CSEA and State Department of Transportation representatives sign a joint statement of policy relative to an alcohol abuse control and rehabilitation program for DOT employees. Seated left and signing is Jerry J. Dudak, assistant commissioner for manpower and employee relations for DOT, while CSEA representative Timothy J. Melkonian, chairman of the special transportation committee, watches. Standing, from left: Robert Dougherty, DOT safety director; Thomas E. Houlihan, DOT director of personnel; Richard Pearce, Region One construction group director for DOT; and Joan Tobin and Stuart Hardy, both members of CSEA's subcommittee on alcoholism.

Alcoholism: Plan For Help, Confidentiality OK'd At DOT

(ALBANY—Nearly two years of negotiating, study and committee discussions culminated recently in an agreement between the Civil Service Employees Assn. and the State Department of Transportation to provide the option of strict confidentiality for all DOT employees' medical-leave forms and records.

Simultaneously, in a mutual CSEA and DOT release a joint statement of policy was announced regarding a pilot alcohol abuse control and rehabilitation program. One of the features of this would be strict confidentiality guaranteed to employees seeking or receiving medical leave for the diagnosis or treatment of alcohol-related problems.

Not Always Secret

Adoption of a policy giving individual employees the option of keeping reasons for medical leave or treatment confidential implements the medical-leave confidentiality portion of existing labor agreements covering DOT employees. Medical leave records had been treated with varying degrees of confidentiality.

Under the new arrangement worked out between CSEA and DOT employees' medical-leave forms and records.

Inside the Leader

Plan Southern Region Open House. See Page 2
Latest State Eligible Lists. See Pages 16, 11, 12
Hudson Valley College Employees. See Page 15
Join CSEA. See Page 16
Agree On Staffing for Nassau Med Center. See Page 16

To Seek Blue Shield Boost

ALBANY—The Civil Service Employees Assn. will seek sharp increases in Blue Shield benefits for State workers effective next April 1 when negotiations reopen this fall for the final year of the current three-year CSEA-State contracts.

The move will affect those employees enrolled in the so-called "statewide" health insurance plan, according to CSEA, and is prompted by dissatisfaction among the union's members with the ever-increasing costs for physicians' and surgeons' services above and beyond the reimbursement provided by Blue Shield.

"Revision of the present payment schedule is long overdue," a CSEA spokesman said. "Blue Shield benefits paid under the statewide plan have gradually eroded since the plan started in 1957. The benefits simply have not kept pace with the increase in doctors' fees, so that now the employer's share of the bill has gotten way out of proportion to what the plan originally intended. In fact, for some time now we have felt that the only solution is to improve Blue Shield so that it provides paid-in-full benefits."
Southern Open House Due

There was a time in New York City when a citizen, having discovered a fire in his home, could run a short distance to the nearest fire alarm box, pull the handle and, within a minute or two, have a large array of fire-fighting equipment on the spot ready to do battle with a fire of practically any proportion.

Not so today! In fact, the more I investigated the situation as it now exists, the more frightening it become because, truth to tell, we have an almost complete disaster in some parts of the city, and are on the brink of it in other parts. This is to say, a new system of fire alarm box installations known as Emergency Reporting System (ERS) is in effect.

About five and one-half years ago, one of Mayor Lindsay’s “whizkids” came up with a proposal to modernize the entire fire alarm system whereby one could talk into a fire alarm box and get an immediate response, with the dispatcher on the other end of the line reporting the call and requesting help. There were no eyebrows raised or anything said to the effect that the system would work like a charm.

About five and one-half years ago, one of Mayor Lindsay’s “whizkids” came up with a proposal to modernize the entire fire alarm system whereby one could talk into a fire alarm box and get an immediate response, with the dispatcher on the other end of the line reporting the call and requesting help. There were no eyebrows raised or anything said to the effect that the system would work like a charm.

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JAMAICA (OCHO RIOS)

gd/2261 lv. Sept. 21, Ret. Sept. 25 MAP $21

Cuba

gd/0130 lv. Oct. 18, Ret. Nov. 28 MAP $26

MARTINIQUE

gd/0391 lv. Oct. 17, Ret. Nov. 1 CB, From $22

-terrorism

gd/0131 lv. Sept. 22, Ret. Nov. 29 CB $25

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Read on Page 4
**25-Hour Week In Utica**

(Continued from Page 1)

The 138 members of Utica unit of Oneida chapter were slated to meet early this week, after Leader deadline, to vote on the proposal. If it is accepted, it means that they would work a 25-hour week. The contract would take effect Jan. 1, 1975.

City offices are open from 9 a.m. to 4:30 p.m., so it is assumed that schedules would have to be arranged on a staggered basis to cover the offices evenly during the workday.

At present, CSEA chapters have to be arranged on a staggered basis in order to staff the offices. The present workday is from 9 a.m. to 4:30 p.m., with an hour for lunch.

