CSEA Names Its Coalition Team

ALBANY — At Leader press time it was learned that the Civil Service Employees Assn. was scheduled to meet with State Office of Employee Relations Board on Monday, Jan. 15, marking the first interchange of negotiation demands between the two groups for a 1973 contract covering CSEA-represented State workers.

CSEA negotiates for most New York State employees who were separated into five bargaining groups by the State Public Employment Relations Board. CSEA speaks for four of the five units, or about 137,000 workers, while the AFL-CIO holds bargaining power for the fifth unit of about 4,000 employees, comprising mainly of State correctional officers.

CSEA reaction to lifting of wage and price controls was that bargaining for reasonable salary increases should be less difficult.

The first meeting was, according to CSEA, for the purpose of presenting "coalition demands" which apply to all four of their units. Preliminary discussions will be on matters of salary, pension, health and dental insurance, employee organisation rights, grievance procedure and disciplinary action.

The concept of coalition bargaining, under question during the last series of representation elections faced by CSEA, was overwhelmingly approved by CSEA’s negotiating teams as the method that they will continue to use this year.

City Chap. To Honor Restructuring Comm.

Members of the restructuring committee of the Civil Service Employees Assn. will be guests of honor at the annual workshop of the New York City chapter CSEA, May 28 to 30 in the Conference Hotel.

The $60 per person rate will include all meals and gratuities.

The event is to be held in the first week of the month of June.

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Wenzl Asks All Members To Aid Dues Collection During Penalty Periods

ALBANY — Theodore C. Wenzl, president of the 210,000-member Civil Service Employees Assn., sent out a statewide appeal late last week asking for "the full effort and cooperation of State Division chapter officers and their membership to aid in the collection of dues through direct payment."

The statement, issued as a result of a State Public Employment Relations Board decision to cut off CSEA’s dues deduction privileges in its four state bargaining units, said, "the degree of impact on CSEA caused by the loss of automatic payroll deduction of dues is directly related to how well the membership responds to direct mail bills for the period of deduction loss."

PERB ordered payroll deduction stopped in the Administrative, Operational and Professional, Scientific and Technical units for a period of three months.

Effective dates of the curtailment is still to be determined.

Hardiest Hit

In the Institutional Unit, the penalty decision called for a loss of the automatic payroll deduction procedure for a ten-month period. Payments in all units were to be imposed before the completion of calendar year 1973.

The dues deductions halt is a penalty against CSEA for the job action the public employee union took last Easter weekend to obtain a 5 1/2 percent pay package. One and one-half percent of that package is payable this April.

Administratively, CSEA announced its intention to direct mail the Administrative, Operational and Professional, Scientific and Technical Units once, asking for a lump-sum payment for the three-month period of dues deduction loss.

Direct Mail

In the Institutional Unit, where the penalty is more severe, CSEA intends to send three bills to members in the next few weeks.

(Continued on Page 3)

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(Continued on Page 3)
Back in 1944, Fireman James Dooley retired from the New York Fire Department. He had 26 years in the job. He spent in the ranks as a private and since 1922 as Engine 36. Jim Dooley, Sr., had two sons, Frank and Jim Jr. At a very early age, they were considered for appointment, their case is considered moot. The extension of the old list, which under civil service law would normally have expired in August of 1973, is expected to be lifted. This would clear the way for appointment and use of the new list.

The new firemen scheduled for Jan. 15 appointment are:

(Continued on Page 4)

**C.S.E.R.A.**
FROM CIVIL SERVICE EDUCATION AND RECRUITMENT ASSOCIATION FOR YOU AND YOUR FAMILY

**WINTER PROGRAM**

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<tr>
<th>NASSAU</th>
<th>3 Nights or 4 Nights</th>
<th>At the Lexington HOTEL</th>
<th>K-4065-3 Nighter—Leaving February 16th</th>
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<td>LAS VEGAS</td>
<td>3 Nights</td>
<td>At the Duke INTERNATIONAL HOTEL</td>
<td>K-4060—Leaving February 12 and 13</td>
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<td>CARNIVAL IN TRINIDAD</td>
<td>5 Nights</td>
<td>At the elite TRENCHARD HOTEL</td>
<td>K-4065—Leaving February 13th</td>
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<td>COSTA RICA</td>
<td>6 Nights</td>
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<td>K-4065—Leaving February 19th</td>
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**Stein Bill Would Make State Pay**

**G posts When Sued**

A bill introduced by Assemblyman Stein (DS-Manhattan) would require the State to assume court costs when it is the defendant in an action brought against a State employee to correct an erroneous administrative action harmful to the employee.

