Krangle Asks For Negotiating Rights For Waterfront Aides

In Testimony Before Suchin Committee

Paternalism is no substitute for union membership, said Mr. Krangle, president of the Waterfront Commission chapter of the Civil Service Employees Assn., told an Assembly committee studying changes in the Taylor Law.

His remarks were made before the committee at a hearing last week held in New York City.

Assemblyman Alvin M. Suchin is chairman of the committee. The first such hearings were held in Albany and there is to be yet another session in Buffalo.

Strike Forbiddden

Mr. Krangle, in rebutting objections to union membership on the grounds that, as members of the Employees Association, they could pull a waterfront strike. "Our CSEA constitution forbids strikes and the members of the Waterfront Commission know it," he declared.

In general, Mr. Krangle said that the Waterfront Commission violates every concept of hiring and promotion through examination based on fitness and merit. "The Commission can do just about whatever the hell they want,", he said.

Here is the full text of his testimony.

"I would like to state at the outset of my statement on behalf of my chapter membership that we are 100 percent in favor of the Civil Service Employees Association in Oct., 1972, asking the Waterfront Commission to recognize the CSEA as the bargaining agent for the Letchworth Village.

The Commission has refused to recognize the CSEA, in its case in behalf of the Letchworth employees, said Krangle. The Letchworth employees, said Krangle, would have been able to work together with the chairman of the Civil Service and Pensions committee and were successful in that an appropriate bill was introduced on the Senate floor amending the Taylor Law

The 'Other Half' Arrives — The women of the CSEA, for a long time important behind the scenes, came out of hiding in force during last month's election for the State Executive Committee. Whereas there were only two women representatives out of 28 (less than 7 percent) on the preceding State Executive Committee, there are now 10 out of 48 (more than 20 percent), including the two who won re-election. Four of the women arriving at their first meeting are, from left, Judith representative Ethyl Ross, Mental Hygiene representative Dorothy Moses, Authorities representative Joan Gray and Executive representative Cindy Egan. Other women newcomers to the policy-making body are Dorothy King, Mental Hygiene; Karen White, Social Services; Loreta Morelli, State, and Eleanor Karrer, Universities. The holdover members are Anna Betrie and Julia Duffy, both highly respected leaders from Mental Hygiene.

The fourth step grievance decision will benefit, at the outset, about 90 employees at Letchworth Village who filed the complaint and an equal number at West Seesca School who filed an identical grievance at about the same time.

However, CSEA contends there may be a significant number of additional employees not listed as parties in the grievance who, nevertheless, also worked on Feb. 12 under the same conditions, and could therefore expect to win the same verdict by new grievances on the same issue. This could extend beyond Mental Hygiene to any other State agencies where work shifts exist other than the conventional work week.

The grievance came about when a group of shift employees at Letchworth Village claimed that they had been denied an extra day's pay in cash for having worked on Jan. 13, Lincoln's Birthday, one of the days listed as paid holidays for state workers. The existing collective bargaining contract provided that employees who on the effective date of the contract, March 31, 1973, were to take off a day of holiday, should receive cash payment for an extra day's work.

According to the collective bargaining contract, employees who on the effective date of the contract, March 31, 1973, were to take off a day of holiday, should receive cash payment for an extra day's work.

To cover the case of shift workers, the supplemental agreement stipulated that employees who on the effective date of the agreement were already scheduled to work on Feb. 12, 1973, and who on record as having to remain in operation an additional work day, by the employee's previous absence on that holiday shall not be allowed a float holiday in lieu of.

Thus, the objective of greater productivity was to be achieved by allowing all employees to remain in operation an additional work day, by the employee's previous absence on that holiday.
D’Antoni To Head WCB

Mr. D’Antoni, a member of the State Board since 1967, has been appointed chairman of the Board by Gov. Rockefeller.

SORRY TO THE REPORTER

The Daily News, N.Y. City, announced today that Mr. D’Antoni will leave the Board to become president of the New York State Bar Association.

BEARDEN APPOINTED TO U.S. COACHING TEAM

Mr. Bearden, a former member of the U.S. Olympic Committee, has been appointed to the U.S. coaching team for the 1976 Summer Olympic Games.

For The Transportation Bond Issue

The executive committee of the Transportation Bond Fund has voted overwhelmingly to support the candidacy of Abraham Beame for Mayor. The Board of Supervisors of the New York City Transit Authority, which is responsible for the bond issue, has recommended Mr. Beame for the position.

PASS YOUR COPY OF THE LEADER ON TO A NON-MEMBER

The Citizens Union of New York City, through their Transportation Committee, has endorsed Mr. Beame for Mayor.

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CHRISTMAS HOLIDAY SPECIALS

LONDON - 10 Nights

K-4019 (Dec. 21, Ret. Jan. 3) — at the superior First-Class HOTEL METROPOLITAN, plus taxes and gratuities: $299 CB.

SPAIN (7 Cities) - 9 Nights

K-4967 (Dec. 21, Ret. Dec. 29) — at the Mediterranean Delight, plus taxes and gratuities: $350 CB.

LONDON - 3 Nights

3 Nights for two at the Les Ambassadeurs, plus taxes and gratuities: $169.

LONDON - 4 Nights

At the delux Frontier Hotel, plus taxes and gratuities: $26.

