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Civil Service LEADER

America's Largest Weekly for Public Employees

Tri-Conference Workshop

See Pages 3, 8, 9

Vol. XXX, No. 36 Tuesday, June 3, 1969 Ten Cents

CSEA Wins Fight! PERB's Unit Plan Before Appellate Court This Week

(Special To The Leader)
ALBANY — The Appellate Division of State Supreme Court last week decided that it will review the determination of the Public Employment Relations Board splitting State employees into five separate collective bargaining units tomorrow, June 4, instead of June 18 as we previously announced.

Civil Service Employees Assn. President Theodore C. Wenzl hailed the Court's decision to move up the case as a "concrete step toward early valid elections." The Court's decision to review the case immediately increases the chances of a judicial determination being made before June 30, the date PERB has set for elec-

tions in the five units. The review of the PERB unit determination had been sought by CSEA since last November when PERB divided State employees into five bargaining units and halted negotiations between CSEA and the State. The Appellate Court ruled in February that the PERB order halting bargaining talks was
(Continued on Page 16)

CSEA Victory In Thruway Confirmed; Certification Due As Bargaining Resumes

(Special To The Leader)
ALBANY — The Civil Service Employees Assn.'s victory over a Yonkers-based Teamsters local last January in a runoff election to determine what organization would represent more than 2,000 maintenance, toll, and clerical employees at the bargaining table has been upheld by the State Public Employment Relations Board.

PERB's director of representation, Paul E. Klein last week overruled Teamster protests of the conduct of both CSEA and the Thruway Authority during the election which CSEA won by a margin of 1,078 to 791.

The PERB ruling thus paves the way for certification of CSEA as the bargaining agent for the bulk of Thruway employees provided that the Teamster union does not appeal Klein's decision in the courts.

CSEA, with the approval of PERB, earlier had been recognized as the bargaining agent by the Thruway for these employees pending the outcome of the election protests. Five negotiating sessions have already been held.

New Talks Start
Joseph P. Reedy, collective bargaining specialist and chairman of the CSEA negotiating commit-

tee, said further bargaining sessions have been scheduled for June 4, 5, and 6.

Reedy reported that the bargaining team has made and discussed some 15 major proposals, bolster-

ed by other specific demands affecting each of the three groups within bargaining unit one—maintenance, toll and clerical. Demands concerning CSEA rights
(Continued on Page 16)

Past Statements: Anti-Professional Warning From Wenzl: COPA Is 'Front' For Council 50 AFSCME

(Special To The Leader)
ALBANY — The Civil Service Employees Assn. again cautioned State employees last week to refrain from signing designation cards or petitions authorizing coalition of professional or occupational groups to act as their bargaining agents.

The movement, according to CSEA president Dr. Theodore C. Wenzl, is taking place mainly among employees whose titles are included in Professional, Scientific and Technical Units, one of the five groupings of State workers proposed by the Public Employment Relations Board in which

representation elections are tentatively scheduled for the end of June.

Leaders of specialized occupational and professional groups, Wenzl said, are being urged to
(Continued on Page 16)

Governor Vetoes Two 'Justice' Bills

Fair Trials For Employees

ALBANY—"Public employees in New York State have taken another step backward in their fight for fair and equal treatment," the President of the Civil Service Employees
(Continued on Page 16)

School District Pay Guarantee

(Special To The Leader)
ALBANY — "An injustice to the thousands of dedicated and hard-working non-teaching employees of school districts" — this was the reaction of
(Continued on Page 16)

In Brooklyn CSEA Wins Fight Against D of E Plan To Move Employees

(Special To The Leader)
Employees of the Division of Employment's Industrial Office at 250 Schermerhorn St., Brooklyn, will not have to be moved around to create office space for a new division program, thanks to the efforts of the Metropolitan Division of Employment chapter of the Civil Service Employees Assn., spearheaded by John Lomonaco, president.

Lomonaco objected strongly when he learned that the division management originally planned to move employees of WIN, a new program aimed at helping people on welfare move into jobs, into an entire floor of the Brooklyn
(Continued on Page 16)



AWARD WINNERS — Winners of the Civil Service Leader's annual gold medal awards for distinguished and dedicated service to the American public proudly display their medals. From left to right are Fred A. Herman, Executive Director of Civil Service and Office of Personnel, Monroe County; Alfred L. Green, Executive Director of the Division of Employment for New York State; Senator Charles E. Goodell, who presented the awards; Jerry Finkelstein, publisher of The Leader; David F. Cardoza, Deputy Regional Commissioner of Customs, Region II, Federal government; and Harry L. Bronstein, Assistant Director of the Bureau of the Budget for New York City.

Don't Repeat This!
Wagner's Trouble-- Almost Nobody Cares
THE vote for former Mayor Robert F. Wagner in the Democratic primary will foreshadow much about the future trend of politics in New York City. Alone among all candidates for Mayor, Wagner stands at the dead center of the political spectrum. In the Republican primary, State
(Continued on Page 2)

ONLY ON SUNDAY! Browse or Shop at the New York Flea Market, 25th and Sixth Avenue. Open-Air Arts & Antiques Fair. Adm. 98c.— Adv.

DON'T REPEAT THIS!

(Continued from Page 1)
 Senator John Marchi, candidate also of the Conservative Party, reflects in large measure the political views of William Buckley Jr., the Conservative Party candidate for Mayor four years ago. Mayor John V. Lindsay, his opponent in the Republican primary, ranks nationally as one of the most eloquent and respected spokesmen for Republican liberalism.

In the Democratic primary, Comptroller Mario A. Procaccino is directing his campaign appeal to those who are disillusioned by the failures of liberalism. His campaign attacks are directed at "punks and pinks," an undisguised appeal to those who see law and order and the menace of Communism as the dominant threats to domestic tranquility in the United States.

Microscopic Differences

To the left in the Democratic primary stand Bronx Borough President Herman Badillo, author Norman Mailer and Congressman James Scheuer. Their ideological differences are discernible only through the most refined microscope, although their campaign tactics reflect sharp differences in style.

The center position is firmly held by Robert F. Wagner, who clings tightly to the New Deal philosophy

of President Franklin D. Roosevelt, whose principal legislative architect was Senator Robert F. Wagner, father of the former Mayor. The idealism of the New Deal remains the abiding faith of Wagner.

Like Lindsay, Wagner was educated at Yale and the Yale Law School. Wagner got all the advantages of a Yale education, but acquired none of the usual insufferable snobbery of a Yale Man. His political career is closely identified with the needs of the working man and with the necessity for providing for minority groups the rights guaranteed to all people by our Constitution.

Many 'Firsts'

Along those lines, Wagner has many firsts to his credit. As Chairman of the City Planning Commission, he first initiated the studies that led to the creation of Community Planning Districts. As Borough President of Manhattan, he was the first to reorganize the Borough's Local School Boards to make them more effective agencies for bringing community needs to the attention of the Board of Education.

Following the principles of the Wagner National Labor Relations Act, Wagner, as Mayor, was the first to establish an employee

Career and Salary Plan, to recognize the rights of Civil Service employees to organize and bargain collectively, and to provide Civil Service unions with the dues check-off.

In the United States Senate, Senator Wagner was an outspoken leader in legislative efforts to make lynching of Negroes a Federal crime and to advance the cause of Civil Rights legislation. His son, as Mayor of the City, created the Nation's first City Commission of Human Rights.

Reconciliation Theme

As he looks to the future of the City, Wagner anchors his program to the reconciliation of forces, between militant blacks, who demand a greater share of political and economic power, and frightened whites, who see in the rise of black militants a threat to their own security. Wagner speaks in terms of reconciling their conflicting objectives.

Wagner has acquired national renown for his skills as a mediator. In the four years since he was at City Hall, events have moved rapidly and the discord that rents our society may be beyond the powers of most persuasive mediation. Wagner has high hopes that he can succeed where others have failed. In the Wagner view, his candidacy offers the final hope that conciliation may avoid the disastrous consequences of intensified racial confrontations.

Nevertheless, Wagner faces a major psychological difficulty. The problems of the City are so deep that people feel his way of doing things by conciliation is old hat. He just hasn't caught the City's imagination—yet.

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.

Many Mayors

WE ARE SUGGESTING that more than one mayor run any large city, the bigger the city the more mayors to help turn the highly complex administrative wheels needed for today's acutely troubled municipalities.