Major parts of the Stein measure are:

**JUSTIFICATION**

Existing law provides for the discretionary grant to monies to a defendant in an action in certain well defined and predetermined circumstances where it is the legislative judgment that it might be premeditated to the State to carry out the grant. This bill follows the precedent of existing law and adds its first to give for the State, generally a mitered situation. The court action is made necessary by an erroneous administrative decision of the State, its agencies or subdivisions which had deprived the plaintiff of his rights. It appears proper, therefore, that the cost of the action should be borne by those party creating the need for it.

**FISCAL IMPLICATIONS**

No fiscal implications are foreseen. The costs, which in terms of each agency, one on the narrowest basis the minimal, are to be borne by existing funds of the agency or subdivision.

**PURPOSE**

The purpose of this bill is to compensate the civil servant for the necessity of a court action to correct his rights of employment.
Mail Ballots For Nassau Pact; Increments, Pay Boosts Among 18 Major Planks Hammered Out

(From Leader Correspondent)

MINISLA- Mail ballots go into the mail this week to Civil Service Employees Assn. members to vote on a Nassau County contract that preserves increments in addition to bringing two successive 5 percent pay boosts.

Chapter president Irving Flaumenbaum presented the contract, with 18 major planks, to the county executive and program committee last Thursday night.

The 15-member negotiation committee had emerged from two days of marathon bargaining sessions at the Holiday Inn Hempstead the previous Tuesday afternoon.

"We're not entirely happy with it, and the County is not entirely happy with it, so I guess it is a good contract," Flaumenbaum declared. "We have gotten money in the pocket and improvement of a host of benefits."

Mediation Plan

The graded salary plan had again been the major target of county negotiators, although the issue had not produced the acrimony and frequent collisions of negotiations that had marked the negotiations for 1972.

"This was the County's big point," Flaumenbaum told the membership. "But we weren't prepared to give it up."

Payment of increments with the start of the new year had been agreed to by the County in advance of the final settlement, insuring the flow of the increases immediately.

A retrospective payment in several weeks will cover the basic boost negotiated.

(Continued on Page 5)

Metro Cong Joins "Grievance Night"

NEW YORK CITY— The Metropolitan New York Conference of the Civil Service Employees Assn. will initiate a week-long "grievance night" at the New York office beginning Tuesday, February 6, 1973, from 4:30 p.m. to 7:30 p.m., according to Jack Weiss, Conference president.

Weiss also said starting Monday, Feb. 5, and each Monday thereafter, a TerBush and Powell representative will be at the New York office to answer insurance questions and service membership from 9 a.m. to 12 noon on "grievance nights," two CSEA field representatives will be available at the office to meet personally with members or to talk to them by phone about work-related problems and complaints.

Weiss noted that this program will "in no way interfere with the duties and responsibilities of chapter officers or grievance committee members. It will simply supplement their efforts." Every chapter president or grievance committee chairman will be informed of all visits and calls concerning their chapter before any action is taken.

Weiss also urged all members of the Metropolitan New York Conference to take full advantage of these two new services.

Cairo Highway Unit Signs 2-Year Pact

CAIRO- A new 2-year work agreement has been signed by the Town of Cairo and the Civil Service Employees Assn., Town of Cairo Highway unit, featuring a 20 cent per hour wage increase for each year of the contract.

Among other benefit improvements in the new pact are a non-contributory retirement program, improved sick leave accumulation, and a guaranteed
**Special Notice regarding your CSEA BASIC ACCIDENT AND SICKNESS PLAN**

**There have been changes!**

WE HAVE INCREASED THE LIMITS FOR THE DISABILITY INCOME BENEFITS...

