

Civil Service LEADER

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List of State Legislators

See Pages 14, 16

CSEA On Pay Raise:

THUMBS DOWN!

Remove Ban On Excused Time For Meetings, CSEA Demands Of Rockefeller

ALBANY—The Civil Service Employees Assn., has asked Governor Rockefeller to take immediate steps to correct the discriminatory action taken by the Civil Service Commission President which deprives CSEA officers and members of free time off for delegates meetings unless they charge such time against vacation or personal leave.

In a telegram to Rockefeller, Dr. Theodore C. Wenzl, CSEA president, said, "For many years agency heads have had the discretion of allowing such time off without charging it to accumulated leave credits."

Wenzl charged that "this discriminatory action was taken only

five days before the delegate meeting of our Association in Albany on January 10 and our members feel the action was clearly intended to discourage attendance at such meetings."

More than 450 delegates were at the Albany meeting, a figure

somewhat lower than the attendance for a normal delegate session, said Wenzl. He blamed the decrease on the directive issued by Mrs. Erska H. Poston on Jan. 5. A resolution was presented to and adopted by the angry delegates branding the order as an "unfair labor practice" and calling for the filing of a grievance against the order.

Not Neutral

The CSEA chief told the governor that "Commissioner Poston's directive referred to the need for neutrality in the State's dealings with employee organizations, but the action was aimed at our organization and certainly was not

(Continued on Page 11)

Will Go To Leaders Of Legislature Now

ALBANY—At the recommendation of its State Executive Committee, the Board of Directors of the Civil Service Employees Assn. emphatically turned thumbs down on a proposal Governor Rockefeller made to the Legislature last week to give a mere eight per cent salary increase to State workers.

The proposal was denounced for being made without any true negotiations with CSEA, whom the Governor had recognized as sole bargainer for State employees, and for being "unrealistic—totally inadequate."

As a result, the CSEA has asked for meetings at the soonest possible date with Anthony J. Travia, Assembly speaker, Earl W. Brydges, Senate majority leader, and State Comptroller Arthur Levitt to discuss its program and what can be done to include the items in the State Budget which is now before the Legislature for approval.

The CSEA action was the initial step taken by the Employees Association's State Executive Com-

mittee to ensure that its program is considered for inclusion in the budget even without meaningful negotiations. Bargaining talks between the State and CSEA were called off by the Administration on December 1 after the Public Employment Relations Board issued a ruling banning such exclusive negotiations pending the outcome of its hearings on the recognition issue.

Rockefeller recognized CSEA as the official bargaining agent for 124,000 State workers on November 15 in accordance with the recently enacted Taylor Law. The PERB hearings, which were prompted by the challenges of unions and other employee organizations who claim to represent segments of employees within the

(Continued on Page 11)

Calls For Mass Meetings

NYC Chapter Asks Action Plan For Withholding Services

Delegates to a meeting of the New York City chapter, Civil Service Employees Assn., last week voted a resolution calling on the CSEA to organize methods and means to set machinery in motion which would effectively allow State workers to withhold their services in the near future.

The action came in an uproarious session, largely spent describing the "extreme provocation" of Governor Rockefeller which, a chapter spokesman said, could legally allow aides to withhold such services.

The provocation charge against the Governor is based on his refusal to negotiate with the Employees Association and his subsequent, unilateral proposal for an eight per cent pay raise, which the CSEA has rejected.

Other Action

The chapter also called for mass meetings, which it said it would co-sponsor with any other interested chapters, to tell both CSEA members and the public the provocation story by publicizing

(Continued on Page 11)

Meeting Schedule of Conferences

West Conference To Meet Jan. 27 At West Seneca

BUFFALO — The mid-winter meeting of the Western Conference, Civil Service Employees Assn. will be held Saturday, Jan. 27, at the West Seneca State School.

Business sessions, according to Mrs. Pauline Fitzpatrick of Newark, Conference president, will start at 1 p.m. in the gymnasium.

The Western Conference includes 39 chapters with a membership of about 25,000 persons.

A dinner meeting will be held in the Colonial Lounge, Orchard Park Motel, 2268 Southwestern Blvd.

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Helsby To Address Capital Conference January 26 Meeting

ALBANY — Max Benko, president of the Capital District Conference, Civil Service Employees Assn., has announced that the principal speaker and guest of honor at the January Conference meeting will

(Continued on Page 11)

Southern Conference To Meet January 26

The Southern New York Conference, Civil Service Employees Assn., will have a meeting Friday, Jan. 26 at 8 p.m. in the State Armory, Newburgh, N.Y., according to Nicholas Puzifferri, Conference president.

Central Conf. Sets Scrapbook Contest; Decision Feb. 16

(From Leader Correspondent)

SYRACUSE — Trophies will be awarded at the Central Conference meeting to the four Civil Service Employees Assn. chapters with the best scrapbooks showing their activities.

Mrs. Clara Boone of Utica, Conference president, named a four-member committee to supervise the entries and awards. Miss Helene Callahan of Syracuse will head the committee.

(Continued on Page 11)

Don't Repeat This!
For Ballot Strength, All Roads Lead To Alex Rose In 1968

ALEX Rose, the Liberal Party's chief of strategy and the kingpin in a score or more elections in the City and State over the past 20 years, seems likely to face his greatest challenge in 1968 when he may well determine whether Lyndon

(Continued on Page 2)

Going Places?—See Page 2

DON'T REPEAT THIS

(Continued from Page 1)

B. Johnson will carry the State, in addition to playing a decisive role in naming the State's next U.S. Senator.

President Johnson, even his most sympathetic supporters agree, will never carry New York State by the 2½ million-vote majority that he ran up in 1964. In fact, most observers believe that New York State is a tough one next November and some feel that if Governor Rockefeller is the Republican candidate there is a better than 60-40 chance that the State will be in the Republican column. In short, without the one-half million plus vote of the Liberal Party, President Johnson's chances in the State would be almost nil.

It should be pointed out quickly that Alex Rose and the President are on extremely good terms even

though the Democrats were unable to persuade the Liberal Party leader to support Abraham Beame, the Democratic mayoralty candidate in 1965. Rose went along with John V. Lindsay and provided the latter's margin of victory. Despite this, President Johnson relies on the wisdom and advice of Rose on many political matters involving New York State.

Vice-President Hubert Humphrey likewise respects and accepts the advice of the astute Liberty Party leader. In fact, the Vice-President rarely ventures into New York State without placing a call to his old friend. Indeed, Vice-President Humphrey has served as a key-noter at several Liberal Party functions and dinners and served in that role in 1965 even when it appeared that the old Democratic-Liberal coalition was breaking up in the City.

It would seem fair to say that as of now the Liberal Party will probably go along with a Johnson-Humphrey ticket in 1968, at least if Alex Rose has the say. There is, however, one 'fly in the ointment' that may give even the astute Rose trouble and that is the war in Viet Nam.

War Resentment

There is resentment against the war in the Liberal Party rank and file. The State chairman, Rev. Donald R. Harrington, has spoken out forcefully against American involvement. Should the war appear to be a hopeless deadlock without any end in sight when the Liberal Party gets around to endorsing a national ticket there is likely to be a situation within the party ranks that will challenge all of the political sagacity and skill of Alex Rose.

Much the same situation exists regarding the senatorial nomination in 1968. Should Rose decide

to endorse Senator Jacob Javits, or even run an independent candidate (such as he did in 1966 when the Liberals nominated Franklin D. Roosevelt, Jr. for Governor, thereby ending the chances of Frank D. O'Connor, the Democratic candidate) it is likely that the Democratic nomination would be as worthless as a plug nickel.

The fact is that Senator Javits is one of the all-time great Republican vote-getters in the State. He has demonstrated this time and again and there is no reason to believe that he has lost his ability in 1968. On the other hand, he will almost certainly be faced with an independent candidate on the Conservative line, which conceivably could drain at least one-half million voters and perhaps more off the Republican line. Should the Democrats come up with a candidate acceptable to Rose then it is possible that Javits will be in the political fight of his life.

Likely Democrats

There are several candidates on the Democratic horizon that might be acceptable to Rose:

Former Mayor Robert F. Wagner has maintained a close relationship with Rose over the years and there is every reason to believe that he would be acceptable as the Democratic nominee.

Morris B. Abram, chairman of the American Jewish Committee, and a longtime front-line fighter for civil rights, appears to be another who would be acceptable to the Liberal Party and who it is

(Continued on Page 10)

For CSEA Members

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Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Administration in New York University's Graduate School of Public Administration.

Problem-Solving Games

THERE IS considerable potential for great public relations benefits to be gained from the latest idea to apply "role playing" or "games" to solve problems which civil service people have found unusually vexing.

"GAMES" OR "human player simulation" is a comparatively new technique for finding answers to extremely difficult situations. The players assume roles they would normally play in real life, but the situations—which could be based on actuality—are simulated for the "game" and the contest is held under strict constraints or rules.

SPECIFICALLY, the newest suggestion is to apply "games" to train police officers so that they can adapt more quickly to rapidly changing and differing roles.

IN EFFECT, these "games" or simulations of real situations "are trying on solutions for size." The general idea is simply this; if the solution works in a simulation, it will work in real life.

THE ANALYTIC tools of "games" have proven their worth in national defense planning, as well as in sharpening the accuracy of decision-making for top executives in business. "Games" have also been used for training military police, education planners, transportation planners, bankers, salesmen and teachers.

NOW, AN UNUSUALLY bright young woman, Miss Elinor Gollay, has reported to the American Association for the Advancement of Science how "games" can be employed to solve police-community relations problems, without doubt one of the stickiest dilemmas facing civil servants.

TRAINED AS A sociologist and still in her early twenties, Miss Gollay recently faced an auditorium loaded with the best scientific minds in the country, to urge use of "games" to close the gap and reduce conflict "between the police officer and the intended recipients of his services."

NO MENTION was made by Miss Gollay about "public relations," but that's really what her scientific paper was all about.

FOR EXAMPLE, she said: "Because the simulated situation often clarifies the dynamic processes which are involved in the real situation, the insights gained through participation are often greater than those gained through real-life experience."

ANY RESULT which brings about better understanding between a communicator and his publics, is good public relations. If "games" result in a better understanding of the role of the police officer and he better understands the problems of the publics he serves, the benefits to be derived are enormous—particularly in the midst of the social revolution which the United States is now experiencing.

NOW ON THE staff of Abt Associates, a Cambridge, Mass. "think tank," Miss Gollay gained her sharp insight into police-

community problems as researcher for a project dealing with precisely that problem.

ABT ASSOCIATES evolved the "games" idea to prepare police officers for their unusually difficult duties because research showed that "on-the-job" training for law enforcement officers had lost some of its value, in addition to being too slow and too costly.

"THE COMPLEXITY of today's society, and of law enforcement problems in particular," she explained, "strongly limits the efficacy of a 'learning by doing' educational process."

MISS GOLLAY'S idea should intrigue every government official specializing in training civil servants. We're all for her suggestion, if it will result in better trained civil servants who will generate better public relations for civil service.

All-Hawaii Tour Offered First Time

An all-Hawaii tour is being offered for the first time to members of the Civil Service Employees Assn. and their immediate families and the tour will include several features available only to CSEA participants.

The 16-day tour will leave New York on April 6 and return there on April 21. The price of only \$559, plus tax, includes a stay at the Reef Tower Hotel on Waikiki Beach, visits to the islands of Maui and Hawaii; the free use of a Kodak "Instamatic" camera while in Hawaii; champagne jet flight; tour of Pearl Harbor and other sightseeing.

For CSEA members only, there will be a free bottle of liquor provided in every room plus unusual surprise gifts.

