Board Approves Methods For Dues Payment During The Checkoff Suspension

ALBANY—The Civil Service Employees Assn. Board of Directors met last week to firmly establish plans for collection of dues of the union's State division once the checkoff suspension handed down by the State Public Employment Relations Board becomes effective.

Joseph D. Lochner, executive director of CSEA, outlined administrative plans for action to the Board, noting that "with the cooperation of each and every member of the organization, this PERB penalty can be completely bypassed, proving to the state administration once and for all that CSEA's membership is solidly behind us."

Lochner said, "The State has made its plans clear. It is now time to make our plans clear and get rolling on this final obstacle."

State fiscal authorities called for the deduction loss to be effective in the Institutional Unit on Feb. 28. It will be automatically resumed on Jan. 2, 1974. A small number of employees in that unit who are on the administrative payroll will lose the deduction on Feb. 21 and have it restored on Dec. 12, 1973.

In the other three units of the union's State Divisions -- Operational, Administrative and Professional-Scientific-Technical -- Lochner reported to the Board that the effective dates will be April 18 and full collection will resume on July 25. PERB mandated a three-month loss in those units.

Board members reported satisfaction with Lochner's plans for billing three times in the Institutional Unit and once for those penalized for the three-month term in the other units.

Commenting on the overall billing procedure, one Board member said "the better of explanation with each bill is a good idea. My membership wants to cooperate in every possible way. I also feel that the pre-addressed envelope will make things simple."

Record of payment is included in the billing. Each member gets a receipt for his records. His payment goes directly to the National Commercial Bank and Trust Co., insuring a record of deposits.

CSEA's Board of Directors approved Lochner's plan.

Statewide Talks Set To Resume

ALBANY—Negotiators for the State of New York and the Civil Service Employees Assn., bargaining agent for more than 130,000 State workers, are slated for a busy week, with talks set to resume today and extend right through Friday.

Since both sides adhere to established policy of not revealing actual details of the sessions until the negotiations end, spokesmen for CSEA could report only that they had completed initial presentation of their demands, responded to specific questions from the State, and were now "well into the give-and-take" bargaining phase.

Beyond that, one CSEA negotiator commented that while this year's negotiations "look like they're going to be difficult, they're going to be difficult, they're going to be difficult, they're going to be difficult," they always are, we expect it, and we are nevertheless optimistic."

The CSEA target, of course, is to win agreements on a package of improved benefits and working conditions for State aides to (Continued on Page 14)

Special Delegates Meeting Called By Wenzl To Review Restructure Changes, Dues

ALBANY—The Civil Service Employees Assn.'s president, Theodore C. Wenzl, in union with the organization's Board of Directors, has called for a special delegates meeting to be convened on Feb. 23 at 1 p.m. It is to be conducted in Chancellors Hall at the State Education Building in Albany.

The purpose of the meeting, according to Wenzl, "is to consider proposed amendments to the CSEA constitution and by-laws and measure the success of the union's efforts in collecting the dues by direct payment."

CSEA's restructuring committee has suggested numerous changes to the number and designated responsibilities of elected officials representing the union's membership body. As a result of these suggested changes, the union must make constitutional alterations and by-law revisions to accommodate an orderly election for state officers, regional officials and members of the union's state executive committee.

Delegates will also be asked, according to a CSEA spokesman, "to evaluate and comment on the process of dues collection in their local area."

The spokesman said, "CSEA anticipates minor revisions in the dues collection program will be made at that point, tailoring our administrative actions to the feed-back from the delegate group."

CSEA lost its right to automatic payroll deduction of union dues for State employees as a result of a Public Employment Relations Board decision handed down last month.

The decision called for loss of deduction rights for 10 months in the Institutional Unit and three months in the remaining three State units CSEA represents.

PERB justification cited the union's alleged strike activities last Easter weekend.

Perry B. Duryea — A Politician With Considerable Charm

I Assembly Speaker Perry B. Duryea, Jr. were in Hollywood, he would be cast-typed as a Governor. Tall, rugged, and an average build, he is a smooth face with a warm and ready smile, and crowned by auburn hair, Duryea exudes qualities of leadership and experience.

(Continued on Page 14)

Grievance Nights For Metro Conf

Beginning next Tuesday, Feb. 6, and continuing each Tuesday thereafter, representatives from both the Civil Service Employees Assn. field staff and from Ter Bush and Powell Insurance agency will be available for consultation in person or by telephone (412) WO 9-9500 at the CSEA Office on the 11th floor of the Empire State Building.

