Labor Panel Cites State Interference

ALBANY — The Civil Service Employees Assn. has filed an improper practice charges with the State Public Employment Relations Board on behalf of the employees of the State Labor Department, claiming the State is interfering on behalf of the employees of the State Labor Department. The charges were filed by the CSEA's Labor Department negotiating committee.

According to the charges, the negotiating committee representatives from the CSEA Buffalo Labor Department chapter have been denied permission by the State to attend departmental negotiating sessions in Albany.

Paul Burch, CSEA collective negotiating specialist, said: "Informal attempts have failed to resolve the issue. Therefore, we have had to institute the charges to protect the rights of our members and the integrity of our committees."

State Police At Impasse

ALBANY — The State Police Commissioned Officers chapter of the Civil Service Employees Assn. has been grouped together for Jan. 31 in its contract negotiations with the State over 15 open issues.

Some of the unresolved issues are: salaries, education benefits, per diem allowances, leave, and the elimination of the mandatory work week.

A mediation session was tentatively set for Feb. 11. The State Public Employment Relations Board has assigned Theodore Gerber as mediator for the session.

Wilson's Professionalism Makes Him An Elusive Target For Opponents

Gov. Malcolm Wilson is so much the pro in the administration of state government that Democratic leaders find it hard to zero in on him with any issue that will excite the public.

In the normal course of partisan politics in an election year, Democrats have been probing the Wilson Administration for soft spots.

(Continued on Page 6)

Agree On Date For Office Aide Grade 5 Exam

7,500 Current Employees Eligible To File For First Promotion Test

(Special to The Leader)

ALBANY — As a result of long-standing efforts by the Civil Service Employees Assn., the first promotional examination for Grade 5 office worker positions in state service has been set for June 1974.

The agreement was won by CS- EA from the state to switch over from open competitive to promotional examinations and the setting of an actual date for the first such test means that, for the first time, upwards of 7,500 employees now in Grade 3 and Grade 4 clerical positions will have the inside track in advancing to better-paying jobs.

Previously, positions in Grade 5 as well as Grade 3 and 4 had been grouped together for purposes of recruiting as the beginning office worker series. All applicants, whether already in state service or from the outside, could try for appointments to the three levels of the series only through competitive examinations.

CSEA has long sought to change this practice, contending that some preferential consideration should be given to those already in service in filling the Grade 5 positions. The state had agreed during last winter's CSEA-State negotiations to meet with CSEA after the main bargaining sessions were concluded and consider changing the policy.

The eventual agreement reached just recently, following talks which began last fall, also provides for a resumption of negotiations on the whole issue in January 1975.

To Arbitrate Food Service Career Ladder

(Special To The Leader)

ALBANY — The food service career ladder committee of the Civil Service Employees Assn. has decided to go to arbitration, claiming a violation of contract, after a meeting with State Office of Employee Relations officials Feb. 7 in which the state refused to consider any form of food service career ladder.

Because a letter of intent to continue talks to develop a career ladder was issued by OER after contract negotiations last year, with a deadline on March 31, 1974, the committee feels that the state refused to reconsider any form of food service career ladder.

According to Robert Guild, CSEA collective negotiating specialist, "The state claims that they intend to create some middle management food service positions. At the same time, they absolutely refuse to consider a career ladder, the fair and logical way to advance our qualified employees into these positions.

The state's arbitrary and uncompromising stand appears to be a deliberate violation of the letter of intent, which is as binding as the contract. We are forced to bring this matter to arbitration."

Inside The Leader

CSEA Calendar — See Page 3
Another View Of Creedmore By Those On The Inside — See Page 8
State Salary Schedules — See Pages 8 & 9
Latest State Eligibles — See Page 14

SUNY WORKSHOP — Civil Service Employees Assn. Board of Directors members representing the State University System discuss ideas with CSEA president Theodore W. Wenzel, third from left, and CSEA director of education Edward Diamond at recent negotiations workshop in Syracuse. The Board representatives, from left, are June Boyle, Buffalo: Edward Duke, Buffalo University committee chairman Albert Varecheki, Stony Brook, and Eleanor Kirschner, Binghamton. The sessions were planned with the cooperation of Cornell University's School of Industrial and Labor Relations, to equip members of negotiating teams to function more effectively in negotiating local contracts.