OUR "MAYORS" wouldn't really be mayors as we traditionally know them. Actually, they would be top executives who would be recruited and appointed on the basis of their executive competence in their particular specialties. They would have to pass unassembled civil service examinations as well as the closest investigative scrutiny.

TO ENHANCE their public relations prestige we would call them "mayors" — Mayor-Public Safety, Mayor-Education, Mayor-Finance, etc., etc. It would very much as if we had vice-presidents — vice-president-finance, vice-president-personnel, vice-president-manufacturing, etc.

THE REASONING behind the team of mayors—all unelected—is simply that today's large cities and their problems are just too huge for one man no matter how motivated, how competent, and how energetic.

WE FIRMLY believe everybody's public relations would improve because a municipality operated by a team of mayors should enjoy improved efficiency. This is bound to add to the prestige of the civil service corps who, after all, must do the day-to-day work.

THE MULTIPLE mayor idea is the subject of a full page article this columnist contributed to a recent issue of "The Christian Science Monitor," that distinguished and highly respected newspaper with a national as well as an international readership.

WE SUGGEST 14 "mayors" for New York City in these critical areas — Administration, Finance, Personnel Relations, Community Relations, Pollution and Garbage Disposal, Education, Intergovernmental Relations, Housing and Rents, Welfare, Industrial Relations, Nongovernmental Labor Relations, Public Safety, Health. The 14th "mayor" would be in charge of Ceremonials, Charm, Fun and Games.

THE MULTIPLE mayors would be coordinated by a chairman of the board of mayors chosen by the team.

OF COURSE, eliminating elected mayors would require legislative actions on the State and City levels. But it may be worth the effort to achieve a team of the best municipal executives obtainable.

WE ARE SUGGESTING an annual salary of \$75,000 for each "mayor" and \$100,000 for the chairman. After all, the City of New York is a \$7 billion corporation and it should pay its top executives accordingly.

OUR CONCLUDING paragraph in "The Christian Science Monitor" stated:

"There is no guarantee that the multiple mayor idea will solve all the problems generated by America's large cities — racial, economic, technological, and generational. But many urbanologists feel the mayoral-team concept is worth a try."

WE ARE CERTAIN that our civil service readers would agree, if they felt that their effectiveness and their public relations would be increased considerably.

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Workshop Hears Pleas For Tax Reform, Job Evaluation

PHOTO REPORT PAGES 8 & 9

KERHONKSON—Public employees were called upon to give all-out support to tax reform in New York State and to get behind a suggested plan for a complete revaluation and revision of salary and grade procedures in the State Department of Civil Service. The proposals were made at workshop held at the Granit Hotel here last week, sponsored by the Metropolitan, Long Island and Southern Conferences of the Civil Service Employees Assn. More than 300 delegates attended the three-day session.

Eugene Nickerson, Nassau County Executive, was the first of two major speakers to appear on the program and who spoke on the need for tax reform.

"If you allow the tax game to continue," Nickerson told CSEA delegates at their southeastern convention in Kerhonkson, N.Y., "a greater chunk of each paycheck is going to go down the drain. The middle-income family has to pay higher and higher property and sales taxes."

"We can shift the burden of taxes off the middle-income taxpayer," Nickerson said. "To do it will require tax reform and fair State aid."

"First, we should abolish the Federal loopholes which the Governor imported into the State income tax for our local millionaires. After all, we don't have any oil wells in New York State."

"Second, the State income tax should be raised to 20 percent on those earning \$30,000 and up, the wealthiest five percent of the taxpayers."

Struggle Forseen

"It's going to be a struggle to achieve these reforms. More power is presently exerted in Albany by lobbies for the five percent than by the interest of the ninety-five percent."

"A lot of people were fooled into thinking that the budget cut-back meant less spending and a freeze on taxes. But it meant just the opposite."

"It meant less State aid and therefore higher local taxes. A public employee isn't going to get a lower salary just because the State cuts back its budget. Their salaries are too low as it is."

"Somebody has to pick up the tab. And the millionaire is protected from reform of the State income tax to require him to pay his fair share. But the public employee is paying more than his share—both in taxation and underwriting in part, the cost of government."

"Anyone who believes that he can sit back and look on this deception as a harmless game is only kidding himself. Tax reform, the establishment of an honest tax structure in New York State, is directly in your interest."

Flynn's Plan

Senator John E. Flynn, (R-Yonkers), chairman of the Senate Civil Service and Pensions Committee suggested a plan for a complete re-evaluation and revision of Salary and Grade Procedures in the New York State Department of Civil Service. He was the second major speaker at the workshop.

Senator Flynn called this a most important step in setting up future labor-management procedures as mandated under the new Tay-

lor Law. He pointed out that through this plan, many of the existing headaches due to complaints of inequities between the same job classifications and between other job classifications would be eliminated.

This suggested plan for a complete re-evaluation and revisions of "Salary and Grade Classification Procedures" in the New York State Department of Civil Service is a concept which he felt would prove most fruitful and blend into the new program of labor-management relations established through the Taylor Law. The basic philosophy is to establish mutual agreement in the formation of a sound structure.

Details

The plan, in brief, is as follows: Formation of a Joint Labor-Management Steering Committee with equal representation. The number involved would be determined by the need to assure full coverage of operations. This committee would be the control, and approve all steps of the program. The suggested procedure would be as noted:

A) A revised job description would be prepared for each job classification. Such compilations would be produced by one individual in each such classification. Persons designated for the specification analysis would be selected by the Committee. The completed job description would then be approved by each department head who has such a job classification. It would then be submitted to the Steering Committee.

B) The Steering Committee would analyze the job specifications and agree on the various factors which would encompass all jobs. For examples:

Re-Evaluation and revision of "Salary and Grade Classification Procedures" to cover knowledge, experience, speed, physical effort, accuracy, neatness and formal education.

The above are only examples of what factors may be declared by the Committee as being relevant to all jobs.

C) The Steering Committee, after selecting the factors, would assign weighted points according to their value.

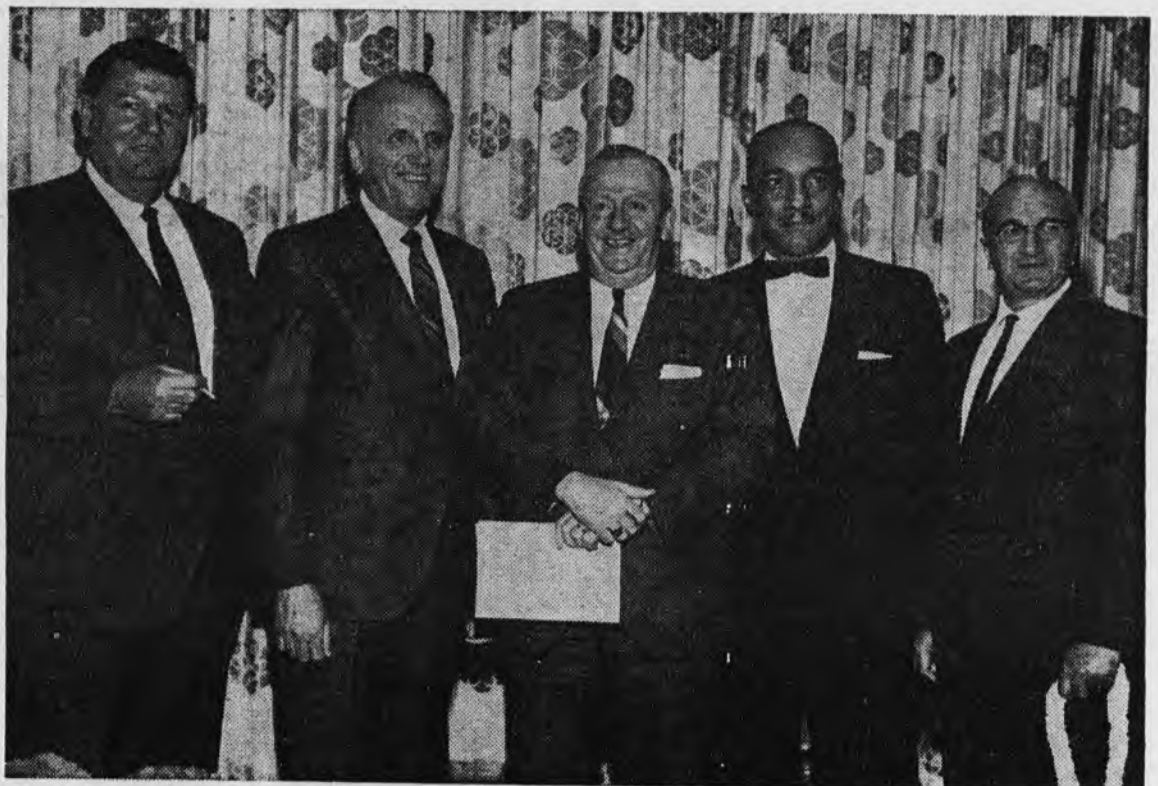
D) The Committee would process each approved job description and apply the percentage of allocation against each factor stated above. The percentage times the weight will establish the point-value of the job. Each job classification after being weighted would be placed in the proper slot on the chart. Where the point value line crosses the salary line, it will denote the True Grade.

