Submit Thruway Pact To Vote Following Fact-Finder's Report

ALBANY—A third ratification vote is in progress among State Thruway Authority toll, maintenance and clerical employees represented by the Civil Service Employees Assn. in an effort to gain approval of a new 2-year contract for the more than 2,000 Thruway employees in the three work classifications.

Secret mail ballots were mailed out over the past weekend and must be returned not later than noon, Tuesday, Nov. 19, to be valid. Accompanying the ballots mailed to all members of Unit 1 was a letter urging CSEA members to ratify the latest contract proposal. The letter was signed by each of the 11 members of the CSEA negotiating team involved in the month-long bargaining effort.

The offer now before being considered by the membership reflects the recommendations of a fact-finder appointed by the Public Employment Relations Board at the request of CSEA. The fact-finder, Albany Law School Professor Ralph Senedora, entered the bargaining dispute after CSEA declared an impasse during negotiating sessions which followed two earlier rejections of contract offers by the membership.

Involving himself only with the issues of salary and shift pay differential, the fact-finder recommended a 7 percent salary hike retroactive to July 1, 1974, and an additional 7 percent pay increase effective July 1, 1975. He recommended a $1.50 differential per shift for maintenance employees employed in a differential schedule of $200 to $300 for toll collection employees.

The contract would replace the previous agreement which expired on June 30, 1974.

In urging members to accept the latest proposal, the CSEA negotiating team letter said, "We are transmitting this ballot to you as a result of our study of the proposals and recommendations from the fact-finder assigned by the Public Employment Relations Board. In view of the ruling from the fact-finder and due to the fact we believe it would be impractical to seek a legislative hearing, we, your negotiating committee, collectively recommend ratification of the proposed contract."

Three-Day DOT Session Scheduled For Oriskany

ALBANY—About 100 Civil Service Employees Assn. members employed by the Department of Transportation have been granted administrative leave to attend a 3-day labor seminar sponsored jointly by CSEA and DOT.

The seminar, to be held at the Horizon Hotel in Oriskany Nov. 14-16, is designed to inform employees representative from the 10 DOT regions plus headquarters chapter of new developments in employee relations recently formulated by CSEA and DOT management. DOT regional personnel officers will also attend.

Pilot Program

The jointly developed alcohol abuse control and rehabilitation program and confidentiality of medical records will be examined on Thursday, Nov. 14. The pilot alcohol abuse control program seeks to help DOT employees with drinking or drug problems on a voluntary, confidential basis and without fear of disciplinary action. Also included in the day's events will be a discussion of employee development and training by Edward Diamond, CSEA's director of education, and William G. LaFleur, DOT director of staff development and training bureau.

Cafeteria Improvements Pledged After Boycott

BUFFALO—Members of the Civil Service Employees Assn. at Roswell Park Memorial Institute boycotted the cafeteria there for a day to protest rising prices and laggard service.

Officials of Service Systems, Inc., the company that manages the cafeteria, have agreed to reduce the prices of foods purchased by the cafeteria and to hire a porter to keep tables, counters and ash trays empty, and consider re-evaluating the price of food.

Robert W. Stelley Jr., president of the CSEA chapter at Roswell, called off the boycott on Nov. 14 after a Nov. 21 chapter meeting to allow implementation of the proposed changes.

CSEA Endorsements Helped Candidates In Legislative Races

IN A GENERAL election marked by political upheaval and the effects of long coats all across the state, the Civil Service Employees Assn. pulled off the upset in one congressional record in its endorsements of legislative candidates in last week's election.

CSEA's political action committee endorsed 190 candidates (Continued on Page 8)
By RHONA RICH

Back in '72 Thelma Upton was buying things for her home, thinking of trading in her family car — considering all those costly items before her paycheck stopped and she settled down with the smaller income from her retirement pension. With 18 years on the job, she was buying things for her a little over a year away.

But Thelma is not enjoying the peace of mind and security that should now be here in retirement after so many years as a civil servant.

Instead Thelma is distraught. She doesn't sleep nights. She keeps asking herself, 'Where is she now, paying the ol'man who demands cash from her, about feeling alone and about walking down the street, about keeping the roof over her head and over her baby hand.'

She has already watched her lifetime savings all but run out and her car can be reposessed. Now she waits for the bank to foreclose on her house.

How could her situation appeared to be reasonably secure just a few years ago turn, seemingly overnight, to this calamitous pass?

One day, with just one year and four months to go before retirement, Thelma was told by the State Department of Correctional Services, that she was "out." They decided that there were to be no women in the kitchen and so her job was being given to a male Thelma Upton. Suddenly she found herself the sitting target for the issue of women in the kitchen in open stalls in the prison.

While Thelma's husband, Jack, an auto mechanic, has appeared to be reasonably secure, the financial ruin was threatening the Upton family. Thelma therefore recently found that the Correction Department unreasonably discriminated against Thelma because of her sex. The Commissioner therefore ordered that Thelma be sent to the State's Division of Human Rights. For nearly two years her case has been pending before that Division.