MILESTONE — Delores Fussell, president of the Civil Service Employees Assn. Capital District Conference in the early '60's and long-time statewide social chairman, accepts plaque for her services on behalf of CSEA from Joseph McDermott, CSEA vice-president.

McDermott is president of the Albany Region 4, successor organization to the Capital District Conference. The plaque was presented to Ms. Fussell at a regional meeting just three days prior to her retirement from state service at the first of this month.

Ms. Fussell, who had served for 31 years in the Department of Education, was also feted at a luncheon by women co-workers, dinner by the Board of Regents and a departmental reception. She says she is looking forward to doing "so many things that interest me, including travel" and will be active in the CSEA retirees "now that I shall no longer be management/confidential." (See photos on Page 3.)
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</table>

**Written Exam - Examination date to be announced**

Additional information on required qualification and exam subject can be obtained by requesting a job announcement from the state Dept. of Civil Service or your state agency personnel office.

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Schenectady County Unilateral Decision On Vacations For Library Workers Is Reversed

(Special to The Leader)

SCHENECTADY — Additional annual vacation time was awarded to Dorothy Mancini and other employees of the Schenectady County Library when an arbitrator refused to allow Schenectady County to lump administrative leave and vacation leave together under the heading of vacation.

In a grievance filed by Civil Service Employees Assn. counsel Albert W. White, Jr., CSEA said that Schenectady County was depriving Ms. Mancini of time off to which she was entitled by insisting that combined vacation time and administrative leave for library personnel could not exceed the 20 days maximum vacation time called for in contracts between the County and the Schenectady County unit of CSEA.

These are the events that led to the decision:

About 20 years ago, Schenectady County established administrative leave for County Library workers in addition to annual vacation. Ten days of administrative leave were given to each employee each year to compensate the employee for working a longer work week than most other county employees without extra pay.

**Contract Terms**

In 1969, County employees began to work under contract. This first contract and those that followed spelled out the vacation time for all County employees and how it was to be accrued. County employees earned 10 days of vacation time per year the first five years of employment and then began to accrue an extra day for each additional year worked up to a maximum of 20. Administrative leave for library employees was never mentioned in contracts.

In the case of the library employees, however, the County did not follow the vacation schedule called for in the contract. Library employees were allowed only 10 days of vacation time a year up through their 10th year of employment. Library employees also had to use up their administrative leave before taking vacation leave and included it as part of their total vacation time.

Ms. Mancini felt that since she had been a County Library employee since 1969, she should be receiving more than 10 days vacation time a year according to the contract.

County Dissolved Grievance

She had proved this matter in the past, and her grievance had been dismissed by the County on the grounds that administrative leave and vacation leave must be combined and that the total number of days could not exceed the 20 days maximum vacation time specified in each succeeding contract.

Contracts prior to the 1972-74 CSEA contract did not call for sending arbitration, therefore the unilateral decision by the County in the early grievance was final.

In presenting Ms. Mancini’s case, CSEA maintained that administrative leave was separate and distinct from vacation, and that even though administrative leave for library workers was not mentioned specifically in the 1972-74 contracts or in any previous contract, it was protected by an existing benefits clause.

The County argued that by allowing administrative leave to be separate from vacation leave, the contract provision limiting vacation to 20 days could be violated. The County also held that Ms. Mancini’s grievance had to be dismissed because of the past rulings by the County manager that administrative leave in addition to vacation is not an existing benefit.

**Arbitrator’s Decision**

Arbitrator Barry A. Taylor, ruling in favor of CSEA, stated: "It is the opinion of the arbitrator that administrative leave is a well-established benefit for library personnel and in this case is protected by the existing benefits clause." He concluded: "The Grievant is entitled to receive the amount of vacation time specified in Article XIII, Section 1(b) of the Agreement plus ten days administrative leave for the year 1973 and for all future years unless the arrangement is changed bilaterally in future negotiations.

As a result of the decision by Mr. Taylor, the County informed library employees that they could use any 1973 vacation time accrued beyond the 20 days combined time before Feb. 2, 1974, or elect to take payment for the time instead.

In the case of Ms. Mancini, the arbitrator’s ruling restored 13 days of additional vacation time due to her in 1973. CSEA has two additional arbitration cases before the arbitrator, Mr. Taylor, and Schenectady County pending at this time.

