PERB Delays Decision
On How To Unsnarl
Sullivan Traffic Jam

(Special to The Leader)

ALBANY—Due to legal technicalities, the final determination on the various challenges and unit designations requested by two rival AFL-CIO unions attempting to out the Civil Service Employees Assn. as bargaining agent for Sullivan County employees will not be made by the State Public Employment Relations Board until early September.

Representatives of CSEA attended three days of hearings at the PERB Albany offices to discuss the complex and confused situation. Three Sullivan County CSEA section presidents, Nelson Durfard, Social Services; Vincent Bonanno, Home and Infirmary, and Victor Werleia, DPW, attended the sessions along with Joseph DeLon, CSEA director of local government affairs; Lee Frank, CSEA staff organizer; and James Hoerner, counsel for CSEA.

Mixed-Up Situation

"The situation is mixed up to say the least," Lee Frank explained. "They don't know what they're doing."

"First, SEIU, the Service Employees International Union, formerly a maintenance union in New York City, stows up on the scene. SEIU took advantage of the discontent in some areas of CSEA leaders and got them to switch to SEIU. Of course, the leaders were supposed to bring their membership along with them. But it didn't work that way, because every CSEA member thinks for himself and doesn't play the leader."

Mr. Frank continued, "It looked like SEIU wanted a fast election so that it could catch CSEA off guard and with a boost of power in the public sector in New York State."

"However, AFSCME, the American Federation of State, County and Municipal Employees, another rival AFL-CIO union, sneaked onto the scene and went after a slice of the pie. This scramble for membership dues threw the Sullivan County situation into PERB's hearing rooms."

Different Plans

"Neither of the AFL-CIO unions could agree on what workers they wanted to represent," Mr. Frank explained. "AFSCME wants to split the Sullivan County CSEA chapter into two units."

(Continued on Page 8)

CSEA Lobbying is Cited
In Family Services' Veto

BUFFALO—In letters released for publication last week, Conrad G. Miles, president of the Erie County Social Services local unit, Civil Service Employees Assn., credited Gov. Malcolm "Family Services Act" to the efforts of Erie County Chapter president George H. Clark, CSEA chief counsel and legislative representative John Carter Rice, CSEA executive director Joseph D. Lohrner and Linda R. Dunn, secretary to the counsel.

"We are so pleased with the results of your action that we are compelled to send this letter of commendation," Mr. Miles said in part.

"We are gratified with the (Continued on Page 8)
Stewards for Rockland County chapter of the Civil Service Employees Assn. focus attention during recent chapter workshop at the Town of Clarkstown Town Hall in New City. Workshop is one of chapter’s ongoing efforts to maintain close working relationships with rank-and-file membership.

Paying close attention to the discussion are Arlene Schmoll, left, and Marion Alcher, two more of the chapter stewards who work to provide liaison between officers and members.

City Dept Offers Free Job Training

MANHATTAN — The Human Resources Administration announced last week that free training courses will be held by the Department of Employment to prepare applicants for Civil Service tests for the positions of Police Officer and Firehouse Assistant.

The free training course, which will be held only in the evening, will be conducted at the Department of Employment center.

Joel Douglas, discussion leader from School of Industrial and Labor Relations at Cornell University, speaks while chapter president John Mearns and CSEA’s state-wide education committee chairman Celeste Rosenkrans await their turns.

Manuel — The new combined Police and Firehouse Site in Brooklyn has been acquired by the city, the Municipal Service Administration announced last week. Sites for a new firehouse in Brooklyn, and a new intermediate school in the Bronx, have also been acquired by the city. These sites are now under the jurisdiction of the Department of Real Estate, and they are part of the city’s ongoing construction program for improved municipal services throughout the five boroughs.

Purchase Specialists

ALBANY — A purchase specialist turn & text eligible list, resulting from open competitive exam 24-244, was established July 10 by the state Department of Civil Service. The list contains 13 names.

Asst Specialist Elctrn

ALBANY — A purchase specialist assistant electrician eligible list, resulting from open competitive exam 24-244, was established July 10 by the state Department of Civil Service. The list contains 13 names.

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Please feel free to call us or write us. But in either case, please be sure to include your Identification Number and the New York or NYC prefix. This will speed things up considerably.

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RETURN TO THE TIMES SQUARE STATION
STEWARDS BACKBONE OF CHAPTER, SAYS WESTERN THRUWAY'S SIBILIO

(From Leader Correspondent)

BUFFALO—Albert F. Sibilio has 40 first-rate helpers in his job as president of the 500-member Western Thruway chapter of the Civil Service Employees Assn.

They're called stewards, a term long familiar to industrial and craft unions, but something of a breakthrough for a public employee union like the CSEA.

ALBERT SIBILIO

Mr. Sibilio, in his fourth year as head of the Western Thruway chapter, uses his stewards as a first line of communication with chapter members.

"We used to have a steward program, but it was more or less hit or miss," Mr. Sibilio said, adding modestly that when he took office "we kind of knit it all together."

What Mr. Sibilio did was petition the Thruway Authority and CSEA Headquarters to recognize his stewards as official union representatives.

Now, every toll barrier, every maintenance area and every clerical shop along the 175 miles of the Niagara Section of the Thruway has a steward.

The steward fulfills a basic need for the chapter officers, putting notices on bulletin boards, listening to grievances and passing on CSEA and Thruway information to the members.

"If we have a particular problem and the steward doesn't have the answer to it, then we call in Tom Christy (CSEA field representative Thomas C. Christy)."