Utica's Mayor Edward A. Hanna, who agreed to the proposal, is reported to be skeptical that CSEA membership will accept the 25-hour week plan, but that he is willing to live up to the agreement if it is approved.

CSEA Negotiators

CSEA collective bargaining specialist Harmon Swits served as statewide chief negotiator. Also participating for CSEA were Richard Chary, CSEA vice-president, and Jack Gallagher, CSEA field representative, as chief negotiators in the talks.

Names of both the other Utica chapters have been changed within the last year. Phillip Caruso, president of Utica chapter, said members of that chapter had voted to rename the chapter "State Psychiatric Center" in order to avoid confusion with Utica unit. Utica State Hospital chapels were named Utica Psychiatric Center within the last year. Philip Caruso, president of Utica chapter, also named Utica State Hospital chapels as part of a general name change made at all Menial Psychiatric Center facilities throughout the state.

Mary Pompeii III

**Work Performance Committee Plans To Meet State Officials Again**

(From Leader Correspondent)

ROCHESTER — A final report on the accomplishments of CSEA's work performance and ratings committee will be ready for the statewide convention in October after one more meeting with state officials, the committee chairman says.

At a recent meeting with state Public Service Department Chairman James Derr and state Examinations Director Charles Alles, committee chairman Samuel Grossfeld and other committee members discussed the relevancy of examination questions, the expiration of exam lists and the failure to make timely appointments before lists expire.

Mr. Grossfeld said committee members also complained of the failure to indicate more specific standards regarding unsatisfactory ratings and the fact that neither CSEA nor the employees are represented on appeal boards.

"We expect to raise other problems at the next meeting that we didn't have time for at the last meeting," Mr. Grossfeld said.

Other committee members include Harriet Casey, Willard Developmental Center; Al Castaldi, MARY at Stony Brook; Gregory Davis, Civil Service Department; William Gagnon, St. Lawrence Psychiatric Center; Don Galle- nent, Suffolk County; Carl Garrard, Wasilla State School, and Marjorie Reeves, Queens Children's Hospital.

**Ll Invitational Open House**

More than 200 legislators and public officials have been invited to the "open-house" reception on Sept. 8 to celebrate the establishment of the Mileage

(Continued from Page 1)

"The new rates are sorely needed and are a good first step toward restoring to the employees losses they've suffered from inflationary travel costs. The whole CSEA effort in this matter has worked out very well, and I am sure it can say in behalf of all our state employee members and myself that we were properly grateful to Tom McDonough and the CSEA staff for a job well done," Dr. Wenzl said.

Pass your copy of The Leader to a non-member.

**Willard Installs**

At the Willard installation meeting, CSEA executive vice-president Thomas H. McDonough presents plaques of appreciation for years of service to Harriet Casey, left, outgoing chapter treasurer, and Georganne Mengelin, past president. Also present at the installation dinner was Richard Chary, Syracuse Region 5 president.
(Continued from Page 3) to do, we cannot say, but the Director of Communications liked it, and Commissioner Lowery had no reason to doubt those who tested the plan; soooooooo, the first test installation, has jumped to an average of 150 false alarms a day which breaks down on an average to 110 false alarms from ERS boxes and 46 false alarms from the pull handle type. If no voice is heard from the other end of the box, only one engine is sent to investigate. It is assumed that it is a false alarm from the start. Suppose that the deaf mute activated the box and was incapable of telling the true nature of the fire? Upon arrival of that single engine, a building would be going mad, with people hanging out windows awaiting rescue. The time lag to get a full first alarm assignment to that box would be anywhere from four to five minutes!

2. On August 21st at 12:55 a.m. Engine Co. 28 was sent to investigate a "no conversation" alarm at Avenue C and Third Street. The box was No. 418. The reason there was no conversation was because the civilian had just pushed the button; then ran like hell back to render what help he could to the people trapped in a raging fire. Three minutes later Engine 28 arrived and called for a full first alarm assignment. They had to wait seven minutes for the arrival of other units (including hook and ladder trucks which were desperately needed but not there) and, as a result of the delay, eleven civilians were injured, or scores rescued in spectacular manner by Ladder 11 and other companies. The fire was started by a careless lover with five gallons of gasoline, gutted two buildings and required a third alarm. The members of the entire first alarm assignment ended up under a cloud because of injuries sustained.

In spite of this, it is actually now under consideration to eliminate the single engine company if there should be no conversation received from the caller's end of the box!

3. It is a matter of record that after a year and a half of installations of this new type box, only one voice transmission as many as twenty to thirty boxes on one string, have gone out of service and have carried "out of service" signs on them for as long as forty-eight to sixty hours. The only alternative is to use a phone, if you can find one, and call "911" to report the fire and take a chance that that foul-up operation will eventually transmit your call to the Fire Department!