- **Now,**
- **If your annual salary**
  - **is**
    - Less than $4,000
    - $4,000 but less than $5,000
    - $5,000 but less than $8,500
    - $8,500 but less than $10,000
    - $10,000 and over
- **You can qualify for a monthly benefit of**
  - $100 a month
  - $150 a month
  - $200 a month
  - $250 a month
  - $300 a month
  - $400 a month

**FOR FULL INFORMATION AND RATES:**
1. Please print your name, address, place of employment and employee item number in the spaces provided on the coupon below.
2. Mail form to: TER BUSH & POWELL, INC.
   CIVIL SERVICE DEPARTMENT
   Box 956
   SCHENECTADY, NEW YORK 12301

   **Or, call your nearest Ter Bush & Powell representative for details.**

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**Appoint Firemen**

(Continued from Page 1)

**Correction**

The next test date for parking enforcement agent will be Feb. 10, not Feb. 3 as reported in last week's edition of The Leader. The test, which requires no advance application, will be held regularly on the second Saturday of each month at Seward Park High School in Schenectady.

**M. Y. Operator**

The City Dept. of Personnel has announced for promotions on and supply clerk, to executive exam No. 9120, to take their qualifying medical examinations between Jan. 19 and 22.

---

**File Bias Suit Against NYC's Firemen Tests**

A meeting with federal Judge Edward Weinfeld is slated for Jan. 17 by attorneys representing black and Hispanic firefighters against the city's testing discrimination in the City's examination for fireman.

The Vulcan Society and the Hispanic Firefighters of the Vulcan Society filed suit in federal court last week against the City Civil Service Commission and the Fire Department, charging that test format and recruitment were "culturally biased in favor of white middle class applicants."

An attorney for the NAACP Legal Defense Fund, which is aiding the groups, said that "we expect to take action quietly to affect hiring" due to the Fire Department's plans to name 120 firefighters to start training on Jan. 27. He would not comment directly, however, on whether or not the groups would ask Judge Weinfeld for an injunction to bar use of existing eligible lists.

The suit seeks to "compel" the Civil Service Commission to develop new testing procedures to replace the current written tests. The groups contend that the present tests are unfair and rely on "rote memorization and pencil and paper test-taking skills" rather than truly testing for merit and fitness.

In charging that the present civil service testing procedures and Fire Department recruiting system discriminate "brahmanically" against minorities, the suit also contends that blacks and Hispanics are "grossly under-represented" in the department's 13,500 firefighters and officers. According to the suit, only five percent of the firefighters are black and about one percent are Hispanics.

Named in the suit are Fire Commissioner Robert O. Lowery and the Civil Service Commission. Richard M. Harris, Jr., president of the Vulcan Society and Manny Conques is president of the Hispanic Firefighters Society.

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**CIVIL SERVICE LEADER**

**1 Warren Stree**

**New York, New York 10007**

I enclose $7.00 (check or money order for a year's subscription to the Civil Service Leader. Please enter the name listed below.

**NAME**

**ADDRESS**

**Zip Code**
A NEW PARA-JUDICIAL TRAINING COURSE FOR COURT PERSONNEL

Co-sponsored by Adelphi University's School of Business Administration and the New York Law Journal

EARN ASSOCIATE OF ARTS DEGREE IN COURT MANAGEMENT!

Today’s busy courts need administrative personnel who possess a good deal of familiarity with court procedure and understand the substantive law underlying the court’s work. Further professional advancement, higher salaries and a place in the forefront of these new administrative techniques will require comprehension of the fundamentals of administration, legal practice and law. The court system is in a state of flux and the judicial administration is committed to upgrading itself. Will you be part of these exciting new developments?

A pilot program which began last semester received applause and compliments from its students, most of whom are continuing in the advanced program this coming semester.

PROGRAM BEGINS FEBRUARY 8TH

The course of study will cover 30 hours credit in the field of court management. The program is divided among ten subjects: contracts, matrimonial law, family law, pleading and practice, Surrogate's Court practice, calendar systems, pre-trial systems, pre-trial conferences and methodology of court management. The effect of these laws and administrative practices on the courts, attorneys, and court personnel will also be studied.

The introductory course (3 credits) will begin on February 8th and will introduce the student to the fundamentals of these subjects. The advanced programs will cover each of these subjects in detail. The first advanced program (3 credits) begins in Garden City on the Adelphi campus on January 31st.

FACULTY

The instructors will be drawn from the ranks of practicing bar, experienced Court administrators and law professors. Neil Shayne, a member of a Mineola, New York, law firm and faculty member of the Institute for Court Management, Aspen Law Center, Colorado and Neale Kurlander, Professor of Business Administration at Adelphi University are the co-directors of the program.