Under the sponsorship of the Metropolitan Conference, Ter Bush & Powell representatives will be available from 9 a.m. to noon, and CSEA fieldmen from 1:30 p.m. to 4:30 p.m.
January 14th, 1972, was the last man to die at the age of 71, which was an unusually long time to be in line of duty. While it is an interesting statistic, it is perhaps a rather dubious one—something like having the distinction of being the last man to be shot in Vietnam. I must confess that when such statements as this are presented to me, I begin to look at the subject with somewhat of a jaundiced eye.

Who was the first to die in 1973? Who left his post or died above all, who? Frank E. Smith was one of the most sincere, methodical men who ever lived. Those who knew him well said that they never remembered hearing him raise his voice in anger.

He was strictly a deep thinker, the philosopher type. A simple question such as: "Are you going out to watch that demonstration at the Island?" would bring an answer only after twenty or thirty puffs on his ever-present pipe. His pipe was his trade mark but there were other things about Lieutenant Smith which set him apart from the crowd. On the other hand, there were things which also marked him as 'one of the boys'.

As firefighters go, he was sort of typical. He was married, had a beautiful wife, Western Christmas aged 24 and 21 and two sons aged 10; neat, neat, and neat. Lieutenant Smith was a special man, a man of the year for Frank Smith. On Jan. 1 he made 30 years and with a few years senior on the pumper, smiled a little as he confided that he felt pretty good to have reached 50 in the service of the fire department, no matter how the rest would be much easier.

FRANK SMITH
His history in the Fire Department, if looked into deeply, would indicate that fate, cruel as it can sometimes be, had been working against him almost from the beginning.

As a very quiet unruffled man, he was subjecting himself to the gut-like pressure deep inside himself. As he was thinking quiet people have no steam valves... no pressure release and it either build up by "blowing steam" or one keeps it pent up with sometimes disastrous result.

He was appointed a fireman at the age of 24 and returned April 24.

The上面 may sound silly to a working man or outsider looking into it but it is something that the UFA finds necessary to repeat from time to time. There are times when the firefighter and the City policeman are on parallel lines because of common and comparable risks and dangers the men of these two emergency services are exposed to. I will not accept the characterization that the UFA is representing the interests of all civil servants when we are talking only for firefighters.

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THE FIREFIGHTER has long resisted efforts to have himself lumped in with every other civil servant. When we open contract negotiations with the City, the lie and cry is raised immediately that we are out front again, that our negotiations will set the pattern for 300,000 other civil servants.

We cannot help what outsiders say about us—nor can we do anything about any "pattern" the city may or may not follow as a result of our negotiations. I have made it clear on an almost continuous basis that the UFA negotiates for the firefighter and for no one else!

The New York City firefighters deserve a better pension. They are recognized as the world's best professional firefighters—and the best deserve the best and as firefighters the UFA will fight for the improvement as long as they can in the way of pensions for the benefit of the Firemen. We are all part of the house of labor and will resist any effort to pit one against another.

I have always said—and stand forthrightly now on the principle—that every union member is entitled to the best contract his leadership can achieve in the way of wages, hours, working conditions, health and welfare benefits—and pensions.

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BUFFALO Chapter Hears Dr. Diamond On Usage Of Education Monies

BUFFALO — Dr. Edward Diamond, Civil Service Employees Assn. education di-rector, explained the distribution of his department's funds at a recent meeting of the CSEA's Buffalo chapter.

Dr. Diamond also noted that the $1.75 million allotted to state employee benefits had not changed in three years. He said education programs desperately needed increased funds to better aid employee educational opportunities.

The CSEA retained the right to represent this group of about 65 employees, just as the majority of state employees did, recognized their propaganda for what it was. In the face of CSEA's proven record of experience and success in representing public employees in New York State, the choice was obvious.

Nassau Ch. Officials Determining Vote Overseer

MINOLA — Nassau chapter officials were meeting at Leader press office in the Bovina Hall Assn. and American Arbitration Assn. seeking an agency to supervise a voting-machine refer-endum among members of the Civil Service Employees Assn. on a proposed contract.

Determination of which agency would supervise the voting, date, time and location was expected to be available to be announced in next week's Leader.

The proposed contract preserves increments of 5 percent for more than 70 percent of the membership, chapter president Irving Flaumanshu, president of the Buffalo chapter, offered his help in establishing study and assistance programs for upcoming Civil Service promotion tests. The chapter's next meeting was scheduled for 6 p.m. Feb. 21 in the Hotel Statler Hilton.