As a result of hearings on her case, the State Attorney General's Assistant Attorney General Jack Sable recently found that the Correction Department unreasonably discriminated against Thelma because of her sex. The Commissioner therefore ordered that Thelma be sent to the State as a facility near her home. The Department was also ordered to accept all her rights and benefits retroactive to December 1972, and to pay her salary retroactive from the day after her discharge. In addition, Thelma was to receive a sum as reparation for her mental and physical suffering from the time of her discharge until the day she was ordered transferred.

Thelma is quite new to this because the Department of Correction has never had to deal with such a case. She has appealed the decision to the State Human Rights Appeal Board.

While Thelma's life hangs in the balance, the local machinery grinds on. The Department of Correction contends that they are not responsible for the back pay and other sums owed to Ms. Upton. The Department is not represented while this case pending in the Division of Human Rights.

The Department also appears the occupation aspect of the case, the issue of a woman working in a maximum security prison.

A spokesman for the Department said, it is unfortunate that an individual has to be caught up in this. But to acquiesce to the decision wouldn't solve anything. He put the department's position this way, "the physical layout of correctional facilities cannot be changed just for the sake of women."

"Where Ms. Upton was employed," he said, "the inmates have the kitchen and after the work is been done in the kitchen in open stalls located in the kitchen." He said that the inmates' uncleanliness was the reason that the open-stall showers made it undesirable for women to work in this kitchen.

For eight months, just before she was let go, Thelma worked in the kitchen. She has a reputation of being very hard working and she did. She found that the inmates treated her with dignity and respect and she had no cause to fear for her safety.

Prior to the change-over, when it was an institution for the male sex to work in the kitchen, side-by-side with these patients for two years, Thelma claims she was in far more danger then with the criminally insane, but no one took any notice of her safety at that time.

Thelma's ability to do the job has never been a question. According to Mary Kingsley, a correctional representative for the State Department of Correctional Services who testified at Thelma's hearing, the inmate population thought that Thelma was one of the best workers. She was said to be competent and to have excellent rapport with inmates. Because Ms. Kingsley has spoken out on this woman's behalf, take a look at what she calls "advisory administrative" she feels that she is being discriminated against the supervisor of her facility. Despite her seniority in the prison system, Ms. Kingsley feels that "time" is the worst possible days off. Tuesday and Wednesday. She claims that in retaliation for filing a complaint against that facility, the administration will "never let her have a weekend off again.

Mary Kingsley who has worked many years in maximum security prisons, including Attica, doesn't think the Department's reasons for not hiring women. She feels that the prison is a great place for a man as to a woman and she knows of male kitchen workers who would look just as dangerous against attack.

And she asks, "What harm could it ever do to give this woman a chance to "live and eat."

State employees may be wise to heed the Thelma Upton plight and take note of her words, "If they can do it to me, any one of the state employees can have it happen to them."

Contributions to the Thelma Upton Fund should be sent to Mr. Weisz, Correctional Representative to the State Human Rights Appeal Board, 140 Broadway, New York City, 10038.
Corrections
Staffer Due Back Wages

BUFFALO—An Erie County correction officer will be reimbursed his salary for a suspension, imposed by a superior officer, found to be excessive by State Supreme Court Justice Michael F. Dillon, who acted on an appeal filed by the Civil Service Employees Assn.

Finding the punishment “excessive in the light of the record before me,” Justice Dillon directed Albert J. Meyer, superintendent of the Erie County Correctional Facility, “to impose a suspension of not more than 14 days.”

Mr. Meyer had originally found the correction officer, John C. Kemp, guilty of “insubordination” and “failure to adequately perform the duties of his position,” and imposed a suspension from July 17 to Sept. 10, 1973.

Mr. Kemp will now receive back pay for the length of the suspension in excess of Justice Dillon’s ruling. The hearing before Mr. Meyer was held pursuant to Section 75 of Title B of the New York State Civil Service Law, and the appeal was for a Judgment under Article 78 of the Civil Practises Law and Rules.

Attorney Ronald Jacob, of the firm of Kavinoky, Cook, Hep, Sandler, Gardner, and Wisbun, represented Mr. Kemp for the CSEA.

Assistant County Attorneys Bruce Goldberg and Michael Comons represented Erie County.

Thruway Vote

(Continued from Page 1)

The joint resolution referred to would be before the Thruway Authority Board and require a special administrative relief available should the membership again reject the proposed offer.

Wage Offer Rejected By Albany SS Group

ALBANY—A unanimous vote at a general membership meeting of Albany County Department of Social Services employees rejected the county’s offer of a 5 percent pay increase.

The county, the workers stated, has refused to make any significant changes in work conditions and employee benefits. Social Services employees are not entitled to unemployment or disability insurance coverage, pension benefits, or any pay equal for equal work.

Earlier this year county clerk James Oyne was guided by the Albany Times-Union, saying, “Those people making below $5,000 are living grossly underpaid. I cannot see how a person making $5,000 or $5,000 can make ends meet in these days of inflation. With the cost of living rising to 13 percent for this past year, the $3,500 bracket is hurt the most.”