Because this offering occurs during the Easter holidays the amount of space available is strictly limited and cannot be exceeded so early bookings are advised. Write to Mrs. Julia Duffy, P.O. Box 43, West Brentwood, L.I., New York, 11717—telephone (516) 273-8633.

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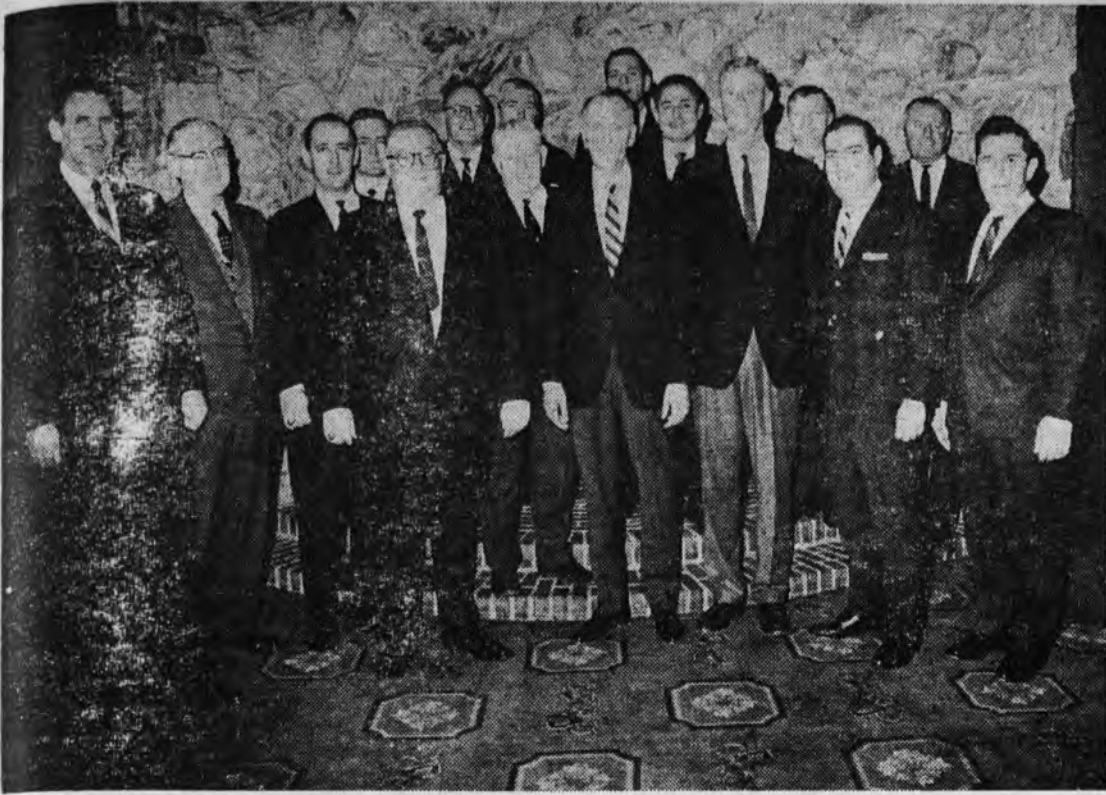
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CSEA LEADERS — Talking over legislative goals of the Civil Service Employees Assn. during the recent legislative luncheon of CSEA's Long Island Conference are, from left, Randolph Jacobs, Metropolitan Conference president; Nicholas Puzziferri, Southern Conference president; Irving Flaumenbaum, State second vice-president and Long Island Conference president; and Dr. Theodore Wenzl, State CSEA president.

LEGISLATIVE LUNCHEON—Fifteen State senators and assemblymen from Nassau and Suffolk County joined CSEA members at the recent legislative luncheon of the Long Island Conference. Among those attending were, from left to right, John Hennessey, treasurer, State Civil Service Employees Assn.; Professor Thomas Ladonsky, president, State University at Farmingdale chapter and chairman, legislative luncheon; Robert Villa, president, Suffolk chapter, CSEA; Senator

Leon Giuffreda; Irving Flaumenbaum, president, Long Island Conference and second vice-president, State CSEA; Assemblyman John McCarthy; Assemblyman John Thorp, Jr.; Assemblyman Charles Melton; Theodore Wenzl, president, State CSEA; Assemblyman Stanley Harwood; Assemblyman Milton Jonas; Assemblyman Prescott Huntington; Assemblyman Joseph Reilly; Assemblyman Vincent Ballella Jr.; Assemblyman William Burns; Roger Cilli, co-chairman, legislative luncheon.

CSEA Legislative Goals Explained At Long Island Conference Meeting

HUNTINGTON STATION—Fifteen State senators and assemblymen from Nassau and Suffolk Counties attended the recent legislative luncheon of the Long Island Conference of the Civil Service Employees Assn.

The annual event was held at the Huntington Town House Saturday, Jan. 13 and was attended by many Conference members as well as legislators, State CSEA officers and members of neighboring conferences.

During the event, Conference members gave brief talks on the items CSEA is especially pushing for action in the current legislative session.

Speakers

Thomas Ladonsky of the State University at Farmingdale, luncheon chairman, spoke on the Association's salary requests—a 20 percent across-the-board pay hike with a \$1,000 minimum.

Conference President Irving Flaumenbaum, who is also State second vice-president, spoke on 1/60th retirement legislation and Robert Villa, Suffolk chapter president, gave a presentation on desired accumulated sick leave legislation.

Other speakers were Thomas Purtell, president of the Central Islip chapter, on non-contributory health insurance; Mrs. Virginia Fell on requested protection for non-teaching employees in school districts which adopt austerity spending after budget defeats; and Mrs. Julia Duffy, Conference first vice-president, on overtime, shift differential and geographic differential pay.

State Senator Edward Speno, Democrat of Nassau, spoke briefly to the group and described the Association's plan for a 1/60th retirement program retroactive to 1937 as a fair proposal. He said bipartisan support for such a plan was quite possible in the current legislature.

The other legislators present were Joseph Reilly, Francis McCloskey, Milton Jonas, Stanley Harwood, John S. Thorp Jr., Eli

Wager, George J. Farrell Jr. and Vincent B. Ballella Jr., all Nassau County assemblymen; Charles Melton, Prescott Huntington, William Burns and John McCarthy, Suffolk County assemblymen; and Leon Giuffreda and Bernard Smith, Suffolk senators.

Statewide Officers Attend

Representing the State CSEA were Dr. Theodore Wenzl, State president and John Hennessey, Association treasurer. Randolph Jacobs, president of the Metropolitan New York Conference and

Nichola Puzziferri, president of the Southern Conference, were among the guests.

Other guests included Dr. Charles W. Laffin Jr., president of the State University at Farmingdale; Dr. Oleh Wolansky, director of the Suffolk State School in Melville; and Dr. Charles Buckman, director of Kings Park State Hospital.

All 13 chapters in the Long Island Conference were represented at the luncheon. Representing the chapters were: Mrs. Julia Duffy, Pilgrim State Hospital chapter; Robert Villa, Suffolk chapter; Thomas Purtell, Central Islip chapter; Natale Zummo, Kings Park State Hospital chapter; Thomas Ladonsky, State University at Farmingdale chapter; William Kempey, Long Island Armories chapter; Louis Colby, Long Island State Parks chapter; Al Naracchi, State University at Stony Brook chapter; Ted Anderson, District 10, Department of Public Works chapter; Phillip Ferraro, Long Island Parkway Police chapter; Joseph Lavalle, Suffolk State School chapter; Irving Flaumenbaum, Nassau chapter; and Mrs. Agnes Miller, Suffolk Psychiatric Hospital chapter.



HONORED — Fellow employees feted Joseph L. Howard, food inspector, State Department of Agriculture and Markets on his retirement. Howard, in State service 32 years, retired recently after having worked in the Divisions of Milk Control, Markets, Entomology and Plant Quarantine, Dog License and Damage Law, Meat inspection and Food Control, throughout the entire State.

Appointed

ALBANY—Dr. Philip Roos has been appointed an associate commissioner in the Division of Mental Retardation of the State Department of Mental Hygiene, according to Dr. Alan D. Miller, Commissioner of Mental Hygiene. The salary of the post is \$24,900 a year.

Going Places? See Page 2.



FRIENDLY CHAT — Assemblyman Francis P. McCloskey, left, and Senator Edward Speno, right, confer with Dr. Theodore Wenzl, Civil Service Employees Assn. president, at the legislative luncheon held recently by the Long Island Conference of CSEA.

Following Talks With CSEA

Sullivan County Agrees On One Year Contract Granting Aides Five Percent Pay Hike

MONTICELLO—The Sullivan chapter of the Civil Service Employees Assn. has entered into a one-year contract with the Sullivan County Board of Supervisors under the provisions stated in the new Taylor Law. The County Board of Supervisors recognized the CSEA chapter as sole and exclusive bargaining representative for County employees in Aug., 1967.

The major benefits granted all County employees in this new contract include a five-percent across-the-board pay increase above increments, non-contributory health insurance coverage, uniform allotments and a 40-hour week for Sullivan County Jail and Sheriff's office personnel, five personal leave days per year, accumulated sick leave and compensation for overtime worked.

In addition to the above, County employees retained July and August 4 p.m. closing, 11 paid holidays, non-contributory 1/60th retirement plan, longevity, and all rights and privileges afforded the County employees prior to Jan. 1, 1968.

Chapter president Peggy Loucks states she considers the negotiation and acceptance of this con-

tract a firm step forward for all County employees.

Members of the chapter negotiating committee include Miss Loucks, Florence Wells representing the Court House Unit, Walter Metzger representing the County Highway Unit, Howard Kaplow representing the Department of Social Services Unit and George McNamee representing the Sheriff's Office and Jail Personnel Section of the Court House Unit.

Farrell Convalescing

NORTH MASSAPEQUA — William Farrell, CSEA field representative and organizer in the New York City area, is convalescing at his home, 110 Adams Street, in North Massapequa, after undergoing major surgery. Farrell, who hopes to return to his duties within two weeks, would welcome cards.

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OUR 71st YEAR

U.S. Service News Items

By VIRGIL SWING

Army Dept. Cuts 3,600 C.S. Jobs

The Department of the Army will abolish 3,600 civilian positions by the end of the month in a move related to the President's request for all government agencies to cut manpower and other costs to a minimum. Such cuts were the

price put by Congressional leaders on their support for the Administration's 10 percent surtax proposal.

Though many of the positions are now filled by temporary employees, the cutback will involve some career employees.

The move comes on the heels of a cutback of 2,500 temporary jobs in the Department last month.

The Departments of the Navy and Air Force will also have to trim their personnel rosters—but at last word they still hope to do this through normal attrition rather than by letting any employees go.

The Civil Service Commission celebrated its 85th anniversary last week with a ceremony honoring many of its employees for service to CSC.

The Commissioner's Award, highest honor the CSC can give, was awarded to Wilfred Gill, special assistant to the chairman for employee-management relations, and Irving Kator, executive vice-chairman of the Interagency Advisory Group.

Other awards given at the ceremony were to: Donald Robbins, recruiting and college relations officer in the San Francisco region; Elmer Stricker, supervising investigator in the Chicago region; Mrs. Betty Walker of the Bureau of Recruiting and Examining in Washington and a group award to Mrs. Helen Hill, Miss Helen Uhrin and Mrs. Norma Madosik—all from the office of CSC Chairman John W. Macy Jr.

Cyrus Vance, former Deputy Secretary of Defense and Secretary of the Army, has assumed office as a member of the board of directors of the National Civil Service League, according to Mortimer Caplin, board president.

"Government will soon employ 20 percent of the nation's work force," Caplin said, "and the work of the NCSL—a citizens' organization devoted to strengthening career service in government—increases in importance and urgency. Mr. Vance will assist greatly in gaining nationwide support for the League's program."

