Mogavero Takes Helm
As County Chairman

ALBANY — The growing influence of school districts in the deliberations of the Civil Service Employees Assn. has become even more evident with the elevation of Salvatore Mogavero to chairman of CSEA's County Executive Committee and Howard Cropsey's election to vice-chairman.

Cortland County Pact Is Updated

(Special To The Leader)

CORTLAND — As the result of informal discussions with members of the Cortland County legislature, representatives of the Civil Service Employees Assn. were able to negotiate a portion of their contract agreement at an administrative hearing.

The problem control center has been established in the CSEA structure for the resolution of personnel problems. The center is staffed by employees in the Cortland County child protective service.

Expect Massive Turnout
Of Food Service Workers
At Capitol Demonstration

March 19 Is Protest Day To Demand Career Ladder

ALBANY — Hundreds of dissatisfied food workers from around the state are expected to participate in a massive demonstration before the Capitol steps in Albany, March 19, 1974, as part of their public campaign to force the state to develop and implement a food service career ladder as promised in the contract negotiated by the Civil Service Employees Assn. and the State Administration.

Inside The Leader

CSEA Wins First Round In Right To Save Roswell Parking Privileges

Clam Monroe Victory Saves Members

More Than Million Dollars

Sick Leave For Aides Injured

By Prisoners

RSVP Group

Problem Solvers For Those Pesty Details

ALBANY — The Board of Directors of the CSEA food service career ladder committee has established a new problem control center at Albany headquarters to handle all inquiries involving corrections which have to be made on the membership cards, problems to do with dues checkoffs. Leader subscriptions, prints for membership rosters and incorrect mailing addresses.

According to Thomas P. Collins, CSEA comptroller, "The center represents a conscious effort to improve headquarters service to the membership. The prime purpose of the headquarters staff is to be attentive to the needs of the members and respond quickly."

The problem control center will increase the efficiency of CSEA by directing all inquiries, except those that are insurance-related, to one call, thus relieving other employees in the operations section of a major drain on personnel resources. Single telephone numbers have been assigned to the headquarters chapter and to county chapters in Erie County. Other counties served by separate educational employees chapters as well as by county headquarters have been assigned problem control phone numbers.

The problem control center has been named the "RSVP" group, Mr. Collins said. "RSVP on an invitation indicates that a reply is expected. Our RSVP group knows that a reply is not only expected but also that the reply should be in the form of a problem solved."

In order to acquaint the membership with the function of the RSVP group, Carol Text, Heidi Benda, Madison Moreland and Rose DiNuzzo will man an RSVP booth at the Delegate's Meeting from Monday afternoon, March 26, through Thursday morning, March 29.
Since the start of the energy crisis, I've seen and heard countless warnings from the Fire Commissioner urging us to keep our gas tank at home. The situation now is so bad that it has become an additional nightmare for the firefighters, called upon to fight even the smallest fire.

Such a fire took place two weeks ago when someone opened the building's gas tank in his kitchen. He ended up running out of the place in flames and blew the roof of the building apart for good measure, leaving four persons dead as a result of monumental stupidity.

In this instance, the fire went to a third alarm and with the help of special cars sent for extra engines and trucks, they probably had a fourth alarm assignment there.

The first fire of the St. Patrick's Day Parade

The media campaign includes public service television commercials and subway advertising as well as a pamphlet. In both English and Spanish editions, to be distributed in supermarkets, banks, schools, and prototype station houses throughout the city.

The pamphlet, entitled "The 100 Hats of Officer Jones," tells the story of a duty a police officer may be called upon to perform — or the 100 hats he wears. Actually, the pamphlet has pictures of only 40 police hats, but the text tells the reader what the police officer does.

For instance, during the 1972, the 30,000 men and women of New York's Police Department answered seven million calls for help. Two out of 10 concerned violence and crime. The rest dealt with repairing people from 1,970 scaled elevators, from 43 collapsed buildings, from eight plane crashes, 116 boiler explosions, hundreds of gas and chemical leaks and 1,001 instances where people were caught in machinery.

They delivered 46 babies. And they freed three people who were trapped in revolving doors.

The Missing Persons Squad looked for 20,000 persons last year — and found 17,476 of them.

A total of 323,332 arrests were made last year. That's one every two minutes.

The Police Bomb Squad — 20 men, "probably the German Shepherd and "Sally" the Labrador Retriever — answered 4,308 bomb scares.

"Last year, "Officer Jones" was awarded 67 medals of honor, 10,000 citations for bravery, and attended burial services for five fellow officers killed in the line of duty.

The pamphlet tells citizens what they can do to help the police, how to protect property, what to do in emergencies, and makes the cop seem more human.

For instance, in the "Ethical Awareness Workshops," attended by every cop in the department, the pamphlet says, every officer undergoes "30 hours of intense group dialogues. In a no-holds barred, peer-pressure atmosphere, chances to confront their own attitudes about things like racial prejudice and ethical conduct."

Copies of "The 100 Hats of Officer Jones" may be obtained free from the New York City Police Foundation, One State Street Plaza, New York, N.Y. 10004.

Jr Architect: BA Qualify for State Job

Anyone with a bachelor's degree in architecture — or college seniors who will receive their degree upon graduation — may apply as a junior architect with the state. Starting salary is $11,337 for the job with the Department of Labor in the Office of General Services and the Division of Housing and Community Development.

