Registered nurses and licensed practical nurses from state hospitals throughout New York State marched on the Capitol in Albany recently to demonstrate their dissatisfaction with the state's attitude concerning the development and implementation of a nurses' career ladder.

CSEA Makes Demands Concerning Closing Of Homer Folks Hospital

(Special to The Leader)
ONEONTA-A meeting concerning the disposition of civil service employees to be laid off due to the closing of Homer Folks tuberculosis sanitorium here was held recently by representatives of the Civil Service Employees Assn., headquarters staff, the Homer Folks unit of CSEA, the state Office of Employee Relations, and the State Department of Mental Hygiene. State Senator Edwin E. Mason (R-48th Dist.) was also present.

The institution, which employs 189 workers, is being closed because of a radical shift away from tuberculosis treatment and the consequent downsizing of the treatment of TB. Approximately 20 employees will be laid off from Homer Folks for maintenance of the plant.

According to a CSEA spokesman, "Although the original date given as the start of layoffs was July 1, all indications now point to around the first of August as the starting time for staff reductions."

In order to assure the Homer Folks employees of maximum local relocation protection, CSEA demanded the following points:

- An announcement from the Civil Service Commission allowing nursing CTHS titles to be eligible for comparable nursing titles.
- An indication from civil services that preferred lists will be used at Homer Folks for maintenance of the plant.

ALBANY—Two decisions concerning the designation of persons as managerial or confidential state employees have recently been handed down by the Court of Appeals and the State Public Employment Relations Board against the position held by the Civil Service Employees Assn.

The Court of Appeals decision upheld the constitutionality of the sections of the Taylor Law concerning the classification of certain employees by the state as managerial or confidential. The decision by PERB lists the 6,798 positions in state government which fall under the classification of managerial or confidential.

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Delehanty Scores Again
With Fire Captain

The recently published 805 name list for promotion to Captain, fire department revealed that Delehanty graduates again upheld the Institutes' 60 year history of helping men in the department obtain the promotion opportunities they deserve. The list showed that Delehanty graduates placed:

- 10 Out Of The First 10
- 80 Out Of The First 100

City OK's 5.5% Hike For LPN's

The city last week OK'd payment of a 5.5 percent increase for licensed practical nurses, most of whom work in 19 city hospitals, while the federal Cost of Living Council considers their contract providing 8 percent salary increases.

This is the first interim pay-ment authorization made by the city's Office of Labor Relations, under President Nixon's Phase III, payments of up to the 5.5 percent guideline may be paid prior to CLC approval of the entire contract in certain cases.

The nurses union, Licensed Practical Nurses of New York, Inc., had filed a $3 million lawsuit Feb. 9 seeking interim payment on their contract, which had been signed Dec. 28, charging that the city refused payment "as a matter of administrative policy, though they admitted it was within the law."

An OLR spokesman said that the office had been waiting for CLC clearance on the interim payment, which came only "within the last two or three weeks."

The OLR spokesman said that one other interim payment has so far been authorized, to city-employed photographers, and that there are at least other contracts "in the works" being processed for interim payments of 5.5 percent. The spokesman declined to name the unions involved.

The LPN's three-year contract is retroactive to July 1, 1971, and its wage scale varies from $8,000 to $10,000. A Health and Hospitals Corporation contract running its author to the interim payments has not yet reached its office, but it is expected next week. At that time, he said, one could make an estimation of what the raises would appear in employees' paychecks. He said this depends on whether the salary increases are made in lump sum, or by computer or have to be done by hand.

The retroactive payments will be back-dated to the time payment was due, and present salary increased 5.5 percent.

HA Police Medicals

Between March 26 and 27, 2,642 candidates for the certified, Housing Authority, will be taking their medical qualifying exams. Of the 5,413 candidates who appeared for written test on March 26, 2,642 failed and 2,791 withdrew. The Leader is current-ly running the list of candidates who passed public March 24. No certifications or appointments will be made until the list is established.

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CIVIL SERVICE LEADER

The city Dept. of Personnel has certified 310 candidates more from the eligible list which resulted from open competitive exam 911, first announced June 18, 1970, for appointment to open-ings within the Environmental Protection Administration. The last number certified was 4800.

