposed to the plan, saying that the pay increases should have been made retroactive to September when the terms of the pay schedule were agreed to by both parties. The majority of the Board, however, ruled that the retroactivity be voided.

The agreement was hammered out under the good offices of mediator Leonard Cooper after two months of fruitless talks. The unit had sought to secure the same benefits for part-time personnel as are enjoyed by full-time employees.

The unit specifically had requested that personal leave days be allocated as such and not charged against sick leave, nor be counted as holidays for the hourly part-time personnel and pay increases.

Across-the-Board Raises

The four other local districts negotiated that unit president had sought to secure the same benefits for part-time personnel as are enjoyed by full-time employees.

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Across-the-Board Raises

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The unit specifically had requested that personal leave days be allocated as such and not charged against sick leave, nor be counted as holidays for the hourly part-time personnel and pay increases.
Eligibles on New York City Examination Lists

ON Q -

PROM. TO CONSTRUCTION

No. 1—103.5%

Municipal Service Admin.

No. 2—116.5%

1 Bernard Goldstein, Thomas O Sammarone, Clement B Miller.

No. 3—88.3%

NYC Housing Authority 1 William Specker.

No. 4—90%

EXAM NO. 2574

Furniture MAINTENANCE

No. 5—74%

EXAM NO. 2102

RELACEMENT AIDE

No. 6—74%

This list of one eligible, established Dec. 14, resulted from a technical-oral exam for which four candidates filed in August. Salary is $6.95 per hour. Municipal Service Admin. 1 William T Toppin.

No. 7—90%

EXAM NO. 2582

PROM. TO INSPECTOR

This list of four eligibles, established Dec. 14, resulted from technical-oral testing held Nov. 18, at which five candidates appeared. Salary is $16,500. Housing Development Admin. 1 Arthur G Rosenzweig, Antulio W Piacino, Arthur A Marrocco, James P Maguire.

No. 8—90%

EXAM NO. 2111

LAW CLERK

This list of 236 eligibles made public Dec. 14, resulted from oral testing of 260 candidates. Three hundred eighty had filed for the exam during October. Salary starts at $14,200.

No. 9—88.3%


No. 10—88.3%


No. 11—88.3%


No. 12—88.3%


No. 13—88.3%


No. 14—88.3%


No. 15—88.3%


No. 16—88.3%


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Less than $4,000 $100 a month

$4,000 but less than $5,000 $150 a month

$5,000 but less than $6,500 $200 a month

$6,500 but less than $8,000 $250 a month

$8,000 but less than $10,000 $300 a month

$10,000 and over $400 a month

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FILL OUT AND MAIL TODAY...

TER BUSH & POWELL, Inc., Schenectady, New York

Please furnish me with complete information about the changes in the GSEA Accident and Sickness policy.

Name
Home Address
Place of Employment
Employee No.

P.S. Don't forget, new employees can apply for basic GSEA Accident and Sickness insurance non-medically during the first 120 days of employment, providing their age is under 39 years and six months.

CIVIL SERVICE LEADER, Tuesday, December 19, 1972

Special Notice regarding your GSEA BASIC ACCIDENT and SICKNESS PLAN There have been changes!

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Now, if your annual salary is...

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$4,000 but less than $5,000 $150 a month

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CIVIL SERVICE LEADER, Tuesday, December 19, 1972
INSIDE
FIRE
LINE

The "Experts" In Firemen

By Michael J. Maye

Did you ever hear the story about the farmer who owned a mule? Of all his stock, the mule was the most—always ready, always there in time of need. One day along came Rand & Company, a team of experts from California who knew everything about everything.

"Economically," they told the farmer, "Get more productivity with less."

"How?" asked the farmer.

"Let's start with the one you are now getting in work."

"My mule," said the farmer.

"Okay," said the Rand people. "Each day, give the mule one less handful of hay and by the end of the year you will have saved a tremendous amount of hay."