For instance, Mr. Sibilio explained, toll collectors recently were confused about certain aspects of the CSEA contract dealing with work schedules. So, Mr. Christy, Mr. Sibilio and the stewards involved met with Thruway officials and ironed out the confusion.

Mr. Sibilio calls his stewards the "backbone of the chapter" and praises them for keeping channels of communication open between the member and higher ups on the Thruway and in CSEA.

"And they give me quite a bit of input as to the needs of the people on the Thruway," he added, pointing out the benefit of two-way communication.

"They really make my job a little bit easier," he said. "They act more or less as a buffer, taking complaints before they reach me. I can't have 500 phone calls a day and if the steward can resolve it, he goes ahead and solves it. If he can't, he notifies me."

Mr. Sibilio would like to see more CSEA education for stewards and suggests a stewards' workshop to help keep stewards up to date on changes.

He would also like to see the Thruway Authority recognize alternate stewards so if the principal steward can't attend a meeting, he has a designated alternate to take his place.

"These are the people who are in everyday contact with the members. They need to know what's going on and how to handle various problems," Mr. Sibilio said.

Another suggestion for the steward program involves some sort of remuneration for their efforts. "I would like to see them at one time or another get something out of it or more something," Mr. Sibilio said. "Our people get nothing, and this would work for all chapters, not just ours."

Every toll barrier, maintenance area and clerical shop along 175 miles of Niagara Section has a steward.

But no matter what, Mr. Sibilio firmly believes in the importance of the stewards.

"These are the people who are really going to make or break a union," he said. "If you've got a couple of good stewards a union can be really solid. But if they don't represent their people then you've got a lot of people angry and they wind up not representing the union or the people where they work."

HEADING EMPIRE — Here are the new officers of the recently formed CSEA chapter at Empire State College. From left, are: Evelyn Hays, president; Leroy Gordon, vice-president; Terri Stanton, treasurer, and Linda Bleser, secretary.

New Empire State College Chapter Installs Its Slate

SARATOGA SPRINGS—Newly elected officers of the recently created Empire State College chapter of the Civil Service Employees Assn. have been installed by CSEA Region 4 president, Joseph McDermott. The officers are: Evelyn Hays, president; Leroy Gordon, vice president; Linda Bleser, secretary, and Terri Stanton, treasurer. They will serve for two years.

MacTavish OK, Rests At Home

ALBANY — Dorothy MacTavish, state secretary of the Civil Service Employees Assn., has been released from Albany Medical Center.

Ms. MacTavish reported that she has been given "a clean bill of health" from her doctor, after 25 days in the hospital including two operations and four days of special treatments.

She said that she is catching up some of her work with CSEA, while resting at home at 43 Fordham Ct. here this summer.

"The many cards and flowers received from members and chapters did much to speed my recovery," Ms. MacTavish said, expressing her gratitude for the various remembrances she has received during her incapacitation.

Kothens In Vegas Print

BUFFALO — Dorothy Kothen, president of the Erie County Library unit, Civil Service Employees Assn. and her husband, Thomas, a stationary engineer at the library, were recently featured in a half-page spread of the Showboat Gazette, a tourist publication at the Shor-boat, in Las Vegas, where they celebrated their 25th wedding anniversary. Ms. Kothen made sure CSEA was prominently mentioned in the article, which also carried the Kothens' picture.
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An individual treatment program is carefully established by our Physiatrist (physician specialist in physical medicine). It is implemented by a team of rehabilitation professionals including nurses, physical, occupational, recreational and speech therapists, psychologists and social service counselors.

The Hydrotherapy Department includes a therapeutic Swimming pool, Hubbard tanks, and whirlpools. The Physiotherapy Department administers electro-thermal treatments and massage in private treatment areas and therapeutic exercise in a professionally equipped gymnasium. The patient who is chronically ill can also receive special care in this facility.

Psychiatric Hospital

Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational and recreational therapists. All modalities of psychiatric treatment are available - individual and group psychotherapy, hypnotherapy, electro-convulsive therapy, new multi-vitamin and supplemental drug therapy. Bright cheerful colors and spacious socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

Entrance to Brunswick Psychiatric Hospital is at 81 Louden Avenue (directly off Broadway - Route 110)

GROUP MEDICAL COVERAGE FOR CIVIL SERVICE EMPLOYEES

The Blue Cross Statewide Plan (P.A. or N.Y. Certificate Numbers) for employees of New York State, local subdivisions of New York State, most major medical insurance plans, and Medicare are applicable at these divisions of this fully accredited Hospital Center.
Senior Stenographer positions within the city's Unified Court System are now open for filling on an open competitive and promotional basis, according to the state Judicial Conference.

To be eligible for the open competitive exam, number 46-277, candidates need two years of full-time, paid typing and/or clerical experience. Completion of a post high school secretarial course may be substituted for one year of experience; college credits at the rate of 36 credits equal to one year of experience may also be substituted for the experience requirement.

For candidates holding an associate degree, no experience is required.

Candidates who qualify for the $7,800-$10,000 position must pass a qualifying stenographer test—45 words per minute. A written exam in each area as vocabulary, spelling and English grammar, is also to be held, date—Sept. 14. The eligible list from this open competitive exam will be used after the promotion list has been exhausted. To be eligible for the promotional exam in this title, the applicant must have one year of current, permanent competitive status in one of a number of specified titles, such as Account Clerk, Typist, Key Punch Operator, in a court or court-related agency. Appropriate titles and work locations for eligibility are listed in full on the job announcement, number 56-400. Announcements are available at any work location where eligibles are employed.