E) Any new job classification, or major variations in responsibilities of present jobs, either upward or downward, would require a job description which would follow the procedure outlined. In the case of a job requiring a re-education in Labor Grade due to changing conditions, such would be adjusted on the chart. However, the individual presently in such a position would not be af-



DAIS GUESTS — Taking a breather during the busy Tri-Conference Civil Service Employees Assn. Workshop recently, are, from left to right: Jack Hennessey, Statewide treasurer; Nick Puziferri, president, Southern Conference; Dr. Theo-

dore Wenzl, Statewide CSEA president; Nassau County Executive Eugene Nickerson; Randolph Jacobs, Metro Conference president; Irving Flaumenbaum, Statewide second vice-president; Raymond Castle, State first vice-president; and George Koch, Long Island Conference president.



GUEST SPEAKER — At the second session of the Tri-Conference held at the Granit Hotel in Kerhonkson, State Senator John Flynn, chairman of the Senate's Committee on Civil Service, addressed the group. With Senator Flynn, in center,

were CSEA officers including, left to right: Long Island Conference President George Koch; Statewide President Dr. Theodore H. Wenzl; Flynn; Metropolitan Conference President Randolph Jacobs; and Nick Puziferri, president, Southern Conference.

ected, but such reduction in Labor Grade would apply to all new personnel.

Advantages

Advantages of the plan are as follows:

- 1) Start the application of the Taylor Law with a Labor-Management agreed salary and classification structure.
- 2) Prevent arguments and time loss on complaints of the importance of one job to another, or the need to reallocate to higher grades. All the in-fighting among employees would be reduced to a minimum.
- 3) Set up a simpler medium for establishment of new jobs and corrections in changing responsibilities of present jobs.
- 4) Provide a simple fact chart for all employees relative to their

grades, salaries and comparisons.

5) Provide a solid foundation for future negotiations.

6) Provide a formula which has Labor-Management acceptance and sets a foundation of good-will.

Guests

Speaking briefly at each night's session was the CSEA Statewide president, Dr. Theodore Wenzl.

Toastmaster for the opening night session was Long Island Conference president George Koch. The second night master of ceremonies was Randolph V. Jacobs, president of the Metropolitan Conference. The third conference president, Nicholas Puziferri, of the Southern Conference was moderator of the panel discussions.

Featured during the day workshop sessions were seminars on re-

tirement, attendance rules and legislation.

Speaking on the legislative program were John Carey, associate program specialist for CSEA and Joseph Dolan, director of Local Government Affairs for the Employees Association. Discussion leader for the attendance rules seminar was John Ross of the Civil Service Dept. while John Monanaman, information representative of the State Retirement System led the discussion on retirement.

CSEA Statewide officers attending the workshop included Raymond Castle, first vice-president; Irving Flaumenbaum, second vice-president; Hazel Abrams, third vice-president; Dorothy MacTavish, secretary and John Hennessey, treasurer.

Elevator Mechanic Jobs Open In NYC

There are presently 23 vacancies in the City of New York for elevator mechanic's helpers at \$3.65 per hour. Additional vacancies occur from time to time.

Requirements for the post include three years of recent full-time paid experience maintenance, repair and/or installation

of passenger or freight elevators. In place of the above candidates may substitute two years of such experience plus satisfactory educational training in an approved trade or vocational school to make a total of at least three years of acceptable experience. Six months of acceptable experience will be credited for each school year or educational training.

Applications will be accepted by the Department of Personnel, 49 Thomas St. from June 3 through June 24. The date of the practical and physical tests is October 28.

Army Advisor

ALBANY—Lawrence W. Pierce, chairman of the State Narcotic Control Commission, has been named to a six-member committee of prominent civilian administrators and criminologists conducting an analysis of Army confinement facilities and practices.

The practical consists of demonstration of manual skill in the preparation of work samples as well as answering questions related to the fundamentals of elevator systems.

Hudson River Chap. Plans Annual Fete

POUGHKEEPSIE — The Hudson River chapter of the Civil Service Employees Assn., will conduct their annual dinner June 10 at the Oddo House, Clintondale.

A cocktail hour is set for 6:30 p.m. with dinner at 7:30 p.m. Officers for the new year will be installed.

To Keep Informed, Follow The Leader.

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 application forms 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—Department of Civil Service, 1350 Ave of the Americas, N.Y. 10036, phone 765-3811; Gov. Alfred E. Smith State Office Building and the State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse, 13202; 500 Midtown Tower, Rochester, 14604 (Wednesdays only).

After 5 p.m. telephone, (212) 765-3811, give the job title in which you are interested, plus your name and address.

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, Federal Bldg., Federal Plaza at Duane St. and Broadway, New York, N.Y. 10007. Take the IRT Lexington Ave. Line to City Hall and walk two blocks north, or take any other train to Chambers St., or Broadway Stations.

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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• National Association of Blue Shield Plans

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TUESDAY, JUNE 3, 1969

A New Political Stage

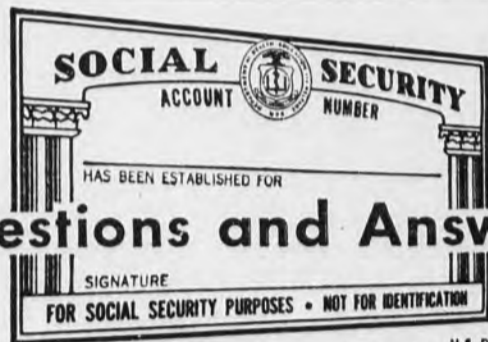
BECAUSE of the big voting bloc comprised of civil servants—nearly 20 percent of the New York State electorate—more and more political figures are using public employee meetings as a platform for getting soundings on new approaches to governmental problems.

This happened in double measure last week when Nassau County Executive Eugene Nickerson and Sen. John Flynn (R-Yonkers), chairman of the Senate Civil Service Committee, appeared at a three-day workshop sponsored by three conferences of the Civil Service Employees Assn., who represent some 80,000 state and local government workers.

Nickerson asked for all-out support from civil servants for a program of tax reform in the State which would shift the burden of taxation from the middle-class which, he states, can stand no further tax burdens, to the higher income brackets which, he declares, are paying nowhere near their share of the load.

Senator Flynn used the occasion to call for a complete re-evaluation of the salary and duty structure of jobs in State employment. He asked public employees to support his drive to use new methods of evaluation to insure not only that the right people were in the right job but also that they were getting a fair wage for their talents.

Without commenting on the merits of either issue, it is fair to say that both are thought-provoking and deserve deep study. The point here is that the call to an ever-increasingly active civil service to help put through these propositions is further proof of the importance of the public employee in today's political scene.



Questions and Answers

U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
SOCIAL SECURITY ADMINISTRATION
0-351-8808

From what I have read and heard about medicare, I am convinced of the importance of early enrollment and I'll apply as early as possible. Are there any papers I should bring with me when I apply?

You will need evidence of your date of birth—usually your birth certificate. Do not, however, delay early enrollment because you have trouble getting proof of your birthdate. If you have any problems getting evidence, the people in your social security district office will help you.

My husband will be 65 this year but he says he can't sign up for medicare because he is still work-

ing. I told him he will be eligible anyway. Please settle this for us.

Your husband does not have to retire to get Medicare coverage, but he will have to file an application preferably in the 3 months prior to his 65th birthday.

Where can I get help in filing out a claim for doctors' bills?

Go to your local social security office; they will be happy to help you complete your form. Take your Medicare card and any doctors' bills with you.

Why do I have to pay the first \$44 toward a hospital bill and the first \$50 of my medical bills?

These are known as "deducti-

Civil Service Television

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

3:00 p.m.—Return to Nursing—"Care of the Aging." Refresher course for nurses, lesson 22.