TUITION-DEGREE

The fee is $174 per course ($58 per credit). The program in Para-Judicial Administration consists of 30 credits (ten 3-credit courses).

Those who desire an A.A. degree, Associate in Arts in Court Management can obtain it by completing an additional 30 credits in Adelphi University's Liberal Arts School.

TIME AND PLACE

The introductory course will be given in Manhattan on Thursday evenings from 6:30 to 9:00 p.m. at the New York State Trial Lawyers Association, 132 Nassau Street. The first advanced course in Civil and Criminal Procedures begins on January 31st at Adelphi University in Garden City, New York. Both programs have fifteen week sessions.

FOR FURTHER INFORMATION

For further information and registration, call The Law Journal’s co-ordinator, Mrs. Dorothy H. Beck, (212) 571-1683, 258 Broadway, New York, New York 10007. (Call Professor Kurlander, Adelphi University, (516) 234-8700, Extension 7454, Adelphi University, School of Business Administration, Garden City, New York 11530.

TO ENROLL and reserve your place, fill-in and mail the form below.

REGISTRATION

MAIL TO:

Adelphi University
School of Business Administration
Garden City, New York 11530

Attention: Professor Neale Kurlander

Please Register me for the course in Para-Judicial Administration

□ Introductory Course — New York City, February 8, 1973

□ First Advanced Course — Adelphi University, January 31, 1973

(Civil and Criminal Procedures)

Name ____________________________

Street ____________________________

City __________________ State __ Zip __

I enclose a check in the amount of: $ __________

(Payable to Adelphi University.)

□ $30 Tuition Deposit. Balance of $144 to be paid by __________ (If necessary, installments can be arranged)

□ $174 Full Tuition

□ I will be applying for Veteran's Benefits

□ yes □ no

□ Sorry, I can't attend this semester; please put me on the mailing list for future announcements.

Signature ____________________________
tA U MH MI L

changes in the social security is a requirement in the social security disability payments, they made for the first six full months. A Social Security Award (SSA-1490) can be set by the Board.

While the freeze was still on, there was a tendency among some members of the Federal Pay Board to insist that increments be added to pay increases in figuring whether or not the total package was higher than standards set by the Board.

A few months ago this issue was faced by the Nassau County chapter of the Civil Service Employees Assoc. The local CSEA unit pointed out that, since not every single employee would necessarily be getting an increment, to include increments in figuring more contracts would discriminate against some employees.

Nassau CSEA won its point and, later, fought a successful battle on its home grounds over the same issue. The result was that a compromise provision of a contract for Nassau County employees with the graded salary scale intact.

other civil service unions who might still be facing the same arguments take note.

**Questions and Answers**

Q. My doctor has told me I'll never get over the heart attack because of my bad heart. When I applied for monthly social security, disability, they told me I wasn't paid for the first six months. Will I get paid later on for these months?

A. No. There is no payment made for the first six full months of disability. This waiting period is a requirement in the social security law. After Jan. 1, this waiting period will be changed to five months because of recent changes in the social security law.

Q. My brother was only 15 when he died last month. He was a 21-year-old widow and two children, a two-year-old and a baby five months old. Even though my brother was very young, couldn't he still have enough work under social security for his wife and children to get monthly checks?

A. Yes, if your brother had as little as 1½ years of work under social security, his wife and children would be eligible for monthly payments. To be eligible for payments, the deceased must have made 20 credits under the system. A credit is given for each year of work and for each $10 in wages or self-employment income. If you have not paid so far this year, you should call, write, or visit local social security office as soon as possible to apply for benefits.

Q. I'm 65 years old. Before my husband died last month, we were both getting monthly social security retirement checks on our work record. My payment was always half of his. As a widow, will my payments continue to be the same amount?

A. No, your social security payment as a widow will increase to 63/4 percent of your late husband's payment. Because of recent changes in the social security law, your payments will increase to a higher percentage of your late husband's payment after Jan. 1. In addition, you can get a lump-sum death payment to help with the funeral expenses. If you haven't done so yet, you should call, write, or visit the social security office to report your husband's death.

When was I last paid?

I signed up for medical insurance under Medicare. I now have three doctor bills to send in for payment. Must I fill out and send in a Request for Payment form with each doctor bill? A lump-sum payment form (SSA-1490) can be used for several bills from one doctor, or even bills from a number of different doctors if they are in the same geographical area.