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recently held its first dinner-dance and installation banquet. Shown at dais, from left, are Gene Ganter, vice-president; Walter Ramsden, president; and James Powers, CSEA regional field director. Other officers installed were Carole Moyer, treasurer, and Diana Brown, secretary.

Testifies Before Suchin Committee

(Continued from Page 1)

I also had the opportunity to testify last summer to discuss this very same question we are talking on today before the Labor and Industry committee. As a result of the public hearing held last summer, legislation was drawn up to amend the Taylor Law but it died in committee.

"Another principal objection to management by an exclusive union at the Waterfront Commission is that the Commission feels that they will be able to set up a "Big Brother" to the employees in reference to our problems. This attitude, while somewhat admirable, is archaic and not within the scope of present day thinking. It is a well established fact that we are not for unions many of the barbaric conditions that our counterparts of the early 1900s' experience would be continued today.

"Under the present system in the Waterfront Commission, the Commission fails to come under any judicial restraint. What this means, gentlemen, is that currently there is no avenue of appeal for all members of the Commission."

(Continued on Page 2)

SUNY Syracuse In Dinner-Dance

SYRACUSE — The SUNY at Syracuse chapter, Civil Service Employees Assn., will hold its fall dinner-dance Nov. 10, from 7 p.m. at Raphael's Restaurant, Lakeland.

Ticket deadline is Nov. 7, and information and reservations may be obtained from the chapter's fifth vice-president, Mr. Cleary, who had been sworn in earlier in the month as a statewide CSEA vice-president, was then installed that evening, along with other regional officers, as the regional president in ceremony ceremonies administered by CSEA president Theodore C. Wenzl.

The other Syracuse Region 5 officers installed were executive vice-president Louis Sunderss, first vice-president Dorothy Lumsden, second vice-president Patricia Coadall, third vice-president Michael Sweet, secretary Terri Carr and treasurer Helen Callahan.

Appoint Chairman

In his first act as president, Mr. Cleary appointed Mr. Peashey as the region's executive secretary and Helen Halsey as corresponding secretary. He also named chairmen for the region's standing committees: Phil Caruso, audit; Louis Sunderss, budget; Charles Ecker, constitutions and by-laws; Dolores Hineknel, grievance; Angelo Valone, legislative and political action; Dorothy Moses, membership; Peter Orsico, public relations; Arthur Sheley, resolutions; Steve Zeraq, ways and means.

Named as chairman of special ad hoc committees were Michael Shank, political affairs; Patricia Crandall, program planning, and Thomas Elhage, school affairs.

At the business meeting a number of motions were approved by the delegates, the most important being one presented by University committee chairman Eleanor Kereksh, recently elected as one of the four university representatives to the CSEA Board of Directors. Mr. Kereksh's motion was that in step 3 grievance the grievance meetings be held on-site. The motion was unanimously passed as a proviso to a recent directive that would require grievants to travel to Albany. In the future, it is proposed that the terms of the contract call for the administration of all other departments to come to the grievances.

Delegates also voted to request that an attorney be assigned to attend all regional meetings to answer legal questions that arise; that the two evenings of regional meetings include an educational seminar, and that a study be made as to the advisability of

CSEA calendar

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

November
7—Rochester Area Retirees chapter meeting; 12:30 p.m., first-floor auditorium, Social Services Bldg., 111 Westfall Rd., Rochester.
7—State Insurance Fund chapter executive board meeting; 7 p.m., 199 Church St., Laton, Manhattan.
9—Albany Region No. 4 Workshop and installation; Queensbury Hotel, Glens Falls.
10—SUNY at Syracuse (Upstate Medical Center) meeting; 7 p.m., Raphael's Restaurant State Fair Blvd., Lakeland.
11—State Employees Assn., chapter meeting; 7:30 p.m., Dibble's Inn Route 5, Vernon.
12—Westchester County chapter meeting; 8 p.m., 85 Court St., Westchester County courthouse.
13—SUNY at Albany chapter executive council meeting; 5:15 p.m., Son's Restaurant, Western Ave., Albany.
26—Binghamton Area Retirees chapter meeting; 7 p.m., American Legion Post 80 Clubhouse, 76 Main St., Binghampton.
28—Buffalo chapter meeting; 6 p.m., Plaza Suite, Buffalo.

Mgt/Conf Action At DoE Meeting Causes Concern

The Metropolitan Division of Employment, Chapter, CSEA employees Asn., at a membership meeting on Oct. 30, reviewed action taken and reports of the CSEA Delegates' convention held in September. John Lobonaco, president, presented at the meeting which was held at 235 W 34th St. in Manhattan.

The subject of the Management/Confidential unit was the cause of considerable discussion. Concern was expressed at the large number of Division of Employment personnel who had been put into that unit by the Public Employment Relations Board. Mr. Lobonaco requested that the members to explore the possibility of having employees with the titles of senior employment security manager, unemployment insurance employment service manager.

Confidential unit, thus permitting those employees to continue their CSEA membership.