4:00 p.m. (color) — Around the Clock — "Operation SPRINT." New York Police Academy series for in-service training.

9:00 p.m. (color) — New York Report—Lester Smith hosts interviews between City officials and visiting newsmen. Presented in cooperation with WOR-TV.

Tuesday, June 10

4:00 p.m. (color) — Around the Clock — "Operation SPRINT." New York Police Academy series for in-service training.

Wednesday, June 11

3:00 p.m.—Return to Nursing — "Legal Aspects of Nursing." Refresher course for nurses, lesson 23.

4:00 p.m. (color) — Around the Clock — "Operation SPRINT." New York Police Academy series for in-service training.

7:30 p.m.—On the Job — "Collapse." New York City Fire Department training series.

Thursday, June 12

4:00 p.m. (color) — Around the Clock — "Operation SPRINT." New York Police Academy series for in-service training.

7:30 p.m.—On the Job—"Operations in the Subways No. 2." New York City Fire Department training series.

Friday, June 13

10:00 a.m. (live - color)—Staff Meeting On the Air—Officials in New York City's Department of Social Services answer phoned-in inquiries from the offices in the field.

3:00 p.m.—Return to Nursing — "The Nurse and New Equipment." Refresher course for nurses, lesson 24.

4:00 p.m. (color) — Around the Clock — "Operation SPRINT." New York Police Academy series for in-service training.

Saturday, June 14

7:30 p.m. On the Job—"Operations in the Subways No. 2." New York City Fire Department training series.

bles," and aside from their effect in deterring some people from over-utilizing services, they play a significant role in reducing the overall costs of the medicare program, without however imposing an undue financial hardship on the average person covered by the program. The deductible provisions will be recognized as similar to those commonly used in connection with private health plans, automobile insurance, etc.

Doesn't Medicare really mean that the Federal Government can control and dictate to hospitals and doctors as to how they will run their affairs and what prices they can charge?

No. The law specifically forbids the Government from exercising control over the practice of medicine, the manner in which medical services are provided, and the administration or operation of medical facilities.

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.")

Enforced Overtime Part II

AN EARLIER column dealt with disciplinary proceedings instituted by the Department of Social Services of the City of New York against a Special Officer for declining to work overtime on certain occasions.

THE OFFICER made an appealing witness in his own behalf. He testified that for two years he had been performing as a Civil Service Special Officer conscientiously and well. He had to work overtime ever since his employment with the Department began. Prior to the day that he refused to work overtime, he had accumulated 225 hours for which he had not been paid. The Welfare Police Benevolent Association sought judicial relief in the case of *John Feeney v. Department of Social Services*. Supreme Court Justice Irving L. Levey found as follows:

Petitioner's complaint with respect to payment for overtime is admitted in the answer of the respondent and it is expected that the City will make an effort to pay that compensation more promptly without the need of the entry of judgment herein.

AS A RESULT of Justice Levey's finding, Special Officers resumed their overtime work. Nevertheless, the Department of Social Services determined to proceed with disciplinary action against certain of the affected Special Officers.

Upon examining Respondent's testimony, I do not find any serious dispute of the fact that the aforementioned supervisors directed him to remain on duty on the days in question and that he refused to do so. I gather from his testimony that he questions the authority of the supervisors or the director of the Center to order him to work overtime. He asserts that he would obey such an order only if it were issued from the Central Office police. He also asserts that in the absence of a specific order from the Central Office police, any other requests or order to work overtime would depend upon his judgment as whether or not there was a need for him to remain after hours. In these instances, he concluded that, in his judgment, there were no emergencies which required his presence. Beyond this, he asserts that City patrolmen were present at the location on these particular days.

IN REACHING his decision, Mr. Lewis was guided by the substantial evidence rule. This rule requires that the determination be supported by substantial evidence. Whether the determination is supported by substantial evidence is judged not only through consideration of the evidence in support of the determination but also the controverting evidence. Stated otherwise the determination to muster judicial review must be supported by the record considered as a whole. The substantial evidence rule therefore requires that a quasi-judicial determination meet the test of rationality against the background of all of the evidence submitted on both sides.

MR. LEWIS concluded that the charge had been sustained by substantial evidence "after carefully reviewing the testimony both direct and cross-examination and the documentary proof submitted by both sides and taking into consideration of the facts presented, and all reasonable inferences, deductions and conclusions to be drawn therefrom, and upon the record as a whole . . ."

IN RECOMMENDING a penalty, Mr. Lewis humanely took into consideration that this was the first occasion that the employee's conduct had ever been brought into question. He also specifically noted that the case was one of a series of cases arising out of "a work action" undertaken by the Special Officers in connection with their claim for back pay for overtime. In the circumstances, he recommended a fine of one hundred dollars.

FD Battalion Chief

The written test for battalion chief in the New York City Fire Department was taken by 486 candidates recently.

LEGAL NOTICE

ARF COMPANY: Substance of Certificate of Limited Partnership duly signed and executed by David Dretzin as President of Juranda, Inc., and as attorney in fact for all the limited partners and filed in the N.Y. Co. Clk's Office on May 22, 1969. Name and location of the partnership is ARF Company, 300 W. 55th St., NYC. Its business is to present and exploit in the United States and elsewhere, as theatrical producers and managers, two one-act plays by Dan Greenburg, entitled respectively ARF and THE GREAT AIRPLANE SNATCH, including the exploitation of subsidiary rights therein. General Partner: Juranda, Inc., 300 W. 55th St., NYC. Limited Partners, their residences (all NYC unless otherwise specified), cash contribution are Jacob S. Aronoff, 55 E. 87th St., Daniel A. Goldman, 1120 Park Ave. E. David Lipman, and Jane Lipman, 317 Millwood Rd., Chappaqua, NY, Anne Navasky, 27 Washington Sq., North Victor Navasky, 27 Washington Sq., North, Anne Soranne, 349 E. 62d St., and Alfred Shapiro, 590 West End Ave., each \$300, Ruth Baum, 940 Park Ave., Samuel G. Cooper, 170 Duffield St., B'klyn, NY, Julia Y. Dretzin, 983 Park Ave., Samuel C. Dretzin, 30 E. 65th St., Henry Ephron, 177 E. 75th St., John Friedland, 29 Washington Sq., West, Robert Ginsberg, 225 W. 106th St., Ralph Ginzburg, 140 West End Ave., Roberts Gratz, 15 W. 81st St., Daniel Greenburg, 9 E. 67th St., Mary D. Huhn, R.D.L., Ashville, NY, Harry Kahn, 895 Park Ave., Esther G. Navasky, and Macy Navasky, 30 W. 70th St., Daniel Melnick, Talent Associates, 444 Madison Ave., Murray W. Putter, 14 Rustic Gate Lane, Dix Hills, NY, Stephen Resnick, 70 Riverside Dr., Douglas Rosenbaum, 800 Greenwood Ave., B'klyn, NY, Stanley S. Weithorn, 144 Woodhill Lane, Manhasset, NY, and Harold and Eleanor Wolkind, 146 Lincoln Rd., B'klyn, NY, each \$600, David Dretzin, 440 West End Ave., \$10,800, Oswald Goldschmidt, 150 5th Ave., Joseph Isaacson, 1 5th Ave., and Jans Investments, Inc., 1501 B'way, NYC, and Herbert Swarzman, 500 E. 83rd St., each \$1,200. No property other than cash is to be contributed by the Limited Partners. Term of partnership is to commence upon filing of this certificate in the N.Y. Co. Clk's Office and to continue until terminated as provided in the Partnership Agreement. No additional contributions are to be made by the Limited Partners. The contribution of each Limited Partner is to be returned: (a) bi-monthly until the contribution of each Limited Partner shall have been fully repaid, subject, however, to the condition that the Partnership has a sufficient cash reserve, as provided in Partnership Agreement, after payment of or provision for payment of all debts, liabilities, taxes and contingent liabilities; (b) upon the termination of the Partnership, if not fully repaid prior thereto. The share of the profits or other compensation by way of income which each Limited Partner shall receive by reason of his contribution is 1/2 of 1% for each \$300 in cash contributed by each Limited Partner. No Limited Partner has the right to substitute an assignee as contributor in his place except with the consent of the General Partner, which may be withheld. There is no right of priority as to contributions or as to compensation by way of income among the Limited Partners. On the bankruptcy or dissolution of the General Partner, the Partnership shall terminate. A Limited Partner has no right to demand and receive property other than cash in return for his contribution.