(Continued from Page 1)

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(Continued on Page 7)
Schermerhorn, and Gordon will eat a majority of Senate leadership until Jan. 26 for promotion to Anderson in handling legislation of vital concern to civil service employees.

Three months as administrator, plus a general promotion list, will be established.

Salary starts at $11,450.

The service requirement must be met by Feb. 24, the date of the written test. Promotion unit officer, Arthur Lavin, Middletown, N.Y. 10007.

Prin. Actuaries
Salary for the City's principal actuaries has been increased by the City Civil Service Commission to a level effective July 1, 1972.

In case your pencil's broken, 42,240,000 miles comes out 24,000 miles. Twice as long as any other car warranty (based on the average miles driven in a year, 10,121) with the sole exception of Rolls-Royce. Then there's the paint we put on places you don't see. Like behind door panels, the dashboard, and along all seams and edges. And those are just some of the many reasons behind our extraordinary warranty.
Restructuring Phase III, Part 1: Outline

In the Leader for the past two issues, Restructuring Phase III, part 1, has described general proposals and specific recommendations for the Office of the President, the Office of the Executive Director and the two divisions (State and County) of the Civil Service Employees Assn.

This report, as amended by the delegates at the statewide CSEA meeting in Rochester last September, continues this week with specifications for the major administrative departments.

In the preamble to the restructuring committee report, as presented by chairman A. Victor Costa, it was noted that the committee, in reaching its recommendations, had reviewed suggestions from the membership and from CSEA staff employees, had conducted personal interviews with staff employees, had referred to the 1967 Cresap McCormick and Paget Report, had studied a special report on employment practices used by CSEA, and had pored over existing organizational charts.

At least three members of the restructuring committee visited and observed the on-the-job operations of each unit, and reviewed office procedures. In addition, interviews were conducted with the president of CSEA, as well as with the bureau heads and other key personnel. The committee also observed workflow and work check systems.

The boldfaced type below indicates the proposals as adopted. Explanatory material may follow in a lighter face.

RESEARCH DEPARTMENT

The committee, in reviewing the duties and personally observing the operations of this department, recommends no further changes other than the committee feels that in relation to other CSEA departments there exist many high-grade titles, which, upon examination, reveal and recommends that when a position becomes vacant in this department, the personnel committee of the Board of Directors should review it for reevaluation. An example is that there exists no definite separation of duties between the two Grade 18 and two Grade 14 positions, other than that the Grade 18's research the larger chapters. This is no measurement of work done or the rationale of a four-grade differential.

The committee also found that the position of Grade 23, senior research analyst, should be assigned the duties to coordinate the regional political action and research work as per previous adopted proposal. The director of research reports to the executive director.

FIELD SERVICES DEPARTMENT

Due to the difficulties encountered by this committee in trying to actually present the many problems in this area, the committee at this time is deferring from reporting the field services section. We will present an in-depth study of our findings and recommendations at the March 1973 Delegates Meeting under Phase III, Part 2.

The committee also will make further recommendations concerning the position of the public relations assistant, Grade 14, should be raised to Grade 16 level. In such a highly professional and skilled operation, experience is needed. It has been difficult to recruit, train and retain at the Grade 14 level.

The coordinator of training should report at delegates meeting in March '74.
Responsibilities Of Major Departments

The committee recommends:

40. The title be changed from "director of training" to "coordinator of training." His prime purpose is to set up and implement training programs for all chapters and regions. He shall arrange for regional training programs, seminars, workshops for our region, chapter and unit officers. He shall maintain the training manual, and he shall report directly to the executive director.

COMPROLLER

The fiscal policies of the Association are the greatest area of concern. The committee spends more time reviewing the financial procedures of the Association than any other area. We are critical of the entire operation. Background: The Association is approaching $10,000,000 a year in income and expenditure, and yet in certain areas of fiscal policy we are not effectively managing it with professionalism.

Our handling of income on a daily basis is very loose and too many bureaus and people are handling the revenue.

The purchasing practices are extremely poor. As a matter of fact, we could not find a procedure to serve as a guide for purchasing. Vendors are being chosen due to personal contact or purchases are being made from vendors who overcharge the market value.

At present, the following sections are responsible and/or are handling Association funds: Membership, Insurance, Cashiers, General Accounts.

In a three-month period, $3,416,552 was handled by our cashier who is a Grade 5 and also serves as the petty cash custodian and relief phone and receptionist.