Vance was Army Secretary from 1962 to 1963 and Deputy Secretary of Defense from 1963 to 1967. He served as President Johnson's special envoy in the recent Cyprus crisis.

Raul R. Maldonado, who won recognition last year as one of the outstanding handicapped postal employees in the nation, has been promoted to chief of the Computer Operations Branch of the Postal Data Center in New York City.

A deaf mute, Maldonado entered the Postal service in 1954 as a tabulating machine operator. As chief of the Computer Operations Branch, he supervises 19

(Continued on Page 13)

Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

CITY

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed applications which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated otherwise in the examination announcement.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT QT and RR local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

STATE

STATE—Room 1100 at 270 Broadway, New York, N.Y. 10007, corner of Chambers St., telephone 488-6606; Governor Alfred E. Smith State Office Building and The State Campus, Albany; Suite 750, Genesee Building 1 West Genesee St.; State Office Building, Syracuse; and 500 Midtown Tower, Rochester, (Wednesday only).

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL

FEDERAL — Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York, N.Y. 10017, just west of the United Nations building. Take the IRT Lexington Ave Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 573-6101.

Applications are also obtainable at main post office except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.



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Sewage Treatment, Maintenance Trainee Opportunities Are Offered By N.Y.C.; Apply During April

Pre-application forms will be issued April 2-23 by the City Department of Personnel for a May written exam for maintenance trainee and sewage treatment worker positions. Persons will be removed from the eligible list for appointment to other positions once they accept appointment to one of the trainee positions.

These titles are in the trainee class with a three-year term. At the end of three years of service, employees in these titles will be given a qualifying test and appointed to the corresponding journeyman title.

During training, employees will receive \$4,000 annually with \$500 increments at the end of each year. They will be appointed to the journeyman titles at the appropriate salary schedule. At the present time, sewage treatment workers receive \$7,320; traffic device maintainers, \$8,200 and maintenance man, \$8,174 a year. The examinations will be weighted at 100 per cent of the final mark and the passing mark

will be that of the person placing number 300 on the examination. In the event of a tie for the number 300 position, all candidates will be considered passing that receive this mark.

Minimum requirements for the sewage treatment and traffic device positions include: graduation from a recognized vocational high school after a three- or four-year day course or the equivalent in a field of study relating to the duties of the position or graduation from a recognized high school and either participation in a cooperative educational work program in jobs relating to the duties of the position or one year of practical experience relating to the duties of the position.

For the maintenance man trainee post, the above requirements are necessary in addition to one year of satisfactory practical experience in building maintenance.

This examination is open only to persons who have not passed their 35th birthday on the date for the filing of an application (test date)—except in the case of veterans as defined in section 85 of the Civil Service Law. All other veterans may deduct the length of time they spent in the military

service from their actual age to determine eligibility.

For further information on this position, contact the applications section of the Department of Personnel, 49 Thomas St., New York City or call 566-8700.

Real Estate Manager Jobs Open In City

Several provisional real estate manager positions, paying \$7,100 to start, exist with the New York City Department of Real Estate.

Minimum requirements call for graduation from a senior high school plus three years of full-time paid real estate management experience.

Interested persons should contact the Department of Real Estate's Personnel Office, 2 Lafayette St., Manhattan, telephone 566-7528, for an appointment interview.

Free Booklet on Social Security. Mail only. Leader, Box S, 97 Duane St., New York, N.Y., 10007.

U.S. Guard Jobs Open

The Interagency Board of U.S. Civil Service Examiners for the Greater New York City area is seeking applicants for guard positions at GS-2 (\$4,108) to GS-4 (\$4,996) a year. There are no education or experience requirements but a written test will be given. The job is open only to persons eligible for veteran's preference. Further information about the position may be obtained from the Board's Federal Job Information Center under job announcement NY-7-26.

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In addition to passing a written test, students must have completed, by June 30, 1968, at least one full academic year of study for GS-3; and two and one-half years of study for GS-4, in one of the fields described above in order to qualify.

Detailed information can be found in Civil Service Announcement NS-7-56, issued by the Interagency Board of U.S. Civil Service Examiners, 301 Erie Boulevard West, Syracuse, New York 13202. These announcements are available at most of the larger Post Offices. If you are unable to get a copy, write to the Interagency Board.

Rent Research Positions Are Open In City

Tomorrow (Jan. 24) is the last day to file for rent research associate and senior rent associate positions with New York City at \$8,200 and \$10,300 respectively. The test will be April 3.

The first position requires a college degree and four years experience in research analysis and report writing. The senior position requires the same experience plus two years in a supervisory capacity.

Applications may be obtained from the City Department of Personnel's application section.

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TUESDAY, JANUARY 23, 1968



More Anti-Laborism?

FROM New York City to Washington, D.C., there has been a cry in some quarters for an elite "managerial" class of employees who, in general, would not be subject to the normal merit system requirements of competitive appointment. The grounds are, of course, efficiency.

Well, the point is as moot as it ever was except that the State Government in New York appears to be getting ready to propagandize for a similar kind of managerial class. The big difference is that the grounds for so doing appear more sinister than efficient.

Rumor has it that there is a good deal of behind-the-scenes communication between sectors of the Rockefeller Administration and the Public Employment Relations Board to declare a certain number of higher grade titles "managerial" and thus forbid them to participate, as has been done for more than half a century, in employee organization activities on behalf of themselves and for their fellow worker in the lower grades. Despite the fact that the leadership of the Civil Service Employees Assn., has always been composed of State workers from the lowest to the highest grades to the benefit of all, it appears the State is now moving to water down this combination of strength.

Even worse, the grounds are laid for removing what this or any future Administration might consider a "troublesome" organization leader from activity by declaring him to be in a supervisory capacity.

The Civil Service Employees Assn. has made enormous gains for its members through its united strength. Any attempt to weaken their strength by the creation of unnecessary units of representation can only be interpreted as being strongly anti-labor.

Who'll Do The Hiring?

SOME professions seem so easy that everyone feels competent to do the job. The man who would hesitate to do the work for an ordinary plumber has no restraint in telling the Governor or the President—certainly a personnel manager—how much better he would do the job.

It is perhaps this very feeling that underlies a threat to the merit system, particularly in the field of education. There is an understandable frustration on the part of many parents in the inability of their children to learn at the average level. The natural reaction is that it is all the teacher's fault and their logical solution follows that they could pick better teachers themselves.

Undoubtedly there is a great deal to be said for decentralization of the administration of the school system. Local school boards certainly have a "feel" for the problems of their districts and it might be wise to adjust the curriculum to the needs and aspirations of those who study there. In the process, however, there is a tendency to believe that selecting teachers on a local level, subject to the uneducated guessing of parent association committees, will bring better teaching. On its face, this view is preposterous.

Teacher selection and the selection of administrative personnel are difficult, painstaking, professional types of work. The development of proper testing and selection methods has been a long, arduous learning and improving process for the New York City Board of Examiners. In toto the Board has assembled a group of 57,000 teachers who

(Continued on Page 11)

LETTERS TO THE EDITOR

Comptroller Levitt Speaks Concerning State Aides' Pensions

Editor, The Leader:

In a recent column in The Leader, Louis Busell cited the cases of three employees, each with more than 37 years of service, who have been disappointed by estimates of their retirement allowances. Such cases underscore our efforts for improving benefits generally. We have already achieved a great deal—more, I believe, than any other state in the nation—but more remains to be done.

It is my hope that three final steps will be possible: (1) making permanent the 1/60th non-contributory plan; (2) making the plan retroactive to the year of original appointment, within reasonable limits; and (3) making permanent the cost-of-living supplement for retired employees. There is already agreement in principle; the remaining task is to achieve these steps within the fiscal capacity of the State.

This is not to say that the State has failed the employees cited by Mr. Busell. Their allowances may appear to be low, but analysis is difficult because all of the facts are not given. What are their ages? What are the ages of their beneficiaries? Why are their contributions so low? Do they have large borrowings? And what about Social Security?

But if the point of the column is that retirement expectations have not kept up with inflation, there can be little debate. This is a nation-wide experience, in private industry as well as government. We have made excellent progress in New York State in improving benefits, and this is the best index of continued progress in the future. You have my assurance of my complete support.

ARTHUR LEVITT
State Comptroller

Retirees To Write To Representatives

Editor, The Leader:

I understand from reading The Leader that there are about 45,000 retired employees of the State of New York and its political subdivisions. In the newly enacted 1/60th retirement plan, only the present active members were included, which was an injustice to retirees.

Comptroller Levitt wants the present retirees included and is sponsoring legislation to that effect. To accomplish this, Senator Flynn is backing the bill in the Senate and Assemblyman Lifset in the Assembly.

It seems to me that if every retiree were to send a letter to his senator and assemblyman, plus a letter to Governor Rockefeller, the bill would pass both Senate and Assembly.

FRANCIS X. CURRY SR.
Long Beach, N.Y.

Why Upgrading Delay For Practical Nurses?

Editor, The Leader:

The president of the CSEA and the Director of Classification and Compensation have requested a reallocation of salaries of licensed practical nurses employed by the State of New York since August 1966; yet nothing has been done

(Continued on Page 15)

Civil Service Law & You

By WILLIAM GOFFEN



(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

Jurisdictional Transfer

THE PROBLEMS OF the civil service employee are multifarious and complex. When he resorts to judicial review there is sometimes danger of oversimplification by the Court. An example of oversimplification of a complicated problem is the case of *Ladinsky v. Department of Civil Service of the State of New York* (New York Law Journal, January 11, 1968).

THE LADINSKY petition was an offshoot of legislation that took effect on September 1, 1967 for the purpose of consolidating the functions and employees of the City Parole Commission with the State Division of Parole. The petitioners, professional parole personnel of the State Division of Parole, contended that certain City personnel, instead of being transferred to comparable positions in the State service, were actually transferred to higher positions even though the job titles in both City and State services were the same. Such transfers were to the State positions of senior parole officer and supervising parole officer.

THE PETITIONERS were grievously prejudiced by such transfer of City personnel because the transferred employees filled all promotional items for which the petitioners had qualified through competitive examination. The petitioners were thereby deprived of earned promotions.

THE PETITIONERS submitted for Court approval a plan of reclassification and reallocation of parole officers that had been conceived by Commissioner Russell G. Oswald. The Oswald plan more accurately reflected the duties performed by parole officers and, in addition, would have enabled transfer of City parole personnel to comparable posts.

IN THIS VIEW of the petition, it is clear that the primary thrust of the proceeding was to protect earned promotional rights. The Oswald proposal was presented as a means for consolidation of City positions with the State office without depriving the petitioners of their promotional rights.

JUSTICE CHARLES G. Tierney's opinion, however, did not refer at all to the problem of preservation of petitioners' promotional rights. He construed the petition as primarily an attempt to direct the Department of Civil Service "to reclassify parole personnel of the State Division of Parole in accordance with a proposal submitted by Russell G. Oswald."

JUSTICE TIERNEY noted that the Civil Service Law authorizes the petitioners to apply to the Director of the Classification and Compensation Division for reclassification and reallocation of their positions. The statute provides for a hearing and for appeal to the Classification and Compensation Appeals Board from the Director's determination.

THE PETITIONERS alleged that the Oswald proposal had previously been rejected by the Department of Civil Service. Accordingly, it seemed pointless to renew such an application. However, the Court held that the initiation of judicial proceedings constituted an attempt "to circumvent ordinary administrative procedure, which attempt ought not to be sanctioned." The petitioners, however, were primarily seeking review not of their own positions, but of the previous reclassification of the positions of City personnel. The Civil Service Law does not provide for review of the classifications of a group of employees at the instance of another group. The Court, however, rejected the petitioners' argument stating:

This argument strikes this court as a play on words. What petitioners really seek is an upgrading in classification which will be limited exclusively to parole personnel who were with the State system prior to September 1, 1967. Once that is accomplished it would appear from a review of the petition that petitioners would be quite satisfied with the classifications presently being given to incoming City personnel.