Other Open Competitive Jobs
- The Administrative Board of the Judicial Conference has also opened filling on an open competitive basis for eight Court Assistant I, seven Senior Stenographer and one Supreme Court Stenographer positions across the state. Filling for all positions will close Aug. 14.
- The open-competitive examinations scheduled for Sept. 14 include:
  - Court Assistant I, Albany County, 45-381, $4,050-5,350.
  - Court Assistant I, Broome County, 45-382, $4,200-5,500.
  - Court Assistant I, Cattaraugus County, 45-383, $4,700.
  - Court Assistant I, Erie County, 45-384, $4,900-5,150.
  - Court Assistant I, Hamilton County, 45-385, $5,000-5,250.
  - Court Assistant I, Jefferson County, 45-386, $5,200.
  - Court Assistant I, New York County, 45-387, $7,300-8,000.
  - Court Assistant I, Onondaga County, 45-388, $7,300.
  - Court Assistant I, Saratoga County, 45-389, $7,500.
  - Court Assistant I, Schenectady County, 45-390, $7,700.
  - Court Assistant I, Suffolk County, 45-391, $7,800.
  - Court Assistant I, Ulster County, 45-392, $8,000.
  - Court Assistant I, Warren County, 45-393, $8,200.
  - Court Assistant I, Washington County, 45-394, $8,400.
  - Court Assistant I, Westchester County, 45-395, $8,600.
  - Court Assistant I, Wyoming County, 45-396, $8,800.

Applications for these examinations, copies of the job announcement which indicate qualifications, may be obtained by writing to the Staffing Services Unit, Room 1209, Office of Court Administration, 239 Broadway, New York, N.Y. 10007.

Promotions
- During this same filing period due to close Aug. 14, the Judicial Conference has announced the opening of 11 other promotion opportunities in the state.
- The promotion examinations also scheduled for Sept. 14 include:
  - Court Assistant I, Albany County, 55-400.
  - Court Assistant I, Broome County, 55-401.
  - Court Assistant I, Cattaraugus County, 55-402.
  - Court Assistant I, Erie County, 55-403.
  - Court Assistant I, Hamilton County, 55-404.
  - Court Assistant I, Jefferson County, 55-405.
  - Court Assistant I, New York County, 55-406.
  - Court Assistant I, Onondaga County, 55-407.
  - Court Assistant I, Orange County, 55-408.
  - Court Assistant I, Schoharie County, 55-409.
  - Court Assistant I, Schenectady County, 55-410.

Applications and job announcements for these promotions are available in the courts where eligible candidates are employed.

Visit your local authorized Volkswagen dealer and find out why there are over 4 million Volkswagens on the American road today.

For anyone over 30, the new wage agreement for the New York City firefighters and sanitationmen must seem, at first thought, irresponsible.

They will remember when $5,000 was considered a respectable middle-class income, even though younger workers today would consider that sum to be near the poverty level.

Now here are agreements that call for 14 percent wage boosts plus cost-of-living increases. This is broken down as 8 percent retroactive to July 1, with another 6 percent for the cost-of-living adjustment at the end of the contract.

For the sanitation worker this means wages go from $15,500 to about $16,500 next year, and for the firefighter, from $13,500 to about $16,500. The living adjustment, which has been estimated conservatively at 8 percent, can appreciate what has been happening to the economy in this time of spiraling costs.

For years, some of the best known names in publishing have gone under, victims of postal hikes, paper shortages and the resultant price increase. In New York City particularly, the influx of talent from all over the country has resulted in a job competition that has meant a loss of name-calling and strike threats, should not obscure the fact that the parties concerned are to be congratulated on bringing the new wage agreement for the New York City firefighters and sanitationmen.

Although the average pay check is reportedly $12 higher now than it was a year ago, experts point out that the cost of living along with higher taxes has actually reduced the purchasing power by $4.

Harsh Reality

The political logic of Samuels' endorsement of Cuomo became more evident in light of the financial realities of their profession. On the one hand, studies show that the stress of newspaper deadlines and scoops results in one of the shortest life expectancies of all vocations; yet, in New York City particularly, the influx of talent from all over the country has resulted in a job competition that has kept salaries relatively low.

Nevertheless, newspaper people, perhaps more than anyone, can appreciate what has been happening to the economy in this time of spiraling costs. For years, some of the best known names in publishing have gone under, victims of postal hikes, paper shortages and the resultant price increase.

We are all victims of the times in which we live, and, unfortunately, neither New York City nor New York State can do much about the economic situation other than to meet its obligations to its citizens and to the public employees who provide the service that the citizens expect.
LETTERS TO THE EDITOR

Mileage Costs Not
A Negotiable Item

Editor, The Leader:

The last page of your July 9 issue brings good news for "mischievous negotiations to open in September." Alas, with the bright side there is always a dark side.

I refer to the current mileage reimbursement rate of 11 cents per mile paid state employees for personal auto usage (12 cents through 1979). This policy, I believe, is grossly unfair. It is a grossly unfair burden for a portion of state employees to carry until April 1, 1973. This, indeed, is an unforgivable policy on the part of the lawmakers. I believe the cost to the state of New York will not and cannot supply official vehicles to all field personnel. In fact, in the latest job announcement for consumer protection inspectors in the Office of the Attorney General, it stated the appointee may be required to furnish and operate consumer protection cars and be compensated at the current rate.

Prior to 1973 the requirement for eligibility for reimbursement was a "valid N.Y. State driver's license." Therefore, most of the employees supplying their personal autos are doing so without it actually being a condition of employment. Management has stated unofficially that possession of a "valid N.Y. State license" at all times of hire was considered not to using a personal auto at least 70% of the time. I have been told in the job announcement of June 1973?