Candidates' training and experience will be evaluated on the basis of their education, work, and military experience. The examination will consist of an application, see page 16 of The Public Defender for where to direct inquiries, and the job exam by its title and number.

Seymour Scher
Appointed First Depy Controller

Seymour Scher, a professional government administrator and former city manager of Yonkers, has been appointed first deputy comptroller by Comptroller Harrison Goldin last week.

Mr. Scher will be responsible for the General Administration of the Comptroller's office and will advise and represent the Comptroller on a broad range of management and public policy issues, Mr. Goldin announced.

He will greatly expand the existing office and will expand and improve the capacity for program analysis.

NOW'S THE TIME to register for March Stenotype classes

Don't miss the early earnings, good jobs and prestige enjoyed by Stenographers. If you cannot attend our regular classes, you can learn Stenotype, Daytime 2 sessions, evenings, Saturday classes begin immediately. Register NOW. FREE Catalog.

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HAMBURG — 8 Nights K-5056 Lv. Apr. 8, Ret. Apr. 15 MAP $515 At the Deluxe HANOVER PRINCESS HOTEL

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LONDON — 3 Nights K-6021 Lv. May 23, Ret. May 27 $29 Afghan International Hotel

MONTREAL — 3 Nights K-6611 Lv. May 24, Ret. May 27 $189 Montreal HAMLET HOTEL

NEW YORK — 3 Nights K-5060 Lv. May 25, Ret. May 29 $229 New York HAMLET HOTEL

NOW'S THE TIME to register for March Stenotype classes

Don't miss the early earnings, good jobs and prestige enjoyed by Stenographers. If you cannot attend our regular classes, you can learn Stenotype, Daytime 2 sessions, evenings, Saturday classes begin immediately. Register NOW. FREE Catalog.

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Licensed by N.Y. State Bd. of Education. Approved for Veteran's training.
Probation Unit Sees Top Pair

ALBANY — Members of the Civil Service Employees Assn. statewide probation committee met recently with the two top officials of the State Division of Probation to present CSEA’s position relative to conditions of employment for probation officers and to discuss a variety of topics of mutual interest.

Walter Dunbar, state director of probation, and his deputy director, Robert F. Sullivan, discussed current and anticipated problems in the probation field, and possible future changes in probation.

Members of CSEA’s statewide probation committee reported to Mr. Dunbar and Mr. Sullivan the status of a current committee study on the feasibility of establishing a mandate minimum starting salary of $14,000 for all probation officers in the state.

Committee members also presented CSEA’s position relative to the potential state takeover of probation. In a related study, the committee is attempting to determine the excess factor in counties where the state has completely taken over probation.

Statewide committee members attending included James Brady, chairman, and members Alan Greenfield, James Prisina, Peter Orisio, James Mattel, Harold Fanning, Eula Cathey Sr. and CSEA staff coordinator Nels Carlson.

The State Division of Probation is to charge with providing leadership, assistance, coordination and general supervision of operations of county, city and city probation departments and CSEA provides representation in 46 of these counties.

Onondaga Probation Officers To Meet

LIVERPOOL — The Onondaga Committee to Study Probation Civil Service Employees Assn., will hold an open meeting for all Onondaga County probation officers at 7 p.m. March 18.

The session will take place at County House Model, 1108 Buckeye Rd., Liverpool.

There will be a discussion of probation officers’ accomplishments and the goals of the CB.

DOT AGREEMENT — Members of CSEA’s State Department of Transportation departmental negotiating committee and representatives of the Department of Transportation sign a new departmental agreement.

State loses Round 1 In Roswell

Judge’s Ruling Keeps Institute’s Parking Lot Free For A While

BUFFALO — The Civil Service Employees Assn. went to court last week to protect the parking privileges of the more than 2,000 employees at Roswell Park Memorial Institute.

The CSEA won the first round, but the first round has not ended.

The initial round victory came when a judge granted the CSEA a restraining order that forced the state to keep open free lots where Bowell employees had parked their cars for the past five years.

Roswell wanted to close the lots and charge the employees, starting March 1, $10 a month to park in a new state-owned parking ramp at Roswell.

But the CSEA, led by Roswell chapter president Robert W. Stelley Jr., and Barbara Pauser, president of the Health Research chapter at Roswell, immediately filed a grievance.

Along with the help of Thomas W. Christy, CSEA field representative, they claimed the decision to close the lots violated the state’s labor agreement with the CSEA.

The state agreed to bypass steps 1 and 2 of the grievance procedure and proceed to step 3, impartial binding arbitration. But the CSEA, realizing arbitration was impossible to complete by the state’s March 1 deadline for closing the lots, took the state to court.

The restraining order granted by Supreme Court Justice Frank J. Kromhout forbids the state to close the lots until state attorneys appear in court to argue their case. But it appeared last week that the state planned to go along with the restraining order and keep the lots open until the end of arbitration.

The order not only required the state to keep open the employees’ lots, it also forced the state, in effect, to keep the parking ramp closed for lack of parking space.

The three-tier, 1,000-car ramp costs $2.8 million.

CSEA was represented in court in the matter by Charles Sandor, regional attorney, and Carmen Pino, his assistant.

$1.5 Million in Savings Seen In Monroe Victory

ROCHESTER — Monroe County chapter, Civil Service Employees Assn., has won the third of four cases in which it went to arbitration against the county last year.

This will result in the future payment and payment retroactively to July 1, 1975, of time-and-a-quarter overtime to all eligible employees in the County Department of Public Works and Pure Waters.