OF COURSE, "what petitioners really seek" is the preservation of earned promotional rights obliterated by an unlawful transfer of City employees. Through oversimplification, the petitioners' case was judicially demolished.

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- Woodbury Courtesy Volkswagen, Inc.
- Woodside Queensboro Volkswagen, Inc.
- Yonkers Dunwoodie Motor Corp.



Q and A

QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



This column will appear periodically. As a public service Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 1215 Western Ave., Albany, N.Y. 12203. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. Several members of my CSEA Chapter have been discussing the various options available under the Statewide Plan. We have a number of questions we would like to ask someone who is knowledgeable on the subject. Are you available to meet with us?

A. Anytime that any Chapter of CSEA wishes to have a meeting regarding the State Health Plan, just call on us and we will be glad to oblige at a mutually convenient time.

Q. Please advise if psychiatric counselling would be covered under the Major Medical portion of the Statewide Hospitalization Plan. The situation is this: The high school psychologist advises counselling because of academic underachievement on the basis that the cause may be due to some deep rooted emotional problem.

A. I believe that the psychiatric care described in your situation would be considered a covered expense under the Major Medical as described on Page 15 of the booklet entitled: The Statewide Plan.

Q. Is any coverage provided under my Statewide Plan for emergency room treatment in case of an accident?

A. Yes, Hospital services in an out-patient department will be covered for accident cases provided such services are rendered not later than 72 hours after the accident. Surgical operations performed in the out-patient department are also covered under the Statewide Plan.

Prepaid GROUP PRACTICE- ANSWER TO A CRISIS!



THE "TIME HAS COME" for prepaid group practice.

Never before have group practice plans received such nationwide recognition. "A sudden explosion of public attention" is the way one health leader describes it!

Prepaid group practice is emerging as the most rational, most convincing answer to the problems besetting the medical consumer, the medical community, and the unions and employers seeking full value for their medical dollar.

Soaring hospital charges...medical care costs inflated by insurance fee-schedules and major medical programs...the growing shortage of physicians...the steady increase in medical specialization...widespread concern for the quality of medical service being rendered as the demand for private care is intensified by Medicare and Medicaid—all of these are chickens that have come home to roost for the long-time defenders of the status quo in medical care.

Today prepaid group practice is being hailed across the nation. Leaders in government, medicine, industry and labor are urging that group practice plans like H.I.P. be given every possible encouragement. They seek to have similar plans established elsewhere in the country.



In government they are saying:

The President... Group practice benefits both physicians and patients. It makes expert health care more accessible to the patient.

— Health Message to Congress—President Lyndon B. Johnson

The H.E.W. Secretary... "Group practice, especially PREPAID GROUP PRACTICE, should be encouraged. Groups of doctors practicing together can make more efficient use of equipment, auxiliary personnel and consultation than doctors practicing alone."

— John W. Gardner, Secretary of Health, Education and Welfare

The Surgeon General... "The American people want to know when and how they shall receive better health care at prices they can afford. We who believe in group practice have an answer. It is not the whole answer, nor the only answer, but it represents a valid and important approach."

— William H. Stewart, M.D., Surgeon General of U.S. Public Health Service

The Consumer Advisory Council... The increasing enrollment of consumers in PREPAID GROUP PRACTICE PLANS, and the establishment of new plans in areas where they do not exist, would represent a significant forward step in enhancing the quality, efficiency and availability of medical care and in limiting its cost.

— Report by President's Consumer Advisory Council

The Congress... Backing up its verbal encouragement of group practice, the Federal Government has successfully sponsored legislation that "will enable physicians to obtain mortgage financing to develop and equip group health facilities in towns and cities across the nation."

In medicine:

The AMA Citizens Commission... "Group practice will give the patient the advantages of continuing contact with a family physician who knows him and his history, combined with the advantages of access to a wider array of skills and facilities wherever they are needed."

— American Medical Association's Citizens Commission on Graduate Medical Education

In labor:

The AFL-CIO Executive Council... "Access to high quality health services at costs they can afford is the right of the American people."

"The AFL-CIO Executive Council therefore calls upon Congress and the Administration to take effective action to control medical costs."

"Among actions that should be taken the council recommends that... grants-in-aid be provided to stimulate the growth of consumer-controlled comprehensive health plans."

— AFL-CIO Executive Council, Feb. 1967



**HEALTH INSURANCE PLAN OF GREATER NEW YORK
625 MADISON AVENUE, NEW YORK, N.Y. 10022**

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC Channel 31. Next week's programs are listed below.

Monday, January 29

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program: "The Universal Summons Project."
- 6:00 p.m.—Community Action—Welfare services examined.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 9:00 p.m.—New York Report—Lester Smith hosts interview with City officials.

Tuesday, January 30

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:00 p.m.—What's New In Your Schools—Current information about the City's schools.

Wednesday, January 31

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 5:30 p.m.—What's New In Your School—Current information about the City's schools.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 8:00 p.m.—Behind the Laws—Changes in procedure, effected by the 1966 Legislature.

Thursday, February 1

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 10:30 p.m.—Community Action—Ted Thackery moderates program.

Friday, February 2

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:00 p.m.—Living for the Sixties—"How to Make the Most of Your Money."
- 10:00 p.m.—Behind the Laws—Changes in procedures, effected by the 1966 Legislature.

Saturday, February 3

- 7:00 p.m.—Community Action—Ted Thackery hosts program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Immediate Jobs Are Waiting For Civil Engineers

The City Board of Water Supply has immediate provisional openings at \$10,750 for civil engineers with New York State professional engineer licenses and experience in water supply design of structures and equipment for heavy construction projects.

Benefits include four weeks of annual vacation, sick leave cumulative to 180 days, free health and hospital insurance, and 11 paid yearly holidays.

Further details are available at the Board of Water Supply's administrative offices, Rm. 1317, 120 Wall St., New York, N.Y. 10038, phone (212) 566-4710.

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3,700 Summer Park Jobs Are Waiting; Most Require No Experience, Education

Applications will be received until March 1 for 3,700 seasonal positions with the City Department of Parks at \$15 a day or \$1.85 an hour.

Both men and women are needed for the parkman, park helper, playground assistant positions. Previous employees of the Department will be given preference whenever possible.

Applications are being issued and received at the following Department of Parks offices:

The Arsenal, 830 Fifth Avenue, New York, N.Y. 10021; Litchfield Mansion, Prospect Park West and Fifth Street, Brooklyn, N.Y. 11215; Bronx Administration Building, Bronx Park East and Birchall Avenue, Bronx, N.Y. 10462; The Overlook, Union Turnpike and Park Lane South, Forest Park, Kew Gardens, N.Y. 11415; and Clove Lake Park, 1150 Clove Road, West New Brighton, Staten Island, N.Y. 10301.

There are 1,200 positions for parkman from March 16 to Nov. 30 — with a maximum of 200 days. There are no formal education or experience requirements — but applicants must be in good physical shape.

Candidates must be between 18 to 60 years old. Under supervision, parkmen perform general maintenance tasks at any park area, facility, or building.

Typical tasks include using hand or powered mowers, picking up litter, raking debris, digging pits and ditches, cleaning the interior or exterior of structures and loading and unloading materials.

The 1,700 positions for park helper will be during April 1 to November 30 — for a maximum of 10 days. No formal education or experience requirements are

set, but applicants must be in good physical shape.

Candidates must be over 16 and those under 18 must obtain employment certificates or vacation work permits.

General duties of park helpers are to perform attendance and light maintenance work at any park area, facility or building.

Typical tasks include cleaning the interior and exterior of comfort stations or other structures, sweeping walks, picking up paper and refuse, acting as check-room attendant, cleaning beaches and bathing facilities, making change and collecting admission fees, directing cars to parking areas and patrolling park property.

The 800 playground assistant positions are from June 22 to Sept. 3. Part-time positions for up to 24 hours a week will exist after Sept. 3.

Candidates for playground assistant must have a high school diploma and one summer's experience as instructor, counselor or coach in an organized recreation program or must have 30 credits toward a college degree.

Playground assistants help supervise recreation activities at various playground facilities.

Typical tasks include organizing group or team games, distributing and collecting athletic

equipment and making minor repairs, distributing and demonstrating the use of game materials, maintaining discipline in a recreation area, inspecting play areas for hazardous conditions and keeping records.

Surrogate Clerks Needed By State

The State Department of Taxation and Finance has openings for senior and principal surrogate clerks at \$4,463 to \$5,545 and \$5,615 to \$6,895 respectively. Applications will be received until Feb. 13 for the March 16 written exam.

Candidates for senior clerk must have three years general clerical experience in a law office or court — including one year involving the Transfer and Estate Tax Law. Principal clerk applicants must have four years such experience. Graduation from a high school may be substituted for one year general experience.

Further information and applications may be obtained from the State Department of Civil Service.

LEGAL NOTICE

File No. 6639, 1967.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To: The heirs at law, next of kin and distributees of MARTHA VAN EVERA, deceased if living and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assigns and successors in interest whose names are unknown and cannot be ascertained after due diligence, YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, on February 19, 1968, at 10:00 A.M., why a certain writing dated May 23rd, 1962, which has been offered for probate by LEO MARTIN, residing at 7301 4th Avenue, Brooklyn, New York, should not be probated as the last Will and Testament, relating to real and personal property, of MARTHA VAN EVERA, Deceased, who was at the time of her death a resident of 140 East 40th Street, in the County of New York, New York. Dated, Attested and Sealed, December 26th, 1967.

HON. S. SAMUEL DIFALCO,
(L.S.) Surrogate, New York County
William S. Mullen,
Clerk.

Attorneys for Petitioner:
Benjamin L. Lasky and Daniel Ginsberg,
50 Court Street,
Brooklyn, N.Y.

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. In the Matter of the Application of EDDIE SMITH, Petitioner, for the dissolution of his marriage with CARRIE SMITH, Respondent, Pursuant to Section 220 of the Domestic Relations Law. TO: CARRIE SMITH

PLEASE TAKE NOTICE, that a petition has been presented to this Court by EDDIE SMITH, your husband, for the dissolution of your marriage on the ground that you have absented yourself for more than five (5) consecutive years last past without being known to him to be living, and that he believes you to be dead; and that pursuant to an order of said Court dated the 3rd day of January 1968, a hearing will be had upon said petition in Supreme Court, at Special Term, Part I, in the County Courthouse located at 851 Grand Concourse, Borough and County of Bronx, City of New York, on the 5th day of April 1968, at 9:30 o'clock in the forenoon. Dated: New York, New York, January 3rd, 1968.

EDDIE SMITH,
Petitioner

BASSOFF & POLLACK
Attorneys for Petitioner
227 West 116 Street
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Governor And Career Employee To Receive Brotherhood Awards

Governor Nelson A. Rockefeller has been named the 1968 recipient of the Benjamin Potoker Award for his activities in the field of human relations.

Governor Rockefeller was designated by the New York State Employees Brotherhood Committee, made up of 14 organizations representing civil service employees.

The award will be presented at a luncheon on Thursday, February 8, at the New York Hilton Hotel.

Philip F. Wexner, chairman of the Unemployment Insurance Appeal Board, will make the presentation to the Governor in recognition and appreciation of a lifetime of public service in the furtherance and promotion of understanding and mutual respect among peoples of all races, religions and nationalities.

The award is named for the late Benjamin Potoker, a founder of the New York State Employees Brotherhood Committee and one-time employee of the State Labor Department's Division of Employment.