Mildred Wands and Griff Edwards exchange ideas on how they will share duties as co-chairmen of the Albany Region 4 communications committee. Both are members of the Retirement System chapter.

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

- **February**
  - 13 - Dutchess County Educational chapter meeting: 7:30 p.m., Poughkeepsie HS, Poughkeepsie.
  - 13 - Orange County, chapter meeting: 7:30 p.m., chapter hall, Casa Fiesta Blvd, 151 1/3, Middletown.
  - 14 - Central Islip State Hospital chapter meeting: 8 p.m., Legion Hall, Central Islip.
  - 14 - Rockland-Westchester Retirees chapter meeting: 2 p.m., Home 29, Rockland and State Hospital, Orangeburg.
  - 16 - Central Islip State Hospital chapter annual dinner-dance: 8 p.m., Robbins Hall, Central Islip.
  - 20 - Buffalo chapter meeting: 6 p.m., Plaza Suite, Buffalo.
  - 21 - Metropolitan Announces chapter meeting: 2 p.m., 169th Armory, 336th Ave, New York City.
  - 22 - SUNY at Albany chapter meeting and dinner: 5:30 p.m., Italian Benevolent Assn. Hall, Exchange St., Albany.

- **March**
  - 2 - Huntington Township unit dinner-dance and installation of officers: evening, Elks Club, Main St., Huntington.
  - 7 - Rockland-Westchester Retirees chapter political action meeting: 7 p.m., 12 noon, Holiday Inn, Rte. 198, Orangeburg.

Schenectady County Unilateral Decision On Vacations For Library Workers Is Reversed

Suddenly aware of The Leader photographer, Albany Region 4’s newly appointed social chairman, Ronald Toomruen, left, of the Tax and Finance chapter is shown conferring with Region president Joseph McDermott.

Weeks Heads Suffolk Educ

RIVERHEAD — Walter Weeks has been elected to a two-year term as president of the Suffolk County Educational Employees chapter of the Civil Service Employees Assn. in the chapter's recent official election of officers.

Other officers elected to two-year terms by CSEA members voting in the mail balloting are: John Kelly, first vice-president; Robert Cunin, second vice-president; Rudy Scala, third vice-president; Vincent Dilemme, fourth vice-president; Patrick O’Connell, fifth vice-president.

The newly elected recording secretary is Millie Vassalbe. Corresponding secretary is Emil Reif. Frances Bates was elected treasurer. Add Joseph Quinn, sergeant at arms.
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Maintenance Helper Group B
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BrockTON Globe
BrockTON, Mass. 02145

TUESDAY, FEBRUARY 12, 1974

Civil Service Law & You
by Richard Gaba

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

CSEA Challenge Is Upheld

On Feb. 1, the State Public Employment Relations Board's Director of Public Employment Practices and Representation issued a decision on a case involving a bargaining claim made by the Civil Service Employees Association (CSEA) against the New York City Department of Correction.

CSEA had asked for recognition as the exclusive bargaining representative for full-time and part-time custodial and maintenance employees. The Department had rejected the application, arguing that the employment conditions of those employees did not warrant recognition.

In his decision, the Director of Representation ruled that the Department's position was not supported by the evidence presented. He found that the employees in question had a common labor interest and that the Department had not demonstrated that the conditions of employment were so different as to warrant separate bargaining units.

The decision upheld CSEA's right to represent those employees, and the Department was ordered to negotiate with the union for the purposes of a collective bargaining agreement.

The Director of Representation also commented on the importance of maintaining a balance between the rights of employees and the needs of employers, emphasizing the need for fair and equitable bargaining processes.

In conclusion, the decision serves as a reminder of the importance of employee representation and the role of mediation in resolving disputes.

By Richard Gaba
LETTERS TO THE EDITOR

Open Letter To President Of CSEA

Editor, The Leader:

[Following is a copy of an open letter to Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., from the New York City chapter of CSEA.]

On Jan. 31, 1974, a meeting with him and the officers of the Civil Service Employees Assn., Inc., so that matters of mutual interest might be discussed. Up to the present, no date has been set.

CSEA should immediately distribute the membership of the executive committee of the New York City chapter. If CSEA immediately demands a mutual agreement with the State Administrative Board with the following changes will be enforced.