In the name of common sense, one would think that, belief aware of the bugs, breakdowns in the new ERS system, the Commissioner would take steps to call a halt to further installations of this bug-riddled system in Manhattan and most certainly not permit it to be installed all in the borough of the Bronx.

However, this has not been the case and in spite of the fact that the records show foulsups by the dozens in Manhattan, he has permitted the installations to continue on into the Bronx.

A month ago, at about noon, on a Saturday and, continuing into Monday morning, at least SEVENTY of these new alarm boxes spouted "out of service" signs upon them! The disaster took place in the heart of the oldest and worst fire-hazard area of the Bronx ghetto. By a pure act of God, that weekend proved to be one of the lightest fire incident periods in recent history.

Some people in a position to know about such things tell me that the only possible way to make the new system work is to do away of the bug which is over every foot of underground cable and install new higher capacity cable. The cost varies from $20 to $30 million. Installation of the new system is costing about $1,000 per box!

Others tell me that of thirty boxes taken out to be installed on a given day, sometimes as many as ten of those thirty will prove defective within twenty-four hours and will have to be replaced immediately!

We have had four serious electrical storms this spring and summer and, in each case, the lightning has caused the new boxes to transmit themselves (false alarms) in as many as twenty instances in one borough to over one hundred in another. Each false alarm must be covered by at least one Engine, in the case of one borough during the most recent storm, twenty false alarms activated by the lightning were from hospitals, schools, stores, businesses and other...

(Continued on Page 15)
Unlimited Opportunities
Open To Public Librarians

The State of New York is now accepting applications for Public Librarians, a position for which there are unlimited opportunities in the State and its many local jurisdictions. There is a diversity of attractive positions for junior librarians, senior librarian 1, and library director 1 in the library systems of cities, counties, and other local jurisdictions of New York State.

Bennett Resigns Post

The Chairman of the Office of Collective Bargaining, Avid Anderson last week announced “with sincere regret” the resignation of Deputy Chairman and Director of Disputes George Bennett. Mr. Bennett leaves the OCII after 2¼ years of service to assume the newly-created post of Director of Labor Relations for the State of Massachusetts.

In making the announcement, Mr. Anderson observed that during Mr. Bennett’s tenure “he played a major role in mediating some of the more complex contract disputes between the City and the City’s public employee organizations. Particularly noteworthy was his contribution to the ultimate resolution of the Citywide Bargaining dispute involving over 120,000 municipal employees.”

Science Chemistry List

ALBANY—A professional career in natural science chemistry eligible list, resulting from open competitive exam 24170, was established August 8 by the State Department of Civil Service. The list contains 201 names.

In the New York State Library at Albany, and in other State departments and institutions, there are assistant librarian positions for librarians commencing their career.

The salary of public librarians varies with the location. In State service, the salary for assistant librarian is $10,714, with liberal vacation and sick leave privileges.

Candidates for public librarian must have a Master’s degree from an accredited graduate library school. If a candidate is in the fifth year of this program, and has the required professional or professional library certificate, he or she is qualified to apply for junior librarian at the state level.

There will be no written or oral tests for public librarian, exam 20-339. The candidate’s training and experience will be evaluated in relation to the duties and requirements of the positions.

For more information and where to apply, see “where to apply for public jobs” on page 15 of The Leader. When requesting a job announcement, always include the position title and exam number.

ROBBINS ELEVATED

ALBANY—The Executive Committee of the SUNY Board of Trustees has selected Dr. Cornelius V. Rochlin, president of Genesee Community College, as associate chancellor for community colleges at an annual salary of $32,673, effective August 1.

Meanwhile, Henrik N. Dulles, of Delmar, deputy to the chancellor, will serve as acting associate chancellor for community colleges at a salary of $32,673.

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Confidentiality

FURTHER nearly two years of negotiating, study and committee discussion, an agreement has been reached by the Civil Service Employees Assn. and the State Department of Transportation, one of the largest departments of the state government, on a policy of strict confidentiality for all DOT employees' medical-leave forms and records.

As part of the agreement, a pilot alcohol abuse control and rehabilitation program is to be set up. One of the features of this would be guarantees of strict confidentiality for employees seeking or receiving medical leave for the diagnosis or treatment of alcohol-related problems.

In a joint statement by CSSEA and DOT representatives, it is pointed out that alcoholism is becoming the nation's No. 1 health problem, and that some form of problem drinking affects at least 25 percent of the population. This means that as many as 800 of the almost 10,000 Department of Transportation employees may have some form of serious drinking problem and need help.

We think that this realistic approach by CSSEA and DOT to cope with this situation is certainly to be commended.

This agreement shows, once again, that the role of a government, on a policy of strict confidentiality for all DOT personnel, that such recognition can be given where it is well deserved.