There are pages and pages of testimony and committee reviews on the finances of CSEA, which space and time would prohibit from publishing. The committee thus recommends the following:

41. The Association shall immediately establish the position of comptroller. Due to the duties and various units who are to report to him, this position shall be a high-level office.

He shall report directly to the executive director and the treasurer of the Association, and shall be fully responsible for the regional public relations analyst and/or on a contractual basis by the Association.

Special Notes:

He should have had extensive EDP background.

For units proposed to report to him see organizational chart.

The salary for this position shall be by contract and approved by the Board of Directors and shall have a conflict of interest.

He shall mandate that all department heads of CSEA submit a proposed department or division budget before Aug. 1 prior to the end of the CSEA fiscal year.

He shall establish a three- and five-year income expenditure plan.

These are only a few of many items which should be discussed with the applicants. The committee recommends that upon national advertising for this position applicants be interviewed by a special committee which shall include chairman of the personnel committee, treasurer, budget committee chairman, the executive director and a member of the retained CSEA accounting firm and chairman of the County and State Executive Committees.

Referred to personnel committee.

42. The committee further recommends that the position of purchasing agent be established, charged with specifically related duties promulgated by the comptroller and approved by the Board of Directors. The purchasing agent shall be familiar with all facets of conflict of interest.

(To Be Continued)
Botticelli

(Continued from Page 4)

There was a dissenting opinion by two Judges in the Appellate Division who felt that there was nothing in the statute preventing the enforcement of the arbitrators' award. In fact, dissenting Judges said that the statute authorized consideration of issues before the arbitrator. The dissenters went on to say that the collective bargaining agreement between the parties stipulated a grievance procedure and arbitration as the method for resolving disputes if the parties could not settle them amicably.

There is a special place in HELL FOR THE INNOCENT. IT IS THE FIRST CIRCLE.

The Soviets banned the novel and condemned the author. The world smuggled it out. The author was awarded the Nobel Prize.

"THE FIRST CIRCLE"
based on the novel by Aleksandr I. Solzhenitsyn

Screenplay by Aleksandr Ford; Directed by Aleksandr Ford

Roles Film and New York Co. Production / In Color / A Warner-World Pictue

World Premiere Thursday, January 12

THE YORKER THEATRE

There is a special place in HELL FOR THE INNOCENT: IT IS THE FIRST CIRCLE.

Better Buying Service of America can save all CSEA members money

NO SERVICE CHARGE TO YOU

BUY MERCHANDISE LIKE THIS FOR LESS:

(Complete with factory warranties & service)

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Includes: Board of Education (school teachers), Civil Service (professional, technical and clerical), New York State Office Campus, Albany. For advance information advise teaching staff to call 566-8700.

NEW YORK STATE—Regional offices of the New York State Department of Employment, 60 Washington Ave., Albany 12207; 70 N. Pearl St., Troy 12180; 370 Jay St., Brooklyn 11201.

FOR PUBLIC JOBS

NEW YORK—Persons applying by mail should 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 attorney, applicants can reach the filing office via the IND (Chambers St.): BMT (City Hall): IND (Brooklyn Bridge). Advance information on titles, call 566-8700.

Several City agencies do their own recruiting. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201; Job Training Program, 370 Jay St., Brooklyn 11201.

The Board of Higher Education advises teachers to ask their schools, non-faculty jobs are filled through the Personnel Department directly.

The Port Authority Jobseekers should contact their offices at 111 Broadway, New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5 p.m. Mail coupon today—free traveler's checks when you go on vacation!

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For a complete copy of this book, please rush me mailing list for 128 West 17th St., Manhattan, at 7 p.m.
Letters To The Editor

Place After Work Info In Employee’s File
Editor, The Leader

Please ask the members of CSEA, Inc., what their feelings are about the situation related below.

In a work area, a meeting of CSEA representatives was held at 4 p.m. work hours. The employer placed incorrect information about the purpose of this meeting and what was alleged to have happened at the meeting in the personnel file of one of the employees present.

What is your opinion?
NAMES WITHHELD
Rockland County

Says Pension For One
Fat Cat Is Double That
Of Ordinary Employee
Editor, The Leader:

When are you and the Civil Service Employees Assn. going to start showing us taxpayers these big political welfare recipients for what they are worth? We want to see who is getting the goodies—not the policemen or firemen who risk their lives every day for us, and not the poor sanitation men who handle all their filth, from baby pampers to dog feces, who are exposed to every germ mentionable, nor the underpaid so-called blue-collar.