Approximately 40 percent of the full-time Social Services employees fall into this category. Based on net income and family size many employees come below the federally established poverty level and some even have had to turn to their employer, the Department of Social Services, for financial and other forms of assistance, the workers said.

Based on the current rate of inflation, estimated at over 12 percent, the county’s offer does not provide a living wage, the workers stated. The process is at impasse and the employees will begin informational picketing on Thursday, Oct. 31, at noon. Picketing will occur between the hours of 13 - 1 p.m. on the Howard St., Beaver St. and William St. sides of the Department of Social Services building.

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.

NOVEMBER
13—Buffalo Psychiatric Center chapter general meeting: 7 p.m., SesidBit Club, 1200 Tonawanda St., Buffalo.
14—CSEA, Buffalo Psychiatric Center chapter meeting: 8 p.m., Legion Hall, Electric St., Cascade.
15—CSEA, Buffalo Psychiatric Center chapter meeting: 7 p.m., Plaza, Buffalo.
16—New York Psychiatric Center chapter meeting: 8 p.m., Plaza, Buffalo.
17—CSEA, Buffalo Psychiatric Center chapter meeting: 7 p.m., Plaza, Buffalo.
18—CSEA, Buffalo Psychiatric Center chapter meeting: 7 p.m., Plaza, Buffalo.
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30—CSEA, Buffalo Psychiatric Center chapter meeting: 7 p.m., Plaza, Buffalo.
31—CSEA, Buffalo Psychiatric Center chapter meeting: 7 p.m., Plaza, Buffalo.

DECEMBER
6—Binghamton Christmas party: St. John’s Memorial Center, Johnson City.
7—Montgomery County chapter dinner-luncheon: 6:30 p.m., Liverpool Country Club, Liverpool.
7—Montgomery chapter Christmas: 7 p.m., Dibbles, Rt. 100, Newfield.
7—CSEA, Buffalo Psychiatric Center chapter meeting: 7 p.m., Plaza, Buffalo.
7—Nassau Education chapter holiday dinner-dance: 8 p.m., Nassau Inn, Lindenhurst.
7—Office of General Services chapter, Albany, executive board meeting.
7—CSEA, Audit Committee meeting: 8 p.m., treasurer’s office, CSEA Headquarters, 33 En St., Albany.
12—CSEA, Buffalo Psychiatric Center chapter meeting: 7 p.m., Plaza, Buffalo.
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Boycott Of Roswell Cafeteria

(Continued from Page 1)

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Nov. 15 Ballot

TROY—Ballots for the election of representatives to the Albany County Educational chapter of the Civil Service Employees Assn. will be mailed to the chapter members. Deadline for receipt of ballots is Friday, Nov. 15.

Candidates for the five chapter offices, according to Ambrose S. Stro.out chairman of the nominating committee, are: Edward P. Evans and Richard Lawrence for president; William P. Sullivan and Eleanor Reynolds, first vice-president; Joseph Ricker and Owen Hende, second vice-president; Los Banks and Ruth Dunham, treasurer, and Dolores Ober and Eleanor Reynolds, secretary.

Ballot will be counted Tuesday, Nov. 19, at CSEA headquarters in Albany. If there is a need for a duplicated ballot, members are to contact George Tompkins, chairman of the chapter election committee.

DOT Workshop

(Continued from Page 1)

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Lancaster Talks

(Continued from Page 1)

The candidates are: Ambrose Stroout, chairman of the nominating committee; Edward P. Evans and Richard Lawrence for president; William P. Sullivan and Eleanor Reynolds, first vice-president; Joseph Ricker and Owen Hende, second vice-president; Los Banks and Ruth Dunham, treasurer, and Dolores Ober and Eleanor Reynolds, secretary.

Ballot will be counted Tuesday, Nov. 19, at CSEA headquarters in Albany. If there is a need for a duplicated ballot, members are to contact George Tompkins, chairman of the chapter election committee.

THE LEADER, Tuesday, November 12, 1974

CIVIL SERVICE LEADER
I don't know whether it was the no-win situation or the time the decision was made to bring metal portable ladders into the job, but I do know that for a least 20 to 30 years those top and bottoms of both trusses on those ladders could have been treated and made safe against the conduct of electricity. For that amount of dough for each ladder as compared with the loss of two lives would have been better to save lives or buildings. And, before you do, think it's for every portable ladder to be properly treated as of now.

When a death or death occurs within a company, the arrival of a doctor's investigating officer is inevitable. In most cases, they conduct themselves in gentlemanly fashion, if for no other reason than out of deference to the men who have suffered the loss of one of their own. The company's interest, although based on past performance of the particular gentleman, I am not at all sure that it's. After all, it's only that this particular four-grip, super-biggie came on pretty strong. He added his weight around as he is used to do, ending up in a confrontation with certain unknown individuals. He conducted himself like a junior Napoleonic and had to be told in no uncertain terms to 'get the hell out of here' by none other than the opposing Commissioner. The thing got so sticky at one point that chases by the subordinate were promised on the biggie and are still pending as of now.