SO THE FARMER did as he was instructed—less one handful of hay each day, and sure enough, the mule continued to perform, giving his all.

Until one day, the farmer opened the barn door and there was the mule, dead on the floor.

"What a shame," said the experts, "Just when we had him down to a full day's work without eating!"

You may have heard the story in different form but the moral is clear. And if you don't believe the experts, there are people in this city in high places who fancy this kind of thinking, look around you—and particularly in the Fire Department.

More work, more deaths, more injuries every year—the toll gets higher, the hands get fewer. The firefighter does all that is humanly possible, no longer trying to reverse the trend but just to hold it within some sort of bounds while giving it his all.

What is the answer?

How do you stop or reason with so-called "experts" who have the taxpayers' purse strings and a questionable law on their side. Literally hundreds of thousands of dollars have been paid to the Rand Corporation to conduct their "studies" while the City points with self-assurance at Chapter 19 of the Administrative Code which gives the right to move, open and close firehouses as they so choose.

The object of this third party action is to obtain either contractual indemnification or at least an assurance by the city that the fire service will not be reduced as it has been in the past.

The law is the law but we have a right to challenge it—and we are doing this right now in Federal Court. Moving a firehouse should be based on proven firemen by professional firefighters. And we have ex-chefs of the Department who have stated that the city may save some money with its new Rand-inspired experiments—but people will die, and that is wrong because our job is to save lives, not money.

Certainly, there is a need to try and economize in the administration of city government but this cannot focus always on trying to eliminate the essentials. You can't start by assuming that if there are less firehouses, there will be less fires. The same is true of banking.

All you will do is have less city to administrate—and the way things are going, this might just turn out to be the case.

Pension Checks Coming

Helen Hoffman, assistant office manager in the office of the Civil Service Employees Asso., said she had been notified by the office of the comptroller that pension checks had been delayed to be delivered to the post office for mailing on Dec. 31st at 11:00 a.m.

Ms. Hoffman said she had implored the comptroller to mail the monthly pension checks out a day earlier, but was told that this could not be done due to the holidays and the lack of available help.

She said she had been informed that the mail would be greatly delayed with social security checks having landed in Huntington Station, Philadelphia, Pa., instead of in Huntington, for example.

"It may be," she said, "that the comptroller has been "very cooperative of late," she said.

CSREA members who do not receive their checks promptly this month urged to wait a week because there may be a delay due to the holiday rush.
More Discrimination

Discriminatory thinking against public employees persists. This time with a apparent all new employees hired by New York City be made to pay the full City income tax if they reside outside the City.

The argument—and a feeble one it is—that these employees would be more involved with and more understand to the living community rather than away. This, of course, is coercion of the most blatant kind. In other words, either live where you work or we're going to charge you for your job by doubling your taxes.

Why should a civil servant who wants to live in Nassau, Rockland or any other county be penalized on this basis? It's not exactly the social security disability benefits. Their proposal would put the stamp on all of primary social security benefits. Their proposal would put Social Security benefits as well as on all of the Social Security benefits. Their proposal would put Social Security benefits in a separate category that puts the stamp on all of the Social Security benefits. Their proposal would put Social Security benefits in a separate category that puts the stamp on all of the Social Security benefits.

The Chamber Demands

As a corollary to that recommendation, the Chamber further demands elimination of provisions in the current pension system which are not constitutionally protected such as the "pension cap" for increased taxes on public retirement benefits.

The issues of public employee pensions are issues in education. In 1971, when the Interim Committee and the Permanent Commission on Public Employee Pension and Retirement Benefits identified the freeze on all pension legislation until such time as the Constitution was amended, the School Board—on which has not yet filed its report—consists of Otto Kihni of New Rochelle, John J. Burns, of Sea Cliff; Carl L. Stevenson, of Rochester; Harold A. Church, of Albertville; and James F. Murray, of Lakeville.