We are glad to know that this sore spot has, for the moment, at least, been smoothed over.

Car Costs

NEXT week, state employees who use their automobiles on official business will have cause to rejoice a little. Governor Wilson has approved an increase in mileage and per diem allowances.

The agreement reached between the Civil Service Employees Assn. and the state calls for an increase in the mileage allowance for employees who use their own cars on state business from 55 cents per mile to 13 cents a mile effective Sept. 1.

Several county governments, including Orange, Nassau and Fulton, had previously agreed to increased reimbursement for employees.

Certainly, the employees should not have to bear the additional burden of the cost of conducting official business, so we are glad to know that this sore spot has, for the moment, at least, been smoothed over.

Cordiality

AND WHILE on the subject of the mileage increase, it is interesting to note that the announcement was made after the retirement of President Theodore W. Wenzl to full duties as head of the 320,000-member union.

It is further evidence of the cordiality that has marked the transition this summer from Dr. Wenzl, following his auto accident last May, to executive vice-president Thomas H. McDonough during the four-month interim while Dr. Wenzl recovered, and now back to Dr. Wenzl again.

Dr. Wenzl, who has always given credit for the increase in the mileage and per diem increases himself, instead, gave credit to Mr. McDonough and the members of the CSSEA staff who provided the documentation.

We think it is further evidence of the strength of the organization and of its top leadership, including the other statewide officers, that such recognition can be given where deserved.

And, by the way, welcome back, Ted.
LETTERS TO THE EDITOR

Income Is Eroding Despite Pay Hikes

The Editor:

Inasmuch as the CSEA will soon be reopening negotiations with the state for salary increases during the last year of the contract (1975-76), we in the New York Parole Officers Association feel it incumbent upon us as CSEA members to express our opinion in this matter of serious concern.

According to the U. S. Department of Labor, Bureau of Labor Statistics, the consumer price index for the cost of all goods and services has risen a total of 20.5 percent from June 1972 to June 1974. During this same period of time, the CSEA has negotiated for state employees a total salary increase of only 10 percent.

Assuming that negotiated salary increases are compensatory rather than an anticipated escalation in the cost of living, our purchasing power as of June 1974, was 6.8 percent less than what it was in 1972. However, this figure does not even take into account the further erosion of our income through the necessary expenditure of salary for automobile expenses incurred in state business.

Figures obtained from the American Automobile Association indicate that currently it costs 33.2 cents per mile to operate a standard size automobile in a metropolitan area, but yet, we are only compensated for 11.5 cents per mile and must therefore draw from our already inadequate wages to meet these expenses.

In terms of dollar and cents, this means that a Parole Officer earning $10,118 in 1972 and using his private automobile an average of 400 miles per month in the course of his business has, just for the year 1974, seen his purchasing power plummet to a mere $8.596.

It is rather obvious that we are not only failing to keep pace with inflation but instead, state employees have received a substantial reduction in their salary. During the past three years, inflation has taken an average of 6.8 percent per year (U. S. Bureau of Labor Statistics) and in view of the fact that as of June 1974 we were actually 8.5 percent behind in purchasing power compared with what it was in 1972, this means that by April 1975.

Therefore, taking into consideration the necessary compensatory increases in automobile expenses which are not a negotiable item for the last year of the current contract, we would consider it an insult if CSEA negotiated for anything less than a 20 percent increase in wages for 1975.

Inasmuch as the CSEA will soon be reopening negotiations with the state for salary increases during the last year of the contract, we would consider it an insult if CSEA negotiated for anything less than a 20 percent increase in wages for 1975.

(Continued on Page 10)

Open Continuous State Job Calendar

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<tr>
<th>Position</th>
<th>Salary</th>
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<td>Assistant Clinical Physician</td>
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<td>Electroencephalograph Technican</td>
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<td>Nurse II</td>
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<tr>
<td>Nurse II (Psychiatric)</td>
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<tr>
<td>Nurse I (Casualty)</td>
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<tr>
<td>Occupational Therapist</td>
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<tr>
<td>Offset Printing Machine Operator</td>
<td>$6,450</td>
<td>20-413</td>
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- Games
- Flamenco music
- Players
- Jazz bands
- Films

(Continued on Page 10)
many hats of a not-untypical CSEA member

BY MARVIN BAXLEY

VICE PRESIDENT-DESIGNATE Nelson Rockefeller has been quoted recently as saying that he has had his sights on the White House since he has been 10 years old, because, "After all, when you think of what I had, what else was there to aspire to?"

Like most other people, David Mattice was not born to the wealth of the former New York Governor, but he has exhibited the same drive and ambition that so far, has taken him to the top in nearly every venture he has undertaken.

Fortunately for the community in which he lives, Athens, in Greene County, Mr. Mattice has channeled his energy into a multitude of civic activities.