1. An additional increase in the salary schedules of all state employees to combat the unforeseen financial deficit results of the recent inflationary spiral.
2. Increase in the mileage rates.
3. A realistic allowance for employees who travel.
4. Establishment of legislation to tie employee pensions to the grades from which they retire so that pensions will be increased at every stage that salaries are increased.
5. An immediate supplemental allowance for present retirees.

The Civil Service Employees Assn. should involve the membership in an active and intensive letter-writing campaign, similar to the campaign started five or six years ago by an employee in the Labor Department for improved pension benefits. That campaign was directed to the Governor and legislative bodies.

I have been talking "four-day week" for at least three years to many fellow employees, and would happily volunteer my services to get this proposal under way.

I would also applaud efforts by CSEA to study present sick leave procedures with a view towards proposing improvements.

L. G. Brooklyn

Human Rights

Editor, The Leader:

In behalf of the Department of Mental Hygiene, I wish to commend you for pictorially presenting the members of the Craig State School human rights committee in the Dec. 18, 1973, issue of The Civil Service Leader.

The Department's Human Rights Policy committee has caused the establishment of 47 communication committees. The members of the human rights committees take great pride in their accomplishments and I am sure the Craig State School human rights committee is highly appreciative of the opportunity to be presented to The Leader's readers.

Arthur Green, Asst. Commissioner for Interregion Relations

To Check Lists

Editor, The Leader:

Reform is badly needed to close loopholes so as to be fair to all on the civil service lists. All names should be published in one way after an appointment is made, so those in that particular list could check it, and protest if need be.

All Democratic and Republican Town Supervisors should no longer be able to have you fill out a "party card" and get you a job from down on the list. This is an evil and is morally and ethically wrong always. It is stealing a job from the established list without others' knowledge.

The time for platitudes and speeches are over. We need action and we need it NOW.

Solomon Bendit, President, New York City chapter, CSEA

What Time Is It? — Police Test Correction

Editor, The Leader:

Enclosed is a copy of what you purport to be the second half of the Police Officer Exam. If you look carefully at question 59 you will see that the time shown cannot be anything but 1:10. Therefore, the time in 25 minutes must be 1:35 and not any of the alternatives given.

See copy of question 59 as it appeared on the actual exam. Many of the readers must be very confused by this error.

Hal Pervin

Editor's note: The time shown on the clock in the exam was 1:35 and the correct answer was (C), as circled. Our clock was reversed during printing. The Leader regrets the error and thanks Mr. Pervin for calling it.

(The picture your neighbors are talking about.)
Here's Current Pay Schedule For State Employees

This schedule incorporates a salary increase of 6.5% as the direct result of contract negotiations between the CSEA Inc. and the State of New York. (Covering competitive, non-competitive, and labor class positions in the classified civil service)

**Effective April 1, 1973**

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The GOOD At Creedmoor - Rights Group Spells It Out

**Editor's Note:** The following release came from the Human Rights Committee at Creedmoor State Hospital in Queens, offering an update on the feelings of employees there in the light of recent charges about conditions at Creedmoor.

The employees of Creedmoor State Hospital are going through a very demoralizing period highlighted by accusations and notably spotlighted in the news media. The Creedmoor Human Rights Committee commends the Civil Service Employees Assn. under the leadership of Senator Padavan, the local president and the local chapter for the strong stance taken in the defense of 'the many charges and allegations made against Creedmoor's staff.

Employee morale is an important part of the Human Rights Committee's 'Affirmative Action Program,' and the Committee has directed its chairman, Walter D. Greenberg, and co-chairman Robert Reidel to contact as many employees as possible and present them with a copy of the Senate report.

Emotional and psychological wounds have been inflicted on many employees, and the Committee believes that some of the media are taking advantage of the situation; enough is enough.

The employees of Creedmoor are伸出 good feelings and a strong sense of loyalty and respect for the institution.

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And New Rates To Be Effective As Of April 1, '74

SALARY GRADES SCHEDULE
NEW YORK STATE CLASSIFIED SERVICE

This schedule incorporates a salary increase of $5.50 as the direct result of contract negotiations between the CSEA Inc. and the State of New York (Covering competitive, non-competitive, and labor class positions in the classified civil service) EFFECTIVE APRIL 1, 1974

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1 Additional annual increment provided to employees who have rendered continuous and satisfactory service for five years after having attained the maximum salary of their grade.