The Chamber of Commerce, understanding the unique advantages of public retirement benefits, advocates the establishment of a new pension system for increased taxes on public retirement benefits.

Their plan would establish a separate retirement system and would establish a retirement benefit of 50 percent of average final pay. The Chamber further recommends that the School Board be given the authority to fix the amount of the retirement benefit and that since then many changes have taken place in the financing of public education, including the contributions of the Education Law.

The Chamber's recommendation is that the Board of Education be given the authority to fix the amount of the retirement benefit and that since then many changes have taken place in the financing of public education, including the contributions of the Education Law. The Chamber's recommendation is that the Board of Education be given the authority to fix the amount of the retirement benefit and that since then many changes have taken place in the financing of public education, including the contributions of the Education Law.

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Police News

The Police Department has requested that more patrolman eligibles be certified by the Department of Personnel so that it may meet its quota of 175 new cops to be appointed in January, The Leader learned last week.

Seven days of medical examinations and interviews were scheduled to be completed by Dec. 18, produced fewer passing eligibles than had been originally anticipated, Police Department sources said. Eligibles had been called from 10 special military lists and from the regular lists of exam 7065 and 8046, both established in 1968. Because of current workload, all those who had changed addresses, declarations of the job offer, and disqualifying medical and character investigations, fewer than 175 of the estimated 400 eligibles on the 12 lists will be appointed. All figures on how many were not available at Leader press time.

The Department of Personnel confirmed that it has received a request for more patrolman names, but it was not learned from what list they would come. It may be assumed, however, that all eligibles from the 10 special military lists and the regular lists that had 400 eligibles and had been exhausted, the Police Department will start calling eligibles from the next most recent list 8108, established Sept. 26, 1969.

Boroughs said that, despite complications, resulting from the multi-list, a full class of 175 patrolman will be appointed in January, in line with Commissioner Patrick V. Murphy's blueprint for 175 new cops per month through June 1974.

Kerr Begins HDA Shakeup

Housing and development administrator Andrew P. Kerr last week announced several key organizational changes within the fiscal, administrative and support service unit serving HDA's constituent departments.

Kerr said: "The purposes of these changes to be consolidated a number of functions that are now fragmented throughout HDA and to strengthen the fiscal, accounting and control, personnel, management planning and administrative service functions within the agency; and particularly to strengthen its data processing and systems development capability. We will be making additional future moves to improve the effectiveness and responsiveness of HDA." Kerr also announced that the purposes of these changes to be consolidated a number of functions that are now fragmented throughout HDA and to strengthen the fiscal, accounting and control, personnel, management planning and administrative service functions within the agency; and particularly to strengthen its data processing and systems development capability. We will be making additional future moves to improve the effectiveness and responsiveness of HDA.

Robert Bart will assume the post of director of Finance and Control. In this position, Robert Bart will be the key financial officer of HDA with full responsibility for the financial and accounting, auditing, accounting and control activities within the agency.

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IN DEFENSE OF JOB TESTS—AND HOW FAN TABS TURNED HIM—告诉记者, tests are not just right for it.

Dr. Witkin also tells companies not to get up-

light about assumptions that their tests are cul-

turally biased. "Sometimes," he insists, a test must be

influenced by cultural factors. That and doesn't

make it unlawful.

"If a test can be proven to be related to job

requirements, it is legal. For an English teacher

or an editor, good spelling in English is a

reasonable test." (10-69 exam) Supplement

Support for Dr. Witkin's statements comes in statisti-
cal terms from Dr. Ervin S. Stanton, presi-
dent of E. S. Stanton Associates, another con-
testation firm. He argues that his test exami-

"Yet, regrettable, some companies are dropping

them. That's throwing the baby out with the

bath.

"Fortunately, we find others are asking us to do

more testing than ever. We're emphasizing for

them in-depth psychological evaluation. I can see

be ditched — is an element of the test.

As for job-relatedness, it's not so simple. Care

must be taken to make a job discrimination

sound.