Central Islip School District Signs Pact

CENTRAL ISLIP — Don Willette, president of the Central Islip School District unit of the Civil Service Employees Assn. has announced the signing of a new contract providing 5.5 percent pay boosts plus increments in each of two years. The pact, he explained, brings the 29-year retirement plan, improved longevity provisions, $32,000 death benefits, application of unused sick leave to pension and improved seniority and grievance clauses.

The negotiating team included: Willette; Florence Bolin; Michael Machatse; Florence Stevens; Mary DeMulder; Diane Mullen; Nola Gacho, a collective bargaining specialist from CSEA staff, and Irwin Scharfeld, CSEA field representative.

Niagara County CSEA Pact Brings Money & Benefit Improvements

The CSEA members, reported Robert E. Young, CSEA field representative, have gone without pay raises for three years. He said he was unable to get the Authority to talk about terms for the chapter's first contract.

Dr. Diamond explained that $1 million of the funds go to the Institutional Unit, $100,000 to the Operating Unit, $200,000 to the Administration Unit and $320,000 to the Professional, Scientific and Technical Unit.

Each unit further gets divided into six areas, he said, including tuition support with a maximum of $300 employee educational courses, high school equivalency courses, and suggested that stewards have help in establishing study and review areas.

The CSEA unit planned to negotiate in 20 areas, including Tuition support with a maximum of $300, employee educational courses, high school equivalency courses, and suggested that stewards have help in establishing study and review areas.

The Niagara County chapter president William Doyle does some last-minute research on a tentative agreement reached between that Civil Service Employees Assn. negotiating body and the Niagara County administration.

CSEA with complete list of mem-bers in bargaining unit within 30 days of signing the contract, plus personal changes every 30 days.

A new sick plan that grants one-half pay for six months to employees with three years of service who have exhausted all sick leave and vacation time.

Leave of absence with pay for four days for death in immediate family.

A ratification meeting has been scheduled for Jan. 21. Doyle urged a large turn-out. He said, "It is necessary to have as many as possible at the ratifica-tion meeting. It is a good con-tract, but it cannot be accepted unless the membership voices its opinion."

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This list of 31 names was established Jan. 23 following practical testing held in December. Sixty-three applications were received in September; 42 were called to the test and 39 appeared in September; 42 were Dunphy, Walter J; Klingler, Anthony J; Noone, Joseph V; Victor, James M; Daly, Kennedy, Walter; Bentsen, Robert; Knudsen, David; Collins, Frank; O'Neill, Raymond R; Renz, Philip; Tan, Joseph J; Pinamore, John L; Flo, Joseph C; O'Neill, Anthony J; O'Neal, Armand S; O'Leary, William; Survell, Al; D'Augsanto, Joseph W; Kennedy, Walter; Benson Jr., John; Muter, Clifford F; Shaw, Charles Sr.; O'Donnell, William A; O'Donnell, Allen; Sciar, Robert; Funk, Aeneas J; MacDonnell, William; Lombardi, Isaac; Zweibel, James; Pogrebin, Jacob; Laufer, James; Sullivan, Harold; Haber, Isidore; Soper, G. House; Fetik, Jerome C; Fein, Berthe; Crenshaw, Andrew Church; Salm, Fabio; Ruggiero, Daphne O; Davis, Arlene; Rachlin, Anna A; Brodsky.

EXAM NO. 2376 2039 & 2091 SR. SHORTHAND REPORTER & GRAND JURY STENOGRAPHER Group 1

Three lists were established Jan. 25, each contains the same 13 names in the same order. The exams are open without deadline. Salary is $8,552 to start for senior shorthand reporter and hearing reporter, and $8,650 for grand jury stenographer.

EXAM NO. 2654 PROM. TO CHIEF MATE

This list, for the Environmental Protection Administration, was established Jan. 23. Of the four candidates who filed in September, three were called for testing and two appeared. Salary starts at $15,950.

1 John Ghe, Aage Feddersen.

EXAM NOS. 2137, 2039 & 2091 INSPECTION OF PORTS & TERMINALS

This list of 15 names was made public Jan. 25. No appointments may be made until the list is established. Sixty-one candidates who filed in November were rated on their training and experience. Starting salary is $7,450.

1 Orlando M. Desimone; 2 Ben J Lombardi; 3 Isaac Zwetzel; 4 James Sullivan; 5 Harold Haber; 6 I. Polgan; 7 Jacob Laufer; 8 James A Ryan Jr; 9 Dilip K. Majumder; 10 Richard A. Pope; 11 Samuel Sacks; 12 John Tarrance; 13 Richard A. Root.