Addict Treat.
Counselor

Of the 851 applicants who filed for counselor (addiction treatment), open competitive exam no. 2057, during January, 280 were found not qualified, by the city Dept. of Personnel.

MEMORIAL DAY WEEKEND

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Policewoman, N.Y.P.D.

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Talks On Nassau Contract Continue With Fact-Finder

(Mineola—Negotiators for the Nassau chapter, Civil Service Employees Assn., and Nassau County met last week with the fact-finder named to study the impasse on a contract for county employees.

The fact-finder is Richard V. Myers, personnel administrator for AMIDAC Industries, Carlisle Place, formerly known as American Beach-Arma. Myers is a Nassau County member, and Deputy Labor Commissioner Bernard J. O'Bryon is representing the county.

At the first fact-finding meeting Friday, the parties established ground rules and set meeting dates for March 28 and April 3. The Nassau chapter, Flaumenbaum said, will make a factual presentation supporting the program.

Revised talks went to impasse almost immediately after CSEA submitted the package of "essentials" voted by the 750 Nassau chapter office and help themDistribution, which will remain hopeful of an amicable agreement.

New Suffolk Unit

(Continued from Page 1)

CSEA's Ryan viewed the proposal, the nurse, upon reaching a head nurse position, could not advance to any higher available position in the career ladder unless she left the field and went to another community to receive nursing education. The "take-it-or-leave-it" proposal was flatly rejected by the CSEA team and CSEA representatives were left with the problem of what to do with the nurses of more than 6,000 nurses in State employment.

The "final-final" offer issued by John McMenna, CSEA negotiator, was one which he said "should not in any way be interpreted as"

McKenna's plan mandated a two-stage readjustment for the LPHN, while the current staff nurse and head nurse would advance one grade. A new nurse specialist, G-11, title would be created, and three grade-nineteen alternatives would be in the areas of nursing administration, education and instruction.

Offering no incumbent protection, according to the CSEA negotiator, the McKenna plan calls for the minimum of a bachelor's degree for the nurse instructor title and a master's degree for the nurse administrator title.

The other grade-nineteen avenue open for the registered nurse was the nurse administrator title. This called for two years of college and four years of experience.

Administration negotiators allowed a waiver of qualifications.

HEALTH RESEARCH NEGOTIATING TEAM

— Members of the Civil Service Employees Assn. negotiating teams met at CSEA headquarters in Albany to discuss the 1973 contract demands. Pictured, from left, are: Mary Robinson, Mehrnert McLaughlin, Thomas J. Landen, CSEA collective negotiating specialist; Anne Weber, chairman, and Barbara Pauser.

Nurses Picket Over Career Ladder

(Continued from Page 1)

CSHA has stated on several occasions that "The state has honored the negotiations around from department to department, always being careful to keep talks away from the vital settlement areas."

OER issued their last "take-it-or-leave-it" proposal in late February, according to CSEA collective negotiating specialist Bernard J. Ryan. In its administration negotiators called for virtually no movement at all for licensed practical nurses, stating that "the cost advance by either becoming an RN or entering the Public Health Career Ladder as a Mental Hygiene Therapist Aide, G-2."

Staff proposals were also unaffected by the February proposal, while the registered nurse currently in a G-14 position was allowed a one grade improvement. CSEA's Ryan viewed the proposal as the "end of nursing."

He said, "By the provisions of the proposal, the nurse, upon reaching a head nurse position, could not advance to any higher available position in the career ladder unless she left the field and went to another community to receive nursing education. The "take-it-or-leave-it" proposal was flatly rejected by the CSEA team and CSEA representatives were left with the problem of what to do with the nurses of more than 6,000 nurses in State employment."

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CSEA's original proposal to the state created 12 new titles and allowed the nurses to choose one of three fields—patient care, education or administration.

"But," said Ryan, "this final OER proposal, while offering the same three areas of nursing administration virtually kills the CSEA possibilities of entering those fields by stipulating education requirements that few nurses can meet."

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Nassau Anniversary

MINEOLA—The silver anniversary of the 20,000-member Nassau chapter of the Civil Service Employees Assn., will be celebrated at the group's annual dinner-dance, which has been scheduled for Sept. 28.

The affair will be held at the Malibu Beach Club, Lido Beach.