“The CSEA has saved its members well over $1 1/2 million in 1975 by winning this case and others in which 500 employees involved paid parking and changing of standards for granting yearly increments,” said chapter president Martin R. Keens.

Mr. Keens said the CSEA-monopoly contract called for the payment of time-and-a-quarter for all hours worked or paid for during an 80-hour pay period.

The county insisted that an employee who, for example, had a holiday day within the 80-hour period would have to make up an additional day before he could receive the premium pay.

Dr. Robert R. Prance of nearby Pittsford, the labor arbitrator, ruled that the county violated the contract by not paying the time-and-a-quarter to the employees involved.

“This was one of our most important cases because it involved a section of the contract which was not too specific concerning the payment of time-and-a-quarter for overtime,” Mr. Keens said.

The decision affects about 500 employees.

Attorney James Hancock and chief steward Will Yates were counsel and steward in all four cases and Joseph Catone, unit president for the Department of Public Works, was the grievant in the latest case.
This Week's City Eligible Lists

**Query License Applicatients On Conviction, Not Arrest**

Applicants for licenses for vending machines, which presently ask potential employees if they have ever been arrested, may only be asked whether they have been convicted of an offense — and not whether they were arrested if the State Senate gives its approval.

The State Assembly passed such a measure yesterday on a vote of 42 to 44, and sent the bill to the Senate where it is in a Committee of the Whole.

The bill, which would become effective 60 days after its enactment, would lift license disqualification for anyone getting a license from a municipal corporation or state. This will also apply to any license issued as a barber, beautician, locksmith, plumber and beautician.

The bill would not apply to the incarceration for which the license was revoked, or to any offense for which a license was revoked, and in those cases where the disqualification had not been delivered in writing, but would apply to the final denial of an application, and not whether they had been arrested. All application forms, however, would be fingerprinted, and notices for several jobs would not be the same.

The bill, in the form of an amendment to the civil rights law, states that the employer cannot ask for any information about arrest if it is not followed up by a conviction or a finding of disqualification.

Because the City Civil Service Commission did not follow up on a conviction or a finding of disqualification, the employer is not able to use any information acquired through means other than the direct questioning of the applicant.

According to Assemblyman Joseph D. Francello, who sponsored the bill, there are seven cities and 13 counties in New York State which presently ask potential employees if they have ever been arrested.

The Senate's act as a barrier to employment, Assemblyman Francello said, even if the employee had not been convicted. For two years as chairman of the Joint Legislative Committee on In-Prison Employment Problems, Mr. Francello held hearings on discrimination against hiring the handicapped, wounded, and ex-offenders.

The New York Civil Liberties Union has urged the groups pressing for passage of the bill, said that less than half of all persons convicted of an offense were found guilty of a crime, and that few than half of those who were found guilty of an offense for which they were arrested.

Thus, more than 75 percent of the persons convicted of an offense were found guilty of an offense for which they were arrested. Yet, more than 75 percent of the persons convicted of an offense were not hired, or even considered for hire because of their arrest.

Mr. Francello said that the bill, on the other hand, would not apply to the incarceration for which the license was revoked, or to any offense for which a license was revoked, and in those cases where the disqualification had not been delivered in writing, but would apply to the final denial of an application, and not whether they had been arrested. All application forms, however, would be fingerprinted, and notices for several jobs would not be the same.

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Where's The Shame?

When food service workers mass on the steps of the Capitol in Albany next week, they will do so in the hope of bringing the Legislature's attention to the mess on the career ladder the workers say was promised them in an agreement with the state.

The Civil Service Employees Assn., which represents these food service workers in various institutions throughout the state, has refused to accept the idea of another level of middle management as a substitute for the career ladder.

Rather, they hold that persons currently employed in the food services field should have the opportunity, through a clearly outlined career ladder, for advancement.

Talks between the state and CSEA have bogged down on the subject after more than a year and a half of meetings. CSEA contends that a letter of intent to negotiate the career ladder, issued by the Office of Employee Relations last year, is tantamount to a contractual agreement, and that after a subsequent refusal to negotiate leaves them no option but to file a grievance.

As one CSEA spokesman has pointed out, several legislators have made use of the Mental Hygiene institutions in an effort to generate newspaper headlines. The real shame, he said, is the way the employees have to endure.

It seems to us, too, that the two ideas are interconnected.

People do work better when they feel there is some opportunity for recognition and advancement.

Especially in Mental Hygiene institutions, where renewed efforts are being made to upgrade the services, it is important for everyone to realize their extra efforts can have some effect on their careers.

These are days when youthful antics, such as the current wave of streaming, have put the拿手-background of teens to the national front page.

We hope that the state's legislators will give a full frontal look at the naked truth of the food service workers' arguments. Then let the shame be felt where it will.

Questions and Answers

Q. I just started working full time and my Social Security number was wrong. What should I do?
A. Report the error to your employer as soon as possible, and show him your social security card so he can correct his records right away.

Q. I became disabled in January of this year, and applied for Social Security. I was told that the application period has now been shortened to 3 months. I'll get a check for the extra month I had to wait.
A. No. This change in the disability law is effective for benefits payable for months beginning January 1978 based on applications filed in or after October 1977. If you were already getting benefits from the Department before January 1978, you will not benefit from the shortened waiting period.