EXAM NO. 1952 MACHINIST

This list of 43 names was established Jan. 23, following a Feb. 26, 1972 written test, and practical testing held in September. A total of 517 persons had filed for this exam. Salary is $27.56 per hour.


Special Notice regarding your CSEA BASIC ACCIDENT and SICKNESS PLAN

There have been changes!

WE HAVE INCREASED THE LIMITS FOR THE DISABILITY INCOME BENEFITS...
It is not that these tests are inherently related. Rather, it is that police, firefighters and sanitation workers have no particular ethnic or family tradition identification with the civil service exam. In short, "they do not feel. For them," Perrales said. He acknowledged that this "discouragement issue," which hecalls for development of an exam based on detailed psychological and behavioral investigations of the needs of minority groups. The suit charges that civil service requirements for sanitation man in addition to the test itself, are "culturally biased in favor of white, middle-class applicants" and select men on their "test-taking" skill rather than on merit. Legal defense and Education Fund, a newly-established group with support from private foundations. The suit argues advantage against those who do well on the written exam. "It is doing the best job it knows how with the resources available," he said. "If we succeed, it will be a quota system as the answer, judgment will be taken against you in an action entitled George vs. the City of New York, N.Y. 10020. No Place Fee -- Service Charge. A'o Taxes • All Professions.

HELP WANTED — Male/Female

New York's Sheraton Motor Inn

care your comfort.

And your budget.

Special Civil Service Rates On the banks of the Hudson, overlooking the cruise ships, and just five minutes from midtown. Close to Lincoln Tunnel, just off the West Side Highway 42nd Street exit. Enjoy a comfortable room with view, river, restaurant and lounge. Sheraton Points Restaurant or Dolphin Pub. And a rooftop swimming pool in summer. Truly a special place to stay, at very special savings for government employees.

Sheraton Motor Inn-New York City

3150 single

$19.50 double

parking free

(Continued on Page 12)
Civil Service Leader
January 30, 1973

An Alarming Proposal

ONE of the most reactionary proposals ever made affecting public employees will be presented to the Legislature this week when the State Pension Commission will recommend that the subject of pensions be removed from the bargaining table.

The threat of this proposal, if approved, is that the basic right to bargain on anything at all can be eliminated completely. It would reduce and, therefore, allow such as a census record, a school record, a copy of a birth or baptismal certificate, some of these will still be shown to civil servants. If not, there are other documents, such as a census record, a school record, or an insurance policy, that can be used to establish your age.

Another Item To Fight

HEARINGS were held in New York last week to determine whether or not civil service examination results should be made negotiable. The first figure here is the present practice of fractional scoring. The answer is very simple: they should not.

The reason for this proposal is obvious. It would make the pool of candidates in every job title so large that there would be no genuine competition would reduced and, therefore, allow government a wider hand in choosing whom they want for any particular job.

This is nothing more than another attempt to circumvent the Merit System. The hearings in the Lindsay Administration have already made public attacks on civil service jobs being carried through merits and fitness.

This is one more idea for public employee unions to bat down with all their might.

Retroactive Benefits

An Article 78 proceeding in the nature of mandamus was commenced in the Albany County Supreme Court by the American Federation of State, County and Municipal Employees against the Commissioner of the State of New York and the Administrator of the State Retirement System, to require the Commissioner to return to the Legislature's Malaise and Firemen's Retirement System to consider a retroactive annual benefit increase of $150 for police and firemen.

The petition was a member of the Nassau County Police Dept. for approximately 21 years until he retired on February 3, 1971. The petitioner, a retired police officer, sought judgment directing Arthur Levitt, Commissioner of the State of New York and Administrator of the New York State Police and Firemen's Retirement System, to return to the Legislature and demand that the petition be restored to its execution. In addition, the respondent claimed that the inclusion of termination pay in the computation of final average salary was an unconstitutional gift of public funds. Furthermore, respondent urged that the amount for accrued and unused sick leave cannot be used in the computation of final average salary.

It has previously been determined by the courts that termination payments represent compensation for services actually rendered and are properly includable in the computation of final average salary. This, however, does not mean that petitioner must be credited with the full amount of the cash payment. The Security Law defines "final average salary" as being based on any three consecutive years of service. The court held, therefore, that the petitioner was entitled to have the amount of money received for payment of the termination credits actually earned in the years which are to be used as the base for the computation of his final average salary. Since the amount earned for the last three days per year of service and the payment of it was deferred until retirement, the Commissioner was correct in his argument that the amount of termination pay was included in the final average salary is the amount actually earned by the petitioner in the three years which are used in that computation. Accordingly, the inclusion of only nine days of termination pay was correct.