Also at this luncheon, Miss Hilda Ford, associate employment service representative, Division of Employment, will receive the New York State Employees Brotherhood Award which is presented to a career employee for outstanding efforts in promoting brotherhood among peoples of all races, religions and nationalities.

Don't Repeat This!

(Continued from Page 2)
certain will make no bid for the Democratic nomination unless he has the assurance of Rose's support.

U.N. Ambassador Arthur Goldberg, whose name keeps cropping up as a possible Democratic senatorial nominee despite his silence, is another prospect who would appear to be acceptable to the Liberal Party. Goldberg, incidentally, is a longtime friend of Rose and there is no question that if he should decide to make a political move in the State that Rose would be among the very first he would consult.

The fact is that as the political maneuvering begins in 1968 in New York State the power of Alex Rose appears to be growing rather than diminishing. Without him, the chances of carrying the State for the national Democratic ticket seems remote and without him, the Democratic senatorial nomination seems worthless.

The Lindsay Tie

And finally, if Rose should decide to deal himself a hand in the Republican sweepstakes, he has in his entourage one of the most promising hopefuls in the ranks of the GOP—Mayor John V. Lindsay. Rose, with his longtime associate, David Dubinsky, made Lindsay Mayor of the City of New York. Lindsay has never forgotten this and seldom makes a move without clearing it with Alex, and the one time he failed to touch base with the wily Liberal Party Leader, he fell on his face; that was the appointment of Water Commissioner James L. Marcus.

Hardly a week passes that Rose and Lindsay fail to share dinner and their conversations always

wind up to be on New York City political matters.

Of course, the highest ranking member of the Republican party in New York State enjoying good rapport with Rose is Governor Nelson Rockefeller.

Finally, the rapport between Louis Stulberg, the man who succeeded David Dubinsky as head of the International Ladies Garment Workers Union, and Rose is one of intimacy and mutual respect. Rose and Dubinsky seemed to see everything eye to eye and were as close as any two men could be on this earth. Naturally, Stulberg is a different man from Dubinsky—and more of a Democrat with a capital D—but anyone who believes that Rose and Stulberg do not share mutual trust is barking up the wrong tree.

All in all, it looks like a great year for Alex Rose as the king-maker.

Elevator Mechanic

Forty-five candidates for elevator mechanic's helper positions with the City will take the practical exam this week, according to the Department of Personnel.

Research Editors

Senior economic research editors are being sought for the State Department of Transportation's Albany office for positions at \$8,365 to \$10,125. Candidates must file by Feb. 26 for the March 30 written exam.

The positions require one year's experience editing technical materials in the areas of economics, sociology, transportation, city planning, etc. Candidates must also have three years general editorial experience and at least two years college training. Additional college training may be substituted for general experience.

Additional information and applications may be obtained from the State Department of Civil Service.

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CSEA Rejects Wage Offer Of Rockefeller

(Continued from Page 1)
124,000 general unit, began in early December and are still in progress.

Delegate Action

More than 450 CSEA delegates, meeting on January 10 in Albany, adopted a CSEA Statewide salary committee resolution empowering the State Executive Committee to "take whatever steps are necessary, including plans for the withholding of the services of State employees" as authorized by the Taylor Law if CSEA proposals have not been negotiated and put into the Budget by April 1.

CSEA had hoped that the PERB hearings would be concluded and that negotiations would be resumed before January 16, the date Governor Rockefeller submitted his budget to the Legislature, but this was not the case and the Governor unilaterally recommended to the Legislature that State workers be given an 8 percent across the board increase. CSEA rejected the proposal because it was grossly inadequate and fell far below its 20 percent—\$1,000 minimum across-the-board request.

The Employees Association argued that State employees have not had a raise in two years and that rises in the cost of living have eaten away the last rise, and an increase in Social Security, and impending State and Federal taxes would nullify an 8 percent wage hike.

Disgust, Dismay

CSEA officials registered disgust and dismay over the Governor's failure to recommend anything other than an inequitable pay raise in his budget, namely, improvements in the State retirement and health plans, and other terms and conditions of employ-

NYC Chapter

(Continued from Page 1)

the contents of the organization's Salary Committee Report.

The New York City group also asked immediate action to prevent the Public Employment Relations Board, the State Civil Service Commission, the State Budget Director or any other Administration officer or agency from making any moves toward removing competitive or non-competitive employees from the Statewide bargaining unit or forbidding any such employee to negotiate for his fellow employees because of grade or title, or from serving as an officer or negotiator or both in CSEA for those reasons.

Excused Time Ban

(Continued from Page 1)

neutral in view of the fact that Commissioner Poston and other State officials were fully aware of our delegate meeting scheduled for January 10 when the action referred to was taken on January 10.

"Our 155,000 members through their elected delegates have demanded that appropriate action be taken to correct this discriminatory treatment against our organization," Wenzl concluded.

Pass your Leader on to a non-member.

ment. These and the salary issue coupled with the lack of negotiations are the main reason behind CSEA's appealing to the Legislature.

CSEA officials anticipate that the meetings with the State leaders will take place this month so that they may report the results of these discussions to the CSEA delegates as soon as possible.

The meetings with the two legislative leaders would concern all issues, while the talks with Levitt would revolve around the liberalization of the benefits of the State Employees' Retirement System only.

Assemblyman Travia recently expressed shock over the low salaries being paid to State workers in the lower echelon, taking exception with the proposed across-

the-board pay raise. CSEA is asking for a \$1,000 minimum.

Still Time

CSEA feels that, even without negotiations before April 1, 1968, the date the budget is scheduled for approval, it could achieve a major part of its program. Present indications are that the PERB hearings will be lengthy, but the Employees Association contends that many of the issues concerning the terms and conditions of employment could be negotiated after the budget is approved because a large number of items are not of a budgetary nature and also would not require legislative approval.

For the present, however, CSEA is concerned with salary and retirement and health benefits—the three major items in its program.

State Employees Cited For 1967 Contributions To Albany Joint Appeal

ALBANY—State workers were among several employee groups of this area paid special tribute for their contribution to the 1967 Community Chest-Red Cross Joint Appeal at the groups' annual dinner meeting here last Wednesday.

Fred F. Peters, recently elected to serve a second term as president of Albany Community Chest, Inc., reviewed the drive's accomplishments of the past year and noted the ever-increasing role of importance played by the large number of State employees in Albany and nearby communities.

The Civil Service Employees Assn., official bargaining representative for the great bulk of State workers in the Capital District, was represented at the event by its Statewide president, Dr. Theodore C. Wenzl, Joseph F. Feily, immediate past president, and Joseph B. Roullier, director of public relations.

Feily, who had been active in Community Chest affairs throughout his four terms as CSEA president, was co-chairman of the State Employees' Division of the Joint Appeals 1966 campaign and a member of the Chest's board of directors.

Benjamin J. Comi

WATERVLIET — Funeral services were held recently in this Albany County city for Benjamin J. Comi, 48, assistant vice-president for business affairs at the State University in Albany and former president of that university's chapter of the Civil Service Employees Assn.

Mr. Comi, a resident of Watervliet, served as president of the State University at Albany CSEA chapter for several years and was active in the Statewide affairs of CSEA, serving on various committees and representing his chapter regularly at CSEA conventions. Mr. Comi also played an active part in the affairs of CSEA's District Conference.

Active in local and State Knights of Columbus affairs, Mr. Comi was a commander in the Naval Reserve. He received both his bachelor's and master's degrees from the Albany University. Surviving are a brother and four sisters.

Scrapbook Contest

(Continued from Page 1)

She will be assisted by Miss Lois Minozzi of Utica, conference corresponding secretary, and Charles Ecker and Arthur Tennis.

Judges for the contest will be Arthur Sylvester, supervising welfare representative, Family Services, Syracuse; Assemblyman Mortimer Gallivan of Syracuse, and Joseph A. Porcello, Syracuse Herald-Journal reporter.

The conference meeting will be held Feb. 16-17 at the Hotel Syracuse Countryhouse, Syracuse.

Helsby Will Speak

(Continued from Page 1)

be Dr. Robert D. Helsby, chairman, Public Employment Relations Board.

The meeting will be held at the Ambassador Restaurant, Elk St., Albany and will be preceded by dinner at 5:30 p.m. Since the guest, the agency he heads and the subjects he will discuss are so important, Benko urges members who plan to attend to make reservations as soon as possible because of space limitations.

Reservations should be made to the chairman of the social committee, Mrs. Mary K. Hart, before noon on January 26. Cancellations should also be made no later than that date as chapters will be held to all reservations made.

Western Conference

(Continued from Page 1)

Hosts for the meeting will be the West Seneca State School chapter, headed by William McGowan and the Buffalo State Hospital chapter, led by Wesley Demmon.

Follow The Leader. To Keep Informed.

'Greater Awareness Needed In Emerging New Era,' CSEA Education Committee Forecasts

ALBANY—The newly appointed Education Committee of the Civil Service Employees Assn., at an initial meeting here last Tuesday, underscored the urgent need to inculcate among the rank-and-file a greater awareness of what CSEA membership means in the emerging new era of collective bargaining for public employees.

Celeste Rosenkranz, reappointed committee chairman, referred to the group's four-hour session as "provocative and productive."

A tentative program to further the individual member's understanding of what CSEA is and does will be aimed initially at Statewide delegates and chapter officers, Miss Rosenkranz said. Specifically, committee plans call for an educational session on collective bargaining at the coming spring delegates' meeting and a concerted effort to complete revision now underway on the CSEA chapter officers' manual to provide a realistic working guide at the chapter level.

Miss Rosenkranz emphasized her committee's conviction that the ultimate task of effectively educating and motivating the individual CSEA member was a responsibility of the chapter.

Participating in the meeting, which was also attended by CSEA's Statewide president, Theodore C. Wenzl, and John C. Rice, associate counsel, were Eve Armstrong, Suffolk County; George D. Long, Craig Colony; Robert Richie, Albany Executive chapter; Warren Shaver, Education; and Joseph B. Roullier and Marvin B. Nailer, director and assistant director, respectively, of CSEA public relations.

Other members of the new Education Committee are Moe Brown, David Harris, Joseph Grassette, Harry Kolothros, and Ellen Stillhard.

Bloodmobile Schedules 5 Albany Visits

ALBANY—Five bloodmobile visits have been scheduled during February at various locations throughout the Albany area under the sponsorship of the State Employee Blood Program.

On February 1, the bloodmobile will seek donors at the State Department of Civil Service, Building 1, State Campus, Albany. The State Thruway Authority facility at Delaware Plaza in Elmsmere will be visited on February 2.

Other stops include Feb. 15, State Department of Mental Hygiene, 119 Washington Ave., Albany; Feb. 16, State Department of Labor and State Division of Employment, building 12, State Campus, Albany.

Nanuet School Dist. Recognizes CSEA

NANUET — The Nanuet Public School District has recognized the Civil Service Employees Assn. as sole and exclusive bargaining agent for the custodial staff.

An election of the employees of the custodial staff determined Harry Wicks, president.

Thomas Brann, field representative, and Albert J. Lowry, retiring unit president, negotiated the agreement with the School Board.

Who'll Do The Hiring?

(Continued from Page 6)

have met high standards on a competitive basis. As far as personnel methods have been developed, they are the best that could be hired.

Decentralization, with hiring on a local level, would, in one fell swoop, negate all the experience, all the science, all the principles of merit selection which have developed through the years. It would replace central teacher hiring from teacher license lists by the professional, non-political Board of Examiners with local appointments, subject to all the personal pressures, nepotism, political shenanigans and misconceptions which local parent groups are subject to.