Q. Will Medicare coverage for the disabled be the same as the Medicare coverage now provided for people 65 and older?
A. Yes, the only difference is the waiting period for getting Medicare coverage. Disabled people must have been getting monthly Social Security disability payments for 24 consecutive months. There is a special provision for people who need a kidney transplant or diabetes.

Advantage Of Incident

Whoever among the Democrats contend for the nomination have already made tentative moves toward the race. These include Robert Morgenthau, the former U.S. Attorney for the Southern District of New York; Haitas County Assemblyman Peter A. Berle; William Vanden Heuvel, who was defeated last year in a race for the post of state senator against Hogan; former City Environmental Commissioner Samuel Garbars, the lawyer with liberal leanings who has written extensively on legal problems; and, of course, Supreme Court Justice Burton Roberts, the former New York Attorney General. A potential sleeper in the contest is Congressman Edward J. Koch, who has a firm, powerful political base in the city's boroughs and liberal friends to enter the race.

Last year Koch declared for the Democratic nomination for Governor, shortly after the primary, in the race because of inadequate financing. However, his friends urge that if Koch finances a borough race is much more formidable than the task of finding a new ally. If Koch were to face a professional lawyer with a strong record of accomplishment, his political base in the city's boroughs and liberal friends to enter the race.

As the centrist, Congressman Koch is talking about City Improvement Commissioner Nicholas Scoppetta, as his candidate for District Attorney. However, Koch got into this contest to convince him that his route to becoming Mayor of the City is through the State Senate. Koch's former State Senator, is through the District Attorney's office, 244 State St., Albany, is under fire for suspected electioneering. He flatly set off the ground as a Congressman and could be a formidable opponent in the Excise Tax investigation's primary contest.

PETITIONER ARGUED that since the plea of nolo contendere does not constitute an admission of any crime as distinguished from a guilty plea or a finding of guilt after trial, therefore he had never been convicted of any criminal offense. He further stated that his constitutional rights to due process were violated because of the erroneous interpretation of the legal effect of his plea of nolo. He also argued that his termination was in violation of law because there was no factual basis for his hearing. His final argument was that the Department of Taxation and Finance, having retained him in the position for two weeks, was stopped from terminating his employment.

Section 606(4) of the Civil Service Law provides that the State Civil Service Department may after examination refuse to certify an eligible who has been guilty of a crime. It also provides that a person may not be disqualified unless he has been given a written statement of the reasons and afforded an opportunity to explain and submit facts in opposition to the disqualification.

The court found that the action of the Civil Service Department was taken pursuant to Section 606(4) of the Civil Service Law, and that the plea of nolo contendere to a criminal charge is not an admission of the facts constituting the crime charged. The judgment of conviction following the plea subjects the defendant to all the consequences attending such an adjudication as if he had pleaded guilty or been found guilty after trial.

IT IS SAID "A plea of nolo contendere simply means that the defendant will not contest the charge but will submit to such punishment as the court inflicts. At
**LETTERS TO THE EDITOR**

**Fire Strike Reduced Bargaining Power**

Editor, The Leader:

(Thaddeus J. Mcculio, Assistant to the Leader in response to a column which appeared last December in another paper.)

That column contended that it was the District Attorney of New York County who, by pressing against U.P.A. Officials for violations of a Civil Statute, and charging five leaders of the strike by the Uniformed Fire Commissioners, was the main obstacle to the achievement of contracts without using many years — a team which had no right to such use.

Anyone who reads this examination will realize that we are no object to an intra-departmental promotion, to raise the status of other agents, and to show that there has been a nick-of-time operation to allow a grade eight jump in one step, to a position that does not require any qualifications except simple clerical duties.

We are not to consider this an emergency and cannot deal with the situation as it is.

For one who was a member of the U.P.A. Board of Trustees for many years — a team which had the strike vote in its pocket and achieved compromise at the last moment — it is strange to see your support of a labor official who had nothing to do with the strike.

At a series of borough meetings when the Board of Trustees was in progress, President Vinzili advised the fire fighters not to take strike votes if they didn't want to go on strike since if he received it, he would use it as a weapon.

Strange as it may seem, the fire fighters believed him and, as records show, they were right; they did not give it to him. But he used it anyway. Under the guise of knowledge and support, President Vinzili used a mass meeting as an indication for his action.

How can a membership meeting vote strike vote when nearly 2,900 fire fighters were not notified due to work schedules? How simple it would have been to tell the truth at their Monday meeting.

**Civil Service Law & You**

(Continued from Page 6)

least it is a conviction of the crime to which such a plea is pleaded.

The undersigned are all agreed that the tax collectors are not at the present time before the Tax Commissioner, and that they have not been aggrieved by any change in the law.

On Wednesday, Feb. 12, 1974, examination announcement No. 38-424 was posted.

**Minority Jobs Up**

While total full-time federal employment decreased by 58,176 from December 26, 1972, to December 26, 1973, minority employment went up approximately 10,000. This growth is the result of ongoing efforts to develop a more equitable employment situation by the Civil Service Commission, to which we have been witness in previous issues.

As of May 31, 1973, blacks, Hispanics, Native Americans and Oriental Americans employed in government jobs, up from 506, 498 in the preceding year, the report states. The data indicate that government employees comprised 20.4% of the federal civilian work force, compared to 18.8% in 1972. The same report states that significant minority results occurred in the better paying White-collar category, where the increase for the same period was 3,704 jobs, from 27.9% of total employment in these grades in 1972 to 31.7% in 1973, an increase of 3,922, from 10.1% in 1972 to 20.5% in 1973; GS 9- 11, an increase of 441, from 7.3% in 1972 to 10.6% in 1973; GS 12-13, an increase of 441, from 4.6% in 1972 to 5% in 1973; GS 14-15, an increase of 18, from 3.4% in 1972 to 3.5% in 1973.

