CSEA & DOT Lock Horns On Ending Split Shift Week

ALBANY — A Civil Service Employees Assn., Department of Transportation committee walked out of its quarterly meeting with the department's head last week after he declared he was going to ignore elimination of the split shift week a benefit recently negotiated by CSEA in a new contract for thousands of DOT workers.

The contract calls for the elimination of unilateral 're-scheduling of pass days and shifts to avoid the payment of overtime.' Coalition negotiators for CSEA throughout the recent talks emphasized to State bargaining representatives that "the Department of Transportation was a trouble area." Calling the work day/week work "something that every state worker had and management took away a few years ago," CSEA negotiators warned that the bargaining with strong language designed to eliminate specifically the split-shifted 'snow and ice' detail.

Stumbling blocks developed when CSEA's special DOT committee had to negotiate a recently scheduled labor-management meeting with department head Raymond T. Schuler.

Schuler made it clear during the quarterly meeting that the department intends to continue its shift policy in order to maintain good road conditions regardless of the CSEA contract.

Bad Faith Charged

Union representatives, it was reported, promptly walked out of the meeting with Schuler. Joseph Hender, CSEA collective negotiating specialist, termed DOT behavior as "an outright attempt to destroy the good faith bargaining and intent of more than five months of negotiations." He (Continued on Page 8)

Ratification Ballots

On Way For Coalition
And 4 Unit Contracts

ALBANY — At Leader press time it was confirmed that more than 90,000 ratification ballots would be in the mail this week to CSEA members throughout the state in the four State employee bargaining units represented by the Civil Service Employees Assn.

CSEA members in the Professional-Scientific-Technical, Administrative, Operational, and Instructional unions will be voting next week on a recently negotiated three-year tentative agreement, which includes a 6 1/2 percent raise in the first year of the agreement and a 5 1/2 percent hike in the second year. The three-year salary increase is subject to reopening negotiations.

The main provisions of the coalition contract — concerning wage increases, retirement provisions, etc. — appeared in last week's Leader.

The individual unit contract summaries appear on Page 8.

Metro Conf To Discuss Contract

A meeting of the Metropolitan Conference of the Civil Service Employees Assn. has been called by Conference president Jack Weiss for April 28.

Major topic for the meeting will be the recently negotiated state contract. Weiss, himself a member of the negotiating team, is expected to be able to line up a qualified spokesman from the Headquarters staff to explain details of the tentative contract. The agreement still faces ratification by rank-and-file members of the Employees Association and approval by the State Legislature.

The meeting is scheduled to begin at 11:15 a.m. at the Travelers Hotel, 46th St. and 7th Ave., at the entrance to LaGuardia Airport in Queens County.

Ample parking is available in the airport parking lots. Public transportation is available by bus from the Roosevelt stop on the Flushing IRT and the Jamaica IND (E, F, GG lines) subways.

Inside The Leader

CSEA Calendar

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Long Island Conf
Urges Agency Shop
— See Page 9

Varacchi Re-elected
Stony Brook President
— See Page 14

New York City Chapter
Schedules Workshop
— See Page 14

McDonough Explains
Contract At Buffalo
Meeting — See Page 14

Don't Repeat This!

Robert Steincut

Third Generation
Politics Coming

TWO sons of distinguished political families are making their first attempts this year for elective office. Robert F. Wagner, Jr., grandson of the late United States Senator and son of New York's former Mayor, is running for the Democratic nomination for Lieutenant Governor. Edward I. Koch, head of the powerful Republican organization in the state, is running for the open Republican nomination for Attorney General.
QUALIFYING EXAM

This list of 2,784 eligibles, established April 11, resulted from a written test held Oct. 21, 1972. A total of 24,145 candidates applied for this position.

No. 141 — 78.75%

No. 101 — 78.75%

No. 441 — 83.82%

No. 401 — 83.82%

No. 412 — 83.82%

(To Be Continued)
Three New Field Assistants Named

ALBANY — Patricia G. Rogers, director of field services for the Civil Service Employees Assn., has announced the appointment of three new field service assistants.

Barton Brier of New York City has been assigned to the field service vacancy in the New York Metropolitan Conference area. Brier is a graduate of Ohio State University. His previous job experience includes employment as a case worker and as an organizer for a labor union.

Rudy Zunke of Rockville Centre has been appointed as field service assistant to the Long Island Conference area. Zunke attends Nassau Community College and has been an employee of the Long Island State Park and Recreation Commission. He has been active in CSEA in various capacities of the governmental committee of the Long Island Inter-County State Park chapter.