The effect would obviously be poorer teachers rather than better teachers. Moreover, the capacity which a central board of education has for recruiting, for training, for testing, would go down the drain, and the personal judgment of neighborhood parents would be substituted to find, select and train teachers for a neighborhood school. Faced with the special problems of finding adequate teaching staffs in disadvantaged areas, the result is self-evident. The schools in the most difficult areas would recruit the poorest teachers, if they could recruit any at all. The teaching standards would be lowered, not raised, and the resulting education would be minimal.

Through the years the merit system has been found to be the most effective way of recruiting the best personnel for government service. It would be short-sighted indeed to destroy the system because neighborhood parent-teacher associations, without facilities, without experience, without real understanding of the problems, feel they can do a better job, and only because they can put up the kind of political clamor which a political government must listen to.

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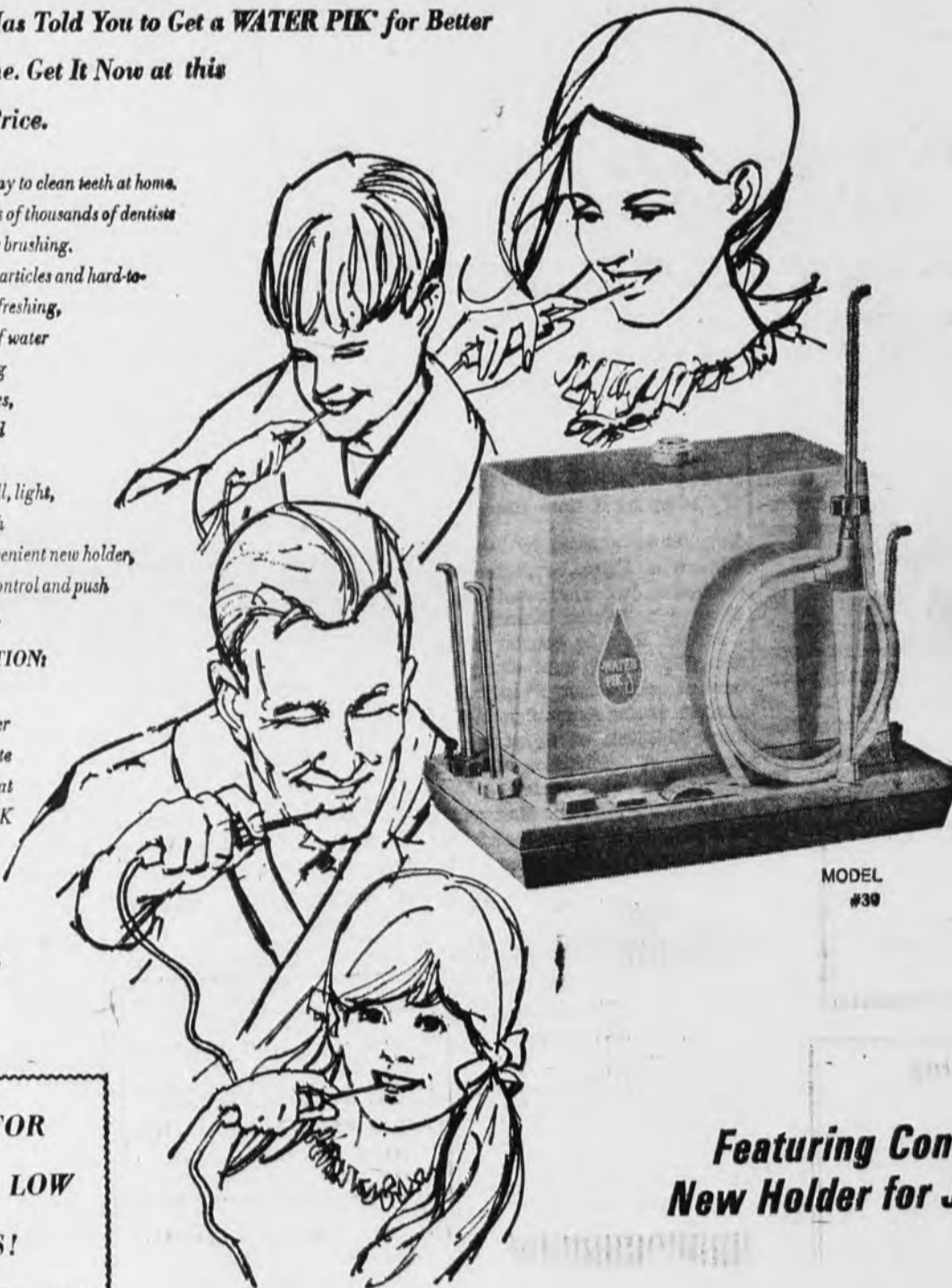
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U. S. Service News Items

(Continued from Page 4) Employees in various data processing duties. He lives with his wife, Anne, 1430 Thieriot Avenue in the Bronx. Judge Reva Beck Bosone, the Post Office's judicial officer, resigned Saturday (Jan. 20) after a 17-year career in the Post Office

Department, Congress and as a judge, legislator and teacher in Utah. She was appointed to the highest position ever held by a woman in the Department in 1961. She served as a municipal judge in Salt Lake City from 1936 to 1949 and as a member of Congress from 1949 to 1953.

Parks Chapter Nominates Colby

Louis P. Colby, president of the Long Island Inter-County State Parks chapter, Civil Service Employees Assn., has been nominated to run unopposed for re-election.

The chapter's nominating committee chose Colby to head a slate of candidates whose names appear on ballots now being circulated to members by mail. Tabulation of votes will be made at the Feb. 13 meeting.

The complete slate includes: Benjamin Sharkey for first vice-president; Sam Marsello and Carl Bombara for second vice-president; Walter Boehme and Jack Gehrig for treasurer; Ethel Strachan and Mary Osborne for secretary; Mary Donovan for financial secretary; and Thomas Cullen and Harold Baldwin for sergeant-at-arms.

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Listing Of New York Metropolitan Area Legislators

Here is the official listing of State senators and assemblymen from the New York Metropolitan Area, printed each year as a service to those public employees who write to their representatives urging support for measures which would affect their jobs, pensions and rights.

The asterisks (*) indicate those who are serving for the first term. The (R) and (D) represent the political party of the office holder.

The addresses listed are where the assemblymen or senators may be contacted in their local area. You may also write to them in care of their respective Legislative Houses.

Senate

Suffolk County

First District—Leon E. Giuffreda (R), 15 N. Coleman Rd., Centereach. Second District—Bernard C. Smith (R), Franklin St., Northport.

Nassau-Suffolk

Third District—Henry M. Curran (R), 66 Melbourne St., Dyster Bay.

Nassau County

Fourth District—Edward J. Speno (R), 863 Richmond Rd., East Meadow. Fifth District—John D. Caemmerer (R), 69 Exeter St., Williston Park. Sixth District—John R. Dunne (R), 12 Mulberry St., Garden City. Seventh District—Norman F. Lent (R), 48 Plymouth Rd., E. Rockaway.

Queens County

Eighth District—Murray Schwartz (D), 137-23 227th St., Springfield Gdns. Ninth District—Jack E. Bronston (D), 184-37 Hovendon Rd., Jamaica. Tenth District—Seymour R. Thaler (D), 63 Groton St., Forest Hills. Eleventh District—Irving Mosberg (D), 141-05 228th St., Springfield Gdns. Twelfth District—William Brennan (D),

255-27 84th St., Elmhurst. Thirteenth District—Nicholas Ferraro (D), 223-49 80th St., Jackson Heights.

Kings County

14th District—Edward S. Lentol (D), 152 Russell St., Brooklyn. 15th District—Simon J. Liebowitz (D), 156 Sunnyside Ave., Brooklyn. 16th District—William Rosenblatt (D), 2519 E. 29th St., Brooklyn. 17th District—Jeremiah B. Bloom (D), 350 Sterling St., Brooklyn. 18th District—William C. Thompson (D), 768 Putnam Ave., Brooklyn. 19th District—Samuel L. Greenberg (D), 1111 Ocean Ave., Brooklyn. 20th District—*Albert V. Lewis (D), 123 Bay 25th St., Brooklyn. 21st District—William T. Conklin (R), 7905 Colonial Rd., Brooklyn. 22nd District—William J. Ferrall (D), 423 9th St., Brooklyn.

Kings-Richmond

23rd District—John J. Marchi (R), 28 Haven Esplanade, Staten Island.

New York County

24th District—Paul P. E. Bookson (D), 215 Park Row, New York City. 25th District—Manfred Ohrenstein (D), 215 W. 90th St., New York City. 26th District—Whitney North Seymour, Jr. (R), 290 W. 4th St., New York City. 27th District—Basil A. Paterson (D), 400 Manhattan Ave., New York City. 28th District—Joseph Zaretzki (D), 160 Cabrinl Blvd., New York City.

Bronx-New York

29th District—*Eugene Rodriguez (D), 750 Faile St., Bronx.

Bronx County

30th District—Harrison J. Goldin (D), 1665 Morris Ave., Bronx. 31st District—*Ivan Warner (D), 748 E. 175 St., Bronx. 32nd District—Abraham Bernstein (D), 650 Thwaites Pl., Bronx. 33rd District—John D. Calandra (R), 1934 Bronxdale Ave., Bronx.

Westchester County

34th District—*John E. Flynn (R), 15 Huron Rd., Yonkers. 35th District—Anthony B. Gioffre (R), 61 Betsy Brown Rd., Port Chester.

Westchester-Putnam

36th District—Bernard G. Gordon (R), 1420 Riverview Ave., Peekskill.

Orange-Rockland

37th District—D. Clinton Dominick, III (R), Sloane Rd., Town of Newburgh.

Assembly

Suffolk County

First District—Perry B. Duryea, Jr. (R), Old Montauk Hwy., Montauk. Second District—Peter J. Costigan (R), Bob's Lane, Setauket. Third District—Charles J. Melton (D), 7 Girard Ave., Bay Shore. Fourth District—Prescott B. Huntington (R), Long Beach Rd., St. James. Fifth District—William L. Burns (R), 125 Avon Place, Amityville. Sixth District—John G. McCarthy (R), 8 Pinoak Ct., Huntington Station.

Nassau County

Seventh District—Joseph M. Reilly (R), 36 Chestnut St., Glen Cove. Eighth District—Martin Ginsberg (R), 30 Roxton Rd., Plainview. Ninth District—Francis P. McCloskey (R), 200 Twin Lane No., Wantagh. Tenth District—Milton Jonas (R), 1854 Zana Ct., No. Merrick. Eleventh District—Stanley Harwood (D), 43 Grace Lane, Levittown. Twelfth District—Joseph M. Margiotta (R), 924 Hempstead Blvd., Uniondale. Thirteenth District—John S. Thorp, Jr. (D), 92 Voorhis Ave., Rockville Centre. Fourteenth District—Arthur J. Kremer (D), 81 Kerrigan St., Long Beach. Fifteenth District—Eli Wager (D), 615 Woodmere Blvd., Woodmere. Sixteenth District—George J. Farrell, Jr. (R), 10 Walnut Ave., Floral Park. Seventeenth District—John E. Kingston (R), 97 Ward St., Westbury. Eighteenth District—*Vincent R. Balletta Jr. (R), 112 Country Club Dr., Port Washington.