The COURT further held that cash payment for unused sick leave represents payment for services actually rendered. There is, however, a legislative policy excluding such payments from the computation of final average salary. The legislative policy permits a police or firefighter employed by a political subdivision other than the State of New York to receive benefits coextensive with that of an employee of the State only if an employee who was a member of the State Retirement System before an election, the employee's benefits would be less than those of the State employees. There was no election by Nassau County to provide the additional benefits based on payments for unused sick leave. Hence, the payment for unused sick leave could not be used in computing final average salary because it is specifically excluded therefrom by Section 341 (1) (6) of the Retirement and Social Security Law.

Finally, the court was entitled to the benefits of the collective bargaining agreement executed subsequent to his retirement but made retroactive to a date when he was a member of the police force. (Application of Leon v. Levitt, 373 NYS 2d 541.)
Civil Service Exam Set For March 13

The following two titles exist in different branches of the Executive Department.

Senior Purchasing Agent (Prin.), Exam 35-111 (G-23) — one year as a purchasing agent or b) two years as a purchasing agent.

Executive Secretary (Board of Regents), Exam 35-116 (G-21) — one year as a purchasing agent or b) two years as a purchasing agent.

The following four interdepartmental promotion exams are open to all qualified employees of the State Education Department. To qualify, the candidate must have at least a high school education plus three years of experience as an administrative or clerical assistant.

Assistant Purchasing Agent (Prin.), Exam 35-623 (G-35) — three months as a purchasing agent or b) two years as a purchasing agent.

Junior Purchasing Agent, Exam 35-624 (G-35) — three months as a purchasing agent or b) two years as a purchasing agent.

Senior Purchasing Agent, Exam 35-625 (G-35) — three months as a purchasing agent or b) two years as a purchasing agent.

The written examination, which is given continuously once a month, and which is given at various locations throughout the state, will begin on the 13th. The examination will last for four hours and will include multiple-choice questions and a written essay.

Applications may be submitted at any time by mail, in person at any State Office Building, or at the Employment Service Center, 1980 Broadway, Room 3508, Manhattan, or by mail to the Employment Service Center, 1980 Broadway, Room 3508, Manhattan. Applications must be received by the Employment Service Center, 1980 Broadway, Room 3508, Manhattan, on or before the 13th of any month in which the examination is given.

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ROCHESTER—Samuel Grossfield led off a recent meeting of the Western Conference of the Civil Service Employees Assn., with a plea to all the delegates to give full effort to collecting dues directly from members while the organization's payroll deduction of such dues is suspended.

Grossfield, Conference president, pointed out that "right now we are at the bargaining table. Our strength lies in the size of our membership. We need those dues not only to keep the union alive and continuing to provide the many services CSEA provide on numerous fronts, but also to keep the membership informed and involved in the process.

The Employees Association is being penalized with a 10-month dues deduction in the Cattaraugus Unit and a three-month penalty in the two other units it represents for an alleged strike last April.

Later Grossfield strongly urged CSEA to start planning immediately "for any potential crisis that might develop after March 31, the state contract expiration date.

"We can't afford to wait this year," he said.

CSEA must win the support of the new legislature and the new governor, he added. "We must work with the governor and the new legislature to ensure that CSEA is not off the table when the new legislative session begins.

Restructuring

There was a day-long meeting on restructuring led by A. Victor Costa, CSEA second vice-president and chairman of the CSEA restructuring committee. Western Conference was the first conference to hold a restructuring meeting.

"I was impressed with Vic Costa's grasp of the subject and his dynamic presentation," Grossfield said. Although much of the material presented had been published in the Times, Costa's value was in his interpretation of the finer points.

Grossfield said one of the most important points Costa made was that chapters no longer will have the privilege of deciding whether to join a conference or run their own.

"Chapters will be simply compensated for mandatory membership," Costa said. "One of the most important benefits will be the availability of the new regional office, which will provide additional assistance to chapters.

Costa told his audience that the days of voluntary services for the CSEA are over.

His reference was to the six new regional offices which will be opened under the proposed restructuring plan in Buffalo, Syracuse, Albany, New York City, and in communities yet to be determined in the Southern Conference and on Long Island.