Joseph Bierman, Jr., of Troy, has also been appointed as a field service assistant. He returned a graduate of the University of Florida. Bierman has been working as national director of the American Personnel Placement, Inc.

Expect Fact-Finder Report Soon On Nassau Contract; 'Facts In,' Says Flaumenbaum

MINEOLA — A fact-finder's report on the proposed contract for the Nassau chapter, Civil Service Employees Assn., is expected in a week to 10 days.

“Facts and figures are in,” chapter president Irving Flaumenbaum announced last week after completion of a series of hearings conducted by fact-finder Richard Meyer.

The chapter negotiators presented evidence reflecting the increasing cost of living, the increasing complexity and volume of work performed by county agencies and the patterns of settlements in comparable employment.

The chapter had called for the 22-year-old contract plan, giving 2 percent pay boost with a 500 dollar minimum and no maximum in the first year and a boost in the second year of 81/2 percent or the cost-of-living increase, whichever is higher.

Talks had gone to the fact-finder after six months of bargaining with the County. Members presented an offer that was rejected by the membership. Renewed talks collapsed almost immediately after the CSEA's minimum program, and the fact-finder was called in.

Meetings of the fact-finder twice a week during the winter months of March and April. He indicated to the membership he would probably rule promptly, probably in the early days of May.

Jefferson City Unit Gains Another 7% Pay For Members

WATERTOWN — A 7 percent wage increase for the 253-member city unit of Jefferson chapter (Civil Service Employees Assn.), has been granted under a contract approved by the Watertown City Council for the fiscal year starting July 1.

The 7 percent boost is atop the city's automatic 5 percent annual hike given to most of the municipal employees, making an effective increase totaling 12 percent. The contract was approved by the CSEA membership last prior to City Council action.

In addition to continuation of group hospitalization, major medical and surgical insurance, the new contract provides for winter vacations by special request along with an agreement by the city to handle payroll deductions of CSEA employees participating in the CSEA Masterplan Insurance program under which members obtain automobile and homeowners insurance at reduced cost to themselves.

The contract was negotiated in a series of five talk sessions. The fact-finder was represented at the bargaining table by Richard J. Girace, unit president; William Murray, Beverly Colligan and Patrick Moore. City Manager Ronald G. Forbes represented the city.

Engineers To Meet At Concor in May

The New York State Association of Transportation Engineers 34th Annual Conference will be held May 3 through 6 at the Concord Hotel in Klinedale, New York.

The conference, hosted by Binghamton Section 8, will consist of technical sessions, lectures and exhibits where information regarding construction trends and methods will be given. Registration for the sanitation conference has a statewide membership of approximately 2,000.

Mid-State Armories

HOME—Annual spring meeting of the Mid-State Armory Employees chapter of the Civil Service Employees Assn. is scheduled for May 14 in the Home Armory, according to Lynn Pichl, chapter secretary-treasurer.

TENTH ANNIVERSARY — At the tenth anniversary observance by Bronx State Hospital, 166 employees were honored for their service during that time. Plant supervisor Kenneth Van Huben, left, was among the recipients of a 10-year certificate. He is shown here with, from left, Douglas Greene, president of the Board of Visitors; James Barke, president of the Civil Service Employees Assn. of New York; and Dr. Ralph zenith, director of the hospital.

CSEA's Bronx State Hospital chapter sponsored the refreshments for the occasion. Among the chapter officers to be honored were first vice-president Vanasse Pickel, delegate Dorothy Cherry and delegate Stanley Caff.

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ACCUSE DOT OF JEROSALIM AGREEMENT

(Continued from Page 1)

said, "The union won't stand for this blatantly unfair and unreasonable practice under the Taylor Law."

DOT representatives claim that maintaining the status quo is a matter of prime importance. They cited the costly nature of overtime during the winter months and cited the split-shifting policy as saving the department considerable money over the winter period.

Earth Week, ecological move to encourage "clean up" activity, has received support from DOT officials this year. Virtually every maintenance employee was requested to put in extensive overtime during that week. The net result, according to CSEA, was the elimination of the department's million-dollar surplus.

Timothy McManus, DOT representative to CSEA's Board of Directors and DOT Region I CSEA chapter president, called the meeting well-attended and pointed out that many arbitrators will consider it to mean the elimination of the department's million-dollar surplus.

The Authority contended that, in the context of the agreement, they believed that the word "service" referred to time spent in a particular job group. In the case of overtime, any arbitrator will interpret it to mean the elimination of the department's million-dollar surplus.