6. Of course, everybody is making countercharges as is to be expected. One of the statements made that night in the Plug by this Acting Deputy Commissioner Orman says the penalties, so who are you to give a "rip" to anybody? At the funeral services for both Firemen Johnnie Williams and Russell Lembright, there were certain people who were particularly conspicuous by their absence. There were also those who were painfully conspicuous by their absence.

I am referring, of course, to the absence of Fire Commissioner John T. O'Hagan, who has been absent from four out of five line-of-duty funerals for becoming Commissioner. I really was amazed and the comment I heard was, to say the least, sick. In one case, shortly after Mayor Beame took office, I had scheduled a first meeting of his City Hall Cabinet of which Commissioner O'Hagan was a member. The Mayor said he wouldn't tolerate anybody staying away from the manger for any reason including the funeral of a dead firefighter. He was wrong, of course, for he should have been there, too! It would seem that

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- Sales Promotions
- Weddings
- Directors Meetings
- AMAS Parties
- Retirement Dinners
- Boat Rides

When it's Worth Doing Right We Know How & Where!

Call UN 17200

Do you have the courage to be yourself? Take off your layers at the NEW AGE HEALTH FAIR & RV. New York, Oct. 12-14. Join Paul Theroux, no narration, give you a chance to rebuild. Option: Yoga, Tai Chi, Naturopathy, Walump, Artwork, and others.

A Pint Of Prevention... Donate Blood Today

Call UN 17200

ALBANY - Lawrence A. Newman, of New York, has been promoted from assistant tax supervisor to Albany district tax supervisor in the State Department of Taxation and Finance at an annual salary of $36,016. He joined the department in 1965 as a junior tax examiner.

A Pint Of Prevention... Donate Blood Today

Call UN 17200

Do you have the courage to be yourself? Take off your layers at the NEW AGE HEALTH FAIR & RV. New York, Oct. 12-14. Join Paul Theroux, no narration, give you a chance to rebuild. Option: Yoga, Tai Chi, Naturopathy, Walump, Artwork, and others.
This Week's New York City Eligible Lists

State Promotional Job Calendar

Applications Accepted To November 25

Office of General Services, Technical Services

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Applications Accepted To December 9

Written Exam Jan. 18, 1975

Intermediate Departmental Promotion Exams

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Associate Agency Labor Board

Representative (Oral Exam in Jan.) | 35-658
Correction Captain                   | 35-654
Principal Accountant (B)             | 35-669
Principal Accountant (C)             | 35-660
Principal Accountant (C)             | 35-663
Principal Accountant (C)             | 35-662
Principal Accountant (C)             | 35-664
Principal Accountant (C)             | 35-667
Principal Accountant (C)             | 35-668
Principal Accountant (C)             | 35-669
Principal Accountant (C)             | 35-670
Division For Youth, Executive        | 35-671

State Department of Transportation

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State University of N.Y.

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Thruway Authority

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Continuing Struggle

Sometimes, with all the major issues swirling around us, it is hard to grasp how we as individuals are affected. Suddenly, fate seems to single out one person, and the full weight of the world appears to fall on his or her shoulders.

Such a case is that of Thelma Upton, who for 18 years performed her police duties as a cook in the Southeast Correctional Facility. Then, whom, it was decided that her job at the all-male facility should be handled by a man, and she was out of a job.

From a woman who was looking forward to retirement within a couple of years, Ms. Upton was reduced to the position where she is being forced to part with her life savings and possessions in order to survive.

After two years of fighting the state, with the aid of several leaders of the Civil Service Employees Assn., especially Joe Weis, Ms. Upton was referred to the representative of the state. Ms. Upton was ordered reinstated to her job in a ruling by the State Human Rights Commission.

The Correctional Services Department, however, is protesting the ruling, and so the battle continues.

While Ms. Upton's personal tragedy may pass by relatively unnoticed in the crush of international and national issues, it does stand as a painful reminder that there are many inequities still to be resolved in management's relationships with all employees.

Upton has the comfort of knowing that so many dedicated union leaders are standing firm with her during this ordeal.

Career Of Dedication

During the election campaign last month, Malcolm Wilson spoke before the Shomrim Society of the New York City Police Department.

Seldom have we heard so well expressed a description of what sets a police officer apart from his fellow citizens. The Governor said, "The layman's understandable instinct is to move away from danger... but the police officers deny themselves that luxury the day or the one pinned on the shield. I do not regard police work as merely a job, for no one inside the building is being used to direct cars to the lower levels, which remain virtually empty at all times.)

We think it hurts the image of police officers to be put into a position where they have to serve as the goaf for someone else's bungling.

Questions And Answers

Q. I'm a 30-year-old student, and I get social security payments. Since I need to find a part-time job, I have to hang around the police station to keep on top of my social security money. I'm afraid I'm taking. Will I still be able to get my social security checks every month?

A. It will depend on what your school considers full-time attendance. If you cut your class attendance below this level, your social security checks will stop.