Many employees prefer to drive their personal autos in the performance of their duties, but not when it means subsidizing the State of New York for the use of their autos.

I suggest that the mileage reimbursement rate should not be negotiated at each contract renewal. What is at stake in one place is an agreement to have a sliding scale plan based on independent auto business firms such as AAA or perhaps the National Transportation Department of the Federal Government.

The figure of the factfinder would be the basis for a semi-annual increase or reduction in the reimbursement rate based on current economic position.

What can be done now? I call upon CSEA and management to immediately begin discussion to formulate a new plan for submittal to the next legislative session, to help ease the economic pressure on the backs of the state employees and the prevailing inflation that is upon us.

Also, I begin discussion as soon as possible on a sliding-scale plan based on independent fact-finding. This could be done in effort April 1, 1978.

Kenneth E. Brehm

Clinical Fellow

Wealth Of Service

Editor, The Leader:

On June 23 I attended the commencement exercises of the graduating class at the Hauppauge Senior High School in Hauppauge, Long Island.

It was deeply moved by the address presented by the salutatorian, who had worked to prepare his story in the past year. The class had read concerning three horsemen who were riding through the woods during the night. The horsemen had heard a voice that commanded them to dismount their horses and pack up a handful of pebbles and place the pebbles into their pockets. The horsemen then rode to the night and when daylight came, to reach the1127;est of the pebbles. The voice said what they would find would prove to make them both happy and sad.

Their pockets contained diamonds, rubies and emeralds transformed from the pebbles. The horsemen were happy to find their new fortunes and sad that they had not placed up more of the pebbles.

I thought of my personal relationship with the many people who have helped to develop units within the Syosset-Long Island. Wealth of Service

CSEA Representative

MIember of CSEA Departmental Negotiating Team

The Leader

(Continued on Page 10)

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Sheraton Motor Inn-New York

(Continued on Page 10)
McDonough Lauds Probation Probers For Showing Way

ALBANY—Thomas H. McDonough, acting president of the statewide Civil Service Employees Assn., has lauded CSEA's statewide committee to study probation for its role in uncovering and bringing to the public's attention a multitude of occupational and administrative problems confronting probation officers throughout New York State.

"For months," Mr. McDonough said, "members of this CSEA committee have been criss-crossing the state, holding open meetings and fact-finding hearings from Long Island to Buffalo. They have discovered great disparities in wages and working conditions of probation officers from location to location, and these findings led to constructive demands and recommendations for improvements by the committee.

"This committee certainly deserves praise for bringing these conditions out into the open and for recommending improvements to the public's welfare.

Delay Sullivan

(Continued from Page 1)

"This committee certainly deserves praise for bringing these conditions out into the open and for recommending improvements to the public's welfare.

CSEA calendar

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

JULY

24—Statewide legislative and political action committee local meeting: 7:30 p.m., Regional Office, 700 East Water St., Syracuse.

25—Statewide legislative and political action committee local meeting: 7:30 p.m., Regional Office, Troy, New York.

26—Thruway unit 1 meeting: 7 p.m., CSEA headquarters, 33 Elk St., Albany.

27—Kenssler County chapter meeting: 7:30 p.m., Troy Elks Club.

28—Orange County unit 1 meeting: 7 p.m., Orange County Park, day camp area, Montgomery.

AUGUST

7—Willard State Hospital chapter installation: Seneca Falls.

8—Rochester chapter annual summer party: 6 p.m., Logan's Party House, 1420 Scottsville Rd., Rochester.

11 a.m., Webster Park.

14—Statewide legislative and political action committee local meeting: 7:30 p.m., Region Office, 740 Broadway, North Amityville.

17—Statewide legislative and political action committee local meeting: 7:30 p.m., Region Office, 740 Broadway, North Amityville.

17—Orange County unit 1 meeting: 7 p.m., Orange County Park, day camp area, Montgomery.

17—Rensselaer County chapter meeting: 7:30 p.m., Troy Elks Club.

17—Rochester chapter annual summer party: 6 p.m., Logan's Party House, 1420 Scottsville Rd.

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CSEA Wins Reversal
On Correctional Dept.
Nurse Work Schedule

(Special to The Leader)

ALBION—The Civil Service Employees Assn., has won a major arbitration victory for nurses employed by the Department of Correctional Services at the Community Preparation Correctional Center at Albion, a decision that is being described as "precedent setting" with possible departmen
tial and statewide application.

The case was brought by CSEA on behalf of Mary Kingsley, a nurse at the Albion facility, and the arbitrator's decision directly affects all nurses at Albion.

Thomas Weisz, the CSEA Correction Department representative who presented the case before the arbitrator, said the verdict is "precedent setting, a landmark decision; we expect will have application departmentwide and statewide."

CSEA, on behalf of Mary

Crewcut Leads
Fight For Rights
Of Longhairs

(From Leader Correspondent)

MINOULA — The Nassau chapter of the Civil Service Employees Assn., has gone into federal court to challenge a ruling of the Nassau County Police Bene
devotee Department saying that civilian personnel at the police department must observe departmental

The case was brought on behalf of Robert Crime, president of the police mechanics' unit of the Nassau chapter, who sports a crewcut.

On behalf of his members, Mr. Crime charged that they had been advised they would be subject to disciplinary proceedings if they did not abide by the guidelines

And that, according to the office of the Nassau County attorney, Robert G. C. S. "The case rests on a constitu-
tionally guaranteed right to freedom of choice and expression.

No such rule applies to other mechanisms employed by the county nor does the rule bear any relation to the Job, according to attorney Donald Stein of Oshawa Firm.