Show us the bigness who get fat pensions after 20 years. They want the rest of us to now place to work until we are 65 years old and then get half-pay after taking options. Some want to deduct social security benefits. If there is going to be a cutback, let the biggies be cut.

Articles in the daily newspapers report that about 30,000 fat cats are on the payroll, and there are about 188,500 civil service workers. The pension of just one of the fat cats equals the pensions of about two or half ordinary employees.

You, the editors of The Civil Service Leader, and the negotiations team, which included representatives of the CSEA, should put this to the public, so that we may, at least, get some idea of what we are getting for what we are paying for.

NAMES WITHHELD
Hempstead, L.I.

One Eye Perfect, But
Wonders If Bad Eye
Disqualifies Him
Editor, The Leader:

In the January 2, 1973, issue of the Civil Service Leader, a letter to the editor enquired as to the vision requirements for becoming a member of the New York City Police Department.

The fact that I have so far managed to read a newspaper, take a bus, and even fly a plane, without glasses, he said in his letter, shows me to address this letter to you in hope of receiving an informative reply.

I am perfect physically and have only one eye, but 20/100 in my left eye. I do not wear nor need glasses and 20/20 vision in my right eye. Is this equal to 20/20 vision as the other eye is quite common among many people, and I would like to know whether or not such a person as myself would be precluded from physically qualifying for the New York City Police Department on this basis.

I would also like to know whether the vision requirements for the New York City Fire Department are similar.

NAME WITHHELD
Massapequa

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2 Long-Time CSEA Men
Promoted by Labor

(From Leader Correspondent)
SYRACUSE—Two long-time Civil Service Employees Assn. members have been promoted in the New York State Department of Labor's Bureau of Construction Industrial Safety.

They are: Reginald O. Ackerman, who was raised to supervising inspector, and L. Raymond Badger, who is now associate construction safety inspector.

Ackerman began his career with the State in 1954 as a construction safety engineer—after attending the University of Michigan. He served with the Sixtoes for 2½ years during World War II. Ackerman resides in suburban Baldwinville with his wife, Gertrude, and two children.

Badger has been with the Labor Department more than nine years. He previously served as a financial clerk in the State Senate (from 1961 through 1966 sessions), and for 16 years he was employed as a project manager and general superintendent of construction for various contractors. He is also a veteran of World War II, during which he served as an infantry platoon commander. He resides in Utica.

Members To Get Direct Billing On Their Dues

(Continued From Page 1)

Wendt said, "The financial ability of CSEA to operate effectively is threatened, but I have every confidence that, through the all-out efforts of our chapter officers, members and staff, we can collect the dues directly.

Wendt's statement called for an emergency meeting of all the union's local chapters throughout the state at the earliest date. It urged the formation of a dues collection committee within each chapter which would provide personal follow-up to this direct billing system that the union intends to use during the penalty period.

O'Neill Represents Syracuse SUNY Chap.
At Medical Center's 100th Anniversary

SYRACUSE—William O'Neill, president of the State University at Syracuse chapter, Civil Service Employees Assn., represented the chapter at the recent dinner marking the 100th anniversary of the Upstate Medical Center's College of Medicine.

The college, founded in 1894 in Geneva, N.Y., is to be moved in 1872 and became a unit of Syracuse University. In 1890, the medical college became part of the State University of New York and of the medical center. Also at the dinner were representatives of the administration, alumni, county medical society, students and faculty.

The CSEA chapter represents employees at the center, as well as those at the College of Forestry and Environmental Sciences, also a unit of SUNY.


### City Eligible Lists

**EXAM NO. 2190**

**MOTOR VEHICLE OPERATOR**

Total of 1,264 names were made public Jan. 6, but no certifications or appointments may be made until the list is officially established. Of the 4,768 applicants who filed during December, 3,221.3 names appeared for the written test on Jan. 1971.