At a board of directors meeting held subsequently, the resignation of George Weiss as the chair of the CSEA's fifth vice-president was accepted. William Wagner then elected to fill Mr. Weiss's unexpired term. Mr. Wagner is employed at the Employment Service Local Office #423 in Manhattan.
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November 24, 1973

By DR. JACK BLOOMFIELD

THE EDUCATION ARENA

SEVENTH ANNUAL MEETING OF THE NEW YORK STATE COUNCIL OF SCHOOL DISTRICT ADMINISTRATORS (NYSCSDA)

PART 2

(Editor's Note: Dr. Bloomfield attended this conference and will be the guest speaker at the 1973 Fall Meeting, soon to be announced.)

GROSSINGERS, N.Y. — STATE FINANCIAL AID

The Concentrated Attention Of The Membership. A group of Superintendents, concerned with local money difficulties, prepared a resolution on state aid and offered their colleagues the following rationale in a letter:

"The large majority of public school districts in New York State continue to operate with inadequate financial resources. This has not been easy to properly fund education, and the last several years have been particularly difficult. During this time, virtually all school districts have made substantial staff and program reductions. In spite of these economic measures, the dilemma persists with no immediate solution in sight. Further personnel and program cuts are simply no longer tolerable unless we want to provide the present level of education that has long been the very foundation of an enlightened and forward-looking State.

"All Of Us Support The Goal Of Equality Of Educational Opportunity for every school-age child in New York State. But is it imposible to achieve this goal unless an adequate, equitable and dependable plan for financing public school education is implemented by our legislators?

"The present state aid formula meets none of these criteria:

1. It is Inadequate. The State has reduced its share of pupil costs, available on a ratio of 48.3 percent in 1958-59 to 41.2 percent in 1972-73. There is little relationship now between the actual pupil instructional costs and the aid provided.

2. It is Inequitable. Districts with a substantial local tax base are better able to provide additional resources. This inequity is compounded when the State fails to contribute its fair share of increased costs. Thus the local property tax burden is felt disproportionately in low wealth districts, many of which are experiencing budget deficits.

3. It is Undependable. Local school officials are forced to make major expenditure budget decisions before the State Legislature acts on the school aid bill. Also, school management is compelled to keep the budget projected over a period of years, and not on a year-to-year basis.

"The purpose of this statement is to seek agreement by Chief School Officers on what constitutes a sound arrangement for funding schools in New York State. Each year a variety of state aid proposals are presented by a variety of groups of individuals: Regents, Conference Board, Assembly Education Chairman Constance Cook, Senate Education Chairman Leon Oudney, New York City Department of Education, and numerous others. These proposals are thoughtfully prepared by people who care a great deal about what happens to public education in New York State. The problem, however, is that those of us who are executive officers of school districts and who have some general expertise in this area, are invariably placed in a position of reacting to proposals rather than being leaders for a particular plan or concept.

"It Is Especially Timely that NYSCSDA should adopt a state aid proposal at our conference this October. The Governor has appointed a joint Legislative-Executive department task force which is now in the process of developing a state aid program. In addition, the Board of Regents state aid legislative recommendations are being prepared. Chief School Officers must forward their views to these groups at the earliest opportunity. Both appear to be heading for a November 1 target date for finalization of their proposals. It is essential that this Council act now.

"Their Resolution Reads That:

1. The plan allow for projecting state aid over a multi-year period.
2. There be a flexible aid ceiling to allow for inflation.
3. There be a reversal of "declining State sharing" local real property assessments.
4. The plan provide for special assistance for children with special needs.
5. The plan provide for urban aid as necessary.
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"Legislation also should be enacted which will provide funds, authority and direction for the Board of Education to equalize and update local real property assessments.

"President Buescher explained why the resolution was being proposed, saying, "The focus is on getting away from this scattering of state aid into many segments, and into getting it down so that we have an answer of what we live from hand to mouth, just like on the federal programs. We get the same thing now on state aid."

"Next week: Views of the future as viewed by NYSCSDA's Executive Committees."

Board of Ed Examiners

The City Department of Personnel has informed The Leader that those applicants for Examiner, Board of Education, must have passed the written portion of the examination, No. 204, given May 31 and June 1, 1973, should now be receiving notices of appointment for interviews as part of the oral portion of testing.

TEACHER ELIGIBLE LISTS

M. Round, 6625; Barbara Donald, 6465; Marion Craft, 6465; Anna Cordy, 6360; Mary Kent, 6306; Vida Kenney, 6259; John Kiley, 6259; Frances Arron, 6259; Ethel Kern, 6259.

Ishamae Society

The Negro Benevolent Assn. Dept. of Sanitation, will have a social meeting Nov. 15 at 7 p.m. at St. Anthony's Parish Hall, Parish Ave., and Victory Blvd., Travis, Staten Island. There will also be a turkey raffle.

Not So Benev Society

The Negro Benevolent Assn. Dept. of Sanitation, will have a social meeting Nov. 15 at 7:00 P.M. at the Union Hall, 250-25 Breezy Point Blvd., Breezy Point, Queens.
11 Civil Servants Get Tax-Free Cash From Fund For City Of New York

Anyone who thought that civil service was the hobgoblin of small minds would have changed his mind last week when the Fund for the City of New York spotlighted 11 city employees, noting their achievements, innovations and energy.