Q. Recently read that people serving in the military service have to hand over their social security funds. I'm not ready to retire yet, but I want to be sure I don't need to do anything new?

A. No. You'll get this credit when you apply for any kind of monthly social security payments. All you need is some proof of your military service, such as an honorable discharge certificate.

(Continued from Page 1)

For the State Senate and Assembly, all but a few contested seats not yet officially decided due to the closeness of the voting, it appears that more than one candidate endorsed by the Civil Service Employees' Association won seats in the State Legislature.

With a scattering of contests unresolved, 50 out of 80 CSEA-endorsed candidates could emerge as winners in contested races for State Senate seats, and in the Assembly contests, CSEA appears to have elected 103 winners in 335 contests.

In 1972, with endorsements going for four professional groups, CSEA had picked 75 percent of the winners, but last week's election's success indicates a significant improvement over the previous effort.

With an increased awareness of their power and the power of the people, the elections are now for Congressmen and state legislators, with their actions, the police commissioner, and the police department. It is a career of dedication to the safety and well-being of the entire community.

The Governor said: "The layman's understandable instinct is to move away from danger... but the police officers deny themselves that luxury the day or the one pinned on the shield. I do not regard police work as merely a job, for no one inside the building is being used to direct cars to the lower levels, which remain virtually empty at all times.)

We think it hurts the image of police officers to be put into a position where they have to serve as the goat for someone else's bungling.

This five-story parking lot has not been filled to capacity since it was opened, yet there are full-parked police officers dutifully turning cars away. (Problem is simply that no one inside the building is being used to direct cars to the lower levels, which remain virtually empty at all times.)

We think it hurts the image of police officers to be put into a position where they have to serve as the goaf for someone else's bungling.

Clearing the Celebratory Dance

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While Ms. Upton's personal tragedy may pass by relatively unnoticed in the crush of international and national issues, it does stand as a painful reminder that there are many inequities still to be resolved in management's relationships with all employees.
If you have a problem or a question about your Blue Cross or Blue Shield claim

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 PA prefix. This will speed things up considerably.

Thanks a lot.

Blue Cross.
Blue Shield.

Blue Cross and Blue Shield Plans of New York State

Volkswagen's Sublime-to-the-Ridiculous Sale

The Sublime VW 412

Our luxury 412 comes equipped with fuel injection, 4-wheel independent suspension, automatic transmission, steel-belted radials, plush seats and thick carpeting—all at no extra cost. On top of all this, your VW dealer is prepared to offer you substantial savings on his remaining '74 models.

The Ridiculous VW Thing

We've just reduced the price of the Volkswagen Thing from $3150 to $2775.* What's a Thing?

*The car that can be anything. The doors come off, the top goes up or down (the windshield, too), and it has an air-cooled rear engine that gives you the traction you need to go just about anywhere.

( Participating dealers only.)

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

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Agree On Drug Abuse Pact

MANHATTAN—A departmental agreement was signed at the World Trade Center here between the labor-management committee of the Drug Abuse Control Commission Civil Service Employees Assn. and commission officials Oct. 23.

The major provisions of the agreement, according to Giles Spoonhour, chairman of the labor-management committee, include acceptance of CSEA input at the local level in determining the institutional school calendar, the formation of a committee to study flexible working hours for CSEA personnel and the recognition that the discussion of program treatment policy is appropriate at labor-management committee meetings.

Mr. Spoonhour noted that the process of achieving the agreement began in August of last year with the compilation of demands from the 4,000 DACC employees who work in the 15 major facilities around the state as well as administrative offices, laboratories and store-front operations. Negotiating sessions were held both in New York City and Albany and were finalized last June, when several items, which had reached impasse, were resolved in a meeting between CSEA and OEB.

The agreement will run concurrently with the four existing contracts.

Members of the labor-management negotiating group met at the World Trade Center, Manhattan, to sign a departmental agreement drawn between the Drug Abuse Control Commission Civil Service Employees Assn. and the Commission. The agreement will run concurrently with four existing contracts.

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Special Civil Service (Affirmative Action) Committee Report Cont.'

(Continued from Last Week)

A task to which the Civil Service Commission has granted the highest priority is that of adding State and local governments to improve all aspects of their procedures. A major concern is the elimination of discrimination from all their selection procedures. If it has engaged thus far in a partial manner, the past, of course the employer has an obligation to take affirmative steps to eliminate this type of discrimination. Such steps may include recruiting, and setting goals and timetables.

When progress has been made to eradicate the effects of such practices, other, more developed and put into effect which meet the Supreme Court’s standard, then a true test of government effectiveness begins. Such a test, as I said at the beginning, is our next conflict between a true merit system and the Civil Rights Act since an event happens, as I said at the beginning, both of them include non-discrimination which have been transmitted to CSEA Through the Division of Human Rights are as follows:

1. Blank system of Civil Service.
2. State Department of Social Services.
4. State Executive Department—Office of the Budget.
5. State Education Department.