O'Hagan To Brazil

Fire Commissioner John O'Hagan returned March 10 from an eight-day trip to Brazil and Peru, where, at the invitation of the Brazilian government, was on high rise fire fighting and emergency disaster in a Sao Paulo high rise in which 169 citizens died. First Deputy Fire Commissioner William Vincent Canton served as acting Fire Commissioner through March 11.

Effective between March 1 and July 13 are the following 38 retirements and one resignation:


Firemen Second Grade Thomas St. John, John Gulinello, promoted to assistant tax agent, and Attilio Carlopio.

Minority employment gains under General Schedule and similar grade groupings were as follows:

- White-collar 8.9%, an increase of 3,922, from 10.1% in 1972 to 20.5% in 1973; GS 9-11, an increase of 441, from 7.3% in 1972 to 10.6% in 1973; GS 12-13, an increase of 441, from 4.6% in 1972 to 5% in 1973; GS 14-15, an increase of 18, from 3.4% in 1972 to 3.5% in 1973.

**Police News**

**Commentary**

The following 30 members of the force have received commendation, worth 3.4 points toward promotion:


Assistant Assessor

The City Civil Service Commission has reopened filling for assistant assessor in tax xam. Filing will be in person only at 49 Thomas St., Manhattan, on March 15, the same as the General Civil Service Commissions, was changed from April 16 to April 27.

S. Edelstein

New York City
List of New York Congressmen and Legislators

U.S. SENATE
Communications may be addressed to the Senate Office Building, Washington, D.C. 20515.

JACOB K. JAVITS (R), 110 East 16th St., New York, N.Y. 10014.

SUFFOLK
1st District—Olita Pike (D), 1287 Pulaski Ave., Bay Shore, L.I., N.Y. 11706.
2nd District—James R. Grover, Jr. (R), 125 Woodrow Pk. Dr., Bayport, L.I., N.Y. 11702.

NASSAU
3rd District—Anacdo D. Condon (R), 528 Toronto Ave., Manasquan, L.I., N.Y. 11738.
4th District—Norman F. Lent (D-R), 987 Arverne Blvd., Rockaway Beach, N.Y. 11693.
5th District—John W. Wyder (R), 545 Madison Ave., Garden City, L.I., N.Y. 11530.

NASSAU-QUEENS
6th District—Lester L. Wolff (D), 135 North Drive, Great Neck, N.Y. 11022.

QUEENS
7th District—Joseph P. Addabbo (D-L), 123-46 68th St., Jamaica, N.Y. 11432.
8th District — Benjamin S. Rosenfield (D-L), 34-122 E. 186 St., Bronx, N.Y. 10451.
9th District—James J. Delaney (D-R), 125 Mosholu Pk. Dr., Woodlawn, L.I., N.Y. 11366.

QUEENS-BRONX
10th District—Marie Biaiag (D-R), 160 East 155th St., New York, N.Y. 10032.

BAKERSFIELD

11th District—Frank J. Brasco (D), 630 Astoria Ave., Brooklyn, N.Y. 11357.

BROOKLYN
12th District—Shirley Chisholm (D-L), 1028 St. Joan Blvd., Brooklyn, N.Y. 11216.
13th District—Bernard L. Poddell (D), 102 Rockland Blvd., Brooklyn, N.Y. 11209.
14th District—John J. Mooney (D-L), 217 Congress St., Brooklyn, N.Y. 11201.
15th District—Hugh L. Carey (D), 44 Prospect Pl. West, Brooklyn, N.Y. 11219.

Wayne-Monroe
41st District—Frank Horton (D), 940 Concord Ave., Rochester, N.Y. 14609.

Monroe-Ontario-Livingston-Wyoming
51th District—Barber B. Conable (R), 10532 Alexander Rd., Alexander, N.Y. 14002.

ERIE
12th District—Trudeau J. Donaldson (D), 56 Peace St., Buffalo, N.Y. 14201.

13th District—Robert B. Jenks (D), 125 Ironwood Ave., Hamburg, N.Y. 14063.

BUFFALO-WESTERN ALLEGANY-C Attawagula-CHAutaqua-Erie
39th District—James F. Hastings (R-C), 124 North Second St., Lockport, N.Y. 14094.

NY LESTIUS LEGISLATURE
Communications to State Senators may also be addressed to the State Capitol, Albany, N.Y.

SUFFOLK
1st District—Leon E. Griffith (R), 15 N. Coleman Rd., Centerport, L.I., N.Y. 11720.
2nd District—Bernard C. Smith (R), Franklin St., Northport, N.Y. 11768.

Suffolk-Nassau
4th District—Jesse N. Smith (D), 185 Woodsome Rd., East Crescent, N.Y. 11728.
5th District—William E. King (R-C), 1015 Cedar Lane, Huntington, N.Y. 11743.

ALBANY-SCHENECTADY-Montgomery
6th District—James T. Mariano (R), 3 Lesa Court, Mattatuck, Suyasser, N.Y. 11791.
7th District—Robert E. Entz (R), 5 South Adirondack St., Johnstown, N.Y. 12095.