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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 You can qualify for a monthly benefit of
Less than $4,000 $100 a month
$4,000 but less than $5,000 $150 a month
$5,000 but less than $6,500 $200 a month
$6,500 but less than $8,000 $250 a month
$8,000 but less than $10,000 $300 a month
$10,000 and over $400 a month

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

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

EXAM NO. 2131

TABLET OPERATOR

This open competitive list of 35 eligibles was established April 19. 47 candidates applied during the December filing period. Evaluation was based on training and experience. Starting salary is $5,500.

No. 1 — 105%
1 Ralph J Chambliss, Lula A Gonzalez, Clyde R Barrow Jr, Stewart Randolph, Charlotte Robinson, Henrietta Jones, Phyllis C Harwood, Ruby S Jones, Connell Jackson, Dorothy C Benjamin, Mary G Byrne, Beatrice Everett, Estelle Richards, Thomy A Payne, Arlene T Spring, Ed Haiman A Wein, Hazel Carter, Electra P Marcario, Rosa C Senter, Kate Jenkins.

No. 2 — 95.1%
21 Viola Parrish, Dorothy L Perry, Angel L Padilla, Constance Bryant, Brenda C Patterson, Judith Glauser, Sandra P Richardson, Barbara E Gibbons, Athene M Smith, Ling L Lee, April D Hooger, Carmen Ruppert, Charlotte Nicz, Dora M Doyle, Helen Wesenks, Evelyn Wodder, Migdalia Sandoval, Maria Lugo, Carmen Santiago, Patricia Pfander.

No. 3 — 89.1%

No. 4 — 74.6%

No. 5 — 70.4%

EXAM NO. 2137

PUBLIC HEALTH ASSISTANT

This open competitive list of 95 eligibles was established April 19. 102 candidates applied during the December filing period. Evaluation was based on training and experience. Starting salary is $5,500.

No. 1 — 105%
1 Ralph J Chambliss, Lula A Gonzalez, Clyde R Barrow Jr, Stewart Randolph, Charlotte Robinson, Henrietta Jones, Phyllis C Harwood, Ruby S Jones, Connell Jackson, Dorothy C Benjamin, Mary G Byrne, Beatrice Everett, Estelle Richards, Thomy A Payne, Arlene T Spring, Ed Haiman A Wein, Hazel Carter, Electra P Marcario, Rosa C Senter, Kate Jenkins.

No. 2 — 95.1%
21 Viola Parrish, Dorothy L Perry, Angel L Padilla, Constance Bryant, Brenda C Patterson, Judith Glauser, Sandra P Richardson, Barbara E Gibbons, Athene M Smith, Ling L Lee, April D Hooger, Carmen Ruppert, Charlotte Nicz, Dora M Doyle, Helen Wesenks, Evelyn Wodder, Migdalia Sandoval, Maria Lugo, Carmen Santiago, Patricia Pfander.

No. 3 — 89.1%

No. 4 — 74.6%

No. 5 — 70.4%
Eliza B Sheard. Kay F Owens. Claudia Childs, established April 19, resulted from 60 eligibles, established April 19. resulted from the Jan. 13 writ-

EXAM NO. 3761 FROM TO SUPERVISOR— POWER DISTRIBUTION
Transit Authority
This list of two eligibles, established April 19, resulted from the Feb. 21 technical-oral exam. Salary is $17,582.

No. 1 — 92.5%
1 Anthony J Tortorella, Fred King.

EXAM NO. 0106 SENIOR ENGINEERING TECHNICIAN (Footing),
This open competitive list of 99 eligibles, established April 19, resulted from the Jan. 12 written exam. Of the 206 candidates who filed for UTE test, 85 appeared. Salary is $11,350.

No. 1 — 78.68%
41 Bobby W Hopton, Carmel L Ellis, Sarah A Drayton, Mary D Gregory, Mary L McFadden, Robert G Ayres, Joyce Spring, Jennie M Shavelton, Shirley M Wright, Luis J Williams, Arnold (Continued on Page 11)

The Delehanty Institute
60 years of education to more than a half million students.

ASSISTANT FOREMAN
SANITATION DEPT.
Enrollment Now Open

POSTAL CLERK CARRIER
Enrollment Now Open

CORRECTION CAPTAIN
Enroll now to prepare for June 30 exam.