"Take the case of the Pan Am stewardesses," he

relates. "The airline hired only females and

boys. We're emphasizing for

bath water.

do more testing than ever. We're emphasizing for

In any event, someone who suspects bias while

job-hunting had better apply with an employer

who uses objective tests. At least, it should

be able to count and nothing else.

Seventeen promotional ex-

amining all for Feb.

24, are now open for filing by State employees. Ap-

lication deadline is Jan. 15 for all exams.

Promotional tests for employ-

ees of Correctional Services, (Civil Service Fund), Motor Vehicles, Tax and

Finance and the Thrury Au-

derfulare additional.

These exams are listed below with exam number, salary

level, appointment and in Dept. of Correctional Services.

Sr. Parole Officer, Exam 35-

054 (G-22); open to parole officers in Dept. of Correctional Services.

Supervising Parole Officer, Ex-

am 35-053 (G-23); open to sen-

ior parole officers.

Supervising Medical Social Worker, Exam 35-050 (G-15); open to ser-

vants in medical social workers in Dept. of Health (Inclu-

sion.

Sr. Payroll Audit Clerk and

Sr. Underwriting Clerk, exam 34-715 (G-18); open to employees in a clerical position at G-3 or higher in State Insurance Fund, Dept. of Labor.

Motor Vehicle Program Man-

agers, Exam 35-046 (G-30 through G-32); open to employees in higher or public adminis-

tration interns; Exam 35-047 (G-24 through G-27) open to employees in higher or G-22 through G-26 through G-20 open to employees at G-24 or higher. All with experience in Motor Vehicles.

Sr. Clerk, (State Tax Apprais-

als), Exam 35-051 (G-17); open to employees in a toll collection position at G-8 or higher, or in clerical po-

sitions at G-7 or higher in Thrury-

Authority.

Sr. Radio Dispatcher, Exam 35-

059 (G-16); open to radio dis-

pellers in Thrury Authority.

Rec Directors

The City Dept. of Personnel has called 390 candidates for recreation director, exam 1190, for the 21 positions available Dec. 11 and Dec. 21 at 200 Church St.

Make a miracle.

Dose blood today.

Collect

The Greater New York Blood Program

File for 17 State Promotion Tests

Pilots Goes Thursday, Dec.
32 for promotion, New York City Housing Authority, a job

which offers $10,600 to start—

a significant step for regular City jobs—entails general po-

litical work under the command of the Mayor's Personnel

Authority Police

Department.

Applicants must be high school graduates.

The 31% will be between the ages of 20 and 38 at the time

of application. (Inclusion.

For more information and application

forms, contact the Bldg. Dept. of Personnel

at the address listed on page 11 under "Where To

Apply.

Psych, Social Worker

The Rockland County Community Mental Health Center has an opening for a psychiatric social worker. Residence in the area is preferred, but any Master's degree in social work is

Salary is $10,832. Increasing to a maximum of $13,212.

The eligible list resulting from written exam No. 7317, to be held Jan. 27, will be used to fill the vacancy. The eligible list must be

filed by Dec. 27 with the Rock-


Amer. Legion Making

File for 17 State Promotion Tests

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City Municipal Building Faces Renovation

By KATHARINE SEELYE

Sixty years ago the copper statue of "Civic Fame" was perched atop the Municipal Building in lower Manhattan. Twenty years later the statue's right arm and shield, desecrated by corrup,

Donald Gormley, ex

was recently in the building, the employees' cafeteria which was empty at the time," said Gormley. So remote was the huge rambling home of the City's Service Administrator. "I came to the building in 1937," he concluded, "and what I detest now.

The writer then calculated that the total amount of office space in the building equals that of a 20-acre farm, noting that one person, with one room, 464 square feet. This crime, he concluded, was why other City agencies had to pay rent to private companies for office space.