The Police Dept. regulations prohibit hair over the collar, mustache beyond the end of the earlobe. and sideburns below a point three-quarters of an inch above the bottom of the ear.

A summons was filed last week in Brooklyn Federal Court. The county has 20 days to reply.

Ratings-Group Plans Meeting

ROCHESTER—The CSEA's work performance ratings and examinations committee will meet July 26 in Albany to continue discussions on problems of work performance ratings and appeals.

Samuel Groscild, committee chairman, said representatives of the committee will meet July 26 with representatives of the State Department of Civil Service for discussions of the same problems.

(Continued on Page 14)

CSEA is Pace-setter in Equality For Women

BUFFALO — The Civil Service Employees Assn., was pictured as "the first to find" other unions in women's participation, following a recent labor seminar for women here attended by more than 16 CSEA officers.

Both Elaine Todd and Romona Gallagher, two of the CSEA members at the seminar, were discussing union problems with other women that CSEA was "on top" of matters of vital con-

"It also is not faced with problems of other unions with respect to opportuni-
ties for women," they agreed, add-
ing, "Women in CSEA are able to purs
ue and attain whatever goals they estab-
lish."

Ms. Todd, like Ms. Gallagher, a member of the CSEA's Buffalo Movement Services-Unemployment Divisiona chapter, was among the other women in political action, "as we have been heading in that direction for some time."

"It was interesting to note how pro-
gressive CSEA is compared to some of the other unions," she added.

"In my workshop the importance of child-care centers was discussed, and there was only one union in our group which currently has day-care centers operating. I quickly pointed out that our current Administrative Services unit contract provides for a day-care center pilot program."

Ms. Gallagher, who served on the original planning committee for the seminar, said the women who partici-
pated "emphasized that women do not want to be silent partners in the labor movement."

The seminar, sponsored by Cornell University's labor studies program, was attended by more than 250 women and featured speakers by Edith Van Horn, national coordinator of the Coalition of Labor Union Women; Betty PoxytoeUo, national coordinator of the Coalition of Labor Union Women; Betty PoxytoeUo, international trustee for the Interna-
tional Union of Electrical Workers; and Eleanor Tison of the United Steel-
workers Union.
Cost-of-Living Clause — NO Tough Productivity — YES, Watchdog Commission Says

MANHATTAN — While lauding the city for its “conscientious approach” in the most recent round of negotiations with the fire, police and sanitation workers, the President of the Citizens Budget Commission, Roderick L. O’Connor, was critical last week of the effects of the “cost-of-living escalator clause” in the contracts.

According to the president of this non-partisan watchdog commission, the only justification for pay increases is increased productivity. He encourages the city to move forward on the “tough productivity issues.” In his view the city should bargain with the fire, police and two-man sanitation trucks.

Mr. O’Connor contends that the “city cannot continue to outpace its cost of living increases unless the city’s ability to pay.” Citing the costs of the current pay workers contract, Mr. O’Connor estimated that 74A costs would be up 20 percent over a two-year period. He said, “If the current negotiations follow this pattern, New Yorkers are in for a staggering increases in their labor bill, with consequent increases in taxes to support them.” If other city worker’s similar clauses, he estimates the annual cost to be over $1.2 billion.

D A Consumer’s Unit

MANHATTAN—District Attorney Richard H. Kuhn announced last week the creation of a Consumer Protection Bureau within the D.A.’s Office and named Assistant District Attorney Leslie Crocker Snyder to head the new bureau.

The bureau will coordinate the prosecutor’s enforcement activities with other public and private agencies in the consumer fraud field, including the Dept. of Consumer Affairs and the Attorney General’s Office.

Mr. Snyder heads a staff which will consist of three assistant D.A.s, two investigators and two clerks.

Sr. Mechanical Engineer

ALBANY — A senior purchase spec writer mechanical eligible list, resulting from an open competitive exam 24-065 was established July 8 by the state Department of Civil Service. The list contains 5 names.

Letters To The Editor

(Continued from Page 7)

The Jones Beach Authority is hereby challenged by its personnel as it shows its readiness to cooperate with the people in improving working conditions.

James King
C.S.E.A. Representative
Southern State Toll Plaza
Valley Stream, Long Island

A Pint Of Prevention . . .
Donate Blood Today
Call UN 1-7200

State Promotional Job Calendar

Applications Accepted To July 22
Written Exams August 3

Applications Accepted To August 5
Written Exams September 14

Open Competitive State Job Calendar

(Continued from Page 7)

Senior Stationary Engineer $10,714 20-101
Specialists in Education $(16,358-22,694) 20-312
Speech & Hearing Therapist $11,337 20-178
Psychologist 1 $15,684 20-102
Psychologist II $17,429 20-103
Associate Psychologist $17,429 20-104
Asst. Sanitary Engineer $14,142 20-122
Senior Sanitary Engineer $17,429 20-123
Senior Occupational Therapist $11,277 20-550
Senior Physical Therapist $11,277 20-551
Sr. Speech and Hearing Therapist $11,277 20-552
Senior Recreation Therapist $11,277 20-553
Supervising Dietitian $12,760 20-167
Supervising Veterinarian $(14,380-20,540) 20-131/134
Tax Examiner $10,714 20-540
Tax Examiner Trainee $10,118 20-540
Unemployment Insurance Claims Examiner (Spanish Speaking) $10,714 20-389
Vocational Instructor I/IV $(7,546-12,670) 20-131/134

Additional information on required qualifying experience and application forms may be obtained by mail or person at the following offices of the Department of Civil Service:

Office of Employment, Albany, New York 12224; or Two World Trade Center, New York, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14222.