As Cyrus Vance, former Secretary of the Army, handed out plaques and tax-free checks for winners: Stanley Buchsbaum, chief of the Appeals Bureau, Law Dept.; Police Inspector Michael Farrell; James Cavanaugh, deputy director of the Budget;

Martha Davis, under city planner with the City Planning Commission; Morris Tarshis, director of the Bureau of Planning, Board of Estimate; Harry Bronstein, director of Personnel and chairman of the City Civil Service Commission;

Police officer Maurice Nixon: Walter Pavek, assistant chief of staff of the Sanitation Dept.; John O'Hagan, Fire Commissioner;

Martin Lang, Commissioner of Water Resources, and Henry Rosen, assistant Human Resources Administrator.

Former Police Commissioner Patrick Murphy received an honorary citation without cash since he is no longer in the city's employ.

This was the first presentation of the awards, which will go annually to at least six public servants other than in civil service or who rose through the ranks to a higher level. Nominations may be made at any time and are screened and submitted to the selection panel, of which Mr. Vance is chairman.

The awards will be presented in six categories—for achievement in management, innovation, correction of inequities, human service or professionalism.

Mr. Vance noted that it was "easy" to pick at least six winners this year, but that it was also impossible to rule out others, and so this first presentation of the awards was expanded.

Bennet Schmid, also on the panel, and chairman of the Trustees of the Fund for the City of New York, said he thought "a substantial award of tax-free cash made annually would serve as a career incentive to those working for the city and should equally bolster morale by calling attention to the high quality of the men and women who serve the public year in and year out."

The Fund is backed by the Ford Foundation.

Yonkers Educator Selected State "Teacher of Year"

Vivian Tom, social studies teacher in the Yonkers public schools, was named New York State Teacher of the Year for 1974.

Mr. Vance will represent New York State in the national teacher of the year competition, co-sponsored by the Council of Chief State School Officers, Encyclopedia Britannica, and the Ladies Home Journal.

The competition is designed to recognize and honor outstanding teaching activities. The national winner will be announced in the spring and honored at a White House ceremony.

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Umbrella Needed

NEPOTISM, paternalism and political patronage were the basic forces that brought the civil service system into being, and the New York-New Jersey members of the Waterfront Commission continue to practice all three of those evils on one level or another.

On the New York City side of the Hudson River, employees are refused the right to union recognition, on the grounds that the organization itself is a tool of the union, which stance continues, even though the commission members are fully aware that under the union charter by which the employees have organized themselves they are forbidden to strike.

Another asinine bit of reasoning by the commission is that by acting as a "big brother" in labor relations, the state is ensuring that the union members do not strike.

The second example is disproved by the third, which is that promotions are not even based on seniority, let alone merit.

In another area, members are discouraged even from joining a union through the fact that non-union members fare better under the present setup. Despite this type of move, however, the union continues to have a vast majority of the commission's employees on its membership roles.

Although the Taylor Law has its faults, it is better than no labor law at all and hearings are being held by an Assembly committee headed by Alvin M. Suchin on possible changes in the law. The above arguments should substantiate the need to allow these employees to organize and come under the umbrella of job protection that union membership provides.

Questions and Answers

Q. Last year my husband and I adopted a 5-year-old child through the county adoption agency. She was an orphan and, before that, had lived in an orphanage. We are getting monthly social security checks on her father's work record. I heard that some children who were adopted after a driving accident since she was 20. As soon as she became disabled, I asked about monthly social security checks on her work record, since I'm getting social security retirement checks. I was told she couldn't get payments because her disability hadn't started before.

A. Yes. People who become severely disabled before 22 and are still so disabled when they reach age 65 may get monthly checks if a parent is eligible for benefits or has died after having worked long enough under social security. You should contact any social security office to reapply for benefits for your adopted daughter. Benefits may be paid back to October 1972.

Q. My daughter is now 29, and she's been totally disabled from a driving accident since she was 20. As soon as she became disabled, I asked about monthly social security checks on her work record, since I'm getting social security retirement checks. I was told she couldn't get payments because her disability hadn't started before.

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DON'T REPEAT THIS!

(Continued from Page 1)

Q. My ex-husband died last October 1972. We have three children: ages 7, 9, and 11. Can we get monthly social security payments on his record?

A. Yes. An ex-husband of 15 years, I'm getting social security retirement payments on his record?

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T3 Engine in the Bronx. The man was carrying a pot of soup and complaining of a burning sensation in his chest. He claimed that a neighbor had sent him the soup for the kids and himself and now he believed that the kind fellow had tried to poison all three of them! Well!

Lieutenant John Rosendale got on the phone to Bronx Telephone without delay and spoke to Supervising Dispatcher Sol Albaum who quickly got in contact with the Poison Control office of the Health Dept. while instructing Lt. Rosendale to keep the phone line open. The first instruction from Poison Control was to get plenty of milk for the three victims. Fireman James Castello made the milk run in a jiffy time while Fireman Tito Rodriguez acted as interpreter. Finally the cops and an ambulance arrived and after the dust cleared and peace was restored, somebody said they would never again say that there is nothing new under the sun.

Several of the Brothers from 50 Engine recently took a good feed in the Bronx flat and went sick. Their mistake was going to the Concourse Division of Bronx Lefson. Walking in, all wet, dirty and smoky, they were told to take a number and wait their turn. Doing a quick about face, they got to Montefiore where they were treated as firefighters should be treated and taken care of with dispatch. The Medical Officer arrived but they were advised of his identity by somebody at the hospital and tipped that the best they could expect was three hours rest and rehab. Sure enough, that was exactly what they got. This medical gentleman just didn’t learn his lesson. He was the one who had the usual to give three hours to men who had been exposed to nitrocellulose fumes, making it necessary for the troops to go sick three times in one day in order to get the rest of the tour for r & r.