LEGAL NOTICE

SUPREME COURT of the STATE of NEW YORK, COUNTY of BRONX, in the Matter of the Application of ONNIE ARCHER, Petitioner, For the Dissolution of her Marriage with JOHN ARCHER, Respondent, Pursuant to Section 220 of the Domestic Relations Law. NOTICE.

TO: JOHN ARCHER TAKE NOTICE THAT a petition has been presented to this Court by ONNIE ARCHER, your wife, for the dissolution of your Marriage on the ground that you have absented yourself for five (5) successive years last past, without being known to her to be living, and that she believes you to be dead, and that pursuant to an order of the Court dated on the 12th of May, 1969, a hearing will be held upon said petition at the said Supreme Court, Special Term, Part I, in the Bronx County Court House in Bronx, 851 Grand Concourse, Bronx, New York on the 6th day of September, 1969 at 9:30 o'clock in the forenoon of that day.

/s/ ONNIE ARCHER, ONNIE ARCHER

Dated: BRONX, NEW YORK, May 13, 1969. MARION GAINES HILL, Attorney for Petitioner, 209 W. 125th St., New York, N.Y.

LEGAL NOTICE

SUPREME COURT, BRONX COUNTY, in the Matter of the Application of JAMES ALLEN, Petitioner, For Dissolution of his Marriage With FRANCES ALLEN, his Wife, Pursuant to Article 12 of the Domestic Relation Law.—Notice—Index No. 3869/69.

TO: FRANCES ALLEN TAKE NOTICE that a petition has been presented to this Court by JAMES ALLEN, petitioner, your Husband, for the dissolution of your marriage on the ground that you have absented yourself for five successive 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 14th day of May 1969, a hearing will be had upon said petition at the said Supreme Court, Special Term, Part I, in the Supreme Court, Borough of Bronx, State of New York, on the 5th day of September 1969, at 9:30 o'clock in the forenoon.

Dated: May 14, 1969 Bronx, New York. James Allen, Petitioner ARTHUR GRUDER, Attorney for Petitioner, 391 East 149 Street, Bronx, New York 10455

CITY EMPLOYEES

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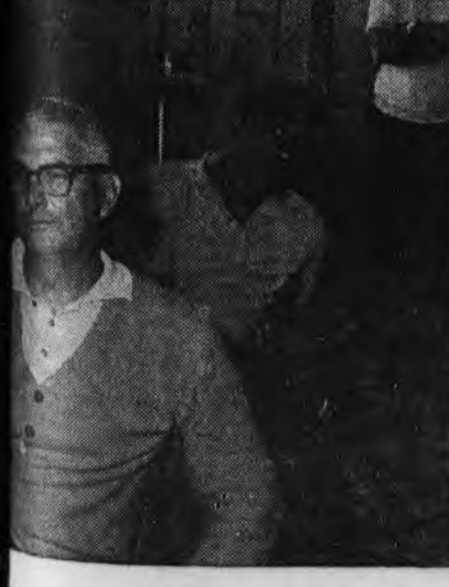
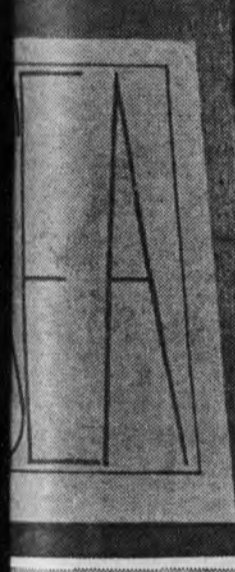


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Photo Report Of Joint Southern, L.I. & Metro Conferences' Workshop

CIVIL SERVICE LEADER, Tuesday, June 2, 1969

CIVIL SERVICE LEADER, Tuesday, June 3, 1969



Photos by Ted Kaplan

This Week's City Eligible List

(Continued from Page 5)

Martin, Hazel G Lovell, Esther I Presser, Louise O Lovell, Catherine V'all, Maude Graham, Bess Wilkofsky, Beatrice C Rothchester, William Weintraub, Myrtle G Rowson, Myrna L Black.
570 Julia M Kelly, Margaret F McIntyre, Cecilia F Iik, Josephine Thwaites, Marjorie C Armstrong, Antonino Turrigiano, Catherine Williams, Mildred A Stratton, eGorge V Thompson, Maudy M Clark, Carol A Payne, Audrey L Grevenberg, Estelle B Schloss, Mary S Lisowsky, eBeatrice ach-

manson, Verna G Ramseur, Winona Johniken, Ivan V Wyler, Gwendolyn Cain, Mildred Tsal, Florence Sherman, Elaine H Batson, Beulah A Walker, Nancy E Watt, Freddiee McKenzie, Iola C Watta, Leonard H Fleischman, Rosa M Ankrum, Venia E Davis, Rose P. Saltzberg.
600 Rachel M Edmond, Alma L Phillips, Mary A Gabrielson, Ethel M Sessoms, Edna G Redd, Frances Bloomberg, Charlotte Gilchrist, Mary A Casola, Gall R Rothfisch, Julius C Reece Jr, Harry Wolfe, Lewis S Davidson, Thelma Gordon, Beatrice S Halpren, Ronald J Terrell, Fracls W Wilde, June Kirkpatrick, Margaret A Sacks, Marion L Isaac, Evelyn L Matthews, Isidore Rosenblum, Lillian

L Heard Thomas Hudson Jr, Dorothy L Hill, Palmmetta Skinner, Josephine Brancatti, Christine Hughes, Elaine D Cohen, Lillie Goldberg, Shirley L Backus.
630 Leo B Wilensky, Susie S Jones, Veronica Hobby, Mollie R. Pisciotta, Loretta M Spann, Giordano E Dobyns, Antoinette Albert, Dorothy J Wadsley, Constance Tyler, Robert F Costa, Sally Dreyfuss, Ethel A Perlman, Fruma F Roth, Lillian P Weinberger, Gertrude F Budnick, Barbara J Jacobsen, imilnick Breedy, Anna J Mims, Leonard Eskenasy, Elizabeth Gear, Ruth Oneal, Wilfreda F Cohen, Eulalie W Christopher, Lillian G Wiggins, Rubie E Griffin, Gwendolyn Mayers, Geneva C Soblak, Roslyn F Kraft.

Gertrude Gottlieb, Elmore J Bowes, Ruth R Katz, Ellen E Hinds, Cathryn V Morais, Genevieve Schwartz.
750 Verkie E Maxwell, Irene M. Ambrosi, Frieda White, Estelle M Snyder, Belle Dubinsky, Sheila Berman, Muriel B Rowe, Thelma I Hembric, Edith M Chapman, Armando M Castro, Bernice W Stephens, Lillian Cochenfeld, Daphney P Pires, Velma L Woodley, Mary L Walden, Gertrude F Schwartz, Sol Minter, Alvenda F Taylor, Dorothy West, Josephine Major, Jacquelyn McDaniel, Ruth L Sulsky, Agnes L Oliver, Betty B Sapersteln, Rose Bergin, Florence Nealon, Goldie Cole, Michael Peretz, aKthleen A Daniels, Edwin Weissman.

780 Lillian B Jaffe, Ethel V Carter, Rae R McKinney, Miriam Schechter, Barbara J Clay, Jacqueline Talbert, Fanie A Hill, Juanita Washington, Willie E Faulkner, Jessie M Coletti, Rose Dunn, Gloria M Jordan, Thelma L Holman, Genevieve Fitzgerald, Mary J Callahan, Theresa Fisher, Mildred L Schutzman, Patricia Moore, Margaret E Lemonier, Norma E Wright, Eula K Parris, Crocefissa Dritto, Marlene Biddle, Sheila A Malloy, Sylvia A Lewis, Rose L Leder, Dora Stein, Rosalind C Dede, Marie A Hinkler, Eugene L Hobgood.

Frances A Schultz, Margaret L Walthusen, Adrienne R Critchlow, Beatrice B Kleiner, Evelyn C Coffield, Hilda Ackerman, Barbara F Arge, Harry B Schifferin, Louise R Brown, Hazel B Footmon, Esther Tillman, Bernice E Osborne, Mildred N Cannon, Carrie Mann, Elizabeth Cranford, Dolores D Williams, Nina Reed, George Rockman, Marilyn Burton, Marie D Cooke, Thomas E Leeming, Frank Lowery Jr, Gladys Grannell, Barbara A Wilkinson, Rita S Solomon, Marion Falk, Anita C King, Elaine K Speller, Dolores V Rodriguez, Annie P Tucker.