Concerned over the waste of valuable space within the building is Milton Muenius, Municipal Service Administrator. "I came to the building in 1937," he said, "and what I detest now.

"We're desperate here in the warmer months," explained Muenius. "We'd like to air condition the whole place so we don't have to suffer through the heat. Some of the offices are getting air-conditioning units, but the present wiring loads can't take more. When it's warm there is a very low morale around here, and no productivity."

The view down from their hanging incandescent lamps. The lighting is so poor. And the rest rooms—have you been to the rest rooms? The smell . . . well, words fail.

"The whole building shows complete inflexibility of space," he continued, envying those who work in modern, efficient offices. His plans include ripping out the old partitions, "although they will be difficult to demolish because the walls and marble are so heavy." And narrowing the hallways.

"If we did this," he speculated, "we could increase our capacity by 50 or 60 percent."

Confident that renovation is not in the immediate future, the Department of Public Works is engaged in a cleaning project, polishing the marble lining of the hallways. With funds provided by the Municipal Employment Act, 18 employees of the Masonery Cleaning Project have made the marble shine on five floors so far. John Clarke, operations director of the project, estimated that it takes two weeks to clean each floor.

Investigating the original allocation of office space and the layout of the building, which has been criticized, held sacred only by the marble lining of the hallways, is Milton Musicus, Municipal Building Reconditioning Unit, who is engaged in a cleaning project, polishing the marble lining of the hallways.

With funds provided by the Municipal Employment Act, 18 employees of the Masonery Cleaning Project have made the marble shine on five floors so far. John Clarke, operations director of the project, estimated that it takes two weeks to clean each floor.

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About a month ago, Fireman Peter J. Cusumano and friends responded with Squad Three to a tough job in Brooklyn.

During the course of operations, a ceiling collapsed and knocked Cusumano and a buddy down a full flight of stairs. After gathering their wits, they got up, shook themselves off and went back to work. When asked how he felt, he said, "OK!" and that was that.

Next day when he came to CSEA Seeks Assi. Manager Of Mobile Unit

The Civil Service Employees' Association has one vacancy for an assistant manager for its mobile office. This job pays $11,000 to $13,500, requires unusual hours and constant travel, sometimes even on weekends.

Applicants, who must file by Jan. 13, must have either two years of public relations experience, or one year of such experience plus graduation from a two-year college with an Associate Degree, or a satisfactory combination of training and experience.

The assistant manager, under the general supervision of the director of public relations and under the specific supervision of the manager, will be responsible for the dissemination of information to members. He is also required to use and maintain the public address system, slide presentation equipment, and graphic display equipment contained in the mobile unit. He must be familiar with members' work problems and grievances.

Character of candidates must be unimpeachable. Personal qualities must include integrity, reliability, resourcefulness, and ability to maintain the good will of the organization.

For applications and further information contact the CSEA, 111 E. 34th St., New York, New York.

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Officer of Satellite No. 1. He responded to Ralph and Halsey Streets in Brooklyn for a 3rd Alarm and while looking up, doing the best he possibly could, his heart, which somebody said was as big as the man, simply stopped. Bill Seelig, also gay, fireman, good fighter, liked by everybody, was the man who always did his best and never hurt a person or a thing, was dead. Bill Seelig, "Nice Guy" was a beautiful epitaph. It belongs to you!
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Earn And Learn In Community Relations

No education requirements face applicants for community relations positions in a New York City job offering training in community contact work at a $6,200 annual salary. Filling deadline is Dec. 28.

Candidates must have only six months full-time experience in the field, or a combination of experience in a government or community organization in providing services to the public or the community. Those who have completed an approved six-month training program and combined classroom work and experience will be acceptable. Volunteer experience will also be considered.

Applicants will be judged competitively on their training and experience and must also obtain a score of 70 percent or higher on a qualifying written examination. This will be one of the multiple choice type and include questions on general community relations preparation, reading comprehension, vocabulary, working with forms, filling and related areas.