The public reading about heroic exploits is often thrilled (Continued on Page 19)

Fire News

Ward La France Awards

Three members of FDNY were among 13 nation-wide winners of the Annual Fire Industry Awards initiated by the Ward La France Corp. The awards go to any Fire Dept. member, paid or volunteer, throughout the U.S. who performs “a most outstanding act of heroism.”

FDNY recipients were: fireman 1st grade Raymond G. McCann, Ladder Co. 49 (2nd prize: $1,000 cash); fireman 1st grade Michael D. Dunn, Ladder Co. 37 (3rd prize: $500 cash); and fireman 1st grade Werner Klaebe, Ladder Co. 42 (4th place: trophy).

ADMINISTRATIVE BOARD OF THE UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF NEW YORK

JUDICIAL CONFERENCE

PUBLIC NOTICE IS HEREBY GIVEN that the Public Notice is hereby given that the American Division of the Administrative Board of The Judicial Conference of the United States, at Room 811 of the Civil Court of the City of New York, 111 Centre Street, New York City, on the following proposed changes in the unified court system:

1. In the discretion of the Appellate Division or other appointing authority, an employee who is promoted to a position in the competitive or non-competitive class may be required to serve a probationary term of 12 months duration.

2. Certain proposed resolutions in the qualifications requirements for the class of positions of Law Assistant II and Uniformed Grade Law Assistant (Third Year) shall be established in the Classified, Parallel to the unified court system, New York City.

3. The title of Supervising Court Officer shall be designated as the non-competitive class.

The public reading about heroic exploits is often thrilled (Continued on Page 19)

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When you buy one, you get covered by our Owner’s Security Blanket, the most advanced new car coverage plan in the world.

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*For 12 months or 20,000 miles, whichever comes first. In normal use and service we’ll fix any factory defective part except tires and filters on any properly maintained 74 Volkswagen.

FREE INTRODUCING THE 1974 VOLKSWAGEN
Delegates From Chapters Throughout State Share In CSEA Policy-Making

Central Islip State Hospital delegates Steve Crandall and Joseph Keppler, who is also chapter president and Mental Hygiene Region 1 representative to the State Executive Committee, confer between meetings.

NYC chapter president Solmon Bendet presents gift to chapter's first vice-president Martha Owens, who recently retired, as her husband, Everett, watches in approval. Seated in foreground are State Senator John Flynn and CSEA executive vice-president Thomas McDonough.

Peg Connors, treasurer of Hudson River State Hospital chapter, speaks during Mental Hygiene departmental meeting.
BUFFALO — The political action committee of the western sector of the Civil Service Employees Assn. has endorsed the following candidates for office:

- Buffalo mayor, Stanley M. Makowski; Erie County comptroller, Henry J. Nowak; Erie County district attorney, Edward Conigrove; Erie County sheriff, Michael A. Amico; county legislators, Richard J. Kane, Alfred Weck, Stanley H. Zareno, Genevieve Starnes; Buffalo councilmen, Albert Abbott, Buffalo councilman-at-large; Stewart Levy, Buffalo mayor; Charles Vuketich, Morley Townsend, and Albert Abbott, all Erie County legislators; Albert Fitzgibbon, Buffalo City Court judge, and Harold Isard, Erie County legislator. Of the 47 invited to send, 26 attended.

Attending the recent Candidates Night of the Western Sector of the Civil Service Employees Assn. were, from left, Marge Bull, of Gowanda State Hospital, George Fussell, of West Seneca State School; June Bogue, of the State University of New York at Buffalo; Generice Clark, of Roswell Park Memorial Institute, and Edward Dudek, of SUNY at Buffalo.

180 MH Employees Win Holiday Pay for Working Lincoln's Birthday

(Continued from Page 1)

The Department of Mental Hygiene decided that any specific schedule had been set for Feb. 12 at Letchworth as of Jan. 1, therefore one of the conditions stipulated under the supplemental agreement affecting compen- sation of shift workers could not have been met. In other words, the State was under no obligation to pay Letchworth shift employees an extra day's pay in cash for having worked on Feb. 12.

To support its claim of not having set any advance something for Feb. 12, the State said there was no need to, since under the productivity agreement it was no longer to be observed as a holiday and there was no reason for special staffing requirements to cover holiday absences.

In his decision, Leonard R. Kerns, employee relations associate, therefore, one of the conditions stipulated under the supplemental agreement affecting compensation of shift workers could not have been met. In other words, the State was under no obligation to pay Letchworth shift employees an extra day's pay in cash for having worked on Feb. 12.

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In his decision, Leonard R. Kerns, employee relations associate, therefore, said the Department of Mental Hygiene held that the work week included Monday had a "reasonable expectation" of having to work on Monday, Feb. 12, 1973.

This "reasonable expectation," Kerns said, adequately met the supplemental agreement stipulation that to get cash pay- ment for working on Feb. 12, employees had to be scheduled to work on that date as of the effective date of the agreement.