840 Ann Jacobs, Betty Pogue, Muriel E Wainwright, Lillian Levine, Minerva L Mulet, Aaron M Mermelstein, Mary T Drake, Ashley G Evans, Madeline A Flick, Yetta Albert, Kathryn R Waters, Gladys Sirota, Johnnie M Richardson, Jeanette A Kippe, Adelaide Vaccaro, Nathan Kerstein, Theresa Levatino, Virginia A Wendel, Vincent Oliva, Artis Williams, Sisenia Greene, Wilhelmeni Jordan, Berrarl J Tansey, Patricia A Hendricks, Bertram M Goldstein, Josephine Collamore, Cella P Roth.
(Continued on Page 13)

LEGAL NOTICE
THE ISLAND COMPANY.—SUBSTANCE OF CERTIFICATE OF LIMITED PARTNERSHIP.—NAME: THE ISLAND COMPANY. ADDRESS: 630 Fifth Ave., New York, N.Y. BUSINESS: To acquire and hold for investment securities of any type which, in the judgment of the General Partners, promise growth and to invest in land, oil and other mineral rights of every type, to invest in mortgages, make loans and to perform all acts necessary for carrying out of the general purpose of the partnership. NAME AND RESIDENCE OF GENERAL PARTNERS: Kenneth J. Thornhill, 4 Harbor Rd., Babylon, N.Y.; Frank M. Trantham, Jr., 37 Sunset Blvd., Massapequa, N.Y.; Bayard Walker, 120 E. End Ave., New York, N.Y. NAME, RESIDENCE, CASH CONTRIBUTIONS AND SHARE OF PROFITS OF LIMITED PARTNERS: Braman B. Adams, 435 Lake Avenue, Greenwich, Conn., \$75,000, 1.0344827; Edward R. Allen, Jr., 5130 Greenree, Houston, Texas, \$50,000, .6896551; Herbert Allison, 3262 Huntingdon Place, Houston, Texas, \$100,000, 1.3793104; August Belmont, 6896551; Nicholas Syosset, New York, \$50,000, .6896551; Fred B. Brady, Black River Road, Far Hills, N.J., \$50,000, .6896551; George R. Brown, 3363 Inwood Drive, Houston, Texas, \$100,000, 1.3793104; The Brown Foundation, Inc., P. O. Box 3, Houston, Texas, \$100,000, 1.3793104; Robert E. Christie, 10 Avon Road, Larchmont, N.Y., \$30,000, .4137931; Jesse W. Couch, 1814 Larchmont, Houston, Texas, \$25,000, 1.0344827; Milton K. Cummings, 471 Echols Avenue, S.E., Huntsville, Ala., \$100,000, 1.3793104; C. Douglas Dillon, Far Hills, N.J., \$300,000, 4.1379310; Victor G. Dugal, Trustees The Theodore N. Danforth Trust dated 1/17/66 FBO Theodore N. Danforth, Jr. et al (residence of Mr. Danforth), Old Lane Road, Locust Valley, N.Y., \$75,000, 1.0344827; Elliott Goldstein, 336 Valley Road, N.W., Atlanta, Ga., \$100,000, 1.3793104; Harvey Goodman, 107 Barnvard Lane, Rosly Heights, N.Y., \$200,000, 2.7586208; Howard L. Gottlieb, 1000 Lake Shore Blvd., Evanston, Ill., \$100,000, 1.3793104; Edward R. Greff Horseshoe Road, Mill Neck, N.Y., \$75,000, 1.0344827; Robert L. Hoguet, Executor for the Estate of Robert L. Hoguet, 1098 Park Avenue, New York, N.Y., \$100,000, 1.3793104; Mrs. Jane A. Holmes, 650 Park Avenue, New York, N.Y., \$100,000, 1.3793104; Jay Holmes, 877 Chiltern Road, Hillsborough, Calif., \$200,000, 2.7586208; Mount Gray Realty Corporation, Mountain View, Calif., \$50,000, .6896551; Gray, Setauket, N.Y., \$50,000, .6896551; Mrs. Yvonne Johnston, Johnans, Missouri, \$100,000, 1.3793104; H. Kemper Unincorporated, 2633 Grand Dr., Galveston, Texas, \$100,000, 1.3793104; I. H. Kemper, III, 3110 Virginia, Houston, Texas, \$50,000, .6896551; Richard Ketover, 5 Gloria Drive, Spring Valley, N.Y., \$25,000, .3448275; John B. Kilgus, Jr., Hodges Lane, East Hampton, N.Y., \$50,000, .6896551; Sander Landfield, 200 East 66th Street, New York, N.Y., \$100,000, 1.3793104; Alfred W. Lasher, 2929 Buffalo Speedway, Houston, Texas, \$100,000, 1.3793104; Joseph Lipsitz, 647 North Russell Road, Jackson, Texas, \$25,000, .3448275; John L. Loeb, 730 Park Avenue, New York, N.Y., \$250,000, 3.448275; George H. Love, 5920 Braeburn Place, Pittsburgh, Pa., \$100,000, 1.3793104; Mrs. Betty Slick, Texas, \$100,000, 1.3793104; San Antonio, Texas, \$100,000, 1.3793104; George F. Muller, 77 Cheeswood Road, Garden City, N.Y., \$100,000, 1.3793104; Thomas Oxnard, 2124 Stradella Road, Los Angeles, Calif., \$100,000, 1.3793104; Max Palevsky, 755 Stradella Road, Los Angeles, Calif., \$100,000, 1.3793104; Anthony J. Penta, 10 Colony Drive, Bluevelt, N.Y., \$25,000, .3448275; Property Research Corporation, 1333 Westwood Blvd., Los Angeles, Calif., \$100,000, 1.3793104; Edward Randall III, 5115 Green Tree Road, Houston, Texas, \$100,000, 1.3793104; William Marsh Rice University, P.O. Box 2666, Houston, Texas, \$100,000, 1.3793104; Dudley Roberts, 3486 65th Street, New York, N.Y., \$50,000, .6896551; Arthur Rock, 1730 Kearny St., San Francisco, Calif., \$100,000, 1.3793104; Fayez Sarofim, 5316 Mandell, Houston, Texas, \$150,000, 2.0689655; John R. Seaton, III, 685 MacCulloch Drive, Los Angeles, Calif., \$100,000, 1.3793104; John W. Shelton, Calhoun Drive, Greenwich, Conn., \$280,000, 3.8620689; H. Turner Slocum, Duck Pond Road, Glen Cove, N.Y., \$100,000, 1.3793104; Mrs. Sydney Spivack, Far Hills, N.J., \$150,000, 2.0689655; Charles deYoung, Thieriot, 1802 Floribunda Avenue, Hillsborough, Calif., \$25,000, .3448275; Charles T. Thieriot, Chickley Valley Road, Locust Valley, N.Y., \$100,000, 2.7586208; Frank M. Trantham, Jr., 37 Sunset Blvd., Massapequa, N.Y., \$90,000, 1.2413793; Frank M. Trantham, Jr. as Trustee U/A dated July 1, 1968—FBO Leonie L. Sheldon, Priscilla W. Sheldon and Virginia B. Sheldon, 37 Sunset Blvd., Massapequa, N.Y., \$30,000, .4137931; Frank M. Trantham, Jr. as Trustee U/A dated July 1, 1968—B FBO Leonie L. Sheldon, Priscilla W. Sheldon and Virginia B. Sheldon, 37 Sunset Blvd., Massapequa, N.Y., \$100,000, 1.3793104; Arthur B. Treman, Jr., 220 East 60th Street, New York, N.Y., \$50,000, .6896551; George B. Trimble, Jr., RD3-308, Princeton, N.J., \$25,000, .3448275; Bayard Walker, 120 East End Avenue, New York, N.Y., \$100,000, 1.3793104; Mrs. M. T. Walker, 120 East End Avenue, New York, N.Y., \$100,000, 1.3793104; M. T. Walker and Bayard Walker, Trustees u/w Elisha Walker FBO Bayard Walker, 120 East End Avenue, \$120,000, 1.653172; Leo D. Welch, Hill and Dale Farm, Boyntonville, Va., \$25,000, .3448275; Wagonville Development Company, 730 Park Avenue, New York, N.Y., \$250,000, 3.448275; Sir Harold Wilkinson, 106 Sologno, En Gallegue, Epalinges, Switzerland, \$50,000, .6896551; John W. Winkhaus, Duck Pond Road, Locust Valley, N.Y., \$100,000, 1.3793104; TERMA, February 1, 1969 until January 31, 1971 and from year to year thereafter, until terminated. No additional contributions required to be made. Contributions by limited partners to be returned if partner withdrawn, death or termination of partnership. Limited partner may not assign his interest except to other limited partners or family members without consent of all general partners. Additional limited partners may be admitted. There is no priority of any limited partner over other limited partner as to income, upon or compensation by way of income of the death, retirement or insanity of general partner the remaining general partners have reserved no right to continue the business. No limited partner has the right to receive property other than in return for his contribution. Original certificate signed and acknowledged by partners is on file in the New York County Clerk's Office.