Job openings exist in various City agencies, where duties will entail interviewing tenants, landlords, business people and representatives of community organizations. Field work and routine communications with operating agencies are also encountered.

At the end of a year's satisfactory service, incumbents will be appointed to assistant community liaison workers.

For more information about this exam, No. 2604, and application forms, contact the City Department of Personnel at the address listed on page 11 under "Where To Apply."

ToRenovateCityBuilding

(Continued from Page 9)

job, one day he heard a faint cry of "help." He checked the hallway when the pie was repeated, but saw nothing. Later that night he heard a faint "help." He looked again, saw nothing. Images of ghosts in Goethe house entered his mind when the next day, he heard the cry repeated. Finally he discovered a woman who had been missing only 28, 731, 11 after an initial experiment. In storage in the Metropolitan.

The sculptor's son, Robert, who lives in Bedford, N. Y., says his mother was fathered to get the commission, but he is not aware of any specific model. Chased by this copper he telephoned "In no way was it a combination of the 'Ideal,'" he said, "I knew an arm here, a leg there."

According to the Herald Tribune coverage of "Civic Fame" in 1923, the statue was originally designed for a 4-foot mosaic and was reinforced with steel on the inside. Not only had her joints been corrected by the harsh weather, but she was "unsteady" on her copper base.

Her uneasiness is felt metaphorically today. When an employee in the building was asked who the statue was, he replied, "It's not Civil Fame or Virtue - it's Justice is Blind.

He disappeared down an endless corridor.

Write Your Wrongs To The Leader

Letters to the Editor are always welcome, and should be clearly signed with the writer's name.

Write Your Wrongs To The Leader

Letters to the Editor are always welcome, and should be clearly signed with the writer's name.

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The sculptor's son, Robert, who lives in Bedford, N. Y., says his mother was

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BOOKKEEPING MACHINE

The City Dept. of Personnel has found 107 of the 295 applicants for the 200 applicants for bookkeeping machine exam, 2628, to be unqualified. The remaining candidates will be ranked on the quality of their training and experience.

Bookkeeping Machine

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Arbitrator Says State Violated Contract On Parking Fees

(Continued from Page 1)

Proposals to change for parking

Announcing the importance of the benefit, Williams said it is "certainly more cherished than many other conditions which are left unspecified in the contract, and which have been considered in a multitude of arbitration decisions." Compared to free parking, he added, "some of the other working conditions can often lead unspecified in union contracts, such as paid discount, free coffee, free working clothes, churches of the community... pale into insignificance."

On the general question of reducing "meaningless benefits," the arbitrator concludes that there is nothing special about the issue of parking that makes it type of parking privileges beneath consideration that distinguishes it from many other situations where arbitrators have denied the employer's unilateral attempt to withdraw a particular benefit providing a condition of employment.

Williams also concluded that there is no reason why similar "decisions regarding paid vacations in private sector arbitrations (are) insupposable in public employment situations."

In The Private Sector

Finally in upholding CSEA's position, Williams said he could "not, in good conscience... look at the price paid by the current parking issues in the private sector... in a way that would deny to public employees the inarticulate but very valuable benefits that have been recognized for many years as the proper and just due of similar type of employees in the private sector."

Williams noted that "in view of such affirmative answers" to two of the main questions involved in the issue, "no answer is deemed to be needed" to the third question as to whether parking fees violate the contracts from the standpoint of being the same as a reduction in wages.

"This latter CSEA victory is another development in the ever-lengthening chronology of the battle of the parking fee," in which CSEA is proving the newly settled grievance. CSEA has also placed an improper practice charge against the State, accusing it of violating the Taylor Law by failure to negotiate the paid parking.

Matter For Negotiation

In a clear-cut decision on the basic issue announced on Nov. 9, Public Employment Relations Board hearing officer upheld CSEA's contention and said that the State had indeed violated the Taylor Law by acting unilaterally in what was properly a matter for negotiation.