While Mr. Mattice is not the only CSEA member who has shown this extraordinary capacity to take on various responsibilities, he is certainly not your every-day, run-of-the-mill person either.

With the encouragement of his exceptionally attrac-tive wife, Fran, Dave has managed to juggle a list of community activities that leaves the ordinary person wondering how in the world he managed to complete all the studies required to gain his B.S. degree in business from Empire State College, a feat he has recently managed to accomplish by going to night school. He has now been accepted for graduate study by SUNY at Albany.

As parents of three children, Fran and Dave have naturally become active in the local Parent-Teacher Organization. The two oldest, Elise, 8, and Elizabeth, 7, are both in school, with David, Jr., coming up fast. "Athens is a small community," the Mattices said, "so it's difficult to get people involved, but they are our children." It's that kind of thinking that got Dave elected last year as president of the Coxsackie School District PTO. Fran, by the way, serves on the PTO ways and means committee.

Maintaining his interest in children, Dave agreed this summer to coach one of the Coxsackie Little League teams. He already has been serving as Little League vice-president.

His community involvement also includes duty as a volunteer fireman with Coxsackie Hose Co. No. 3, where he serves on the board of trustees and is second assis-tant foreman, in addition to participation in other firemanic activities such as a committee of inquiry, the hit-finder program and the communications system.

Dave explains his community involvement by say-ing, "I like to do things for people." Fran, however, sees it in a slightly different light: "It's also happens to be in the wrong place at the wrong time."

She could say much the same thing about herself, since she also keeps up on a rather hefty list of activities. Besides her PTO service, Fran is assistant leader of a Girl Scout cadet troop, leader of a Brownie troop, teacher of a class at their church and church organist.

"You have to expand yourself," she says.

Nevertheless, they participate together in many projects. The Mattices have a garden, the produce of which they can and freeze. They have also been building a house, and that, as anyone knows, can keep any two people busy with painting, woodworking, etc. "She won't let me play much golf, though," Dave comments wist-fully.

Obviously, something has got to be sacrificed if, in addition, to a full-time job as a claims processor for the New York Higher Education Assistance Corp., he also wants to attend the classes he is enrolled in, which take him about 25 hours a week for his B.S. degree program. That leaves only 5-6 hours a week for fireman duties, and 10-12 hours a week for CSEA.

"Oh, yes, CSEA has hardly been mentioned so far. Dave is also president of New York Higher Education Assistance Corp. chapter, a position he has held for the last two years, since he was instrumental in the chapter's organization.

"The chapter has yet to lose a grievance," he said. Membership has more than doubled, too, in the last two years ... up from 65 members to nearly 150. Part of the reason for the chapter's growth has to be attributed to some of the benefits negotiated for the membership.

On anniversary dates, unused personal leave is transferred to vacation time. Unused sick leave, up to six days, is saved for the employees as "bonus days." Dave claims these provisions as CSEA firsts, although he is also proud of provision for labor-management meetings leave time, flexible hours and a supervisory evaluation program.

Close contact is maintained with the membership by means of general meetings once every two months, at which an effort is made to provide speakers on sub-jects such as insurance and health plans of interest to members.

Although he retains a high degree of personal in-volvement, serving in chapter committees for negoti-ations, grievance, and entertainment and as repre-sentative to CSEA's Albany Region 4 executive council, Dave is quick to admit that he relies heavily on the good offices of other chapter members and workers, especially chapter vice-president Kenneth Harper, secretary Lynn Gains and treasurer Monica Howlan.

"I'm not a talker," Dave says. "I like to get in-volved." He explains his militancy in union affairs by saying:

"Maybe some day I'm going to be in the same posi-tion. What am I going to do about it? Then suddenly I find that I have become involved."
**Golf Time In Syracuse**

The Syracuse chapter of the Civil Service Employees Assn. held its second annual golf tournament Aug. 14 at the Liverpool Golf and Country Club. Liverpool Town Clerk Richard Bernert of the Department of Taxation and Finance and Kate Harrington are shown registering the participants. Among the golfers were, standing from left, Anne Miller of the Department of Transportation; Anne Conger, DOT; Richard Cleary, Syracuse Regional president; and Helen Haslen, DOT; Jack Kilgore and Becky Colbuk, both of the Division of Employment, won top honors in the tournament divisions, and received their trophies at the evening awards dinner.

**To Seek Boost**

(Continued from Page 1)


e plan who have personally experienced paying out-of-pocket for doctor's bills and Blue Shield benefits to submit details of their individual cases. Information should include mention of what part, if any, of the excess payment was later recovered through major medical claims. Correspondence should be addressed to CSEA Executive Director Joseph D. Lochner, 33 Elk Street, Albany, New York 12224.

In addition to health insurance, CSEA and the state will also be discussing salaries, discipline procedure and agency shop when they reopen negotiations in behalf of more than 130,000 employees in the state work force's four largest bargaining units.