Queens County

Nineteenth District—Herbert A. Posner (D), 436 Beach 21 St., Far Rockaway. Twentieth District—Joseph J. Kunzeman (R), 93-12 Hollis Court Blvd., Queens Village. Twenty-first District—Martin Rodell (D), 221-75 Manor Rd., Queens Village. Twenty-second District—John T. Gallagher (R), 49-14 217 St., Bayside. Twenty-third District—Leonard Price Stavisky (D), 166-25 Powells Cove Blvd., Bld., Whitestone. Twenty-fourth District—*Seymour Boyers (D), 67-07 181st St., Flushing. Twenty-fifth District—Moses M. Weinstein (D), 138-33 78th Drive, Flushing. Twenty-sixth District—Kenneth N. Browne (D), 185-19 Henderson Ave., Hollis. Twenty-seventh District—Herbert J. Miller (D), 100-11 67th Road, Forest Hills. Twenty-eighth District—Alfred D. Lerner (R), 155-01 90th Ave., Jamaica. Twenty-ninth District—Frederick D. Schmidt (D), 94-39 Park Lane So., Woodhaven. Thirtieth District—Stanley J. Fryor (D), 66-01 51st Road, Woodside. Thirty-first District—Sidney Lebowitz (D), 35-50 85th St., Jackson Heights. Thirty-second District—Jules G. Sabbatino (D), 23-06 21st St., Long Island City. Thirty-third District—Thomas V. LaFauci (D), 25-52 14th St., Long Island City. Thirty-fourth District—Thomas P. Cullen (D), 49-05 39th Avenue, Long Island City.

Kings County

Thirty-fifth District—*Chester John Straub (D), 678 Manhattan Ave., Brooklyn. Thirty-sixth District—*Rudolf F. DiBlasi (D), 751 Bushwick Ave., Brooklyn. Thirty-seventh District—Samuel D. Wright, (D), 112 Hopkinson Ave., Brooklyn. Thirty-eighth District—Anthony J. Travia (D), 38 Jerome

St., Brooklyn. Thirty-ninth District—Leonard E. Yoswein (D), 1037 Hendrix St., Brooklyn. Fortieth District—Alfred A. Lama (D), 9029 Kings Highway, Brooklyn. Forty-first District—Stanley Steingut (D), 1298 President St., Brooklyn. Forty-second District—Lawrence P. Murphy (D), 4408 Flatlands Ave., Brooklyn. Forty-third District—George A. Cincotta (D), 96 Maple St., Brooklyn. Forty-fourth District—Betram L. Podell (D), 153 Rugby Rd., Brooklyn. Forty-fifth District—Max M. Turshen (D), 1392 E 49th St., Brooklyn. Forty-sixth District—*Leonard M. Simon (D), 2437 East 3rd St., Brooklyn. Forty-seventh District—Salvatore J. Grieco (D), 186 W 3rd St., Brooklyn. Forty-eighth District—Joseph Kottler (D), 4910 15th Ave., Brooklyn. Forty-ninth District—Dominick DiCarlo (R), 1345 83rd St., Brooklyn. Fiftieth District—Robert F. Kelly (R), 7401 Ridge Blvd., Brooklyn. Fifty-first District—*Joseph S. Levine (D), 110 Caton Ave., Brooklyn. Fifty-second District—Joseph J. Dowd (D), 786 Carroll St., Brooklyn. Fifty-third District—William J. Giordano (D), 730 Carroll St., Brooklyn. Fifty-fourth District—Gail Hellenbrand (D), 50 Plaza St., Brooklyn. Fifty-fifth District—Shirley Chisholm (D), 51 St. Marks Ave., Brooklyn. Fifty-sixth District—Bertram L. Baker (D), 399 Jefferson Ave., Brooklyn. Fifty-seventh District—Harold W. Cohn (D), 171 Heyward St., Brooklyn.

Richmond County

Fifty-eighth District—Lucio F. Russo (R), 82 Romer Rd., Staten Island. Fifty-ninth District—Edward J. Amann, Jr. (R), 285 Kissel Ave., Staten Island.

New York County

Sixtieth District—Joseph DeSalvio (D), 425 W. Broadway, New York City. Sixty-first District—Jerome Marks (D), 427 F.D.R. Drive, New York City. Sixty-second District—*William F. Larkin (R), 11 Stuyvesant Oval, New York City. Sixty-third District—William Passannante (D), 72 Barrow St., New York City. Sixty-fourth District—John M. Burns (R), 400 East 52nd St., New York City. Sixty-fifth District—Jerome Kretschmer (D), 28 W. 69th St., New York City. Sixty-sixth District—William Green (R), 196 East 75th St., New York City. Sixty-seventh District—Albert H. Blumenthal (D), 90 Riverside Drive, New York City. Sixty-eighth District—Frank G. Rossetti (D), 2253 First Ave., New York City. Sixty-ninth District—Daniel M. Kelly (D), 924 West End Ave., New York City. Seventieth

District—Jose Ramos-Lopez (D), 1421 Madison Ave., New York City. Seventy-first District—Orest V. Maresca (D), 500 W 141st St., New York City. Seventy-second District—*Charles B. Rangel (D), 74 West 132nd St., New York City. Seventy-third District—John J. Walsh (D), 91 Park Terrace W., New York City. Seventy-fourth District—Mark T. Southall (D), 211 W. 149th St., New York City.

Bronx County

Seventy-fifth District—Harry Kraf (D), 711 Walton Ave., Bronx. Seventy-sixth District—Seymour Posner (D), 1220 Morris Ave., Bronx. Seventy-seventh District—Robert Garcia (D), 194 Brown Place, Bronx. Seventy-eighth District—Edward A. Stevenson (D), 1138 Jackson Ave., Bronx. Seventy-ninth District—*Manuel Ramos (D), 1057 Stratford Ave., Bronx. Eightieth District—Ferdinand J. Mondello (D), 258 Calhoun Ave., Bronx. Eighty-first District—Robert Abrams (D), 2125 Holland Ave., Bronx. Eighty-second District—Alexander Chananau (D), 1833 Loring Place, Bronx. Eighty-third District—Burton G. Hecht (D), 2715 Grand Concourse, Bronx. Eighty-fourth District—Benjamin Altman (D), 600 W. 246th St., Bronx. Eighty-fifth District—Anthony J. Mercorella (D), 1363 Astor Ave., Bronx. Eighty-sixth District—*Joseph A. Fusco (R), 3478 Corsa Ave., Bronx.

Westchester County

Eighty-seventh District—Thomas J. McInerney (D), 106 Morris St., Yonkers. Eighty-eighth District—George E. Van Cott (R), 4 Laurel Ave., Mount Vernon. Eighty-ninth District—Alvin M. Suchin (R), 269 Broadway, Dobbs Ferry. Ninetieth District—Gordon W. Burrows (R), 65 Harvard Ave., Yonkers. Ninety-first District—Joseph R. Pisani (R), 18 Fairview Place, New Rochelle. Ninety-second District—Richard A. Cerosky (R), 50 Galloway Lane, Valhalla. Ninety-third District—Peter R. Biondo (R), Oak Hill Terrace, Ossining.

Rockland County

Ninety-fourth District—Joseph T. St. Lawrence (D), 5 Campbell Rd., Suffern.

Orange County

Ninety-fifth District—*Benjamin A. Gilman (R), 10 Coolidge Court, Middletown.

Orange-Rockland

Ninety-sixth District—*Gordon K. Cameron (D), 42 Washington St., Cornwall-on-Hudson.

Dutchess-Putnam

Ninety-seventh District—Willis H. Stephens (R), Brewster.

TEST AND LIST PROGRESS—N.Y.C.

NEW CERTIFICATIONS

Title	Date Certified	Last No. Certified
Administrative aide, 8 certified, Jan. 4		98
Administrative assistant, prom. (PL), 4 certified, Jan. 8		4
Asst. rent examiner, 22 certified, Jan. 5		112
Asst. rent examiner, prom. (CRA), 3 certified, Jan. 5		28
Caseworker I, gr. 20, 1 certified, Jan. 4		207
Caseworker I, gr. 21, 2 certified, Jan. 4		183
Caseworker I, gr. 22, 1 certified, Jan. 4		114
Caseworker I, gr. 23, 3 certified, Jan. 4		218
Caseworker I, gr. 24, 1 certified, Jan. 4		19
Caseworker I, gr. 25, 3 certified, Jan. 4		161
Caseworker I, gr. 26, 3 certified, Jan. 4		216
Caseworker I, gr. 27, 2 certified, Jan. 4		196
Caseworker I, gr. 28, 1 certified, Jan. 4		218
Caseworker I, gr. 29, 4 certified, Jan. 4		254
Caseworker I, gr. 30, 5 certified, Jan. 4		239
Caseworker I, gr. 31, 2 certified, Jan. 4		379
Caseworker I, gr. 32, 5 certified, Jan. 4		602
Caseworker I, gr. 33, 5 certified, Jan. 4		394
Caseworker I, gr. 34, 11 certified, Jan. 4		325
Caseworker I, gr. 35, 3 certified, Jan. 4		192
Caseworker I, gr. 36, 8 certified, Jan. 4		190
Caseworker I, gr. 37, 15 certified, Jan. 4		207
Caseworker I, gr. 38, 126 certified, Dec. 19		177
Chief of emergency disposal program, 2 certified, Jan. 8		13
Clerk, gr. 2, 1800 certified, Jan. 9		1800
Dep'ty, 4 certified, Dec. 29		654
Correction officer (women), 15 certified, Jan. 5		183
Custodial foreman, prom. (BI), 1 certified, Jan. 4		1
Custodial foreman, prom. (BC), 1 certified, Jan. 4		1
Custodial foreman, prom. (TU), 1 certified, Jan. 4		1
Custodial foreman, prom. (QC), 3 certified, Jan. 4		3
Garbage, prom. (DP), 14 certified, Jan. 5		79
Investigator, 3 certified, Jan. 8		301
Jr. methods analyst, 13 certified, Dec. 29		365
Maintenance man, 10 certified, Jan. 5		263
Maintenance helper, gr. B, prom. (BT), 35 certified, Jan. 3		115
Maintenance helper, gr. B, 5 certified, Jan. 3		1277
Motorman, prom. (BT), 30 certified, Jan. 3		191
Office telephone operator, 2 certified, Dec. 29		112
Prisonman, 1041 certified, Jan. 10		2508
Principal computer programmer, prom. (CP), 1 certified, Jan. 4		1
Rehabilitation counselor, 8 certified, Jan. 5		19
Sr. clerk, prom. (DT), 4 certified, Jan. 8		14
Sr. clerk, prom. (FE), 4 certified, Jan. 8		10
Sr. personal examiner, prom. (Classification), 22 certified, Jan. 4		35
Signal maintainer, prom. (BT), 21 certified, Jan. 8		80
Stationary engineer, prom. (BT-Maint. of ay), 2 certified, Dec. 29		2
Trackman, 33 certified, Jan. 9		483



SPEAKER — City Council President Frank O'Connor proposed the "re-enlistment bonus" of pension plus salary for retired policemen and other specialized occupations last week at the annual meeting of the New York City chapter of the National Assn. of Suggestion Systems. Left to right on the dais are: Charles Wendelken of the Transit Authority, president of the chapter; O'Connor and Thomas P. Curley, executive director of the New York City Employees' Suggestion Program.

LETTERS TO THE EDITOR

(Continued from Page 6)
to upgrade the LPNs. Why?
The RNs received their upgrading at once. Good! They deserved it; so do the LPNs deserve their upgrading.

No later than December 1967 The Leader stated that the LPNs were to be upgraded to grade 11; yet no upgrade. Why! Will someone please tell me who is keeping the LPNs down and why.

We feel it is now appropriate for the State to pursue a program which would result in the prompt upward reallocation of licensed practical nurses in State service.

SUE COLLINS

Licensed Practical Nurse

Charges Governor's 'Offer' Preposterous

Editor, The Leader:

For the first time, I feel compelled to express my feelings in your "Letters to the Editor" column.

It is preposterous that the Governor would put into his budget an increase of eight percent for State employees under the present circumstances. Inasmuch as the State employees have been deprived of their right to negotiate for salaries and fringe benefits under the Taylor Law, our demands for a 20 percent increase with a \$1,000 minimum were based on facts and the Governor has indicated that there will be an increase in taxes, I think that his offer is completely inadequate and insulting to State employees.