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Civil Service Readers

Civil Service Leaders Back Alex Chananau

Civil Service leaders are gathering behind the candidacy of Alexander Chananau in his bid for Judge of Civil Court, Bronx County, in the June 17 Democratic primary.

An Assemblyman since 1958, Chananau has actively legislated on behalf of public employees. Among legislation he sponsored was a bill to permit the taking of civil service examinations on days other than Saturdays; a 35-year full retirement bill for New York City police; a lung disability bill for firemen; and a supplementary pension bill for teachers.

As the ranking Democratic member of the Ways and Means Committee, he helped in the negotiation with the Civil Service Employees Assn. to restore full political rights to civil service employees. In addition, he introduced a bill that would permit all firefighters to engage in political activities.

Chananau, a graduate of New York University Law School and a member of the New York Bar, was designated by the executive committee of the Democratic County Committee for election of the judicial post. The position was previously held by Judge Kapelman.

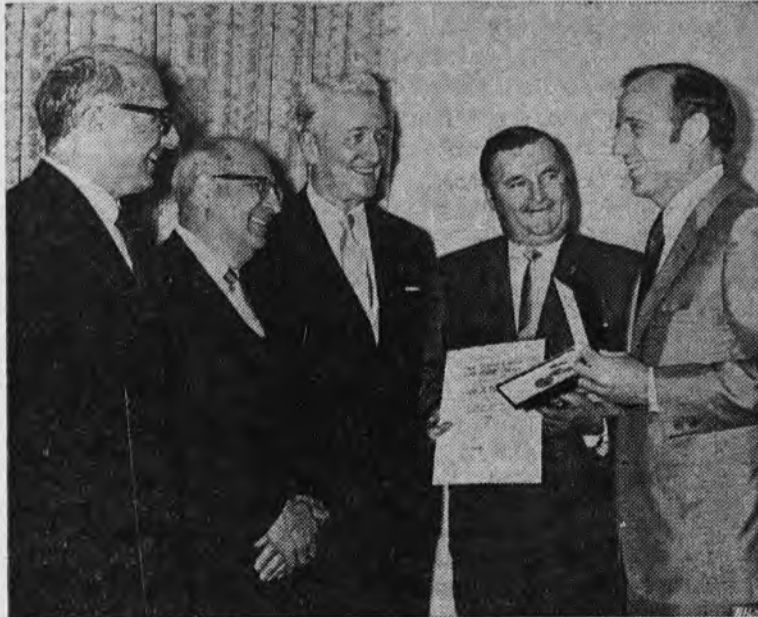
19 Secretaries To NYC Execs Finish Course

Nineteen secretaries to important City executives in 15 different grades participated in the Spring, 1969 "Conference for Executive Secretaries," a seven-session course sponsored by the Department of Personnel in its interagency training program.

The course was led in conference style by Estelle Silver of the Department of Personnel. Under Miss Silver's direction, the conferees exchanged ideas and information, benefiting from each other's expertise, about such matters as interpersonal and public relations, modern secretarial practices, organization of work, and ways in which the secretary can assist the busy executive in keeping up with the demands of his time, energy and resources.

The secretaries who completed the course and their agencies are: Marie M. Aalbu, Department of Public Works; Ruth Alexander, Office of Probation; Iris Anderson, Department of Parks; Helen Bauer, Fire Department; Marlon Burton, Human Resources Administration; Pearl Dickey, Central Brooklyn Model Cities; Aldona P. Dulberger, Rent and Housing Maintenance; Molly A. Ducan, Fire Department; Esther Epstein, Rent and Housing Maintenance; Doris L. Farrugia, NYC Housing Authority; Lois Gilmore, Department of Health; Ruth Goldberg, Department of Consumer Affairs; Edna Johnson, Addiction Services Agency; Louise Krone, Department of Real Estate; Peggy McCrosson, Francis Delafield Hospital; Dorothy M. McGlade, NYC Housing Authority; Ruby Mitchell and Bek Paullman, Department of Personnel; and Constance Stark, Law Department.

Leader Honors Gold Medalists



LEADER HONORS — Accepting the Civil Service Leader's annual gold medal for outstanding public service from Senator Charles E. Goodell is Fred A. Herman, second from right, Executive Director of Civil Service and Office of Personnel, Monroe County. Standing with the Senator and Herman are, left to right, Jerry Finkelstein, publisher of The Leader; Vincent Alessi, president of the Monroe County chapter, Civil Service Employees Assn.; and Gordon A. Howe, Monroe County manager.



OUTSTANDING SERVICE — Harry L. Bronstein, second from right, Assistant Director of the Bureau of the Budget for New York City and Senator Charles E. Goodell display Bronstein's certificate and gold medal for outstanding public service presented by the Senator in behalf of the Civil Service Leader. Looking on, left to right, are: Frederick O'R. Hayes, Director of the Budget for New York City; Solomon Hoberman, Chairman of the City Civil Service Commission and Personnel Director; and Jerry Finkelstein, publisher of the Civil Service Leader.



PRESENTATION — Senator Charles E. Goodell presents the Civil Service Leader's annual gold medal award for distinguished service to Alfred L. Green, Executive Director of the Division of Employment for New York State, as, left to right, Jerry Finkelstein, publisher of The Leader, Martin P. Catherwood, State Industrial Commissioner, and Mrs. Ersa Poston, President of the State Civil Service Commission look on.



GOLD MEDALIST — David F. Cardoza, second from right, Deputy Commissioner of Customs, Region II, Federal government, happily accepts the Leader's gold medal award for distinguished public service from Senator Charles E. Goodell, far right. Attending the ceremony at the Senator's office are, left to right, Jerry Finkelstein, publisher of The Leader, Robert Drummond, New York Regional Director of the U.S. Civil Service Commission, and Lawrence H. Baer, former Regional Director.

Harlem Valley Hospital Honors 25-Year Aides



25 YEAR EMPLOYEES — At Harlem Valley State Hospital were honored at a recent reception. They are, from left, seated, Florence Frkovich, Loretta Young and Anna O'Hara; standing, Alice Woodin, Lonnie Broz and Winifred Davis.

(From Leader Correspondent)

WINGDALE — Approximately 300 persons attended Harlem Valley State Hospital's annual reception May 22 to honor employees who had retired or attained 25 years of service during the last year.

Dr. Lawrence P. Roberts, hospital director, addressed the group and introduced the members of the Board of Visitors; Dr. Alfred Rizzolo, assistant director; Lloyd Hale, business officer; Mrs. Wendy Acrish, personnel administrator; and Mrs. Armand Bessette, secretary of the local Chapter, CSEA.

Presentation of retirement scrolls were made to the ladies by Judge Reubin Sirlin and to the gentlemen by Mrs. Thomas Boyce. Twenty-five year pins were presented by Dr. Robert Eliot and buttons to the gentlemen by Mrs. Marguerite Rosenson, members of the Board of Visitors.

Dr. Roberts expressed his "deep appreciation" to the honored guests, "for their many years of loyal and dedicated service to the

Manning To Talk On New Hospital Corp. For NYC

A talk by Deputy Commissioner of Hospitals Henry Manning on "The Role of The Civil Servant in the Newly Created N.Y.C. Hospitals Corporation" will be given tonight, June 3, at 6 p.m., in the Roosevelt Auditorium at 100 E. 17th St., Manhattan.

Sponsoring the talk by Commissioner Manning, who was a primary formulator of the corporation idea, is Bacteriologists Council 190 of Local 300. The legislation setting up a hospital corporation was signed into law by Governor Rockefeller last Tuesday.