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<th>Name</th>
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<tr>
<td>B. A. Johnson</td>
<td>82.5%</td>
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<td>B. J. Johnson</td>
<td>81.1%</td>
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<td>B. J. Johnson</td>
<td>80.9%</td>
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**10:00 A.M. AND 1:00 P.M.**

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Famelette Asks More State Aid For Small Schools

State aid for small school districts is one of the main items John Famelette was discussing at his installation as the president of the newly chartered Dutchess County Educational Employees chapter of the Civil Service Employees Assn. Famelette also serves as the president of the Poughkeepsie City School District unit, said, "I will continue, "from other education chapters throughout the State of New York."

New other officers of the chapter are Hugh Cranmer, first vice-president; Pillmore Koster, second vice-president; Clyde D. Martin, third vice-president; Al Shast, recording secretary.

John Famelette

CHARGE THRUWAY AUTHORITY WITH IMPROPER PRACTICE FOR "EVADING MEANINGFUL TALKS"

(ALBANY — The Civil Service Employees Assn. has filed an improper practice charge against the NY State Thruway Authority declaring that the Authority has refused to negotiate on certain unsettled provisions of a work contract for employees in Thruway Unit 2, professional, supervisory, technical employees.

Negotiations on this contract had been reopened when CSEA members in Unit 2 voted down a tentative agreement last year.

The improper practice charge states that the Thruway Authority had taken "unilateral action" for not paying its Unit 2 employees an increment normally due in January of each year.

The CSEA charge also contends the Authority's "right to remove individuals from the bargaining unit without first discussing such action with the certified bargaining agent.

"Increments in the past have been paid to all Thruway employees in January of each year," according to CSEA collective bargaining specialists. Paul Burch. "The employees object to the Authority's attempt to change the anniversary date for payment because they feel that it will mean less money to them in the long run," he said.

NAMED TO COMM.

(ALBANY — The State Commission of Investigation will continue under the chairmanship of Paul J. Curran, who has been reappointed and reelected for a two-year term ending April 30, 1973, by the Governor. At the same time the Governor also reappointed Edward S. Silver to the Commission for the same term. Salary for each is $5,000.

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

CSEA SLAPS SCHENECTADY CITY AND OTB WITH AN IMPROPER PRACTICE CHARGE

(ALBANY — The Civil Service Employees Assn. has filed an improper practice charge against the City of Schenectady and the Schenectady Off-track Betting Corporation for allegedly setting up an employer-dominated puppet union to represent Schenectady Off-track Betting System employees.

The charge, filed with the State Public Employment Relations Board, alleged that the so-called independent Off-track Betting Employees of Schenectady Union submitted an eleventh-hour request for inclusion on the ballot in an upcoming representation election in which CSEA would have been competing only against a choice of no representation.

It appears, according to CSEA, that the papers submitted by the new union were prepared in the office of Schenectady's assistant corporation counsel Michael J. Palmiotto, since they were notarized by the same notary who is Palmiotto's secretary.

WHAT'S THE GOOD WORD? IT'S "SETTLED WITH GAINS" FOR TOWN OF NORTH HEMPSTEAD CSEA UNIT

(ALBANY — The installation of Jan. 11 in Arlington Junior High School was continued by CSEA field representative Lois Cunningham.

SCHENECTADY EMPLOYEES OK 2-YEAR PACT

SCHENECTADY — A new two-year contract for Schenectady County employees, retroactive to Jan. 1, 1973, was signed by the Civil Service Employees Association. The contract provisions include:

- Across-the-board salary increases totaling 5 percent for most county employees.
- A 25-year retirement plan effective April 1, 1974.
- Dental care for employees at no cost to individual employees effective July 1, 1973.
- An additional longevity step equal to the yearly increment after years of continuous employment.
- A revised grievance procedure including binding arbitration.
- Payment of 12 cents a mile to employees who use their personal automobiles for county business.

The chief president Lawrence Berrell expressed satisfaction with the terms of the new contract.

Nels Carlson, CSEA collective negotiating specialist, assisted Berrell and the CSEA negotiating team in the two-year contract talks with the County.

ROSENBRAUN APPOINTED

ALBANY — Republican State Chairman Richard M. Rosenbraun, of Rochester, has been appointed to the State Mental Hygiene Council for a term ending Dec. 31, 1975. Members receive $1,600 annually.

TO ATHLETICS POST

ALBANY — Former San Francisco Giant Manual Gonzalez, of the Bronx, has been named to a $110 per day post on the State Athletic Advisory Committee, for a term ending Jan. 1, 1975.

More Donors Listed for Welfare Fund