Patrolman, N.Y.P.D.
Policewoman, N.Y.P.D.
Continuous Classes to prepare for exams ordered by Civil Service Commission

P  LICE PRO  M OT ION
Intensive course featuring new CASSETTE STUDY SERIES
Convenient Locations—Day & Evening Sessions
FREE CASSETTE OFFER
Exams ordered by Civil Service Commission for Sergeant and Lieutenant

FIRE LIEUTENANT
most important of all Fire Promotion Study Courses

DEPUTY FIRE CHIEF
Exam. Scheduled for June 9th.
Classes Resume April 2nd and bi-weekly thereafter.

High School Equivalency
DIPLOMA PREPARATION
5 week course—day & evening classes
Enrollment now open

Delehanty High School
A 4-year Co-ed college preparatory accredited high school
ACREDITED BY THE BOARD OF REGENTS

Vocational Division
approved training in
- AUTO MECHANICS
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LICENSED BY THE NEW YORK STATE
EDUCATION DEPT.
Granting Of Teacher Tenure

An action in the Dutchess County Supreme Court has determined that the Board of Education of Central School District No. 1 of the Towns of Carmel and Putnam Valley (referred to as the "Board") was entitled to a stay of arbitration on a teacher grievance concerning the granting of tenure. The teacher in this case was denied tenure by the Board. He initiated a grievance for the purpose of reviewing that decision.

When the teacher was first appointed on Sept. 1, 1969, the statutory probationary period was three years. (Sec. 2509, Education Law). On May 9, 1971, during the teacher's second year of employment, the statute was amended to make the mandatory probationary period for teachers, with no protection for those teachers who were hired under the three-year tenure provision.

**IN ORDER TO CORRECT** this oversight, the Legislature, on June 8, 1972, passed an amendment to the law which provided that a teacher who had been appointed under the three-year tenure statute would have his status determined by an arbitrator, and not by the Board. This was an arbitrable period of a teacher who began his probation prior to May 9, 1971, and whose probation would expire after May 9, 1971, but no later than June 30, 1972, would have its probation terminated by the Board. The teacher included the teacher in the instant case. The statute also provided that a teacher who was to be denied tenure be notified in writing to that effect no later than June 30, 1972. It also provided that a person who was so notified could not acquire tenure by application or action. The Board, on July 1, 1972, and July 31, 1972, the labor contract under which the teacher was employed provided that a teacher who was not to receive tenure be notified not later than two weeks prior to the beginning of the spring recess. Since the Superintendent of Schools and the Board were bound by the contract, they were operating under a five-year tenure statute, in the spring of 1972, notice of any kind was given to the teacher under the collective bargaining agreement.

In July 1972, after the statutory amendment, the Superintendent of Schools recommended the teacher for tenure, but the Board denied it and advised the teacher in writing on July 21, 1972, of its decision. The Teachers' Union argued on behalf of the teacher that he was permanent because notice had not been given under the contract. The Board argued that the five-year statute was in effect, and there was no notice had to be given but when the statute was amended in June 1972, notice was promptly given.

**OFCOURSE THE BOARD** could not have anticipated in the spring of 1972 that the Legislature would amend the law as it did. This was a circumstance which was not within the contemplation of the parties when their contract was written and, therefore, was a mistake in the parties' decision. It also provided that a person who was so notified could not acquire tenure by application or action.

The court reached the correct solution in this case, it is important to say so. The court seems to be of the opinion that the granting of tenure is a non-arbitrable issue. It stated: "... the power to grant tenure to teachers is vested exclusively in the Board of Education." If the court were to come to an arbitrable issue, it is inappropriate for the Board of Education to deny the teacher his claims. The second period to be reviewed in this case, is correct. If, on the other hand, it intended that statement as one of general application, then it is taking incorrect position that even if the parties agree to a written and, therefore, is not covered by the collective bargaining agreement, that such agreement is unenforceable.

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and Past President of the Nassau County Bar Association Labor Law Committee.

**CIVIL SERVICE LEADER**

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Nurses Should Not Strike

The Editor:

I am disappointed in professional nurse associations of New York State institutions.

I agree that demands for bettering patient care and working conditions, including the present career ladder dispute, should be met by administration; we must be acknowledged. The attempt to bring about change for raising the quality of health care is a professional nurse's responsibility to the patient who is dependent upon us for care.

Nurses are denying this responsibility by refusing to carry out their ethical and striking. We have both a professional and moral obligation never to deny our patients the psychological and as psychological aid they seek in order to cope with their situation.

Let us review our professional code of ethics. According to the American Nurses Association, the nurse is clearly obligated to provide service with respect for the dignity of man, with no considerations for restriction. Whatever the circumstances, the patient's nursing care should be determined solely on his needs as a unique human being. Certainly this regard of the personal needs of the individual is ignored when refusal to practice is assumed by the protesting nurse. It is also stated that practices which are noticed to cause possible detrimental effect on the patient's welfare violate this professional commitment.