Stony Point Landmark Ruling

(Continued from Page 1)

contract proposals and that the items had not been withdrawn prior to the date the parties submitted their impasse to fact-finding.

Town Supervisor Gruma was queried during the course of the hearing as to whether he had advised on any items discussed before fact-finding. He admitted that he said, "We are going to agree on the whole thing."

The hearing officer concluded that "it was not the intent of either party during the period of negotiations to incorporate their agreements reached before entering fact-finding;" thus rendering Town of Stony Point employees with significant improvements in working conditions and fringe benefits.

Suffolk Joins With Nassau In Meat Boycott

MINEOLA—Almost 100,000 flyers provided by the Civil Service Employees Assn. Nassau and Suffolk chapters were on their way to shoppers this week to promote the rapidly spreading meat boycott.

Nassau chapter president Irving Flaumenbaum met with meat-price protestors from half a dozen community organizations at the chapter office and helped them to organize a countywide protest.

Meanwhile, in Suffolk, chapter president E. Ben Porter met with representatives of all of the meat boycott groups there and coordinated a Suffolk campaign.

The two chapters furnished the protest committees workers with handicap, which are being distributed at supermarkets in a score of communities. The number was expected to mushroom this week.

The flyers urge shoppers: Don't buy or eat meat April 1 to April 7. Do make phone calls, send supermarket register tapes to President Nixon, substitute fish, soups, etc.

The women were also distributing a meatless menu for the length of the week. Flamenbaum and Porter personally joined in the boycott.

Flamenbaum, who has regularly done the family shopping, said he had already been boycotting meat for one week. "To my observation at the meat counter," he said, "there is not as much movement already."

One strike leader wrote to Flamenbaum thanking CSEA for the technical assistance. "You really have been a great help and motivating factor in this meat boycott," wrote Marine Harstein of Hewlett. "If we succeed, we will all thank you."

The strike leaders meeting the CSEA officials included Mrs. Mickey DiLaura of Lakeville, who received national publicity two years ago when her meat protest prompted a Western nautical cattleman to have a young steer delivered to her suburban lawn. The idea was to persuade her that raising beef is arduous and expensive.

The argument failed to convince the strike leaders that today's prices are tolerable.

CSEA has taken a lead in bringing the scattered protest leaders together in a concerted campaign throughout Long Island.

"We all pay these prices," Porter grumbled. "Those women and CSEA members have the same vital interests."

Headquarters telephones for the strike have been established at the Mineola and Smithtown chapter offices, which will relay the names of volunteers to the appropriate community leaders.

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

March

27—Metropolitan Conference grievance night (and every Tuesday): 4:30 to 7:30 p.m., CSEA regional office, 11 Park Place, Manhattan.

27-28—Statewide Delegates Meeting: Waldorf-Astoria Hotel, Manhattan.

28—Central Conference Meeting: Treadway Inn, Oswego.

CSEA Calendar

Ruth and Irving Flaumenbaum check over their meatless shopping list.
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MAIL ORDERS INVITED ADD POSTAGE
EXAM NO. 16G5
FROM: POLICE
TO: ADMINISTRATIVE AID

This promotional list of 25 eligibles was established March 21. Of the 25 applicants, 22 appeared for the February 23, 1973, written exam; 11 candidates failed and two withdrew. Starting salary is $7,900.


(To Be Continued)

EXAM NO. 2067
COUNSELOR (ADDICTION TREATMENT)

This open competitive list of 295 eligibles was established March 21. The eligibles were chosen on the basis of training and experience from 433 applicants who filed in January 1972. Starting salary is $3,844.

No. 1 — 105.9%

(To Be Continued)
"Can Do" State Aides Proving Their Worth

During the massive firing of State employees in 1971, the Civil Service Employees Assn., not only fought indiscriminate worker dismissals but also charged that the State's outside contractual agreements were more costly than the firings.

One of the groups of men and women they fought for were a group of architects and other professional employees. CSEA won reinstatement for a good many of them.

The following excerpt from a column in the Albany Knick-erbocker News shows just how right both the CSEA and the employees were in the first place. It reads:

"A group of State employees, fired in the massive State layoffs of 1971, raised a public outcry that they could do the work handled by private consultants at a more reasonable cost to the taxpayer and just as well if not better."