The Affirmative Action Plan as submitted by the Special Civil Service Committee to the Civil Service Commission for its review and comment. Our comments have been transmitted to the Rockland County Personnel Officer on a timely basis.

IV. SUMMARY OF MEETINGS OF THE SPECIAL CSEA CIVIL SERVICE COMMITTEE WITH REPRESENTATIVES OF FEDERAL AND STATE GOVERNMENTS.

Mrs. Naomi Strunsky, Chief, Merit System Office, Civil Service Commission, Rockland, United States Civil Service Commission, was the first consultant to address this Committee. Mrs. Strunsky outlined the Federal Government’s goals and timetables of the Affirmative Action Program, and the requirements for the establishment and maintenance of personnel standards on a merit basis in the administration of various programs.

The speaker stated that the development of proper and efficient administration of programs is a mutual concern of the Federal and State Civil Service Commission. Each was determined to cooperate in the programs. She said social and manpower problems indicate a need for a more effective development of leadership in developing job opportunities for the disadvantaged, unemployed or otherwise in need of employment. Mrs. Strunsky pointed to the need for a more effective development of leadership for the disadvantaged, unemployed or otherwise in need of employment. She suggested that the disadvantaged persons often need assistance and training to perform their jobs satisfactorily and to compete for advancement on an equal basis with other employees.

Once programs objectives have been established and plans implemented for the improvement of selection, evaluation procedures are needed to help assure continued progress in employing the disadvantaged. Program evaluation should be an essential part of the development of new programs and this examination was so over-supplied that it may be necessary to modify the physical environment of a job he is to be considered for employment opportunities.

Mrs. Strunsky emphasized the importance of affirmative steps that should be taken to operate the merit system, and the personal agencies exercising initiative and leadership in the selection of personnel to work with them and the establishment of a focused recruitment program.

Normally entry positions established for the disadvantaged will be filled through the open-examination methods. However, these methods of traditional selection techniques, selection examinations and principles and development of new ways of selecting new employees, for example, disadvantaged neighborhoods, welfare recipients, physically handicapped workers, and vocational education, may be necessary to make the physical environment of the job he is to be considered for employment opportunities.

Mrs. Strunsky emphasized that agencies conducting programs should not always needed for the development of effective job performance and to prepare employees for advancement. The employment of disadvantaged persons often necessitates assistance and training to perform their jobs satisfactorily and to compete for advancement on an equal basis with other employees.

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CSEA Statewide Convention At Concord

Joseph Dolan, standing, CSEA assistant executive director for County Division, keeps delegates informed of successes in various challenge elections in recent months. Seated at dais are secretary Cathy Barnes, County Executive Committee chairman Salvatore Mogavero and CSEA collective bargaining specialist Nels Carlson. Next major challenge is anticipated in Sullivan County, although election date has not yet been set.

New York City PERS director Leon Applewhite addresses delegates at meeting of non-teaching school employees. Seated at head table are, from left, David Silverman, Nassau; Neil Gruppo, Niagara; chairman Edward Perrotti, Nassau Educational, and Danny Jinks, CSEA collective bargaining specialist. Delegates voted to expand CSEA Board of Directors to allow one Educational representative from each region where one or more Educational chapters exist.

Creedmoor's Kay Harlow takes a turn at the microphone, while other delegates, SUNY at Oswego's Floyd Paunish, Tax and Finance's Jack Daley and Executive's Gail Bart, await chance to participate in discussion.

Feelings ran high among Mental Hygiene delegates over career ladders for food service employees. Here, at one of several MH meetings called during convention, representatives Betty Duffy and William McGowan report to delegates.

Heading delegation from Rochester chapter, president Samuel Grossfeld, left, is shown with chapter delegates, Larry Cohn, John Garvey and Helen Bynum. Rochester chapter is one of several large chapters composed of members from various state departments that provide services in large urban areas.

CSEA executive director Joseph Lochner draws upon his long experience as union's top administrator to answer questions posed by delegates.

Among delegates from Nassau chapter, largest in entire CSEA structure, are, from left, Rita Wallace, Blanche Rueth, Molly Falk and Anthony Giannetti. Nassau chapter, under Irving Flaumenbaum, has grown to nearly 10 percent of total CSEA membership in statewide organization.

Retiree chapter leaders meet to discuss ways of serving their members. Seated at left are newly appointed retiree committee chairman Hazel Abrams, counsel Jack Rice and CSEA executive director Joseph Lochner. CSEA president Theodore C. Wenzl, who sat in on meeting, is identifiable at right of window.

The Man of the Mountain. John Mroczkowski, chapter president of Wilton State School atop Mt. McGregor, is forceful advocate for his membership.

Departmental meetings were important function during first evening of convention. Here, from left, Executive departmental representatives Cindy Egan, Louis Colby and Gerald Purcell, along with adviser John Corcoran, Albany Region 4 supervisor, meet with delegates to discuss problems.