In there no means left by which we can make our demands heard without jeopardizing the already suffering patients? Let us not disregard that which we are striving for—quality care for the patient.

LOUIS GABRELUK
Cornell University
New York Hospital School of Nursing

District Super Nurse

The city Dept. of Personnel has announced 14 candidates for promotion to district supervising public health nurse to take their technical-oral test, exam. 2569, April 26 and May 5.

LEGAL NOTICE

THE COMMUNITY HEALTH CENTER
The undersigned hereby certify that they are contributing or entitled holders as members of a limited partnership to the name or designation of THE COMMUNITY HEALTH CENTER, Limited Partnership, d.b.a. Dyckman Community Health Center, Limited Partnership, at 310 Dyckman Street, in the County of New York, State of New York, and do further certify that the full names of all the partners contributing or entitled holders as members of the limited partnership are as follows: General Partner — Morton Gottesman, 40 East 84th Street, New York, New York; Limited Partner — Angelo Ortega, 930 East 231st Street, Bronx, New York; Limited Partner — Louis Gabreluk, Cornell University, New York, New York. The limited partnership shall carry on the business of furnishing, maintaining and operating a limited partnership health center at 100-108 Dyckman Street, in the County of New York, New York. The primary business of the limited partnership is the provision of primary health care services to the general public. The limited partnership shall be organized to the total extent of $5,850.00. The proportion of such partner to be contributed by each partner: Morton Gottesman 5,000.00; Angelo Ortega 1,500.00; Louis Gabreluk 1,000.00. The net profit of the limited partnership shall be divided between the partners, after the distribution of any payment required under the terms of the agreement, in proportion to the contributions of each partner. The limited partnership has the option to purchase the interest of the deceased partner. Each partner agrees to further consider during the six years following the date of agreement. The limited partnership shall be dissolved upon the death of any partner. The limited partnership may be continued by agreement of all the partners, or by consent of the court, and at any time by order of the court. The limited partnership has the option to purchase the interest of the deceased partner. Each partner agrees to further consider during the six years following the date of agreement.

LOUIS GABRELUK

BET YOU THOUGHT WE'LL NEVER DO IT.

Well, catch this:

Oversize radial tires. Mounted on snazzy mag-type wheels.

Indy-type steering wheel. Covered in simulated leather over thick padding.

True sports bucket seats. With contoured vinyl sides and no-slip fabric. To hold you comfortably while cornering.

Short-throw synchro stick shift. The faster you shift, the faster it shifts.


Four-wheel independent suspension.

McPherson-design coil/shock combo up front. Double-jointed rear axle with independent trailing arms in back.

Special high-gloss paint job. In Saturn Yellow. Or Marathon Silver Metallic.

Jet black trimming.
SUMMARIES OF FOUR AGREEMENTS


ADMINISTRATIVE SERVICES UNIT

ATTENDANCE AND LEAVE:

HOLIDAYS — Employees are excused on the basis of three days of service. Twenty to 24 years earn two days and 26 to 25 years will be awarded three days.

SICK LEAVE CREDITS — Sick leave may be accrued to a maximum of 180 days. The difference between 180 (the previous limit) and 180 may not be used for vacation or sick leave credits.

USE OF VACATION AND SICK LEAVE CREDITS — Both vacation and sick leave credits may now be used in minimum periods of one-hour duration.

SAFETY:

SAFETY APPRAISAL — Approximately $350,000 has been allocated for safety and first training with the aid of contract provisions to be distributed within 60 days of the new contract's effective date.

EMPLOYEE REST AREAS — A joint State-CSEA committee has been formed in this area. The committee is to establish policies and procedures to be followed by all State agencies to ensure that each agency has a non-profit basis day-care center in compliance with the standards of the State Board of Social Welfare.

MATERNITY LEAVE:

PATERNAL LEAVE — This item will not appear in contract language.

MISCELLANEOUS:

MISCELLANEOUS — A joint State-CSEA committee established within 90 days of the new contract's effective date to study the morale and health of State employees.

EMPLOYEE FIRE AND AMBULANCE DUTY — The new contract provides for one year from the effective date of this new agreement.

CSEA committee.

SERIAL CODES — The State safety committee has been established within 60 days of the new contract's effective date to study the morale and health of State employees.

MINIMUM USE OF LEAVE CREDITS — Both vacation and personal leave may be used in minimum periods of one-hour duration.