"At Letchworth Village," Kerns concluded, "no specific written schedules are prepared in advance of holidays. Averag- edly, employees whose regular work week included Monday had a "reasonable expectation," prior to the February holiday, of working on Monday, Feb. 12, 1973. Such employees who actually worked that date were properly elected to receive additional compensa- tion for work performed on hold- ies. In other words, additional compensation for work performed on Feb. 12, 1973. By this decision, the Department of Mental Hygiene and other State agencies to whom they might have grounds to file the same grievance.

Thomas Linder, negotiating specialist with the CSEA staff, pointed out the need for shift workers at the Department of Mental Hygiene and other State agencies to look at their own situations to see if they, too, might have grounds to file the same grievance.

-- Wodie Dowk

Kranlage Seeks 'Union Rights for Waterfront Aides'

(Continued from Page 3)

To dramatize our desire to be represented by a union on an equitable basis for both employer and employee I would like to point out the following:

"In October 1970, when we were granted a charter by the CSEA, 81 out of a possible 99 employees joined our organization. During the past three years our membership has diminished to 56. The loss of members has been lost solely by retirement and attrition. Some employees have told me that they left and may have ex- pressed a desire to join our or- ganization and not one member jumped up to fight for us. This is a perfect illustration of the conditions of today's organization, a serious crisis might have ensued."

Cites Frustration

"Gentlemen, I must admit that I too at times felt total frustra- tion with this incredible situa- tion. I would like to point out a petty illustration on how the CSEA worked. After being employed by the Commission for seven years, the Commission saw fit to remove the telephone from my desk. Obviously it was a short order for economic reasons — but it was at the same time that employees of the Commission were first at- tempting to join our organiza- tion. After I inquired about the telephone or the loss of it, I was told that it would be given back to me immediately. Gentlemen, to this date I have not gotten my telephone back. It was taken away in March 1971. There is no place in today's society for such a blatant misuse of dictatorial power that is currently enjoyed by our Waterfront Commission. It has been proven true and time again that the only effective way to settle employer-employee disputes is by collective negotiations. At present this is being done by the Taylor Law be amended to include by-state employees of the Waterfront Commission of New York Harbor so that our hard and worthwhile efforts shall not be in vain."
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If you already have Blue Cross and Blue Shield you know what good plans they are.

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Ask the person in charge of your health care plan to look into the dental programs available under Blue Cross and Blue Shield Plans of New York State. These contracts provide dental insurance only.

Equal Opportunity Employers
Eligibles

(Continued from Page 10)

(Continued from Page 2)

first time an attempt has been made to resolve our growing transportation problems in a unified way; and the expenditure of the funds will result in the creation and maintenance of many jobs, thus fostering the economic health of the entire state.

I opened this column by saying that we have a rare opportunity to do something good for ourselves. That opportunity is the ability to make all of these good results occur. It is within our power to achieve this goal. I urge every one of you to go to the polls on Election Day, Tuesday, Nov. 6, and vote yes on the Transportation Bond Issue question. If each of us does his small share, we can make it happen.

Sanmen Take Test

A total of 8,700 sanitationmen will take the written exam for assistant foreman on Nov. 10. Refuse collection will be postponed until Nov. 11 when a full complement of trucks will be operating.

The written test, to begin at 9 a.m. Nov. 10, will be held at the following locations: New Ulm, 1601 80th St. and 16th Ave., Brooklyn; 49 Cleveland HS, 3127 Hiram St. and Grandview Ave., Ridgewood; Queens: John Adams HS, Rockaway Blvd. and 101st St., Ozone Park, Queens; DeWitt Clinton HS, 99 Terrace View Ave. and West 230th St., Bronx.

To Delhi Council

ALBANY — Maurice W. Burg- ner, of Sidney, has been named to the Council of the Agricultural and Technical College at Delhi for a term ending July 1, 1976. There is no salary.

Fills Judge Vacancy

ALBANY — The Governor has appointed James L. Kane, of Buffalo, to fill a vacancy as Erie County Court Judge for a term ending Dec. 31, 1974. Kane is a former associate judge of Buffalo City Court.

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The Transit Beat

By John T. Maye

ROW A ROW C

VOTE FOR

ROSE M. FERRANDINA

Republican - Conservative Candidate

CIVIL COURT JUDGE BRONX COUNTY

First Woman Appointed to the Board of Visitors of Home State School for a term ending Dec. 31, 1976. At the same time, John W. Grow, of Rome was reappointed to the same board for the same term. There are no salaries.

POLITICAL ADVERTISEMENT

ROW A ROW C

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CALL Mr. Frost after 9:30 a.m. 751-8800.

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CIVIL SERVICE LEADER, November 6, 1973


4. Location of known bondholders, mortgagees, and other security holders owning or holding more of the stock of ABC Industries, Inc., all of whose stock is owned by ABC Industries, Inc. as follows: 1% or more of the stock of ABC Industries, Inc., are as follows:

Jerry Finkelstein, 812 Park Avenue, New York, New York; Shirley Finkelstein, 11 Warren Street, New York, New York; Andrew Stein, 14 Sunset Lane, Harrison, New York; Robert Singer to Company, 74 9th Ave., Beechhurst, N.Y. 11357.