Afterward, the State appealed the decision to the full three-member Public Employment Relations Board. Leipzig indicated CSEA has since appealed the decision, on the grounds that it is not enough time back in court in its applicability, covering only those parking fees imposed subsequent to Aug. 11, 1972. CSEA contends that the ruling should apply to any parking fees levied after Sept. 1, 1972, the effective date of the Taylor Law, or at least back to Sept. 1, 1969, the effective date of the current legal provision.

Executive Reaffirms

In State Supreme Court.

Mr. Ingraham, left, State Commissioner of Health, recently affirmed the importance of the parking issue, saying, "Willie, Hamilton, Caryl Vechiello, plumber, and James Monroe, director of Homer Folks.

"Various chapters in the state voted to reimburse in full the fines of their members and they too are receiving repayment of the benefit, Williams said. "It Is left unspecified in union contracts of the other working conditions often left unspecified in union contracts of (the contracts) in a way that would deny to public employees the inarticulate but very valuable benefits that have been recognized for many years as the proper and just due of similar type of employees in the private sector."

The case involves the State Employment Board hearing officer's decision, on the grounds that it is not enough time back in court in its applicability, covering only those parking fees imposed subsequent to Aug. 11, 1972. CSEA contends that the ruling should apply to any parking fees levied after Sept. 1, 1972, the effective date of the Taylor Law, or at least back to Sept. 1, 1969, the effective date of the current legal provision.
Broome Unit Contract Settlement  

County Personnel Man Says Legislature Must Correct Taylor Law Inequities

(From Leader Correspondent)

JOHNSON CITY—Terms of an agreement between Broome County and the Broome County unit, Civil Service Employees Assn., have been announced along with a call by County personnel director Kenneth Meade for legislative action to end what he termed "inhuman" inequities introduced by the Taylor Law in its present form.

Both developments came during a recent dinner-dance sponsored by the unit and the Broome County chapter. The evening also included the joint installation dinners for the new officers of both groups.

Broome County unit president Jack Herrick released the terms of the new agreement to the news media and those affected as part of the formal program. According to the terms of the new pact, all county employees will enjoy a 5.5 percent across-the-board pay hike, increased holiday and vacation time and severance pay for employees who may be laid off in the future.

In making the announcement, Herrick said that the additional holiday would become the day before Christmas or the day after Thanksgiving.

Additional Vacation

Long-term employees will also be rewarded with additional vacation time. For example, a county employee with 16 years' service will be eligible for a 16-day paid vacation; a 17-year employee will be entitled to 17 days, and so on. Vacation time for employees with one year service was to be increased by one day, and 15 days for two years or more, up to 16 years when the additional vacation days were added.

The vacation time increases would be limited to 20 days per year for 16-year employees or those with more than 20 years service.

Herrick also cited what he termed a "precedent-setting" item which provides for the payment of two weeks' severance pay for employees laid off due to budget restrictions. This offer, he said, is an item the county had steadfastly refused to consider during earlier contract talks.

County nursing home employees greatly benefited from the new agreement in several specific negotiated areas, according to Herrick. Nursing home employees will be granted an extra half-hour's pay in the event they are called in to duty from their homes on special emergencies. Nursing home employees were freed from the past practice of being required to work the same holiday observed by their families.

Costa To Conduc Western Seminar On Restructuring

ROCHESTER—A. Victor Costa, chairman of the restructuring committee of the Civil Serv- ice Employees Assn., will spend a full day with state and local CSEA leaders next month discussing the recommendations and results of the CSEA's restructuring committee.

He will be the main speaker at a Western Conference "fam-  


Taylor Law had served, despite its many faults, "to bring you a notoriety and a respectability you didn't have before by virtue of the fact that it has brought you publicity."

Reeling from recent personnel trends, Meade pointed out that the Broome Law has in recent months had degrees and the skills necessary to run a bust-