Each office will have a staff of paid employees hired by the regional office's executive board and supervised by a regional field manager. The office staff will include field managers, organizational and political analysts, a research analyst and a public relations analyst.

Each office will be set up in Buffalo, Rochester and other Cattaraugus, and Cattaraugus, followed by a similar office in the Southern Conference.

"We can't afford to wait this year," Costa said. Instead, he must vote for the time coming when all members support CSEA if the state contract fails to work without a contract.

Restructuring

Grossfield noted that the new board of directors, with a new chairman and new committee, will no longer be able to give the time and effort needed to handle the many issues facing the organization.

"We can't afford to wait this year," Costa said. Instead, he must vote for the time coming when all members support CSEA if the state contract fails to work without a contract.

Restructuring

Grossfield also said that it's time to renew our efforts to win support of the new legislature and the new governor, he added. "We must work with the governor and the new legislature to ensure that CSEA is not off the table when the new legislative session begins.

Grossfield said one of the most important points Costa made was that chapters no longer will have the privilege of deciding whether to join a conference or run their own.

"Chapters will be simply compensated for mandatory membership," Costa said. "One of the most important benefits will be the availability of the new regional office, which will provide additional assistance to chapters.

Costa told his audience that the days of voluntary services for the CSEA are over.

His reference was to the six new regional offices which will be opened under the proposed restructuring plan in Buffalo, Syracuse, Albany, New York City, and in communities yet to be determined in the Southern Conference and on Long Island.

Each office will have a staff of paid employees hired by the regional office's executive board and supervised by a regional field manager. The office staff will include field managers, organizational and political analysts, a research analyst and a public relations analyst.

Each office will be set up in Buffalo, Rochester and other Cattaraugus, and Cattaraugus, followed by a similar office in the Southern Conference.

"We can't afford to wait this year," Costa said. Instead, he must vote for the time coming when all members support CSEA if the state contract fails to work without a contract.

Restructuring

Grossfield noted that the new board of directors, with a new chairman and new committee, will no longer be able to give the time and effort needed to handle the many issues facing the organization.

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"We can't afford to wait this year," Costa said. Instead, he must vote for the time coming when all members support CSEA if the state contract fails to work without a contract.
James Powers, at dais, regional field supervisor, gives delegates to a recent meeting of the Western Conference a review of the recent challenge to CSEA in two State bargaining units, which CSEA won. From left are Conference officers Judith Burgess, secretary; Neil Gruppo, third vice-president; Geneviene Clark, second vice-president; Samuel Grossfield, president, and Edward Dudek, first vice-president.

On hand to welcome delegates were chairman Merily Schwartz and Gloria Greene of the Rochester DOT chapter.

A. Victor Costa led a day-long session on the future restructuring of the Employees Association.

Taking a breather during the meeting are, from left, William McGowan, CSEA fourth vice-president; Thomas McDonough, CSEA first vice-president, and Kirby Hannon, associate director of public relations for the Employees Association.

SUNY at Buffalo had a large turn-out for the meeting. Seated, from left, are Dorothy Lewis, Dorothy Haney, June Boyle, and Joan Schoefler. Standing, from left, are Virginia Paulus, Robert Smith, Gerald Caputo, William Stoberl, Ralph Beaurnan, and Roger Friady.

The three Rochester State Hospital officers seated in front took an active part in the meeting. They are, from left, Dorothy Hall, outgoing president; Patrick Timineri, incoming president, and Jo May Falls.

 Gowanda president A. Maye Bull may be retired but she keeps up a lively interest in CSEA activities.
Engineer, Purchasing Agent

Among Top $ State Jobs

Fitting for a variety of advanced job titles has opened in New York State departments. Applications for these open competitive exams, open to the public, must be submitted by Feb. 20. The exams will be given on March 24 unless otherwise indicated. Additional information and further information, see "Where To Apply" on Page 15 of The Leader.

Legislative Security Officers II, Exam 23-783 ($8,497). There are numerous vacancies at various college campuses of the State University of New York. As for all other titles, appointees in the New York City area will receive an additional $200 annual salary differential. State residency is not required, and uniforms will be provided.

Other campus security positions are available: Campus Security Officer, Exam 23-785 ($11,607). For those with at least two years' experience as a counselor or assistant in a college, a minimum of two years' experience as a member of an organized law enforcement agency, and/or full-charge office; and Campus Security Specialist, Exam 23-784 ($7,347). For those with at least two years' experience as a law enforcement officer and one in an investigative position with an organized law enforcement agency are needed.