"They were given the chance—rehired as temporary employees at a lower salary than when they were laid off, will be restored."

"The commission added that on 24 projects, where Governmental and confidential employees were reassigned or in personnel administration, provided that this is not of managerial or "confidential" employees is one who formulates policy or who may be required to assist in the conduct of an agency's business or in personnel administration, thereby bars that employee from membership in the Civil Service except for extraordinary situations where some valid governmental interest is at stake that justifies placing the hearing until after the event."

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Vincent Leitch Retires
After 45-Year Career

WANTAGH—Vincent Leitch, administrative officer of the Long Island State Park and Recreation Commission, has retired after 45 years of service.

Leitch was honored with a luncheon by his fellow employees upon the occasion of his retirement. Among those attending were Robert Mowry, former New York State Parks Commissioner; A. Holly Patterson, chairman of the Long Island Parks, and Harthon Bill, general manager of the Long Island Parks and Recreation Commission.

154 Retirees Are Honored At Gowanda

GOWANDA — A retirement party in the American Legion Hall here recently honored 154 retirees who have left Gowanda State Hospital between April 1, 1970, and March 31, 1972.

Elizabeth Paul, a former clerk, and Robert Colburn, former business officer, both with more than 40 years of service, headed the list of retirees.

Dr. J. Dorothy Hales, hospital director, welcomed the dinner guests and brought them up to date on operations of the Department of Mental Hygiene.

Three St. Lawrence Retirees — Employees of St. Lawrence State Hospital have honored three of their fellow workers who recently retired: John Cole, 25 years; William Murray, 22 years, and his wife, 22 years. In photo, from left, are Mrs. Kenneth McDonald, standing next to her father, retiree Cole; Dr. Lee Hanes, director of the hospital; Mr. and Mrs. Murray.

Vincent Leitch, center, accepts retirement congratulations from Louis Colby, left, president of the CSEA Long Island Inter-County State Park chapter, and Philip Alfano, CSEA field representative.

Seated at head table during retirement party in their honor are, from left, Glenn Swanson and his wife and Alice Patterson and her husband. Standing are Augustus Thomas, Syracuse district employment service superintendent; Eleanor Fowler, chairman of the evening; and Patrick Kiernan, manager of the Cortland office.

Geneseo Armories

ROCHESTER — Following a recent meeting of the Geneseo Valley Armories Employees chapter of the Civil Service Employees Association, a retirement party was held for Harry Haldeman.

Haldeman was presented a 45-year service pin from the Department of Military and Naval Affairs, plus an award of $100 from General Baker.

Rochester Retirees

WEST HAVERSTRAW — An estimated 150 co-workers turned out to honor Mrs. William Swanson, who was slated to get under way at 2 p.m.

Nurse Honored On Retirement

NEW YORK — Thelma F. S. Smith, who will retire after 25 years of service with the New York State Rehabilitation Hospital in Rochester, was honored at a dinner held for her by the Rochester General Hospital.

Dr. J. Rothery Haight, hospital director, welcomed the dinner guests and brought them up to date on operations of the Department of Mental Hygiene.

2 Women Leave Service
With Oneida County Clerk

UTICA—Two long-service employees of the Oneida County Clerk's office, Recording Department, were presented with civil service scrolls by Jerry Roehmert, president of the Oneida County unit to which the new retirees belonged.

Dorothy Mansell, with 30 years of service, and Ella Perkins, with 34 years of service, were feted at a toast-well-off party in their honor last month at the Twin Ponds Country Club here.

Ms. Mansell began her county career under J. Brayton Fuller in 1942, and has witnessed many changes in department procedures as the system has progressed from photostating to microfilming.

Ms. Perkins served with the Utica municipal government for five years and with the county for the next 38 years. Starting with Fred Wenzel in 1938, she has served under nine County clerks since that time. She remembers when the records were maintained by typing.

The two women worked side by side for many of their years with the department.
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Eligibles

EXAM NO. 2624
PROM. TO SR. INSPECTOR
(HIGHWAYS & SEWERS)

This promotional list of 29 eligibles was established March 21. Of the 51 applicants, 22 appeared for the January 14, 1973, written exam; 10 candidates failed. Starting salary is $10,700.