Jack Carey, CSEA assistant executive director for the State Division, keeps in touch with Headquarters for latest developments requiring his attention.
City Eligible Lists

2. T.A. Geni Admin
3. Stanley Jenkins, Claudette E. Devalera, Peter M. Cherney, Transmission Admin

Prom to Laundry Supvy

List Est. August 23, 1974

2. Robert J. Hertle.

Buffalo Psych Sets

Dance On Nov. 29

BUFFALO—The Holiday dinner dance of the Buffalo Psychiatric Center will be held Nov. 26 from 7 p.m. at the Sheraton East, 3204 Walden Ave., Cheektowaga.

Tickets are $7 each and there will be door prizes, cocktails, and after-dinner dancing to the music of the Balkan Serenaders. Reservations must be made by Nov. 15 and the following members may be contacted at their telephone extensions: E. Jones, 449; B. Smith, 189; F. Schmidt, 497, and K. Lourdell, 441.

Typist Exam

MANHATTAN—A total of 120 typist candidates were called to the practical part of exam 4167 on Nov. 13, and a total of 120 were called on Nov. 15 last week by the city Department of Personnel.

Hebrew Society Meet

MANHATTAN—The Hebrew Spiritual Society of the Dept. of Sanitation at 247 Broadway will meet on Nov. 14 at 5 p.m. Refreshments will be served.

State Looking for Librarians

The State of New York is accepting until Dec. 16 applications for librarians. The positions are Librarian III, Assistant Library Director I, Library Director II, Exam 27-470; Librarian IV, Assistant Library Director II, Library Director III, Exam 27-471; Librarian IV, (Adult Services), Exam 27-472; Librarian IV, (Audio-Visual Services), Exam 27-473; Librarian IV, (Children's Services), Exam 27-474; Librarian IV, (Reference Services), Exam 27-475; and Librarian IV, Exam 27-476 (Various Specials).

These positions are with the Municipal, School District, and cooperative Library Systems in New York City and salaries vary depending on the location and level of responsibility of the position being applied for.

The minimum requirements for all of these positions are completion of five years of college training at a regionally accredited college or university, including one year which must have been professional library training in a recognized library school.

In addition, candidates must have had satisfactory professional experience in a library of recognized standing, acquired after completion of the library training, for the required number of years specified below: For exam 27-470, four years of experience; for exam 27-471, six years of experience; for exam 27-472 through 27-476, six years, including three years in each specialized service for which you apply. A Librarian III serves as head of a major library department in a library serving a population of 50,000 or more; or assistant department head in a library serving a population of 250,000 to 1,000,000. An Assistant Library Director II serves as assistant director of a library serving a population of 15,000 to 25,000. A Librarian IV plans and directs the work of a major library department in a library serving a population of 50,000 to 1,000,000, or has charge of specialized services.

Applications forms for these certificates may be obtained by writing to the Library Development Division, State Education Department, 96 Washington Ave., Albany, N.Y. 12220.

For more information and directions for the exam please contact the Office of the State Education Commissioner, 12th and 13th floors, 195 Broadway, New York City, 10038.
City Open Continuous Job Calendar

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<tr>
<th>Titled Position</th>
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<tr>
<td>Air Pollution Control Engineering Trainee</td>
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<td>Architectural Trainee</td>
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<tr>
<td>Surgeon</td>
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OPEN COMPETITIVE — Additional information or required qualifications and experience exam subject can be obtained by requesting a job announcement in person or by mail from the Dept. of Personnel Application Section, 48 Thomas St., Manhattan, 10013 or the intergovernmental job information and testing Center, 501 DEE 21, Jamaica Queens, 11432. Be sure to specify the exam number and title and, if requesting an announcement by mail, a stamped self-addressed envelope.

Job openings are open only to those already employed in the city by various agencies.


Filing continues for five open-competitive positions with the city which are due to close in January.
The qualified candidate for Architectural Trainee, exam 4133, will have a B.A. in architecture or New York State registration as an Architect. This trainee position pays $11,500 a year and matures, after one year of satisfactory training and service, into the title of Assistant Architect.
The architectural trainee works under direct supervision in the field or office performing elementary architectural work such as assisting in the preparation of architectural plans and cost estimates. In addition, he receives training in one or more architectural areas such as design, inspection, development, etc.

Candidiates will be given a qualifying written exam in the day they file for the position. The exam, approximately 4½ hours in length, consists of multiple-choice questions in such areas as architectural design and theory, drafting techniques and use of construction equipment.

Although a passing grade on this test is required for the position, the candidates' competitive ratings will be based on their statements on the Experience Paper detailing their training and experience.

All candidates must speak, understand and be understood in English. Prior to appointment a qualifying medical exam will be given.

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<td>Slavin Richard</td>
<td>80.4</td>
<td>Albany</td>
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<tr>
<th>Name</th>
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**BONITO COMPANY** — *Sanctuary c/o Lewis H. Haff, 395 Park Ave., New York, New York*. Nominated to serve as a Director of the Bond Company and to acquire and distribute a portion of its capital on the 15th Day of June, 1974, pursuant to the sale of $100,000,000 of BONITO Company, Inc., for the purpose of the application of 11% Silver and Gold, under Section 31 of the Real Property Article of the State of New York, for the purpose of the application of $100,000,000 of BONITO Company, Inc., for the purpose of the application of 11% Silver and Gold, under Section 31 of the Real Property Article of the State of New York.