40th District—William J. Siler (R-C), 244 Guy Park Ave., Amsterdam, N.Y. 12010.

41st District—Bennett C. Reilly (D), 15 N. Coleman Rd., East Galesburg, N.Y. 13669.

42nd District—William J. Mcluskey (R), 63 First St., Garden City, N.Y. 11530.

43rd District—Robert A. Scharer (R-L), 150 Mada Ave., Staten Island, N.Y. 10304.

44th District—Edward J. Cargill (D), 111th St., New York, N.Y. 10025.

45th District—William B. Farnham (R), 22-48 80th St., Jackson Heights, N.Y. 11370.

46th District—Mary Anne Krukas (D-L), Shaler Ave., Erlanger, N.Y. 11377.

ST. LAWRENCE-JEFFERSON-OSWEGO-Sackets Harbor
49th District—H. Douglas Barrow (R), 7377 Bentley Rd., Pulaski, N.Y. 13096.

Onondaga-Lewis-Herkimer
48th District—James H. Donovan (R-C), 9401 Elm St., Chittenango, N.Y. 13031.

BROOME-CHENANGO-TIoga
47th District—Warren M. Anderson (R), 24 Latrop Avenue, Endwell, N.Y. 13760.

Delaware-Schoharie-Osgo-Verkin-Herkimer
46th District—Edward E. Mansfield (R-C), Main St., Mohawk, N.Y. 13406.

Madison-Onondaga
45th District—Martin B. Auer (R), 809 Crawford Ave., Syracuse, N.Y. 13204.

Onondaga-Cayuga-Cornwall
52nd District—Torky J. Leonard (R-C), E. 69th St., Syracuse, N.Y. 13205.

Wayne-Seneca-Trenton-Monroe
53rd District—Frederick L. Warder (R), 100 Lewis St., Oswego, N.Y. 13126.

Monroe
3rd District—Oordon D. De improvements
5th District—Fred J. Keber (R-L), 141 Woodrow Circle, Rochester, N.Y. 14618.

Erie
56th District—Joseph A. Della (R-L), 13 Saratoga Plaza, Syracuse, N.Y. 13205.
57th District—Paul P. E. (R-L), 2.100 Emma Drive, Buffalo, N.Y. 14218.

Erie-Chautauqua-Cattaraugus-Allegany
58th District—James F. Hastings (R), 124 Second North St., Almogola, N.Y. 14083.

Erie-Western-Dutchess-Columbia
59th District—Robert T. Cornell (R), 150 Kendig Pk., Poughkeepsie, N.Y. 12601.

Erie-Orange-
50th District—John J. Sarno (D), 1015 Cedar Lane, Woodstock, N.Y. 12498.

Queens-Eastern-
51th District—Saran J. Sarno (D), 151 Cedar Lane, Woodstock, N.Y. 12498.

Queens-Western-
52th District—Marie Biaiag (D-R), 160 East 155th St., New York, N.Y. 10032.

Queens-Long Island-
53th District—Donald J. Mitchell (R-C), Shell's Bush Rd. Huntington, N.Y. 11740.

Queens-Westchester-
54th District—Martha J. Knorr (D), 945 Knorr Ave., Tarrytown, N.Y. 10591.

Washing-ton-Neponset-
55th District—William J. Siler (R-C), 244 Guy Park Ave., Amsterdam, N.Y. 12010.

1st District—Olita Pike (D), 1287 Pulaski Ave., Bay Shore, L.I., N.Y. 11706.
2nd District—James R. Grover, Jr. (R), 125 Woodrow Pk. Dr., Bayport, L.I., N.Y. 11702.
3rd District—Anacdo D. Condon (R), 528 Toronto Ave., Manasquan, L.I., N.Y. 11738.
4th District—Norman F. Lent (D-R), 987 Arverne Blvd., Rockaway Beach, N.Y. 11660.
5th District—John W. Wyder (R), 545 Madison Ave., Garden City, L.I., N.Y. 11530.
6th District—Lester L. Wolff (D), 135 North Drive, Great Neck, N.Y. 11022.
7th District—Joseph P. Addabbo (D-L), 123-46 68th St., Jamaica, N.Y. 11432.
8th District — Benjamin S. Rosenfield (D-L), 34-122 E. 186 St., Bronx, N.Y. 10451.
9th District—James J. Delaney (D-R), 125 Mosholu Pk. Dr., Woodlawn, L.I., N.Y. 11366.
10th District—Marie Biaiag (D-R), 160 East 155th St., New York, N.Y. 10032.
11th District—Frank J. Brasco (D), 630 Astoria Ave., Brooklyn, N.Y. 11357.
12th District—Shirley Chisholm (D-L), 1028 St. Joan Blvd., Brooklyn, N.Y. 11216.
13th District—Bernard L. Poddell (D), 102 Rockland Blvd., Brooklyn, N.Y. 11209.
14th District—John J. Mooney (D-L), 217 Congress St., Brooklyn, N.Y. 11201.
15th District—Hugh L. Carey (D), 44 Prospect Pl. West, Brooklyn, N.Y. 11219.
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Applications will be accepted until April 8 and written examinations will be held May 11. Announcements and applications may be obtained from a representative for details. For where to obtain these job announcements and applications, see page 15 of The Leader. Exam number and title should be referred to in all requests.

**Special Notice**

FOR CSEA MEMBERS ONLY

Important improvements have been made in your CSEA Basic Accident and Sickness Plan.