March 24 Exam

Please write me free about work for any of the written exams which will be held March 24:

Domestic Violence Foreman, Exam 23-841 ($5,165)—required: 18 months of satisfactory experience in engineering, construction, or maintenance work, which of at least six months must have been in enforcement or investigation. The foreman must have passed a Civil Service exam and one in an investigative position with an organized law enforcement agency are needed.

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(greatly exceeding the $5,165 salary).

23-777 ($18,648)—for positions in the transportation field; one vacancy in Ulster, one in Syracuse. Required: four years as a bus driver, a motor carrier, plus either: a) completion of an apprenticeship in the machinist field, or b) one year's full-time experience under a skilled journeyman machinist; or c) a satisfactory combination of training and experience.

Senior Compensation Claims Examiner, Exam 23-789 ($11,929) —positions only in the state, workforce, and public agencies. State residency is not required. The examiner must have passed an exam and have one year in an investigative position with an organized law enforcement agency are needed.

Exam 23-785 ($8,497)—for those with at least two years' experience as a counselor or assistant in a college, a minimum of two years' experience as a member of an organized law enforcement agency, and/or full-charge office; and Campus Security Specialist, Exam 23-784 ($7,347). For those with at least two years' experience as a law enforcement officer and one in an investigative position with an organized law enforcement agency are needed.

By the way, a very sad man and with good reason, for a fire-fighter whom he deeply admired, was dead.

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

PAID IN FULL BENEFITS FOR MOST COVERED SERVICES

• Full Choice of any licensed physician, anywhere

• Surgery

• Aetna gleich

• Family

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• 24-Hour Doctor bill benefits from the first day, from the first dollar without deductibles.

(Continued from Page 2)
An aide helps candidates for Housing Authority patrolman fill out the necessary forms before they can begin the multiple choice exam.

Officials voiced distrust, however, of "troy tower" faith in statistics to devise a way of devising and validating examinations. Concerned with the practical, they faced with the difficult task of responding to criticisms of exams by finding ways of developing tests in which person's capabilities via pencil and paper. Test reform, in general, has been slow and cautious. The Civil service exam's age were relatively primitive and arbitrary in many fields. They were made up of questions loaned with "eliminators," tough and mostly irrelevant questions designed to eliminate the evens waver of numbers of people then competing for city jobs. Here are some of the evidences. In 1947, a study was undertaken.

By the mid-sixties, the exams had developed a greater measure of relevance. Exams were being advanced to methods of more accurately evaluating a person's fitness for the job. The procedure for exam evenrd events questions were being phal相近或至少做出更多的人数选择，而多数选择的反应则更被认为是真实性和较容易的问题。但在1965年，考试的问题的反应也仍然要回答为什么：

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SPECTACULAR

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SONY 5"
Picture Measured Diagonally
PORTABLE TV
116.95
Ultra compact size and lightweight!
Operates on AC and battery (optional battery and accessories)
Solid state, Adjustable VHF/UHF telescoping antenna, Earphone included.
White and blue cabinet.

SONY 7"
Picture Measured Diagonally
PORTABLE TV
129.95

SONY 11"
Picture Measured Diagonally
PORTABLE TV
139.95
Smartly styled. Lightweight, only 15 lbs., 10 x 14 x 2. Charcoal gray with chrome trim. Illuminated front-mounted tuning dial. Solid state, VHF telescopic antenna. Operates on AC or battery (optional extra).

TRINITRON COLOR TV'S

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SONY 12"
Picture Measured Diagonally
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Flaumenbaum Seeks Super Conciliator To Settle Massapequa School Dispute

MINOLA — Responding to the anger by employees of Massapequa School District about a fact-finder's decision in their 10-month contract dispute, Nassau County Civil Service Employees Association President Irving Flaumenbaum stated that he would ask the Public Employment Relations Board for a super conciliator to bring some sense to the situation.

"We will go to the Supreme Court if necessary to prove that the School District is handling their employees in an illegal and cavalier way," Flau menbaum vowed.

The Massapequa School District unit is one of the many subdivisions of Nassau County chapter in the state-wide chapter of the CSEA organization. "When they hurt one of us," Flau menbaum said, "they are trying to hurt all of us. One of the reasons we band together in a group is to prevent the establishment of the competition from walking all over the little fellow. Members of the Massapequa unit are assured that they have our active support in this battle.

Negotiations for the Massapequa School District contract have been going on since last March, when Arthur Davis was unit president. "In the meantime," said the current unit president, Ronnie Harris, "we have gone to conciliation and to fact-finding without reaching a fair agreement, and it is becoming increasingly difficult to hold the people in line. Our patience has not been rewarded, and some people are suggesting a more active approach."