Specify the examination by name and title. Mail your application form when completed to the State Department of Civil Service, Office Building Campus, Albany, New York 12226.
Court Officers Demand Parity Status With Police

William McDonnell, president of the Conference of Court Officers, and Bernard Sheingold, president of the Supreme Court Officers Union, this week demanded that all court officers, irrespective of what courts they were assigned to, be granted parity of the Conference of Sheingold, president of the Supreme Court Officers Parity Status With Police were assigned to, be granted "bor's Involvement," said that the court officer was willing and were also placed on a pay par.

"It is strange that every official, both on a city and state level, praises us on our security, our room, eat/in kitchen plus den. = A dream house in every sense of = CALIFORNIA ARCHITECT =

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A donut house in every corner of the neighborhood. Great floor plan, lots of space, huge rooms, beautiful grounds, finished basement, eat-in kitchen plus den. Three bedrooms, 2.5 baths, large living room, formal dining room, and many other extras. Large kitchen area where you can entertain in style and comfort. Lots of space to grow. 28 minutes to the city. 10 minutes to subway. Queues Village $33,900

Laurelton
LAWRENCE $39,100
HIGH SCHOOL ARCHITECT Cap God architecture, 3 bed, 2.5 bath, all brick, all finished, beautiful grounds, finished basement, eat-in kitchen plus den. Near shopping centers and 10 minutes to subway. Laurelton

REAL ESTATE VALUES

M. Shingleton, in discussing the various aspects of the running of the courts at the announcement stated that, "It was incredible that there has been no major tragedy in the courts." He pointed out the fact that there have been shootings in the courts, stabbing, smuggling, but all of the facts have been down.

"There is no doubt in my mind" said Chief of Court, "that until Local 822 represents the court officer and the Supreme Court, it will be hard to extend the prestige of the court officer. They will continue to do it on their own." Both officials called upon all court officers and Supreme Court to get Local 822 immediately. An application for membership, they said, would be sent to every court officer who called GA 9-4003 or one could be secured in person at union headquarters at 125 Broadway, Manhattan.

Make a miracle, Donate Blood today.
Call UN 1-7200. The Greater New York Blood Program.

Last week in reply to the letter of the 24th day of the first month, I pointed out that in spite of some evidence to the contrary, people outside the firefigher union have not "bought the public," really care about the firefighter and his welfare. The following is a case in point.

Sometime late in June, Capt. George Grandus of Engine Company Forty received a letter from Mr. Thomas O'Kane in which Tom told a story about a fireman who had been the company fifteen years ago. Tom, whose father was the captain of the "Birth," and in the past had worked so well and so effectively that he was hidden away and here, and his lieutenant, who was the drivers of the chase, that the buffing was supposed to be done.

In the young prole came to the company. His name was James J. McCormack and he loved the company and the job and never wanted to be anywhere but Engine Forty. His love of the company was to eventually mean his death.

Tom O'Kane was fifteen on the first day he entered quarters. He was a tiger and al-

ways a hard worker. He was a man who had taken and never wanted to be anywhere but Engine Forty. His love of the company was to eventually mean his death.

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50 YEARS H. St. Petersburg from New York City, and STORES. CO., INC. 813) 822-4241

Train Officers To Help Heart Attack Victims

The department announced last week a program of training in "cardio-pulmonary resuscitation for all members of the field service.

As part of the program's training, the field service officer will be given instruction in external heart massage, rescue breathing and use of inhalation equipment. During the initial phase of the program, the department will have at least one patrol car team on call, well trained in those techniques.

Psychology Ass't 3
ALBANY — A psychology assistant 3 eligible list, resulting from open competitive exam 24-902, was established August 9, 1971, by the state Department of Civil Service. The list contains 241 names.

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Developed Properties in Fort St. Lucie, Port St. Lucie, and other communities. Big savings, our rates. Brokers. 516 872-1952.

Florida State Unemployment and Other Communities. Big Savings, Our Rates. Brokers. 516 872-1952.

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Offers you the good way of life in a 5 Star Park with a 5 Year Plan. Prices from furnished homes priced from $798.00.

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BUY U.S. BONDS!
Sr Park Engineer List
ALBANY—A senior park engineer eligible list, resulting from open competitive exam 25-796, was established July 8 by the state Department of Civil Service. The list contains 33 names.

Trade Consultant List
ALBANY—An international trade consultant eligible list, resulting from open competitive exam 09-0976, was established July 8 by the state Department of Civil Service. This list contains 18 names.

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Mental Hygiene Secretary Urged As New Job Title

QUEENS—The administrative unit of the Creedmoor State Hospital chapter, Civil Service Employees Assn., is supporting a petition from secretaries urging their title change to that of "mental hygiene secretary."

The petition noted that ward attendance had been upgraded and are now called "mental hygiene therapy aides," and went on to state as follows:

"The secretaries too ask that they now be recognized and have their present steno-title title changed to that of mental hygiene secretary. In truth they are secretaries and not stenos.

"As we all know that the duty of a secretary is not just taking dictation—they are the true buffers of any department, of their supervisors, administrators, unit chief, social workers, psychologists as well as psychiatrists. Irrespective of where a secretary is assigned and with whom, the secretaries are in a complex of medical, psychiatric, legal technology and basically in the interest and protection of the hospital's residents."

Many Forms
"The proliferation of forms, reports, visitors, forms for Medicare and Medicaid. Social Security, etc., require special skills that come only through experience, not through the passing or failing of a steno examination given by civil service, which is, in reality, irrelevant and not valid to the position of a secretary for the Department of Mental Hygiene."