MEDICAL LEAVE — No person shall work in any title not appropriate to the duties to be performed by the employee. A health examination will be conducted in all cases where necessary.

DOMESTIC VACATION REQUESTS — On-call requests must be approved by the supervisor. The employee stays on the job until a satisfactory decision is reached at this stage, both the union and the employee go to binding arbitration. No penalties can be imposed on the employee decided by the arbitrator. The employee stays on the job until the decision is reached. An employee's report of residence is determined in this procedure and all notices to the employee must be in writing.

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LI CONF URGES REDOUBLED EFFORTS ON AGENCY SHOP

(From Leader Correspondent)

WESTBURY — The Long Island Conference of the Civil Service Employees Assn. has urged redoubled efforts to secure an agency shop.

The group focused on the issue in a business meeting at Herb Kay's restaurant here April 14. Conference first vice-president David Silberman presided in the absence of president George Koch, who was out of town.

Nassau chapter president Irving Plaumenbaum raised the agency shop question, and delegates noted the importance of resolving the question, which for several years has blocked efforts to end the 'free ride' enjoyed by employees who do not support CSEA, but enjoy its protection.

The delegates gave a salute to five Long Island members of the statewide negotiating team for their roles in the successfully completed negotiations. Taking the bow were: Julia Duffy and Harry Raskin of Pilgrim State Hospital, Albert Varacchi and Libby Lorio of Stony Brook University and Joseph Gambitno of the Department of Transportation, District 10.

A formal motion was adopted and forwarded to Albany headquarters calling for a review of staff appointments with the personnel committee, board of directors and chapter officers.

Getting off of business, the group welcomed representatives of two new school chapters, Walter Weeks of Suffolk and Ben Gumin of Nassau. They also gave a hand to Helen Keck, one of the founding members of the Nassau chapter 23 years ago, who is retiring from the A. Holly Patterson Home.

Presidents of the three host chapters for Long Island Conference meeting were, from left: Joseph Gambino, Department of Transportation District 10; Dorothy Robin, State University at Old Westbury and Hardy Horan, Hoch Psychiatric Hospital.

Retiring, but not shy, was Helen Keck, 22-year member of the Nassau chapter, who was introduced at Long Island Conference meeting.

Ralph Natale, Hempsstead Town unit of Nassau chapter, makes his point at Long Island Conference meeting. That's Julia Duffy, Pilgrim State Hospital chapter president, listening.

LI CONF URGES REDOUBLED EFFORTS ON AGENCY SHOP

(Continued from Page 8)

The current contract provision on educational training has been modified, appropriating the amount of $300,000 for each year of the three-year contract for such purpose. Further, a State-CSEA Education Committee will be established to recommend criteria for participation in programs and to implement procedures for qualifying for such programs.

STAND-BY ON-CALL ROSTERS

The current contract provision regarding Stand-By On-Call Rosters will be modified to provide a rate of 1% per diem of the daily rate of compensation for each period that the operating room nurse, dialysis unit nurse, and or nurse anesthetist is on stand-by.

TRAVEL

The current contract provision regarding per diem and lodging expenses has been revised, increasing the per diem rate in the first and third years of the contract to $26 and $27 respectively in the downstate area, and $38 to $41 in the upstate area. The out-of-state rate is increased to $25 in the first year of the contract. The mileage allowance will be increased April 1, 1974 to 11 1/2 cents and April 1, 1975 to 12 cents per mile. The additional weekend reimbursement for those on extended travel is increased to $4.

MISCELLANEOUS

A joint safety study committee shall be established to review all matters that are safety related and recommend their correction.

A NEW ARTICLE ON SENIORITY WILL BE ADDED to provide that seniority shall be defined as years of continuous full-time permanent service in state service. Continuous service will include leaves while in pay status, military leaves not to exceed four (4) years, other leaves of absence which do not exceed one (1) year, and workers' compensation leave.

All current career ladder committees will continue in effect until March 31, 1974, by which time such committees should have completed their deliberations. The current contract provision on career ladders will be removed from the contract.

The current article on productivity will not continue in the new agreement.
**City Eligible Lists**

**EXAM NO. 1005**

**FROM: TO ASSISTANT HOUSING OFFICER**

N.Y.C. Housing Authority

This promotional list of 183 eligibles, established April 11, re-

sults of the written examination for the position of Assistant Housing Officer. The list is based on the examination of the 385 applicants who filed for the test. 302 appeared for the oral examination.