New employees can apply for $150-A-Month CSEA accident and sickness disability insurance without evidence of insurability during the first 120 days of employment, providing they are under 39½ years of age.

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<th>Increased Disability Income Benefit of</th>
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<tr>
<td>Less than $4,000</td>
<td>$100 a month</td>
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<td>$4,000 but less than $5,000</td>
<td>$150 a month</td>
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<td>$5,000 but less than $6,500</td>
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"Sore Throat" Happy Friday, All's Well!

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Cortland Pact Updated
To Cover Standby Pay

(Continued from Page 1)
about the case within 24 hours. If
the Department of Social Services
shall be assigned on a rotating
schedule for seven-day pro-
vision for compensation for
services shall be assigned on a
regular business hours.

The amendment to the contract
states that one qualified employ-
ee of the Department of Social
Services shall be assigned on a
rotating schedule for seven-day
periods to provide child protec-
tive services during the hours
that the department offices are
officially closed.

That employee will be com-
penated at the rate of $80 for the seven-day period if he is on
standby at his home.

If it is necessary for an em-
ployee to leave his residence to
make a home visit, he will be
compensated at his regular hourly
rate while he is away from
his residence.

If an employee on standby is
called to make a home visit
between the hours of 9 a.m.
and 5 p.m. on Saturdays, Sundays and holidays, he will receive compensatory
time off.

Albany SUNY

Cortland Pact Updated

CSElA's present contract with
Cortland County did not make
 provision for compensation for
standby or were called upon to
continue with the incumbent of-
cers.

The motion was made because the
chapter is in the midst of
departmental negotiations.

Chapter president Frank Gilder
thanked the membership for
their support on behalf of the
officers, chairmen of committees,
committee members, negotia-
tion team and executive committee.

He also noted that some mem-
bers of the CSEA Cortland chapter
because SUNYA em-
ployees are dispersed over many
areas.

Mr. Gilder urged all members
to maintain an active interest
in the chapter and to encourage	on-members to join the union.

He suggested passing on copies
of the leaflet to non-members
as a method of arousing more
interest in CSEA.

* CSEA LEAVE FORM *

| APPROVED PROTOCOL 11 of the Committee for Resolutions CSEA |

TO PROJECT YOUR BENEFITS as a CSEA member, if you are RETIRING, leaving the district, or changing to another position, fill out this form and send in to the Local, County, or District office.

Please Check the Appropriate Box(es):

- [ ] I am RETIRING (effective: date)
- [ ] I am leaving (effective: date)
- [ ] I am LEAVING POST (effective: date)
- [ ] I am transferring with location (date)
- [ ] I am transferring without location (date)

Please Check Appropriate Box(es):

- [ ] I have submitted the necessary documents to continue my CSEA.
- [ ] MEMBERSHIP
- [ ] LIFE INSURANCE
- [ ] LONG TERM DISABILITY INSURANCE
- [ ] GROUP HEALTH INSURANCE
- [ ] AUTO & HOMEOWNERS INSURANCE

NOTE: "If you are leaving on the PENSION PLAN, do not use this form."

Please Check the Appropriate Box(es): [ ] I have submitted the necessary documents to continue my CSEA.

Gathering at the Multi-Municipal Productivity Project workshop at C. W. Post College were from left: Augustus Lunellolo, CSEA representative, Town of Oyster Bay; Richard Katzer, management representative, Oyster Bay; Alex Bozea, labor representative, New Hempstead; Kenneth Cadieu, president, Town of Hempstead unit, CSEA; Vincent Maeri, project director; Irving Flumenbaum, assistant director and president, Nassau chapter of Arthur Bingham, management, Town of North Hempstead; Harold Braun, management, Town of North Hempstead; and Edward Ochenkoski, president, Town of North Hempstead unit.

Food Service

(Continued from Page 1)

the state refused to consider
any type of food service career
ladder," Mr. Guild reported.

"The committee received the
news and immediately decided to
file a grievance against the state
for violations of the contract and
the letter of intent. We are
awaiting a ruling on his action.

"However, the committee also
decided to make the plight of the
food service workers known to
their legislators and the adminis-
trators in various ways.

"Several groups of food ser-
vices workers have taken the situa-
tion into their own hands. They
will not harm the well-being of the patients at the institu-
tions in which they work, but
they are making their dissatis-
factions known in various peace-
ful yet attention-getting methods.

"One group has started
wearing black arm bands as if in
mourning for the career ladder.
This action does not interfere
with their jobs, but it makes an
impression on the public near
the local institutions. Other groups
have started a letter-writing cam-
paign to the departments to
explain the situation and explain
their side of the story be-
tween. Another layer of managers
make some blameworthy of their
problem.

"Any food service worker
or interested party is invited to
show support." Mr. Guild said.

Productivity Is Discussed
At Workshops On L.I.

MINOILA — The Multi-Municipal Productivity Proj-
ject conducted a workshop at the Hillwood Commons Build-
ing of C. W. Post College of Long Island University.
The purpose was to educate the employees of the towns of
Hempstead, North Hempstead and Oyster Bay on produ-
tivity-improvement efforts within their own departments.

Those who attended the workshop included representatives of the
Civil Service Employees Assn. and management from every de-
partment or major division in the three towns.

Dr. Edward Cook, acting presi-
dent of C. W. Post, defined pro-
ductivity in terms of systems an-
alysis to the participants.