**M. A. D. BONITO COMPANY — 504 Central Ave., New York, New York.** Nominated to serve as a Director of the Bond Company and to acquire and distribute a portion of its capital on the 15th Day of June, 1974, pursuant to the sale of $100,000,000 of M. A. D. BONITO Company, Inc., for the purpose of the application of 11% Silver and Gold, under Section 31 of the Real Property Article of the State of New York.

**BONITO COMPANY — 711 Fifth Ave., New York, New York.** Nominated to serve as a Director of the Bond Company and to acquire and distribute a portion of its capital on the 15th Day of June, 1974, pursuant to the sale of $100,000,000 of BONITO Company, Inc., for the purpose of the application of 11% Silver and Gold, under Section 31 of the Real Property Article of the State of New York.

**BONITO COMPANY — 504 Central Ave., New York, New York.** Nominated to serve as a Director of the Bond Company and to acquire and distribute a portion of its capital on the 15th Day of June, 1974, pursuant to the sale of $100,000,000 of BONITO Company, Inc., for the purpose of the application of 11% Silver and Gold, under Section 31 of the Real Property Article of the State of New York.

**BOND COMPANY — 300 Park Ave., New York, New York.** Nominated to serve as a Director of the Bond Company and to acquire and distribute a portion of its capital on the 15th Day of June, 1974, pursuant to the sale of $100,000,000 of BOND COMPANY, Inc., for the purpose of the application of 11% Silver and Gold, under Section 31 of the Real Property Article of the State of New York.
Hale and heart — Leaders of CSEA's Audit and Control chapter share a pleasant moment with CSEA executive vice-president Thomas McDougal, second from left, at chapter's dinner-dance meeting last month at Polish Community Center in Albany. From left are chapter secretary Ann McMullen, Mr. McDougal, chapter president Donald Rag scene, delegates Pauline McDonough and Grace Fitaunaurice.
WHERE TO APPLY FOR PUBLIC JOBS
NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 4:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington RTH (Brooklyn Bridge). For advance information on titles, call 786-5000.

Several City agencies do their own recruiting and hiring. They include: Board of Education in the City of New York, 1200 5th Ave., Brooklyn 11201, phone: 544-6444; State Office Campus, Albany, 12201, phone: 726-7501; W. Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope and request.

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

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1200, Office of Court Admin, 270 Broadway, N.Y., phone 488-4141.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 20 Federal Plaza, New York 10007. Its hours are 9 a.m. to 5 p.m. weekdays only.

Telephone 264-9122.

Federal entrants living outside the New York City area (North of Dutchess County) should contact the Syracuse Area Office, 9 State St., Syracuse 13202. Toll-free calls may be made to (800) 825-7479.

Federal entrants should have no deadline unless otherwise indicated.

INTERGOVERNMENTAL—The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs.

It is located at 50-94 11th St., Jackson, N.J. 08527. Telephone 264-9100. The phone for information about city jobs is 264-9100; for State, 264-9500; and for Federal, 264-9102.

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Officer face delegates during Western Region 6 business session. From left are parliamentarian Celeste Rosenkranz; second vice-president Robert Smith; County Workshop chairman Victor Marr; CSEA vice-president William McGowan, head of Region 6; secretary Judy Burgess, and third vice-president June Boyle. An estimated 125 delegates attended the weekend session last month.

(Leader photo by Jim Laragy)

SUNY at Buffalo chapter president Edward Dudek, right, makes a point during debate as Erie Educational chapter president Salvatore Mogavero looks over notes. Mr. Dudek is also a University representative to CSEA State Executive Committee, and Mr. Mogavero is chairman of CSEA County Executive Committee.

Ontario Chapter Hosts Western Region Meeting In Canandaigua

Chapter president Sara Dalie, right, led Buffalo Psychiatric Center chapter delegation of, from left, Al Long, Betty Kaminski and Joe McCormick. Health Research chapter president Barbara Fauser is recognizable in background.

RIGHT: President of the host Ontario County chapter, Frank Christian welcomes delegates from Western Region 6 chapters to Trenholm Inn in Canandaigua. Western Region meeting was one of three regional events held during same week in October. Leader coverage in next week's issue will be of the Syracuse Region 5 meeting.

Western Region supervisor James Powers explains staff realignments to provide better service by the Region's eight field representatives.

CSEA executive vice-president Thomas H. McDonough congratulates Erie and Orleans members on their recent successes.

Collective bargaining specialist Nels Carlson speaks to delegates at Saturday morning County Workshop, as Workshop chairman Vic Marr, Erie chapter, watches for audience reaction. Dorothy Hy is secretary-treasurer, and Joan Freeman is vice-chairman.

Niagara County chapter president William Doyle makes forceful point during discussion on weighted vote. Region determined that chapters will have one vote for each 100 members, becoming second CSEA region to adopt the weighted vote.