2 Second additional annual increment provided to employees who have rendered continuous and satisfactory service for ten years after having attained the maximum salary of their grade.

The GOOD At Creedmoor

(Continued from Page 8)

Better Care

All these programs have but one goal, better patient care, and these activities function because good competent employees make them work.

There are thousands of individual stories. During the recent holiday season, with a scarcity of funds, it was those employees who provided numerous Christmas parties, refreshments and presents.

Employees continuously arrange their neighborhoods for good used clothes for their patients.

When funds are required, it's the employees and volunteers who conduct bazaars, yard sales and luncheons, and who in most cases lay out their own money in support of these activities.

One wonders if those criticizing the Creedmoor employees are aware of the good things that the employees are doing.

The Creedmoor Human Rights Committee is determined, along with the Creedmoor chapter of the CSEA, to support our employees and to build the morale of the staff. It is up to all our employees to do public relations, spreading the news of the good things that are happening at Creedmoor.

The Commissioner of Mental Hygiene, Dr. Werner and the majority of the public are well aware of the importance of our dedicated, honest employees and the contribution they are making to community psychiatry.

GOWANDA'S ANN LANDERS — Maye Ball, president of the Gowanda State Hospital chapter, CSEA, listens to the problems and grievances of her members every Wednesday between 1 and 3 p.m. at the chapter's office, 322 W Main St., Gowanda. Ms. Ball is shown talking to member Donna Read. A retired nurse, she's been coming to her folk at regular weekly sessions for the past 13 months and reports she's "very satisfied with the results." The program, widely publicized at the hospital, is aided by Thomas B. Christy, CSEA field representative.
week graduated 87 New York City cops and firemen as nurses. For the past two years, they took night courses after their regular day tours. At graduation ceremonies, they received diplomas entitling them to take the Feb. 6 state examination to become registered nurses and to launch on a second career after retirement from the Police or Fire Depts.

THE FINEST AND THE BRAVEST — The Hunter College-Bellevue School of Nursing last night graduated 87 New York City cops and firemen as nurses. For the past two years, they took night courses after their regular day tours. At graduation ceremonies, they received diplomas entitling them to take the Feb. 6 state examination to become registered nurses and to launch on a second career after retirement from the Police or Fire Depts.

Letters To The Editor

Supplement Pension Would Help Battle Cost Of Living Rise

Editor, The Leader:

I am a retired state correction officer who served the people and officials of New York State in a dedicated and conscientious manner for 33 years at Sing Sing Prison. At the time of my retirement, a supplement pension plan approved by Comptroller Arthur Levitt was in effect. It increased the amount of pension based on the cost-of-living index for each year after retirement — in my case, 1968. Since the alleged deterioration of the state's fiscal condition, this much-needed program was terminated after one year and to this date is still not in effect. The press has announced lately that the financial picture has brightened and there is a substantial amount of surplus funds that have not been expended during the last fiscal year.

It is respectfully requested that through your leadership, an esteemed civil service publication, a forceful presentation will be made to the legislators for enactment of a bill that would restore the original intent of the Supplemental Pension Plan — increased payments based on the cost-of-living index, as annually proclaimed by the Social Security Administration and other federal agencies.

ROBERT H. COLE
Croton-Hudson

Comptroller Sets Up Identification Policy To Halt Theft Rash

Editor's note: Due to the recent spate of thefts of city-owned office equipment from city agencies and schools, Comptroller Harrison Goldin last week sent the following letter to administrators, commissioners and school officials. Mr. Goldin's office said the thefts amounted to a half-million dollar loss to taxpayers each year.

Dear Sir:

New York City has been experiencing serious losses resulting from thefts of office equipment. In connection with this problem, the New York City Police Dept. has instituted an anti-crime program known as "Operation Identification." Upon request, the Police Dept. will assign to each city department or agency a code number to be electro-optically engraved on each piece of office equipment. The identification number will be registered at the local police precinct in which the city department or agency is located, as well as at Police Headquarters.

The "electrical pencil" used for engraving the code number may be borrowed from the local police precinct. However, this machine will also be provided by the Police Dept., for display on doors and windows.

In conjunction with the "Operation Identification" program, the Police Dept. will be recommended that a program tentatively designated as "Operation Lock and Bolt" be instituted. This program provides for the utilization of mechanical devices, commercially available.