The fact-finder's decision, handed down earlier this month, allowed only a 3 percent pay increase. "Now that's a lousy offer," Flau menbaum exclaimed, "when you consider that the cost of living has risen 4.5 percent since the last agreement. We must get at this fact-finder, because he didn't do his homework."

In addition, Flau menbaum announced plans to file an unfair labor practice charge against the School District for refusing to honor a legal increment for employees negotiated during the negotiations.

Perrott Calls Unit Presidents' Meeting

LEVITOWN — Edward Perrott, president of the Nassau Educational chapter of the Civil Service Employees Association, has announced a meeting for the president of each member unit to be held at 10 a.m. Feb. 3 at the Division Ave. High School here.

The primary purpose of the meeting is to discuss the formation of a board of directors for the newly chartered chapter.

In addition, unit presidents have been asked to bring copies of their contracts in order that the chapter may begin detailed comparisons.

John M. Carey, CSEA staff consultant for state negotiations, stressed the "heavy responsibility that these CSEA members must accept and on which we seek our common goals on negotiations teams." Carey said that "negotiating, whether at the state level or unit level, is tough work, it goes on for several months, and during this period these people are away from their homes constantly. Our state negotiating teams deserve a lot of gratitude from their fellow workers."
EXAMS UNDER SIEGE

(Continued from Page 13)
Civil Service Commission. The Department of Personnel was implored to develop and improve the tests under pressure, and to prove and ultimately fairer tests. In 1970 it commissioned the Education Department to study the promotional exams in the Police Department. One of the major reasons cited in the necessity of improving testing methods was the challenge of hiring qualified personnel and that the City was losing them.

The Department of Personnel also adopted the initiative of the "Tests Validation Review Board"—five-member panels composed of Department staff, inductees in the

WHERE TO APPLY FOR PUBLIC JOBS

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

Those requiring applications by mail must include a stamped, self-addressed envelope to be received by the Department by the filing deadline. New York residents may apply until the filing deadline, which is five days before the deadline. Announcements are available in the Postel, last week called for an opening in the Personnel Department.

by subway, applicants can reach the filing office via the IND (Chambers St.); RMT (City Hall, entrance to Bridge) or BMT (City Hall, entrance to Bridge). For advance information on titles, call 850-7000.

Several City agencies do their own recruiting and exams. These include: Board of Education (teachers only), 49 Austin St., Brooklyn 5301, phone: 738-1500; NYC Transit Authority, 377 Jay St., Brooklyn 11201 phone: 231-7000.

The Board of Higher Education advises teaching staff applications beginning Sept. 12. All courses, both full- and part-time, are located at the City University in the State University System of New York.

STATE—Regional offices of the Department of Personnel are located at: 1350 Ave. of the Americas, New York 10019, phone: 369-7900; 500 Madison Ave., New York 10017, phone: 268-1402; State Office Campus, Albany, 12238, phone: 708 W. C. Mannone Dr., Buffalo 14201. Applicants may obtain announcements in the form of pamphlets, brochures, etc., by sending a stamped, self-addressed envelope with their request.

Various State Employment Services are engaged in employment applications in person, but not by mail.

Judicial Conference jobs are filled at 370 Broadway, New York, 10007, phone: 484-2841. Applicants should contact their offices at 111 Eighth Ave., New York, phone: 484-1070.

FEDERAL—The United States Department of Personnel was established in 1967. It is responsible for the Civil Service Commission. The methods were the challenge of necessity of improving testing the major reasons cited for the Police Department. One of them.

Personnel, 49 Thomas St., New York, 10013, open weekdays beginning Jan. 27.

These appointees were the first to be named from the new 10,000-name list established Jan. 18. The last number reached was 951. They joined 33 other new appointees, who were appointed to begin training on March 6.

The next class of firemen are expected to be appointed to begin training on March 6.

The new firemen, whose salary is $12,520 for one, began training on March 24. They joined 30 other new appointees, who were appointed to begin training on March 24.

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- Crowns
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Not covered: prosthetics, periodontics, orthodontics

CSEA recently negotiated this Blue Cross-Blue Shield Dental option for Unit I in the belief that it is a better plan than the one you now have. However — A REASONABLE PERCENTAGE OF ELIGIBLE EMPLOYEES MUST JOIN to put the plan into effect.

So when you receive your application card, return it promptly. Be sure to sign it. This improved coverage will be effective March 1, 1973.