(Continued from Last Week)

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**EXAM NO. 1006**

**HOUSING ASSISTANT**

This list of 485 eligibles was established April 11 after written examination. The examination was held March 29, for which 2,122 candidates applied. Salary is $5,400.

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**EXAM NO. 1007**

**COMPUTER OPERATOR**

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VACATION - VIRGIN ISLES
St. Croix, Virgin Islands
Half Price Rates
For true island living, try your suite or cottage in quiet park setting, units in main, court, beach or baby rooms. Rates, plans, equipment and accommodations.

(212) 442-1827

Eligibles
(Continued from Page 11)
Jay, Billie R. Frostick, Louise M. Amalfitano.

No. 61 — 84.5% 61 Mitrani, Susan J. Redmond, Dorothy M. Braxton, Angelica Leporeta, Nina L. Dault, Elifrede R. Jones, Mary L. Whitfield, Nancy J. Manning, Doreen M. Braxton, Betty J. Fanning, Edward J. Fanning, Thomas H. Fanning, Edward J. Fanning, Thomas H. Fanning.

Two Bunks, Navy Top, plus Fresh Water Cooled, Head, L/0 160 H.P. Merc Cruiser. I VILLA FOR RENT

St. Croix, Virgin Islands

BOAT FOR SALE

1970 Browning Aero Craft
Galley, Cushy Cabin 21 ft.
L/D 160 H.P. Merc Outboard
Fresh Water Cooled, Head, Two Bath, Navy Top, plus storage. These boats were used Very Little Very Clean Condition.

1970 Shoreline Trailer Tans.
The Price For Both Very Reasonable.
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Civil Service Leader
11 Warren St.
New York 10007 N. Y.

(212) 442-1827

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PARKHILL-FAIRVIEW APTS

110 Belmont Ave. South
8 BEDROOM $110.00-

7200.00

Open Evenings-Free Parking
160 Park Hill Ave. 446-0202
Open Evenings-

5 BEDROOM $80.00-

100.00

QUEENS
VILLA FOR RENT

St. Charles, Queens

$53,990 for 4 TOUH MARRIEDS
All brick townhouse, all cen on a lot of 25 x 100 ft., garage, maid's room.

QUEENS VILLAGE

$53,990

FOR SALE

QUEENS

$53,990

Legal 2-FAM

For all bids, 5 per hour plus base for every 5% decrease in base rate of $50,000. $7,500 down payment, 85% mortgage at 3% interest.

CAMBRIA HTS $30,990

170-13 Hillside Ave, Jamaica

IN OTHER AREAS

CAMBRIA HTS $41,990

92,500 less than similar homes.

BUTTERLY & GREEN

163-85 Hillside Ave.

BANVARIAN FAVOR

"Famous for German American Food & Fun"

House of the

German Festival

AUG 17 to AUG 26

DELUXE RESORT HOTEL

110 ACRES OF RECREATION

overlooking a car pool

Olympic Style Pool — All Ath-

letes, Trains and Fancied Air Buses

all have reserved accommodations.

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BUSINESS BONDS

Help For Men Suffering from Incontinence!

NEW HYGIENIC WATERPROOF BOXER SHORTS

For men suffering from incontinence, we have developed a new type of undergarment, particularly designed to meet the needs of those in such situations. The Boxer Shorts are made of the finest materials, ensuring comfort and hygiene. They are available in various sizes and colors, catering to individual preferences. The Shorts are designed to prevent accidental wetting, providing peace of mind for users.

- Look like regular boxer shorts — offers a natural appearance, eliminates embarrassing stains on clothing.
- Ideal sleeping garment, all-night comfort!
- Any man suffering from incontinence will bless the day he puts on these undetectable hygienic boxer shorts under clothes. Fully waterproof. They’re made with three permanent layers — outer layer is fast drying Dacron and cotton permanent padding. Inner layer is self-sanforized absorbent flannel. Keeps skin dry, prevents irritation. Middle layer is a waterproof lining of Dacron and cotton. Elastic waistband that is ready for clothing, ends wet bedding, retards bad odors. For ladies in smaller sizes, please state waist size. Include check or money order. Only $4.95.

For product information and ordering, please contact:

2-WAY PROTECTION

Incontinence is a condition that affects many individuals, leading to embarrassment and inconvenience. Our 2-Way Protection system offers a solution.

- Inner layer self-sanforized absorbent flannel’s can’t shrink. Outer layer is fast drying Dacron and cotton permanent padding. Center layer—watertight lining of-quality Dacron Polyester and cotton.