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Eligibles
EXAM NO. 3614
PROM. TO SL. CHEMIST

These two promotional lists, containing five eligibles, were established March 21. The eligibles were chosen from the 42 applicants who filed for the Jan-
uary 20, 1973, technical oral exam. Starting salary is $14,400.

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B. S.

J. C.

R. M.

J. P.

F. D.

T. C.

H. F.

A. R.

J. M.

R. S.

T. M.

C. B.

J. B.

R. L.

J. E.

C. R.

H. A.

R. G.

M. L.

J. F.

R. C.

M. A.

M. D.

R. M.

F. L.

J. T.

F. M.

L. R.

R. S.

J. M.

S. A.

R. P.

J. K.

R. M.

J. S.

R. L.

J. T.

R. C.

J. H.

R. A.

J. D.

R. P.

J. T.

R. U.

J. S.

R. L.

J. T.

R. C.

J. H.

R. A.

J. D.

R. P.

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Tri-Conference Workshop Cancelled For May; New Date To Be Set

ST. JOSEPH'S HOSPITAL, Poughkeepsie—On December 11, 1975, the Tri-County Conference (TCC) announced that the 1976 Spring Conference Workshop, scheduled for May 1-2, has been cancelled. The decision was made after careful consideration of various factors, including the need for a more focused and productive conference schedule. The next conference is tentatively scheduled for the fall of 1976.

Rensselaer Only, Wins Employee Credit Union

TROY—After a difficult and challenging year, the Rensselaer County Only, which had been in operation since 1973, has successfully completed its first year of operation. The county's only employee credit union has seen a steady increase in membership and a growing interest in its services. The Rensselaer Only, under the leadership of its president, Jane Smith, has established itself as a strong and viable financial institution for county employees.

Shift Utica Retirement Service; List Other Counseling Locations

UTICA—The Utica Retirement Service, which has been providing retirement counseling to employees since its inception in 1974, has announced a major expansion of its services. The service, located at 1207 Genesee St., now offers counseling not only to employees but also to their families. The Utica Retirement Service is open from 9:00 a.m. to 3:00 p.m. on weekdays. In addition, the service has added two new locations:

- 1215 Genesee St.
- 1225 Genesee St.

另有其他辅导地点包括:

- 1235 Genesee St.
- 1245 Genesee St.

Southern Conf. To Meet April 19

BUFFALO—The Southern Conference, which meets annually to discuss issues of mutual concern to county employees, has announced that its 1976 meeting will be held on April 19 at the Holiday Inn in Utica. The meeting will include discussions on a variety of topics, including labor relations, benefits, and collective bargaining. The meeting is open to all conference members and is expected to attract a large number of attendees.

Locust Valley Schools Go For CSEA

LOCUST VALLEY—After a long and bitterly contested campaign, the Locust Valley School District voted in favor of the CSEA (Civil Service Employees Association) in a landslide victory. The vote, which was held on November 4, 1975, was a significant victory for the CSEA and a blow to the efforts of the Locust Valley School district administration, which had been trying to prevent the CSEA from organizing.

Liaison Trainee

The CSEA (Civil Service Employees Association) has announced the appointment of a new liaison trainee, Robert D. Smith, to work with the Locust Valley School District. Smith, who has extensive experience in labor relations, will work closely with the CSEA's local chapter to help implement the new contract and to address any issues that arise.

CSEA field teams directed by field representative Harry Moore and collective bargaining specialist Jim Rogers backed the successful efforts of employee James DiGiovanni.

An earlier overwhelming vote for CSEA had been challenged by the district, only to see the vote become a nearly unanimous vote for CSEA. The new unit becomes a part of the Nassau educational chapter.
Seeking jobs with the City should file at the Department of Personnel, 46 Thomas St., New York 10012, open weekdays between 8 a.m. and 5 p.m. Hours for Thursdays are 1:30 to 5:30 p.m.

Those requesting applications must mail a stamped, self-addressed envelope, to be received by the Personnel Department at least five days before the deadline. Announcements are available only during this period.

By subway, applicants can reach the filing office via the IND (Chambers St.) or BMT (City Hall) lines. Announcements are available only during this period.

For employment opportunities, contact the individual schools; non-faculty jobs are available for administration, clerical, and special services.