**List Impasse In Schoharie**

SCHOHARIE — Contract negotiations between the Schoharie County Chapter of the Civil Service Employees Assn. and the County have reached an impasse, Ray Trobridge, CSEA collective negotiating specialist, reported. "The present contract covering county employees expires December 31," Mr. Trobridge said. "The county administration and the CSEA chapter are so far apart in all areas, both economic and non-economic, that a mediator from the Public Employment Relations Board has been requested to get negotiations going again."

CSEA chapter president Don Gordon explained the chapter's feelings. "We have attended three negotiating sessions and tried to solve the numerous problems with no results whatsoever. December 31 is not that far away that the county can afford to waste time. A fair, just contract takes time to negotiate."

**Western Meeting**

CANANDAIGUA — Western Region 6 will meet Oct. 18 and 19 at the Tremblor East Inn, Exit 34, New York Thruway in Canandaigua. Region president William McGowan announced. The program is still being arranged, and details will be announced.

**WARD DA**

ALBANY — The Governor has appointed Walter J. Ward, of Seneca Falls, as district attorney for Seneca County for the remainder of the year. He succeeds John J. Nietz, recently appointed a Seneca County Judge.
Editor, The Leader:

On Aug. 13, your edition of The Leader in the “Don’t Repeat This” column unequivocally supported Nelson Rockefeller for Vice President. You use such words as “respect,” “expert,” “dedicated.” “Informed” and “integrity” to describe Mr. Rockefeller. I believe that the members of the Civil Service Employees Association are too intelligent to swallow such unfounded statements. You are insulting our memories of his actions towards us and expecting us to use the word “integrity” and not the opposite.

Not all members of CSEA are “partisan Republican” and by The Leader touting such a stand, you are alienating and ignoring many workers and their needs to their grievance official for inspiration.

The Editor. The Leader:

September is the date set for arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — go directly to arbitration — 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This Week's New York City Eligible Lists:

Candidates:

Established Aug. 7, resulted from 9,252 were called, and 5,821 applied to any destination in Florida.

Candidates for the position of Police Admin Aide:


ALBANY—Twenty state employees received cash awards in July for money-saving ideas submitted to the Employee Suggestion Program, administered by the State Department of Civil Service.

Era H. Posten, president of the State Civil Service Commission, said the 20 received awards totaled $1,000. Posten described the program as a way to save money and improve services for New Yorkers.

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SPECIAL OFFICE EXAM

MANHATTAN — A total of 239 special office examiners were appointed to the following positions:
- 110-104 R. E. McCullough, Cheektowaga, assistant civil engineer, Transportation Department;
- 110-105 J. E. Whalen, Buffalo, public works clerk, Motor Vehicles, and
- 110-106 M. J. Levine, New York, civil service examiner.

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NAME

ADDRESS

CITY

STATE

Zip Code
Alcoholism: Plan For Help Confidentiality OK'd At DOT.

(Continued from Page 1)

DOT. DOT employees are provided the option of keeping their medicalleave history private if they desire.

Both as a subject of making medical-leave records confidentiality and establishment of an alcoholism and drug rehabilitation program within DOT began nearly two years ago as CSEA identified the need for this. DOT employees are provided nearly two years ago as CSEA identified the need for this program and the need for confidentiality.

Talks and studies on the confidentiality of alcohol and drug rehabilitation programs has referred to a special DOT committee, and from there to a subcommittee on alcoholism established in January 1974.

Medial Record

The two topics came together again as it was determined that alcohol-related information should be of a confidential nature, as an individual's medical record under control and rehabilitation program, and it was then agreed to extend this to an optional basis to all medical-leave certification for DOT personnel.

In the event of a serious drinking problem of his or her medical-leave papers, the individual would then have confidentiality of the diagnosis portion of the PER 26 form, Medical Certificate of Employment and the statement ofFitness Status. The physician would then complete the PER 26 Form in confidence and send it then to Employee Health Service. The individual's supervisor would then have only the PER 26 Form without a diagnosis, and the standard PER 26 Form, Application for Sick Leave.

When Employee Health Services recommends approval of the leave based on the confidentiality diagnosis, the Regional Personnel Officer/Personnel Bureau notified the individual of the results/behavior of that recommendation, thus including confidentiality.

Help Alcoholics

The Alcohol Abuse Control and Rehabilitation Program is designed to locate and assist employees who are currently on or have problems related to alcohol which affect the employee's job performance or on-the-job safety.

In a joint policy statement from CSEA and the Department of Transportation, it is recognized that alcoholism is becoming the nation's No. 1 health problem, and that the form of problem drinking affects at least 5 percent of the population. If this is estimated to the almost 16,000 Department of Transportation employees then perhaps 800 may experience some form of a serious drinking problem and need help. They need help to control problem drinking or become rehabilitated alcoholics so that they can regain their health, and return to a normal level of productivity.