(Continued on Page 11)
Secretaries And For Area Defense

There is an immediate need for experienced secretaries-and-steeragers w i t h a 2 ½ years general experience in typin
g, stenography or general clerical work, in the field of or in the field of a legal office. The office is located in Manhattan. Salary starts
above the trainee level. Also eligible should contribute to a considerable
reduction in losses resulting from the thefts of city equip-
tance, and cannot, after due diligent
appearance, be dead, their legal representa-
tives, husbands or wives, if any, and all unknown persons whose names and/or places of residence are unknown, and
cannot, also after due diligent inquiry
appear, be dead, their legal representa-
tones, husbands or wives, if any, di-

SCHWEK, A.M.—Edward M. Schwenk,
chairman of the Suffolk County Republican

Letters To The Editor

(Continued from Page 10)

Participation in the "Operation Identification" and "Operation Lock and Bolt" programs should contribute to a considerable
reduction in losses resulting from the thefts of city equip-

HARRISON J. GOLDIN

LEGAL NOTICE

S U P P L E M E N T A R Y  C R E A T I O N — T H E  P R O C E E D I N G S ON THE STATE OF NEW YORK. By the Grace of God Free andIndependent

1. You and each of you are hereby cited

2. Back lighted slide rule dial with

3. Stereo light glows to indicate FM

4. Switches in FM Multiplex circuits for stations broadcasting in stereo.

5. Automatic Frequency Control (AFC) to reduce station fades for FM and FM stereo.

6. Stereo light glows to indicate FM stereo reception and aids in fine tuning.

7. Tuning control provides precision station selection.

8. Bass and Treble controls adjust high and low frequency response to suit personal tastes.

9. Volume control raises or lowers overall volume level of the speaker system.

10. Balance control allows precision balancing of loudness level to right and left speaker systems.

11. Up-front Stereophones jack.
Registration Accepted Now For Civil Servant Classes

City, state and federal employees may register now by mail or in person for evening courses in the spring 1974 Municipal Personnel Program. Classes will begin the week of Feb. 25.

More than 20 courses will be offered at four locations this semester. New courses include: Introduction to Programming, Problems of Urban Living, Resume Writing Workshop, English Skills, Speed Sono, and The Homicide Courts and Their Impact. Each course such as Planning Your Retirement, Civil Service Advertisement Writing, Taking Techniques, and Speed Reading also will be offered.

The fee for most courses is $55 for 10 weeks, two-hour sessions. Spanish courses cost $35 for 15 two-hour sessions. City employees in titles covered by union contracts with training fund provisions are entitled to receive full refunds upon successful completion of up to two courses.

For free brochures describing the Spring schedule of evening courses in the Municipal Personnel Program call 566-8815 or write to the Dept. of Personnel, Bureau of Career Development, 220 Church Street, Room 422, New York, N.Y. 10013.

Registration will be accepted by mail or in person through Feb. 22 at all locations of this program. These are: Department of Personnel, Bureau of Career Development, 40 Worth Street, Room 422, New York, N.Y. 10013. Phone: 666-8815. Bronx Community College, Office of Continuing Education, 344 E. 167th St., 54th Aven. South, New York, N.Y. 10453. Phone: 881-4154.

New Federal News

Superior Grades Revisited

Bookworms and some employees in the top two grades of Program I may be in for a raise as of March 1 if Congress agrees to the President's request for a 7.5% pay raise for Cabinet officers, federal judges and members of Congress. These officials haven't had a pay rise in five years and employees pay in Grade 18 can't exceed the $30,000 paid to political appointees.

Mr. Nixon will ask that the raises be spread over a three-year period.

Civil Service Movies

The U.S. Civil Service Commission has produced three movies on labor-management relations. The movies are available for purchase or rental by federal, state, and city agencies, as well as other interested groups.

The movies are: "At The Table"—discusses techniques of negotiation between gov. and union representatives at bargaining table costs for $156.25; "Negotiations Between Government and Management" and "Negotiations Between Employee-Management" (sells for $156.25; rents for $125.30).

Free Test Preparation Open To Civil Service Candidates

Anyone who qualifies for any civil service job may take a test-preparation course free of charge sponsored by the State University of New York in Brooklyn and administered by City Universities.