B. Total circulation, including single issue distribution and other free copies: 31,750.

12. Total number copies printed for press use, not sold: 4,184, average number copies each issue during preceding 12 months: 4,000.

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CIVIL SERVICE TIPS, (Tenth Edition) November, 1973

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ATTENTION WINE AND CHEESE DISTRIBUTORS: If you don't have a stall at the festival, it's too late. Call Joseph Proctor (212) 666-2000.
HONORED — Muriel E. Jenkins listens to a speech made in her honor by Civil Service Employees Assn. president Theodore C. Wendt at her retirement dinner. Ms. Jenkins retired after more than 20 years in New York State Service and five years as superintendent at South Lansing School for Girls, New York State Division for Youth.

RETIRING AFTER 40 YEARS — Honored at a retirement luncheon at Jack’s Restaurant after 40 years of service with the Court of Claims in Albany is Margaret Fowler, second from left. Helping her celebrate are, from left, the Hon. John J. Clark, chief clerk of the Court of Claims, Court Judge William L. Ford and Mary D. Lynch, president of the Civil Service Employees Assn., Court of Claims chapter.

CANAJOHARIE RETIRees — Retiring members of the Canajoharie Central School unit of the Montgomery County chapter of the Civil Service Employees Assn. and the Canajoharie Teachers Association are honored at a buffet and dance at the Fort Rensselaer Club. Pictured, standing, from left are: Cassandra Hoag, head garbage mechanic and bus driver for 13 years; Edgar Friddle, a bus driver for 12 years and a custodian at the West Hill School for the past six years (both members of CSEA); and Ralph Schuler, high school principal. Seated, from left are, teachers Irene Smith, Ethel Conroy, Frances Howard and Alice Hermack.

Report Cites Continued Growth Of CSEA Retiree Participation

The following report was presented by committee chairman Lawrence Kerwin at the Civil Service Employees Assn. Delegates’ Meeting at Kamesha Lake last month. It is reprinted from the Oct. 10 issue of The Leader since it is of particular interest to the special retiree subscribers who receive this issue of the paper.

Since the meeting of a year ago September, we have established additional retiree chapters in the Kingston, Poughkeepsie and Westchester regions. These regions are in addition to the already established chapters in the Capital District, Rochester, Syracuse, Binghamton, Utica and Long Island regions. We advised you at that time that we had approximately 8,400 retiree members. The membership to date is 15,000.

At a recent meeting of the full Committee, it is our judgment that proper legislation was not drafted and pursued as indicated by the desires of the Committee and the resolutions committee of last year. However, the committee was able through counsel to make a presentation in July at the select committee to study public employee pension and retirement benefit systems on the revision of the Social Security and Retirement Law, chaired by Judge Albert. As a result of this hearing, counsel also presented to the select committee a bill to be presented to the Special Legislative Session amending the Social Security and Retirement Law relating to the supplemental pension or cost of living. In addition, counsel sent copies to Governor Rockefeller, Speaker Duryea and Senator Anderson.

In this bill we recommended that the cost of living be made permanent, that is include all retirees who retired prior to April 1, 1970, and that the cost of living be considered on an escalator basis by using the federal cost of living index of the year prior to retirement of an individual.

Our efforts with respect to the Special Legislative Session were minimized in that the law was amended only to provide the change in percentage benefits to those pensioners who had not had the opportunity to have social security coverage. This average benefit was changed from 36 percent to 60 percent. We do not know at this time how many of these beneficiaries will be affected by this provision or whether it had any appreciative fiscal impact.

The Committee actually is unhappy with its accomplishments in the past year. We feel that these accomplishments could have been materially increased by mutual and sustained cooperation of Headquarters’ staff and the Committee. The Committee initiated formation of local chapters, who added as many as six chapters by correspondence and by visiting these areas where chapters were to be initiated or were already active. We feel that with the cooperation of the Committee and Headquarters’ staff, the membership today could be anywhere from 15,000 to 20,000.

In our last report, the Committee proffered to the Association and its various committee members assistance in political action matters and in the area of pension benefit matters, to which we have not been invited to participate in either area. We feel that the Association is missing a very real opportunity to avail itself of the abilities and backgrounds of the thousands of members who have been active over the years in the Association and who still have active contact with the local community leaders and legislators.

The Committee also through its chairman, requested a full-time staff position, responsible directly to the executive director, to act as coordinator of retiree affairs. The duty statement was prepared and a salary grade recommended. This request was presented to the delegate body in March 1973 and approved by the delegate body under the restructuring program. We have had no information as to where this request stands or what may be the desire with regard to this by the responsible committees, personnel and budget.

The Committee also recommends that the full support of the Association in the passage of legislation introduced at the 1973 Legislative Session as provided for in Senate 1 and Assembly 1.

The attention of the delegates is directed to the fact that the legislative objective being sought by your retiree group is limited to this one point of legislation which involves legislative implementation. The retirees also hope that significant effort is made by the Association to amend the Taylor Law to provide CSEA with the right to represent retired members under it. The Committee regrets making this pessimistic report, but we feel that in fairness to our members it was necessary to call the attention of the delegates, and we make it with the knowledge that we have had the cooperation from Mr. Lochner, Mr. Galpin and Milt Abrams.