It is time that the taxpayers of New York State should be in-

formed that those bills that were passed last year for overtime pay, geographical differential and shift differential have not been implemented, that our salaries are ridiculously low, that our rights under the Taylor Law have been deprived by the bungling of the State Administration and that our demands for salary increases and fringe benefits have been documentarily justified. Under the Taylor Law we have been deprived of negotiations, the time for impasse procedures with fact finding has passed and we find ourselves in the position where we have been provoked to use any means at our disposal to force the State Government to obey State laws.

No private employer would be allowed to treat his employees in such a fashion and, if the Administration of New York City had treated the transit workers in the same manner, there would have been a transit workers strike that would have paralyzed New York City for a long time.

It is time that the Administration of New York State matures to the point where they can abide by State laws and treat their employees the same as private employers are expected to treat their employees.

DISGUSTED STATE AIDE
West Brentwood

Increase Pension Base To 1/40 Final Salary

Editor, The Leader.

A short time ago you were kind enough to publish my letter on the inadequacies of the State Pen-

sion Plan and my recommendation that the 1/60 pension formula be made retroactive for all employees as a solution of the plight of State employees. Would you allow me the opportunity publicly to correct my stand? Upon further reflection (and on taking note of recent developments like the Transit Worker's half-pay after 20 years, etc.), I conclude that the 1/60 pension formula can never produce a meaningful retirement benefit and should be discarded in favor of a 1/50 or even a 1/40 base.

Take a not untypical case of a State employee age 36 who after 30 years has arrived at a \$11,000 annual salary. Due to the fact that his health is not robust or his particular job is fatiguing, he looks toward retirement. Can he and his dependents live decently on the gross pension of \$5,500 a year? Hardly. He probably would have to go out and obtain a second job. But this is not retirement! For this reason I believe that the numerical formula should be reduced to 1/50 or 1/40 so that after 30 years of service an employee receives more than half pay—an amount more realistically related to retirement needs.

There is also a practical reason for departing from the 1/60 retroactivity formula. A demand from State employees for 30 years retroactivity will bring forth a counter offer from the Administration of extending the retroactivity, perhaps, another five years. Assuming that bargaining squeezes out another two or three years

Julius Popp

BEACON—Julius C. Popp, 70, who had been a correction officer at the Matteawan State Hospital until his retirement five years ago, died Jan. 1 at Highland Hospital.

Born in Hungary, he had been a resident of Beacon for the last 50 years. Popp was a member of the Civil Service Employees Assn. and a life-member of the Mase Hook and Ladder Co. He was a communicant of St. Joachim's Church.

Risch Promoted

ALBANY—The appointment of Rene Risch, a noted industrial development specialist, as Deputy Commissioner of Economic Development in the State Commerce Department, was announced by Commissioner Ronald B. Peterson.

beyond that, we are still left with a pension pittance having no real relationship to decent retirement.

Accordingly, both from the viewpoint of a real pension aim and of practicality, I think to persist with the 1/60 formula is to cling to an outmoded concept. I might add parenthetically that these thoughts are not mine alone but are shared by a good number of colleagues who feel that the time has come for a vigorous campaign for a real pension plan.

J. R. BENSON
New York City

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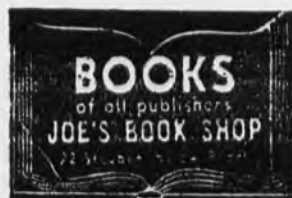
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EFREN RAMIREZ, Coordinator of
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RICHARD CLOWARD, Professor,
Columbia University School of
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Mobilization for Youth

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8 sessions, Tuesdays, 6:00 P.M.,
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STEWART R. MOTT, Chairman, Long
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COMMUNITY OF THE
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HARRY SILVERSTEIN, Co-director,
Alienated Youth Project, The
New School

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IN NEW YORK CITY**
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GEORGE RAYMOND, Department
of City and Regional Planning,
Pratt Institute

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DECENT HOMES IN
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ROGER STARR, Executive Director,
Citizens Housing and Planning
Council. Author: "The Living End"

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Queens College; formerly Secretary,
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PHILIP FINKELSTEIN, Senior
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Names and Addresses of Upstate Legislators

Here is the official listing of State senators and assemblymen who represent areas outside of the New York City Metropolitan Area. For those in the Metropolitan Area, see story on page 14.

Senate

Dutchess-Ulster

38th District—*Jay P. Rollson, Jr. (R), 3 Marwood Dr., Poughkeepsie.

Columbia-Greene-Rensselaer-Saratoga

39th District—*Douglas Hudson (R), 116 Green Ave., Castleton-on-Hudson.

Albany-Schoharie

40th District—Julian B. Erway (D), 37 Morris St., Albany.

Fulton-Montgomery-Otsego-Schenectady

41st District—Dalwin J. Niles (R), 502 S. William St., Johnstown.

Clinton-Essex-Franklin-Hamilton-Herkimer-Warren-Washington

42nd District—Ronald B. Stafford (R), Peru.

Jefferson-Oswego-St. Lawrence

43rd District—H. Douglas Barclay (R), 7380 Park St. Pulaski.

Lewis-Oneida

44th District—James H. Donovan (R), 51 Elm St., Chadwicks.

Chenango-Madison-Onondaga

45th District—John H. Hughes (R), 311 Brookford Rd., Syracuse.

Cortland-Onondaga

46th District—Tarky Lombardi, Jr. (R), 500 Wendell Terrace, Syracuse.

Broome-Delaware-Sullivan

47th District—Warren M. Anderson (R), 34 Lathrop Ave., Binghamton.

Chemung-Steuben-Tioga-Tompkins

48th District—William T. Smith (R), R. D. No. 1, Elmira.

Cayuga-Ontario-Schuyler-Seneca-Wayne-Yates

49th District—Theodore D. Day (R), R. D. No. 2, Interlaken.

Monroe

50th District—Thomas Laverne (R), 4199 St. Paul Blvd., Rochester. 51st District—*James E. Powers (D), 33 Sunnyside La., No. Chill.

Orleans-Niagara

52nd District—Earl W. Brydges (R), 82 Lake St., Wilson.

Erie-Genesee

53rd District—William E. Adams (R), 143 Doncaster Rd., Tn. of Tonawanda, Kenmore.

Erie-Livingston-Wyoming

54th District—Thomas F. McGowan (R), 20 Nicholson Ave. Buffalo.

Erie County

55th District—Frank J. Glinki (D), 1913 Bailey Ave., Buffalo. 56th District—*James D. Griffin (D) 602 So. Park Ave., Buffalo.

Allegany-Cattaraugus-Chautauqua

57th District—James F. Hastings (R), 124 N. Second St., Allegany.

Assembly

Dutchess County

98th District—Victor C. Waryas (R), 18 Mildred Ave., Poughkeepsie.

Ulster County

99th District—Kenneth L. Wilson (R), Woodstock.

Albany-Columbia-Greene-Rensselaer

100th District—Clarence D. Lane (R), Windham.

Rensselaer County

101st District—*Neil W. Kelleher (R), 190 Second Ave., Troy.

Albany-Rensselaer

102nd District—Frank P. Cox (D), 17 Warren St., McKnownville.

Albany County

103rd District—Harvey M. Lifset (D), 380 Albany-Shaker Rd., Loudonville.

Albany-Montgomery-Schenectady County

104th District—Donald A. Campbell (R), 89 Locust Ave., Amsterdam.

Schenectady

105th District—Clark C. Wemple (R), 1760 Van Antwrey Rd., Schenectady.

Albany-Saratoga

106th District—*Fred Droms, Jr. (R), Droms Rd., Town of Clifton Pk., Rexford.

Rensselaer - Warren-Washington

107th District—Lawrence E. Corbett, Jr. (R), Fort Edward.

Clinton-Essex

108th District—Louis E. Wolfe (D), 6 Mason Drive Plattsburgh.

Franklin-Fulton-Hamilton

109th District—*Glen H. Harris (R), Canada Lake Post Office.

St. Lawrence County

110th District—*Edward J. Keenan (R), 502 Ford St., Ogdensburg.

Jefferson-Lewis

111th District—Donald L. Taylor (R), 117 Ward St., Watertown.

Herkimer-Otsego

112th District—Donald J. Mitchell (R), Shells Bush Rd., Herkimer.

Delaware-Schoharie-Sullivan

113th District—Edwin E. Mason (R), Hobart.

Chenango-Madison

114th District—Harold I. Tyler (R), Salts Spring Rd., Chittenango.

Oneida County

115th District—William R. Sears (R), Woodgate; 116th District—*John T. Buckley (R), 13 Proctor Blvd., Utica.

Oneida-Oswego

117th District—Edward F. Crawford (R), 38 East Bridge St., Oswego.

Onondaga County

118th District—James J. Barry (D), 206 Helen St., North Syracuse; 119th District—*Kenneth G. Bartlett (R), 11 Bradford Dr. DeWitt; 120th District—Mortimer P. Gallivan (D), 128 Kuhl Ave., Syracuse; 121st District—John H. Terry (R), 99 Wellesley Rd., Syracuse.

Cayuga - Cortland

122nd District—Louis H. Folmer (R), 86 South Main St., Homer.

Broome County

123rd District—*Kenneth S. Leasure (R), 500 Marcella St., Endicott; 124th District—Francis J. Boland, Jr. (R), 55 Orchard Rd., Binghamton.

Tioga-Tompkins

125th District—Constance E. Cook (R), 209 Coy Glen Rd., Ithaca.

Chemung County

126th District—L. Richard Marshall (R), 7 Strathmont Pk., Elmira.

Steuben County

127th District—Charles D. Henderson (R), 39 Church St., Hornell.

Ontario-Schuyler-Yates

128th District—Frederick L. Warder (R), 100 Lewis St., Geneva.

Seneca-Wayne

129th District—Joseph C. Finley (R), R.D. 1, Walworth.

Monroe County

130th District—Donald C. Schoemaker (R), 833 Lake Rd., Webster; 131st District—*Raymond J. Lall (D), 31 Wolfert Terrace, Rochester; 132nd District—S. William Rosenberg (R), 1866 Clover St., Rochester; 133rd District—*Frank A. Carroll (R), 613 Elmgrove Rd., Rochester; 134th District—Charles F. Stockmeister (D) 74 Second Ave., Rochester.

Monroe-Orleans

135th District—*Don W. Cook (R), 1508 Lehigh Station Rd., Henrietta.

Genesee-Livingston

136th District—James L. Emery (R), 5477 Lakeville Rd., Genesee.

Niagara County

137th District—V. Sumner Carroll (R), 3057 Macklem Ave., Niagara Falls; 138th District—Gregory J. Pope (D), 619 East Ave., Lockport.

Erie County

139th District—Lloyd J. Long (R), 133 W. Elmwood Park, Tonawanda; 140th District—James T.

McFarland (R), 106 McKim Ave., Tn. of Tonawanda, Kenmore; 141st District—Chester Hardt (R), 107 Oakgrove Dr., Williamsville; 142nd District—Stephen R. Greco (D), 795 Richmond Ave., Buffalo; 143rd District—*Arthur O. Eve (D), 14 Cella Place, Buffalo; 144th District—Albert J. Hausbeck (D), 316 Darmonth Ave., Buffalo; 145th District—John B. Lds (D), 117 Thomas St., Buffalo; 146th District—Francis J. Griffin (D), 120 McKinley Parkway, Buffalo; 147th District—Dorothy H. Rose (D) Gold Street, Angola.

Allegany-Erie-Wyoming

148th District—Frank Walker (R), Castile.

Cattaraugus - Chautauqua

149th District—*Lloyd A. Russell (R), East Otto.

Chautauqua County

150th District—Jess J. Press (R), 41 Chestnut St., Jamestown