Federal entrants living upstate may obtain announcements from the U.S. Civil Service Commission, New York office, 111 Broadway, Albany, N.Y. 12207.

Federal titles have no deadline unless otherwise indicated.

Do not repeat this!

Don't Repeat This!

(Continued from Page 6)

The Board of Education (teachers, principals), 111 Broadway, New York, 10013, phone: 596-6967.

Several City agencies do their own recruiting and hiring. Their names are published in the Personal Department directory.

RAYS—Regional offices of the Department of Civil Service are located at: 1350 Ave. of the Americas, New York 10019; phone: 756-9465; State Office Complex, Albany, 12266; Suite 160, 1 W. Genesee St., Buffalo, 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

Various State Employment Service offices can provide applications in person, but not by mail.

Judicial Committee jobs are filled at 350 Broadway, New York, 10007; phone: 486-4141. Post Authority jobseekers should contact the Office of Personnel, 111 Broadway, Albany, New York, phone: 620-7000.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at the Public Service Building, New York 10007. It operates from 8:30 a.m. to 5 p.m., weekdays only.

Federal employees living in the state of Hawaii (not of Hawaii County) should contact the Honolulu Office Area Office, 1100 Kapiolani Blvd., Honolulu, Hawaii 96814. Toll-free calls may be made to (800) 822-7407.

Federal holiday offices have no deadline unless otherwise indicated.

Legislative Notice

RAY-LENE ASSOCIATES, 212 W. 42, N.Y.C., announces at a Committee of Thirty meeting early in February, that

CLEAVER D. WASHINGTON, 795 E. 145 St., N.Y.C., has been appointed Acting Executive Director of the New York Public Library, effective January 1, 1973. Since 1966, Mr. Cleaver has been Vice President of the American Library Association, 11101 S. Kedzie Ave., Chicago, Ill. 60628. He is a native New Yorker and has been active in the library field for the past 20 years.

SHANNON P. WHITE, 375 E. 105 St., N.Y.C., has been appointed Assistant Director of the New York Public Library, effective January 1, 1973. Mr. Shannon has been Assistant Director of the Brooklyn Public Library since 1969. He is a native New Yorker and has been active in the library field for the past 15 years.

MARTHA M. MILLER, 375 E. 105 St., N.Y.C., has been appointed Assistant Director of the New York Public Library, effective January 1, 1973. She is a native New Yorker and has been active in the library field for the past 10 years.

DONALD L. MATHER, 375 E. 105 St., N.Y.C., has been appointed Assistant Director of the New York Public Library, effective January 1, 1973. He is a native New Yorker and has been active in the library field for the past 15 years.

CIVIL SERVICE LEADER

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 46 Thomas St., New York 10012, open weekdays between 8 a.m. and 5 p.m. Hours for Thursdays are 1:30 to 5:30 p.m.

For employment opportunities, contact the individual schools; non-faculty jobs are available for administration, clerical, and special services.

Civil Service Law

(Continued from Page 6)

It is equally obvious that PERS actions on these employees will impose an impossible administrative burden on that agency and will contribute to the further growth of court calendars. Neither of these possibilities is any way to promote the public welfare.

This statute was passed by the Legislature in 1971 in a pique of sentiment against the growing power and militancy of public employees organizations. For reasons three decades, CSEA has represented all levels of public employees in the best interests of the public, the public employers and the public employees. It is about time that the Legislature returned to its senses and repealed that iniquitous law.

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—Arthur Knight, Saturday Review

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140 State St.

ALBANY, N.Y.
Four of the persons selected to form a slate of nominees for the Capital District Conference elections are, from left, Eleanor Chamberlain, Education; Karen Herbst, Rensselaer County; Santa Orsino, Tax, and Ann Kearney, SLA. Committee member Boris Kramarchyk, OGS, was missing when the photo was taken.

CAPITAL CONF ORGANIZES CAMPAIGN TO PROTECT UNION PENSION RIGHTS

(From Leader Correspondent)

ALBANY — Capital District Conference last week completed plans for a full-scale letter-writing campaign in connection with the Civil Service Employees Association's efforts to protect employee pension rights by defeating the recommendations of the Kinzel Commission.