In order to provide effective help for employees who really need it, a joint DOT and CSEA policy has been prepared.

The following is the joint policy statement:

1. Both the Department of Transportation and the CSEA recognize problem drinking and alcoholism as a treatable illness.
2. This policy assures that any employee having this illness and following a course of appropriate treatment will receive the same care consideration which is presently extended to employees having any other illness.
3. It is expected that a realistic acceptance of this illness will prompt employees to take full advantage of available treatment whenever needed.
4. Our concern with alcoholism is its effect on the employee, the employer's job performance and safety and the job performance and safety of fellow employees.
5. Aside from problem drinking and alcoholism, we are concerned with the employee's private decision to drink or not to drink alcoholic beverages.

Insurance Conversion

Open To Some Now

ALBANY—The Civil Service Employees Assn. has announced that certain members who are insured under CSEA's group life insurance would be allowed to convert part of their coverage to permanent form of individual life insurance which contains cash and paid-up values, without medical examination. The deadline for this offer is Sept. 1, 1974.

The offer that provides a healthy employee who is insured under CSEA's group life insurance plan who became 50 or after Jan. 1, 1974, or whose 50th or 60th birthday is due prior to Sept. 1, 1974, contingent on the premium payment during 1974, may be made directly by the individual to the Travelers Insurance Co.

CSEA Van Serves Fair

BUFFALO—In what is believed to be a first for the 135-year-old Erie County Fair, a labor organization, the Civil Service Employees Assn., was among last week's exhibitors with an information van on the fairgrounds.

"Although our regional headquarters at 4122 Union Rd., Cheektowaga, is readily accessible from the Kensington Expressway, the Thruway and other major highways, we hoped to make CSEA even more accessible to the 40,000 public employees we service in Western New York, as well as to the many thousands of unorganized or underrepresented employees who would be at the fair," said James J. Powers, CSEA regional director, of the union's presence at the fair.

The exhibit consisted of a 30-foot air-conditioned van, which is used as a mobile office by the union.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, Room 200, 3 City Hall Park, New York 10012, open weekdays between 5 a.m. and 5 p.m. Special hours are 10 a.m. to 5 p.m. Those requesting applications by mail should send a self-addressed envelope, to be received by the Department at least five days before the filing deadline. Announcements are available only during the filing period.

By subway, applications can be readied and mailed via the IND (Chambers St.); BMT (City Hall); and LIRR (Lexington Ave.-3rd Ave.). For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include:

STATE—Regional offices of the Department of Social Services are located at the World Trade Center, Tower 2, 55th floor, New York 10048; and the State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Binghamton, N.Y. 13901. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Service. Interested persons may obtain announcements at the above offices or by sending a stamped, self-addressed envelope with their request.

Judicial Conference jobs are filled at 370 Broadway, New York 10007. Phone: 488-4141. Authority Job Seekers should contact their office at 11 Fifth Ave., New York 10011.

NOW—A state rate $18.00 Single $24.00 Double at the

Albany Court House
121 Washington St., Albany, N.Y.

CIVIL SERVICE BOOKS

Albany, N.Y.

Motel and Phone Orders Filled

Continued from Page 4

Business Opportunity

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MADEMOISELLES FASHION STUDIOS, a national company, is now selling its franchise business as low as $7,500.00. Many choice areas available. Own your own store and get started in a business you can be proud of. MRS. JOHN (904) 751-7715. A free catalog awaits you.

Catskill—Patt Carr

Catskill—Members of the Town of Catskill Highway-Department unit of the Civil Service Employees' Association have ratified a new two-year contract for employees in the Town of Catskill. "We're really proud of this contract," said Town Manager John H. Delaney, "and we're really happy that we were able to get this contract ratified." The new contract will take effect Jan. 1, 1975, and will run through the end of 1976. The contract includes a pay raise of 8.5 percent per year, as well as a 2.5 percent raise in the third year of the contract. The new contract also includes provisions for the Township and its employees to cover the costs of health insurance and retirement benefits. The contract also includes provisions for the Township and its employees to cover the costs of health insurance and retirement benefits. The contract also includes provisions for the Township and its employees to cover the costs of health insurance and retirement benefits.