"Since utilization of the hospital would not be accredited. Secretarial responsibilities and duties are overwhelming and by giving secretaries a steno pay scale and grade seems only to be discriminatory and a biased practice."

"It is essential that secretaries be recognized and reclassified in accordance with their present duties and responsibilities irrespective of who and in what unit they are in. The secretarial staff as well as other clerical personnel are not without justice in asking to be reclassified and recognized that they too have to be given a living wage in the face of the high cost of the economy."

Not Expensive
"Secretaries at no time should be treated as expendable. Many committees have been established throughout the state, but never on behalf of the neglected secretarial personnel. Secretaries want empathy, not apathy, on the job. They no longer want to be demeaned by the title of steno."

"We ask all concerned citizens to write to the Department of Mental Hygiene, Albany, and to their Assembliesmen and Senators for the recognition of the secretaries, demanding that they be given an increase and career ladder opportunity, as afforded to other staff members, ward personnel, administrators, psychologists, etc. Let us work toward one common goal: that of a better working relationship with equal opportunity for one and all, not just a few."

"Recognition and upgrading should be applied to all clerical employees who must take difficult examinations to qualify for their positions. They, too, ask for your support."

"As now when months have been allocated for mental hygiene for this fiscal period. Let us not wait until there is another freeze and funds are exhausted. If the economy can not be frozen, the secretarial and clerical staffs' wages should not be frozen. Secretaries have been patient and want action now! Please give us your support!"

EMPLOYMENT STANDARDS BRIEFING
Members of the local government affairs staff of CSEA listen to Julius R. Chenu, area director of the United States Department of Labor, Employment Standards Administration, explain developments in the federal guidelines and new laws regarding employment standards. From left at the meeting at CSEA headquarters are: Ken Trombley, CSEA collective negotiating specialist; Roger Kane, CSEA collective negotiating specialist; Julius R. Chenu; Patrick Monachino, CSEA collective negotiating specialist; Joseph Dolen, CSEA assistant executive director, and Anthony Campione, administrative assistant. Also in attendance were Harman Switt, Danny Johns, Nels Carlson and Emanuele Vitala, CSEA collective negotiating specialists.

Teacher Retirement System Dispute Over Contract Goes To Final Step

ALBANY—A legislative hearing, the final step in resolving contract negotiation disputes under the State Teacher Law, will be held July 23, 1974, at the Americana Inn, Latham, at 7:30 p.m. to resolve the dispute concerning the New York State Teachers Retirement System employees, represented by the Civil Service Employees Assn., and the State Teachers Retirement Administration. The Board of Directors of the Retirement System, as required by law, will serve as the hearing officer.

"According to a CSEA spokesman, the controversy revolves around four main issues: Piof, CSEA on behalf of its employees, has asked for a 10 percent raise. The Retirement System has offered 5 percent. A fact-finder appointed by the State Public Employment Relations Board, recommended a 6 1/2 percent raise, which both sides found unsatisfactory."

CSEA also wants a binding arbitration step in the grievance procedure in the new contract. The Retirement System is opposed to this. The employees are also seeking improvements in the Blue Shield Dental Plan and in the attendance and leave rules, which the employer opposes.

The union spokesman said that CSEA will be well-represented at the hearing, with 230 members expected to attend. CSEA legal counsel John C. Rice and CSEA collective bargaining specialist Thomas J. Lindenwill present CSEA's arguments for consideration by the hearing officers.

Ratings Moeling
(Continued from Page 9) Members of the committee, besides Mr. Crossfield, are Harriett Ocker, Willard State Hospital; Al Casadi, SUNY at Stony Brook; Gregory Davis, Department of Civil Service (Albany); William Gagnon, St. Lawrence State Hospital; Carl O'Connell, Wassaic State Hospital; Don Gallaher, Suffolk chapter, and Marjorie Reeves, Kew Gardens chapter.

Committee members invite all CSEA members to contact them with problems concerning written and oral examinations and work performance ratings. Mr. Crossfield said he may be contacted at 546 E. Main St., Roch- ester, N.Y. 14604, care of the State Department of Labor.

STUDENTS CITED—Boyd Campbell, left, CSEA Education chapter president in Albany, cites children of chapter members slated for scholarship awards. Shown are Amy Rubin, Roslyn Jefferson, Andrea Most, Diane Williams, Deon Karta, Martha Smith, Susan Finn and Linda Frans.
**WHERE TO APPLY FOR PUBLIC JOBS**

**NEW YORK CITY** — Persons seeking jobs with the City should file at the Department of Personnel, 70 40th St., New York, N.Y. 10016. Drop in between 9 a.m. and 3 p.m. Special hours are from 9 a.m. to 3 p.m. Special hours are from 9 a.m. to 3:30 p.m.

Those requesting applications or mail must include a self-addressed stamped envelope to be received by the Department at least five days before the mailing date. Special hours are available only during the filing period.

By subways, applicants can reach the offices of the INS (Chambers St.,) D.O.C. (City Hall: 221 Broadway, New York, N.Y. 10038), and the World Trade Center (125 Broadway, New York, N.Y. 10006.)

The Board of Higher Education advises teaching staff applicants to contact the individual schools for non-faculty jobs in the Personnel Department.

**STATE** — Regional offices of the Department of Civil Service are located at the World Trade Center, and provide information on Civil Service jobs.

**FEDERAL** — The U.S. Civil Service Commission, New York Office, runs a Job Information Center for New York City. New York, N.Y. 10006. They are open from 9 a.m. to 3 p.m. Special hours are from 9 a.m. to 3:30 p.m. Special hours are available only during the filing period.