The program offers instructions, using previous civil service exam questions, in how to read and understand the test, what kind of questions to expect and the best way to answer them. Special training is offered for exams requiring it. In addition, candidates may take practice tests in arithmetic, reading and writing.

The program lasts two to four weeks, depending on the individual's needs. Classes are conducted Monday, Tuesday, and Wednesday from 9 a.m. to 11 a.m. and Wednesday from 1 p.m. to 3 p.m. Courses are offered in continuation with civil service exams given by the city, and there are also courses for jobs with larger private companies, such as New York Telephone.

For further information, write or visit JOB-O-RAMA, SUNY Brooklyn, 250 Washington Ave., Brooklyn, N.Y. 11231; phone 636-4506 ext. 60 from 9 a.m. to 5 p.m. or 636-8835 from 6 p.m. to 9 p.m.
N.Y. Chapter Names Group On Procedures

NEW YORK CITY — The executive committee of the New York city chapter, Civil Service Employees Assn., met recently at Barclay's Restaurant. An ad hoc committee to study procedures and make suggestions was appointed by the president, Solomon Beren. The members will meet and choose their own chairman.

The committee members are Sam Kart, Evelyn Glenn, Melvin Kaplan, Sam Rizzi, Helen Murphy, Bernardino Pascetti, Elsie Yudin, Robert Diass, Rosalie Jones, William Brey, Hyman Koeneman, Gilia Spenceimer, Jack Schuler, and Hal Goldberg. The delegated also voted to retain counsel to represent the interests of the chapter.

ARMORIES MEETING
NEW YORK CITY — There will be a general meeting of the Metropolitan Armories chapter, Civil Service Employees Assn., on Feb. 21 at 2 p.m. to choose a nominating committee for elections in May. Members will meet at the 38th Armory, 320 Ninth Ave., Manhattan.

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

Delegate's Election
In N.Y. Is Readied

ALBANY — The chairman of the Civil Service Employees Assn. special election committee, Bernard Schmahl, has announced that ballots for the election of an additional delegate to the New York city chapter of CSERA from the Department of Social Services, Bureau of Disability Determinations, will be mailed to eligible members Wednesday, Feb. 13, from CSERA headquarters here.

Mr. Schmahl said that completed ballots should be returned to a member of the New York city chapter's election committee or on or before Thursday, Feb. 28, 1974. This means "in the hands of," not merely postmarked.

Blood Donation

MINOLA — Irving Faustmann, president of the Nassau chapter, Civil Service Employees Assn., announced the semi-annual blood drive for county employees will be held Feb. 14. The blood bank will receive donations from 11 a.m. to 4 p.m. at the MacRe Auditorium at the Nassau County Medical Center. Deposits are credited to BSF for county employees mutual blood bank program, and all employees are entitled to withdraw blood in emergencies.

Ravena Talks Hit Impasse

ALBANY — Contract negotiations have been broken off and an impasse declared between the Civil Service Employees Assn. and the Ravena-Coeymans-Selkirk School District. The Ravena-Coeymans-Selkirk unit of CSERA, which represents non-teaching employees, has been without a contract since July 1, 1973. CSERA field representative James Cooney toured the school district earlier this month in an effort to negotiate in good faith. According to Mr. Cooney, "Since the union started talks with the school district last April 18, we have scheduled 16 negotiating sessions. The school district has either cancelled or changed nine of these scheduled meetings."

State Fund Negotiations

MEMBERS of Civil Service Employees Assn., negotiating chapter day by day initial demands in first session with management team. Chapter president Vincent Rabin, second from right, is flanked by CSERA collective negotiating specialist W. Reuben Goring and CSERA field representative Adie West. Other negotiators, from left, are:尼斯. Edward Conoby, state senator Theodore Ben Deloe, director of claims, Medical Department, and Morris Kole, attorney, SIF, and (for union) Helen Byrum, of Rochester; Ed Call of Albany, and Pat Maxwell of Buffalo. The meeting was held earlier this month in Manhattan.

State Eligible Lists

WORKMEN'S COMP. TRAINING SESSION — Representatives of the State Workmen's Compensation Board's Albany chapter of the CSERA at Albany headquarters for a training session on grievances, disciplinary procedures and contract negotiations. Pictured left to right around the outside of the table are:

SHIRLEY Griffin and Anne Kesman, chapter representatives; Edward Diamond, Bernard Ryan and John Conoby, CSERA staff members; Joseph Conoby, chapter president, and Ben Deloe, state senator, and Theodore Ben Deloe, director of claims. Also attending are: Ruth Balbash, Madeline Fitzgerald, Florence Cardinal and Judy Turner, chapter representatives.