PARTING — Honored by her Albany co-workers at a farewell luncheon after five years of "competent professional performance and willingness to assist the staff" is Martha M. Riley a librarian for the central office of the New York State Dept. of Social Services. Seated next to her is Thomas J. Walsh, administrative officer of the department, and Ralph Schuler, high school principal. Seated, from left are teachers Irene Smith, Ethel Conroy, Frances Howard and Alice Hermack.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY Persons seeking public jobs should file at the Department of Personnel, 40 Thomas St., New York 10012, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Thomas St. applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available at the Climax period.

By subway, applicants can reach the filing office via the IRT (Third Ave. BMT) City Hall; Lexington Ave (Brooklyn Bridge). For advance information call 765-5000.

Several City agencies do their own recruiting and hiring. They include the Department of Sanitation (tenants only). 65 Court St., Brooklyn 11201, phone: 546-9060. N.Y.C. Transportation Authority, 370 Jay St. Brooklyn 11201, phone: 582-5060.

The Board of Higher Education grants and approves. All applicants to contact the individual school non-faculty jobs are filed through the Personnel Department.

STAIR — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th Floor, New York 10019. State Office Campus, Albany, 12224; Suite 700, 1 W. Genesee St., Syracuse 13202. Written applications may be mailed to the board or by sending a stamped, self-addressed envelope with their request.

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

Judicial Conference jobs are filed at the State Research Library, New York St. phone: 458-4141. Port Authority jobseekers should contact either of the offices at 115th Eleventh Ave., New York, phone: 630-7800.

PERMA — The U.S. Civil Service Commission, New York Region, runs a Job Information Center providing job listings by phone(New York 10067). It is located at 100-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 3 p.m. weekdays. For information about city jobs, file at the Personnel Office, 580-0090; and for federal, 533-6162.


card

11 Parish H NYC 80.5
10 Wassermann F, Brooklyn 80.6
9 Golden R, Patchogue 80.7
8 Weisner R, Brooklyn 80.8
7 Nelles D, Brooklyn 80.9
6 Petzke J J, Elmira 79.5
5 Tatro R A, Merrill 84.5
4 Miller D, Bklyn 90.0
3 Sullivan K, Garden City 90.1
2 Neeb J, Tonawanda 93.5
1 Seiiz G, Flushing 94.0

SCHOOL DIRECTORY

MCONCO INCUBATOR — IBM COURSES Commercial Programming, Special Preparation for Civil Service Tests, Bookkeeping, Accounting, Typing,打字. 115 East Fordham Road, Bronx — 933-0700

Approved for Vets and Foreign Students, Acedt. N.Y. State Dept. of Education.

SPANISH FOR CIVIL SERVANTS

Conversational courses tailored to your needs. We teach the terms and vocabulary you will need in your work. Classes are held in the evenings. Write or call Spanish Bilingual Institute, 866 Lexington Avenue (66th Street) 485-1160.

SCHOOL DIRECTORY

MONROE INSTITUTE — IBM COURSES Commercial Programming, Special Preparation for Civil Service Tests, Bookkeeping, Accounting, Typing, 打字. 115 East Fordham Road, Bronx — 933-0700

Approved for Vets and Foreign Students, Acedt. N.Y. State Dept. of Education.

SPANISH FOR CIVIL SERVANTS

Conversational courses tailored to your needs. We teach the terms and vocabulary you will need in your work. Classes are held in the evenings. Write or call Spanish Bilingual Institute, 866 Lexington Avenue (66th Street) 485-1160.
Statewide president Theodore C. Wenzl administers the oath of office to the Syracuse Region No. 5 (formerly known as the Central Conference) of the Civil Service Employees Assn. at ceremonies last month in Massena. Regional officers, starting from right after Dr. Wenzl, are president Richard Cleary, executive vice-president Louise Sunderhaft, first vice-president Dorothy Moses, second vice-president Patricia Crandall, third vice-president Michael Sweet, treasurer Helene Catlin and secretary Irene Curr.

Install Cleary As President Of Syracuse Region No. 5

Four chapters were co-hosts for this meeting near New York's northern border on the St. Lawrence River. Presidents of the host chapters are, from left, Loretta Rodwell, of SUNY Agriculture and Technical College at Canton, Mary Lawton, of SUNY at Potsdam; William Gagnon, of St. Lawrence State Hospital, and Flora Jane Beaton, St. Lawrence County.

Onondaga County delegation included, from left, chapter executive representative Roger Sullivan, regional representative Loren Youngs and delegate Lewis Eddy.

LEFT: Art Shelley presents report of the regional resolutions committee.

ABOVE: Onondaga County chapter president Andrew Piacchio was interested participant of meeting deliberations.

LEFT: Delegation from Herkimer County include Mary Sullivan, County unit president; Michael Sweet, chapter president, and Linda Lints, chapter secretary-treasurer.

CSEA County Executive Committee chairman Arthur Bolton, left, who was principal luncheon speaker for Central Counties Workshop, is shown in discussion with Workshop chairman Fran Miller, who is also president of Oswego County chapter.

Principal speaker of the Saturday evening installation banquet was U.S. Rep. Robert C. McEwen, Congressman from the 30th District, shown second from right. Here he engages in some pre-dinner cordialities with, from left, CSEA vice-president Richard Cleary, CSEA president Theodore C. Wenzl and CSEA executive vice-president Thomas H. McDonough.