Various State Employment Offices can provide information on jobs in the State.

**INTERGOVERNMENTAL** — The Interagency Job Information Center, 311 East 42nd Street, New York, N.Y. 10017, provides information on Civil Service jobs in the City and State. They are open from 9 a.m. to 3 p.m. Special hours are from 9 a.m. to 3:30 p.m. Special hours are available only during the filing period.

**ALBANY**

**BRANCH OFFICE**

For information regarding all employers, please write or call:

**JOSEPH T. BELLEW**

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ALBANY, N.Y. 12208

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<td>ALBANY BRANCH OFFICE</td>
<td>518-432-3261</td>
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<tr>
<td>PLAZA BOOK SHOP</td>
<td>80 Broadway, ALBANY, N.Y.</td>
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<td>Mall: Phone Orders Filled</td>
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**TRAVEL**

518-432-3261
After more than 28 years in state service, Anna Bessette has a right to feel a little weary as she embraces her husband, Armand, at the retirement dinner given for them recently by their fellow workers.

Mr. and Ms. Bessette receive gift from Dr. Harold Kapp, making presentation on behalf of Harlem Valley State Hospital where Anna serves as president of the CSEA chapter.

In a happy mood, Anna and Armand Bessette receive congratulations from Julia Duffy, left, who has served with Ms. Bessette for many years as Mental Hygiene representatives to the CSEA Board of Directors. Ms. Bessette has served on the Board since 1961 when there were only four Board of Directors. Ms. Bessette has served on the Board since 1961 when there were only four Board of Directors. Mr. and Ms. Bessette receive gift from Dr. Harold Kapp, making presentation on behalf of Harlem Valley State Hospital where Anna serves as president of the CSEA chapter.

The agenda for these meetings will include the following items:

- Report of the statewide committee regarding previous action in endorsing specific candidates.
- Statement of policies adopted by the statewide committee.
- Tentative list of endorsement for candidates in the forthcoming election.
- Report regarding the election procedures and legislative representation.
- Discussion of general policies and specific positions regarding candidates.
- Outline of procedures contemplated by the statewide committee in developing positions for political action.
- List of endorsements for candidates for candidates in the forthcoming election.

Hudson River State Hospital chapter president Erich Schwartz, left, and her predecessor as chapter president, Nellie Davis, were among the guests greeted by Ms. Bessette.

Now Sponsors Talk By Nelson

ALBANY—Anne Nelson, associate director of Trade Union Women's Education School of Industrial and Labor Relations, Cornell University, will speak on women's rights in unions at a meeting here July 24 sponsored by the Albany chapter of the National Organization for Women.

Ms. Nelson will also discuss the women's movement and the new women's rights movement. She will be joined by New York State Senator Margaret Maloney of the Albany chapter of the National Organization for Women.

NOW Sponsors Talk By Nelson

ALBANY—Anne Nelson, associate director of Trade Union Women’s Education School of Industrial and Labor Relations, Cornell University, will speak on women’s rights in unions at a meeting here July 24 sponsored by the Albany chapter of the National Organization for Women.

Ms. Nelson will also discuss the newly formed Coalition for Labor Union Women, a national group working for women’s rights in unions. There will be a discussion following the meeting for people interested in forming a local chapter of CLUW.

A second session of the meeting, at 7:30 p.m. at the School of Industrial and Labor Relations (Clerkenwood Room), Buffalo, Aug. 14, Long Island Reston at 7:30 p.m. at the Region Office, 740 Broadway, North Amityville.

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Union and non-union people have been invited to attend the meeting to be held at the Emmanuel Baptist Church, 275 State St., beginning at 7 p.m.

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- Tentative list of endorsement for candidates in the forthcoming election.
- Report regarding the election procedures and legislative representation.
- Discussion of general policies and specific positions regarding candidates.
- Outline of procedures contemplated by the statewide committee in developing positions for political action.

Albany—The Civil Service Employees Assn.'s statewide legislative and political action committee will travel throughout the state during July and August to meet with each of the six regional legislative and political action committees, the regional presidents and chapter presidents from each of the regions.

The agenda for these meetings will include the following items:

- Report of the statewide committee regarding previous action in endorsing specific candidates.
- Statement of policies adopted by the statewide committee.
- Tentative list of endorsement for candidates in the forthcoming election.
- Report regarding election procedures and legislative representation.
- Discussion of general policies and specific positions regarding candidates.
- Outline of procedures contemplated by the statewide committee in developing positions for political action.

With the contract finally approved by a 2 to 1 margin, one of the more vociferous of the I.UE members present approached Mr. Young, patted him on the shoulder, shook his hand and said, "You did a good job and it's a good contract."

Mr. Young, somewhat taken back because of some of the same member’s earlier comments and questions asked, "Why all the flack before?"

He was told: "Well, at CBSE meetings, members get a chance to speak, to question, and to criticize their officers and staff.

Some of the things I said here at this CBSE meeting, would have had me thrown out at meetings of another union to which I belonged in my former job. I would have been gavelled out of order and escorted out if I persisted. I know because I tried, and it happened that way."

He added: "But, here, tonight, at this CBSE meeting, both those who favored the leadership and staff, and those opposed were given full opportunity to be heard.

"When you've once been denied such an opportunity, you seize it when it's offered, like it was here tonight."

Mr. Young could only shake his head and echo the applause. "Well, that's part of the satisfaction of being associated with CBSE."

William Robinson, unit president, who admitted being apprehensive about the outcome of the ratification vote, said the salary and fringe benefits contained in the package placed the West Seneca School District employees on a favorable comparison level with other districts.