Conference chapter representatives will be working with their own members to see that a massive mail campaign expressing CSEA's views are put out by every State Senator and Assemblyman representing Conference chapter areas. Conference president Ernest Wagner called the plan "one of the most important selling jobs we can do in order to protect the rights we have won."

The Conference selected 16 members of a nominating committee for new officers, to report at the next regular meeting in May, Eleanor Chamberlain, Education; Karen Herbst, Rensselaer County; Ann Kearney, SLA; Boris Kramarchyk, OGS, and Santa Orsino, Tax.

Action on site selection for the combined Summer meeting and Conference 25th Anniversary celebration was deferred pending receipt of rates. Dates under discussion are June 15-17.

Nurses Protest On Steps Of Capitol

(Continued from Page 1)

Waterfront Talks In Bog

Negotiations between the New York Waterfront chapter of the Civil Service Employees Assn. and the Waterfront Commission remain unfruitful, according to chapter president Harold Krandle.

In three meetings during the past month, with Commission representatives, no contract proposals have been made on salaries and other benefits, Krandle said. "In fact, the Commission still has not honored its agreement of two years ago to print an employee manual outlining the policies hammered out at that time," he explained.

"They are functioning under a day-to-day policy, depending on who is on the supervisor," Krandle noted.

Commissioners Joseph Kras of New York, and Richard Vander Plaat, of New Jersey, have not yet taken personal part in the contract talks.

Chenango Negotiations Break Off After County Nixes Fact-Finder Report

(Special to The Leader)

NORTHCH — Negotiations between the Civil Service Employees Assn. and Chenango County bargainers representatives broke off today when the County rejected the fact-finding report of Robert J. Rabin, a representative designated by the State Public Employment Relations Board to review the position of both bargaining parties.

Briefs submitted by CSEA and the County indicated that settlement was still to be achieved in the areas of wages, health insurance, retirement, vacations and automobile mileage allowance for privately owned vehicles used for county purposes.

CSEA has justified its impasse position, based on comparable levels of benefits in the four surrounding counties of Broome, Otsego and Tompkins, as well as numerous statewide comparisons. CSEA contends that "Chenango County has fallen way behind the other area counties in most negotiation areas and fares unfavorably in contrast to local private industry."

Fact-finder Rabin, in considering his report prepared by Swets, made a wage increase recommendation of 51/2 percent, which was below the 6 percent CSEA was looking for. He said, however, that "the recommendation should not be taken to mean that the current wage level in the county is adequate."

The current wage in Chenango, he said, is "bad to a fault." CSEA accepted the County's wage offer based on the current 5.5 percent federal guideline, made by the fact-finder that "Chenango County employees fare badly."

Statewide CSEA second vice-president A. Victor Costa beams over plaque presented to him at Long Island Conference meeting on restructuring. Conference officers, from left, Diane Dougherty, Correctional Sorority; Connie Buckley, Civil Service, and Barbara McKeevar, Insurance. Signing in is CSEA field representative Rex Trobridge.

SALTWATER — Nurses hold the state record in their profession for the number of years of service they have put in, according to CSEA's free nurse administrator examination. CSEA's next test is set for May 29 at the Capitol. The exam, available to any nurse administrator for the past two years, has been taken by 4,000 nurses from the state.

"We are looking for new nurses," stated Judith Wren, nurse administrator, "and hope that the nurses will come forward."

Nixes Fact-Finder Report

Rabin, writing on the breakoff of the negotiations, said that the "first finders report was not in line with the testimonial statements made by the nurses."

"They are functioning under a day-to-day policy, depending on who is on the supervisor," Krandle said.

"The nurses are not getting the consideration they deserve," added Judith Wren, "and we are looking for nurses who are willing to work on a team approach."

"We are looking for nurses who are willing to work on a team approach."

Judith Wren, speaking for the CSEA negotiating team, said, "Throughout the negotiations sessions, we have continually requested that the nurses bring the waterfront to an end. The nurses are willing to work on a team approach."

"We are looking for nurses who are willing to work on a team approach."

Various measures of the waterfront have been proposed, including the "one-shot" test, but thereafter qualifications must be met before any nurse could enter the administration field.

"They are functioning under a day-to-day policy, depending on who is on the supervisor," Krandle said. "This gives them the chance to work on a team approach."