Doctor Invented, Fully Developed by an Indian doctor, patented U.S. Government patent No. 3059000. These incontinence products are designed to safeguard users from future or mere piles of ordinary shorts. Inside layer prevents liquid from spilling out for both cotton and polyester types. Available in various sizes.

For information and ordering, please contact:
BUFFALO — Easing of split shifts in state employment and a new disciplinary procedure were two important new developments not to be overlooked in a pending three-year contract between the Civil Service Employees Assn. and the State Administration.

Thomas McDonough, CSEA first vice-president, told members attending a meeting of the Employee Association's Buffalo chapter in the State's Hilton Hotel here last week.

McDonough, one of the chief negotiators of the pact, which will cover the majority of State workers in four units represented by CSEA, said that "We feel we set you people a good contract in the areas of money, retirement, health insurance and a host of other things."

"But," he continued, "don't overlook the importance of the two first things I mentioned. The State has used the split work week merely to avoid overtime payments to our members. The new disciplinary procedure will be very hard to provoke arbitrarily by an employer and the new pact means good things for our members to have a strong voice in their bargaining unit. The Westchester unit is part of the Civil Service Employees Assn.'s Westchester chapter.

Buffalo Chapter Members Hear McDonough On Pact

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WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file as the Department of Personnel, 69 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m., weekdays only.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn, 11201, phone: 586-5860; NYC Transit Authority, 310 Jay St., Brooklyn, 11231, phone: 852-5600.

The Board of Higher Education advises teaching staff applicants to contact the individual college. Almost all jobs are filled through the Personnel Department directly.

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

The City has several offices of the Department of Civil Service located at: 1336 Ave. of the Americas, 10002, phone: 765-9798 or 765-9781; State Office Campus, Albany, 12208, phone: 474-0023; State Office Bldg., Buffalo 14206. Applicants may obtain announcements either in person or through a stamped, self-addressed envelope with their request.

If you are interested in Federal titles have no deadline unless otherwise indicated.

When Marina was married, I took their wedding pictures, and it was the first Jewish wedding I attended. I was not prepared for the final act where the groom forcefully crushed a wine glass into little pieces with his foot, to emphasize his lifelong promise of devotion to his wife. I photographed him crushing the glass clean through all his tragedy with Marina's illness, he's never failed in his devotion to her. I would like to add the following: P.B. in your column of March 27 you mentioned passing gold stars. Enclosed is your gold star—you deserve it! And there it was, at your place. I made it into a plaque for my wall. It's the sort of thing that helps make your writing even more of a pleasure... Deputy Chief Anthony Costa of the Third Division and one of the newest guys ever to wear a helmet is at home III. I remember when he was a carefree hell-raising peacenik in Engine 256 in Brooklyn. His come all the way up the line and hasn't changed a bit. Oh! He hollers a little now but Deputy takes that as a sign of a dive off the edge right so we can forgive him his little sin! Dip your pen in sunshine and send your thoughts to a Address: 24 Collins Ave., Williston Park, Long Island 11606.

WNV, final edition for '72 out with photo of baseball hero Roberto Clemente on the cover being made an honorary Deputy Chief. This gives me a new way to community relations for their foresight in the matter. Chief Herb White wrote back to commend Spanish unit fireman Frank Martinez, Distino Lock, and Jorge Rivera who came up with the plan. Too bad happy to follow through... John Keys, who does such a beautiful job of supplying me with meritorious acts reports is assigned to community news—not community relations. Understand there is a considerable difference. Glad to see the matter straightened out. John... Big letter from honorary assistant chief John Weisberger enclosing scads of photos from a recent trip to the Bahamas. Truly a special place. Thanks John. Letter will follow. Enjoying a beautiful story about that annual Baltimore dinner... Recent job by 32 Truck at 936 Hall Ave. in the Bronx had an unusual twist. They forced the door Lieutenant Bill Calabashe found victim up against hallway door. As they moved in water was pouring through a window. They had a whole slew of bodies and they felt very misty stuff on the floor. It was a false alarm. The victim had bought tons of new clothes which covered the entire floor of the apartment to a height of four feet. Another Collier mansion (remember that?)

Just after leaving the quarters of 43 Truck in the Bronx, Fireman George O'Neill while passing Lieutenant Hospital and smoke pouring from third floor windows. He pulled the box then big red heat with a crack down the middle. A sign says: 'We mend all broken hearts.' Division of repairs, please take

note, especially on weekends, when one mechanism covers the entire city. Just a thought.

College Office Ass't

The city dept. of Personnel has summoned 2,700 candidates for exams of firemen assistant "A" to take the written part of open competitive exam 3010 May 5.

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