Catskill—Carroll

Catskill—Mr. Carroll, the principal of the Catskill High School, has been named acting principal of the school. Mr. Carroll has been with the school for three years and has been a member of the faculty for five years. He has also served as a teacher in the school. Mr. Carroll is a graduate of the State University of New York at Albany and has a master's degree in education from the State University of New York at Buffalo. He has also served as an assistant principal in the Catskill High School district for two years. Mr. Carroll is a member of the Catskill Board of Education and has been active in the community. He has served as a member of the board of directors of the Catskill Chamber of Commerce and has been active in the Catskill Community Chest. Mr. Carroll is married and has three children. He is a member of the Catskill Kiwanis Club and the Catskill Lions Club. He is also a member of the Catskill Elks Club and the Catskill Masonic Lodge. He is a member of the Catskill Area Chamber of Commerce and the Catskill Businessmen's Association.
Nassau Hospital Increasing Staff

(From Leader Correspondent)

MINOROLA—Employees at Nassau County's new $77 million public hospital have voted to withhold public demonstrations after the county started a crash program to hire 223 new employees and agreed to labor-management negotiations to define proper staffing.

Action on the crisis at the Nassau Medical Center came in a 3½-hour conference between hospital administrators and leaders of the Nassau chapter, Civil Service Employees Assn. Employees were faced with a series of shift meetings to withhold scheduled demonstrations, and leaders of the chapter said if the action is not fully implemented.

Nassau chapter presidents John W. Flanum and unit president Doris Kasper announced that the administration agreed to:

• Fully staff floors already in use at the new 14-story hospital to provide better coverage among the three remaining floors.

• Fill new positions by promotion, some of which are current staff wherever possible, and to fill all authorized positions.

• Notify CSEA weekly in writing of all hirings and terminations.

• Establish a labor-management committee of administrators and representatives of the nursing staff to determine personnel needs.

Mr. Kasper, Nassau County Executive Ralph G. Caso raised the total of personnel to be hired from 188 to 223. Another emergency hiring ordinance was expected to go before the board of supervisors this week.

The understaffing crisis had been brought to the attention of CSEA when the CSEA voted for peaceful demonstrations and CSEA verified the employee's complaints by making an unannounced inspection tour of the hospital. Mr. Caso has since put more than $7 million into new positions in response.

Last week, the new labor-management committee held its first organizational meeting, and the first of the new personnel were on the job. Ms. Kasper said at least one-third of the new personnel have been found, cleared and were ready to start work.

Monroe Chapter Girls For Pay Boost Siege

(From Leader Correspondent)

ROCHESTER—A "long hard battle" in contract negotiations with the Monroe County administration is expected by negotiators for Monroe chapter of the Civil Service Employees Assn.

"Pay increases and other monetary items will be the stumbling blocks," said Martin Koening, chapter president.

He said negotiators haven't started to talk about monetary matters yet. "We expect to begin in the near future."

Fifteen negotiating meetings have been held so far, said Mr. Koening, who is chief negotiator for the chapter.

"The county would like to settle by the middle of September because that's when they submit their budget for County Legislature approval," he said. "But the chapter isn't in any great hurry."

Negotiators expect to get hunk badly in the last three years. In 1973 we got a 3 percent raise and in 1974, a 5 percent raise. But in 1975 the cost of living went up 9 percent and it looks as if it's going up 15 percent this year.

"We've taken a tremendous loss on the cost of living alone. We do our best to rectify that."

Mr. Koening said it's the intention of his negotiating team to "get the best possible benefits for our members, and we'll keep them posted on our progress as often as we can."

The two-year CSEA-county contract expires this Dec. 31. Negotiations for Mr. Koening for county employees are Nels Carlson, the chapter's collective bargaining specialist; CSEA field representative Thomas Pompidoro; Vincent Carbone, president of the board of CSEA's Health, Education and Welfare unit; Joseph Cartone, president of the Department of Public Works; Henry Paasch, president of the Probation Officers unit; James Mangano, third vice-president; and Thomas McAvoy, president of the Monroe County College unit; Florence Tripp, president of the Health Department unit; and Howard Krockl, president of the Sheriff's Department unit.

Candidates for 111th District Assembly seat, representing Clinton, Essex and most of Warren Counties, compare campaign notes with two top leaders of CSEA's Albany Region 4. From left are Robert Purdy, Town of Keene supervisor and Democratic challenger for Assembly seat; Jean Gray, Region 4 first vice-president and coordinator of Adirondack Council activities; incumbent Assemblyman Andrew Ryan, and CSEA vice-president Joseph McBurnett, who heads the union's Region 4, which includes approximately 30,000 CSEA members.

Receive Preliminary Approval For Two Region 5 Offices

(Special Correspondent)

SYRACUSE — The Civil Service Employees Assn. regional office committee, meeting recently in Syracuse, approved offices for Canton and Binghamton.

The new quarters will be at the Western Union office on Main Street in Canton and at 349 Clampa St., Binghamton.

Richard E. Cleary, Syracuse regional president, said the offices must now be approved by the statewide board of directors. Arthur Gris, CSEA regional attorney, moved for dismissal of the application, and was seconded by the chairman. The committee also reaffirmed its decision to hire a triplex for the Utica office, the position to be filled by Oct. 1.

Every effort was made to give the public a full and accurate representation of the information available. If you have any questions or concerns, please let me know.