State Eligible Lists

STATE FUND NEGOTIATIONS — Members of Civil Service Employees Assn., negotiating chapter day by day initial demands in first session with management team. Chapter president Vincent Rabin, second from right, is flanked by CSERA collective negotiating specialist W. Reuben Goring and CSERA field representative Adie West. Other negotiators, from left, are:尼斯. Edward Conoby, state senator Theodore Ben Deloe, director of claims, Medical Department, and Morris Kole, attorney, SIF, and (for union) Helen Byrum, of Rochester; Ed Call of Albany, and Pat Maxwell of Buffalo. The meeting was held earlier this month in Manhattan.

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 yelled at him. She was so upset, she didn't even notice that there were people behind her in the elevator. She walked out of the building, trying to calm herself down.

She took a deep breath and started to walk towards her car, but she noticed something strange on the ground. It was a piece of paper with some writing on it. She picked it up and read it carefully.

It was an invitation to a charity event. She had never been interested in such things before, but something about this particular event caught her attention. The cause seemed important, and the event itself sounded like a lot of fun.

She decided to attend, not just for the cause, but also to experience something new. She got ready and drove to the event, excited about what was ahead.

The venue was packed with people, all dressed up in their finest attire. The atmosphere was festive, with live music playing in the background. She mingled with the crowd, enjoying the music and the company.

As the night wore on, she found herself drawn to a particular table. There was a group of people, all engaged in conversation and enjoying each other's company. One of the members of the group noticed her and introduced herself.

They struck up a conversation, and the woman explained why she was there. The other members of the group were impressed by her commitment to the cause and invited her to join them.

The evening ended with a raffle, and the woman won a prize. She was thrilled and proud to have been a part of something so meaningful.

She went home that night, feeling grateful for the experience and the new friends she had made. She knew that she would continue to support the cause and participate in similar events in the future.
Assistant P.R. Director To Serve State CSEA

ALBANY — Roger A. Cole, has been named assistant director of public relations for the Civil Service Employees Assn., it was announced by Theodore C. Wenzl, president of the State Civil Service Employees Association.

Mr. Cole joins CSEA from General Electric Company, where he served in a variety of communication assignments at GE facilities in Schenectady and Columbus, Maryland. His most recent assignment was as a specialist in employee and public communications at Columbus.

In his new Albany-based position, he will be responsible for coordinating a variety of public relations activities and public relations projects and programs for CSEA. He will be responsible to Joseph B. Nollin, director of public relations.

Mr. Cole succeeds Kirby T. Hannan, who left the union staff last fall to take a position with the New York State Council of Retail Merchants in Albany.

Mr. Cole is a graduate of Wells College, Ithaca, N.Y. He served in the Marine Corps from 1957 to 1961. He was a news reporter and column for The Leader-Herald, Cooperville, for four years prior to joining General Electric Company.

Probation Unit Readies Agenda

ALBANY — The Statewide Probation Officers Committee of the Civil Service Employees Assn. held a meeting in Albany on Jan. 28 as it begins its task of preparing and presenting an agenda for the upcoming year and to deal with various problems already under the consideration of the committee.

The CSEA committee is currently studying the feasibility of establishing a mandated minimum starting salary of $14,000 for all probation officers in the State. The committee is attempting to determine the success factor in three counties where the State has completely taken over probation duties.

This committee will also be studying the effectiveness of the newly established Probation Academy which is scheduled to open in September.

Also the committee will attempt to develop methods to improve public awareness of the probation officer's role with the community through a public relations program.

Members of the committee are: James Brady, chairman, Allan Greenfield, James Frisand, Peter Greco, Joseph Olligian, Joseph Matti, Harold Pannell and Robert Osterhage.

Assistant P.R. Director

ROGER A. COLE

years prior to joining General Electric at Schenectady in 1969. He is a native of Wells, N.Y. Mr. Cole was assistant public relations director for General Electric Company, 100 years prior to joining General Electric at Schenectady in 1969. He is a native of Wells, N.Y. Mr. Cole was assistant public relations director for General Electric Company.