Robert B. McKeide, Dean of the
Cornell University School of In-
dustrial and Labor Relations and
Project Consultant, the author
stressed the need for the joint
effort between labor and man-
agement in productivity improve-
ments.

In the afternoon, Kenneth
Cadieu, president of CSEA unit,
Town of Hempstead, addressed
the participants on the benefits
that will be derived as a result
of productivity improvements.

He said that the benefits may
include more money, greater job
satisfaction or increased fringe
benefits.

The same workshop was held
later for the employees of Nas-
sa county.
computer head added by Hq.

albany — David M. Tallcott has been appointed manager of computer services for the civil service employees union. Headquarters here.

Mr. Tallcott received his bachelor of arts degree in mathematics from Colgate University and is presently completing his studies in the master's program in computer science at Rensselaer Polytechnic Institute.

He has been employed as an applications programmer with the state department of education, an assistant professor of computer science at Hudson Valley Community College, a consulting programmer/analyst for the General Electric Company and a consultant to the director of data processing for the United Paperworkers International union.

For joining the CSEA headquarter staff.

Mr. Tallcott lives with his wife, Nancy, in Latham.

David Tallcott

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Albany, 3363 Church St. 13219.
Nassau Contract Amended
To Provide Sick Leave For
Aides Injured By Prisoners

MINOLA — An agreement providing sick leave at full pay for county employees injured by a prisoner has been announced by Irving Flammennbaum, president of the Nassau chapter of the Civil Service Employees Assn.

The agreement, which came after a series of discussions with management representatives, was to affect correction officers at the county jail, court attendants, mail and others dealing with prisoners.

Previously, Mr. Flammennbaum said, employees were required to use any sick time credits for the first 18 days of disability and were then limited to six months of workers' compensation and any further accumulated sick leave.

Under the agreement, employees will be covered from the first day at full pay.

It was seen as a major benefit for those employees facing the hazards of handling prisoners.

The agreement is to be made an amendment to the CSEA contract.

Discussions had been conducted by Mr. Flammennbaum with Deputy County Executive Thomas DeVito, Labor Commissioner Robert MacGreer, Deputy Labor Commissioner Bernard O'Reilly, Executive Assistant to the County Executive Vincent MacRae, Deputy Comptroller Ramon Martinez and Chief Deputy County Attorney Brian B. O'Shea.

Second Schenectady Group Files For CSEA Affiliation

SCHENECTADY — The Civil Service Employees Assn. has apparently succeeded for the second time within four months, in gaining recognition as exclusive bargaining agent for a group of Schenectady public employees who had previously been represented by another union.

According to a spokesman for CSEA, the union has filed this week with the administration of the Schenectady City School District, a formal request for recognition as bargaining representative for secretarial and office workers employed by the district.

John D. Corcoran Jr., regional field supervisor for CSEA, said that more than 75 percent of the employees in the bargaining unit, which includes secretaries and office workers, are represented by the Schenectady Educational Secretarial Association, a local independent union, which is also represented by the Schenectady Educational Secretarial Association.

Mr. Corcoran said that last December a group of central workers in the Schenectady City School District, who were represented by another AFL-CIO local, asked to be represented by CSEA. "In fact," said Mr. Corcoran, 106 percent of these employees had been card-carrying members of the other union, but they were so dissatisfied with the kind of representation that they were getting that we were immediately able to sign every one of them as members of CSEA.

CSEA Experience

"It's obvious that more and more employees in Schenectady and elsewhere are recognizing CSEA's representation experience in handling local government employees' problems when other unions obviously can't measure up," Mr. Corcoran said.

The CSEA spokesman said that the union has every reason to believe that when other unions obviously can't measure up, it's the time for employees to seek representation by an exclusive bargaining agent.

Discussions had been conducted by Mr. Flammennbaum with Deputy County Executive Thomas DeVito, Labor Commissioner Robert MacGreer, Deputy Labor Commissioner Bernard O'Reilly, Executive Assistant to the County Executive Vincent MacRae, Deputy Comptroller Ramon Martinez and Chief Deputy County Attorney Brian B. O'Shea.

Mogavero Moves Up To County Chairman

In 1964 he was elected as president of Erie's countywide organization, a unit of Erie County Education Association, and has also been elected twice to serve as the county representative to the CSEA, County Executive Committee, and was voted by committee members as vice-chairman in a special election last August.

In addition, he has served on Western Region committees for membership, political action and office sites. Statewide, he has been a member of the restructuring committee and the school ad hoc committee.

Mr. Mogavero succeeds Arthur Bolton as county chairman, following Mr. Bolton's resignation from CSEA by action of the Board of Directors last month. Mr. Bolton, who was defeated in his attempt to be elected president of CSEA's Southern Region last September, was expelled from CSEA membership because of his publicly stated efforts to convince members of Sullivan County chapter, which he had represented, to switch to a private-sector union.

Mogavero Moves Up To County Chairman

CENTRAL ISLIP ACCORD — Joseph Kepner, seated left, president of the Central Islip State Hospital chapter, CSEA, and Dr. Anthony Correoso, hospital director, prepare to sign the new two-year contract agreement at the ceremonies, standing from left are: Burdge Snedker, Al Henenborn, Henry Pannall, Claire Hoffman, CSEA field representative Nick Polingino, Eileen Gorski, Jim Lewis, Oleg Krynsk, Dr. Irving Jacobs and James Reisley.

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