Everyone concerned with the impact of the new law is invited to attend as guests of Council 190.

hospital and its patients," and stressed the value of the older employees in the training of new employees. He said, "This practice ensures a continuity in the excellent operation of the hospital and the care of the patients."

SSA Typist Test To July; Pay Hikes For Two Titles

Effective July 1, starting salaries for the GS-2 level positions of clerk-typist at the Rego Park Payment Center of the Social Security Administration are raised to \$4,360, while the GS-3 level jobs for lightly experienced clerk-typists get a salary hike to \$4,917. File clerks, also GS-2 titles, will be getting a beginner's wage of \$4,360 per year.

The clerk-typist positions are open to all candidates over 18 who can pass the typist test, or those with high school diplomas. These are career opportunity jobs that can later lead to various secretarial or supervisory posts at higher salaries. Promotion possibilities will also exist to the GS-5 title

of claims authorizer. Supplementing salaries are a broad scope of Federal fringe benefits: paid vacations, sick leave, annual leave, a generous retirement plan, and membership in group life and health insurance plans with costs partly shared by the Government.

A simple typing test given at the center is all that is necessary for appointment. Testing will be conducted each Saturday at the Payment Center, up until the end of June. There are currently many openings.

In addition to the Rego Park site, several typist jobs are also available at the Manhattan SSA offices at 500 Eighth Ave. and 35th St. Both locales will hire from successful candidates who pass the typing exam administered in Rego Park.

To arrange a test date or to seek more information, call the personnel section at 699-3601.

Asst. Custodian

A written test was given to the 290 candidates for assistant building custodian recently.

With Bd. of Ed.

Lunch Bureau Revamping Planned By Local 832

Plans for the reorganization of the Bureau of School Lunches of the Board of Education were finalized at a meeting held last week in the headquarters of the Bureau of School Lunches in Long Island City. The meeting was attended by Director of the Bureau of School Lunches Kevin E. Howard and his assistant William Scully, representing the Board of Education and by representatives of the School Lunch Managers Division of Terminal Employees Local 832, which holds the collective bargaining contract for the title.

Representing Local 832 were vice-president and business agent Fred Castiglione, Division Chairman Sylvia Gottlieb, David Wagner, John Martine and Reginald Richards.

Howard said that the reorganization would result in more promotions and a streamlining of the Bureau. He said he planned a pilot program, to be instituted in the near future, which would facilitate the handling of school lunches and at the same time result in better procedures.

"Landmark of Progress"

Castiglione said that this meeting, held as a result of the provisions of the union contract which calls for monthly meetings between the Bureau of School Lunches and the local, would stand as a landmark of progress. He hailed Howard's decision to upgrade many of the school lunch

manager positions, and said that the worries of the school lunch manager due to decentralization would be greatly lessened as a result of the meeting.

Chairman Sylvia Gottlieb said that another meeting is scheduled to be held in two weeks to iron out many of the details of the reorganization plan, now being studied, and that Local 832 school lunch manager members would be notified of the results of the meeting via the Civil Service Leader.

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Welfare Post
ALBANY—Leonard Block of New York City, who heads a drug and pharmaceutical firm, has been named to the State Board of Social Welfare. The post pays \$75 per day for meetings. His term will end July 1, 1973. For the last 14 years, Block has been active in the Federation of Jewish Philanthropies and has been chairman of the United Jewish Appeal for the drug and cosmetic industry.

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Kings Park Union's Books Are Perfect, Auditor Reports

KINGS PARK — Mrs. Mary E. Wilson, the former Council 50 local president at Kings Park State Hospital who recently resigned her post and quit the American Federation of State, County and Municipal Employees Union, answered her critics last week when she turned over the union local's financial records to the acting union local president.

The former Kings Park union head, who has since joined the Civil Service Employees Assn. chapter at that institution because she feels it is "more democratically run" said that the records, according to the auditor, were "in perfect order." She further stated: "I hope this will satisfy the union critics in Albany." There were reports that Council 50's leadership had threatened legal action if Mrs. Wilson had failed to turn over the records by May 27.

Mrs. Wilson explained that the financial records of the local were in the hands of the auditor who was on vacation and that she was unable to obtain them until he returned. Mrs. Wilson, who said she received a receipt for the records, said, "I hope this will clear up any questions concerning the financial status of the Kings Park local."

Wenzl Warning

(Continued from Page 1)

have their members sign cards designating the Council of Professional Organizations to serve as their negotiating agent, for the purpose of winning the latter group a place on the ballot in the forthcoming elections.

Wenzl denounced the activities of COPO, the name given to the new Council, as "pure sham." "They claim that by getting on the ballot and then getting enough voting support from the employees who signed cards to win the election, they will then offer the groups participating in the Council the opportunity to negotiate on their own on an individual job title basis," he said.

"This is completely contrary to the practice prescribed by the State and PERB," Wenzl pointed out. "Collective bargaining under the Taylor Law means just that," he said. "The negotiating agent that wins the election in a given unit will negotiate collectively for all employees in the unit, not on a title by title basis."

Wenzl urged all State employees to take note of the full name of COPO, the name which go on the voting ballot. "This outfit is the Council of Professional Organizations and the American Federation of State, County and Municipal Employees. That's the way you spell out AFSCME, the parent body of Council 50, AFSCME," he said.

"This is the organization that has always said it's the little guy that needs representation, not the professionals and higher paid employees," Wenzl added.

The CSEA leader said State employees "can continue to look to the Employees Assn. for the fairest, most effective representation, available anywhere, whether the ultimate negotiating arrangement is five units, one unit, or whatever the number of units."

Pass your Leader on to a non-member.

School District

(Continued from Page 1)

Theodore C. Wenzl, president of the Civil Service Employees Assn. on hearing that Governor Rockefeller had vetoed a bill that would have allowed school districts to levy a special tax to finance salaries and needed pay raised for the employees in question even when a district is operating under an austerity budget.

"This bill," Wenzl declared, "was passed by both houses of the State Legislature. The lawmakers understood that even when a school district is operating with a so-called 'austerity' budget — for instance when a school budget has been voted down by taxpayers — the jobs done by non-teaching personnel are necessary and important to the welfare of the school children."

"The very jobs of these employees are at stake here," he continued. "If the school district voters force the adoption of an 'austerity' budget which, for instance could exclude the hot lunch program, cafeteria workers could conceivably lose their jobs. Similarly, other non-teaching employees would face a layoff if their services are not deemed 'essential.'"

"And why, in this day of ever-growing inflation should the dedicated employees of school districts — bus drivers, mechanics, cafeteria, clerical and custodial personnel — be left out in the cold? They deserve to receive pay raises that bring them abreast of the current cost-of-living. Teachers are protected in the event of an austerity budget. It is indeed a grave injustice to deny non-teaching personnel essential cost-of-living raises."

The CSEA chief vowed that CSEA "would continue to fight for this bill until it is made law."

D of E Fight

(Continued from Page 1)

building, thus forcing employees already working on that floor to move to another section of the building.

Lomonaco contended from the outset that the move was unnecessary and that the WIN program which is made up of self-sufficient teams could be accommodated in the space available on the ground floor and on the other floors through the five-story building without having to crowd two existing offices on one floor.

Representatives of Council 50's Local 1512 reportedly sided with the management originally against the wishes of the employees, most of whom are represented by CSEA. The CSEA leader said Council 50's representatives were reported to have tentatively accepted the management plan without consulting with the employees they claim to represent.

The proposed moves were eventually discarded by management in favor of scattering the WIN teams throughout the building. Lomonaco said this reflected the wishes of the majority of the employees with whom he talked.

MH Physicians Assn.

To Meet Saturday

NEW YORK — Statewide delegates of the 1,400 member Association of New York State Mental Hygiene Physicians will meet at Ward's Island next Saturday at 12 noon to elect officers and plan their annual program.

Putnam CSEA Wins 10 Pct. Pay Boost After Fact-Finding

(Special To The Leader)

CARMEL—Putnam County employees came out with a five percent across-the-board raise retroactive to Jan. 1, 1969, and another five percent effective Jan. 1, 1970, after mediation and fact finding by the State Public Employment Relations Board settled an impasse between the County negotiators and the Putnam County chapter of the Civil Service Employees Assn.

CSEA collective bargaining specialist Emanuel Vitale, who assisted the chapter during negotiations, reported that negotiations for the two-year contract had begun last July. After mediation attempts by PERB mediator Murray Bilmes failed to produce an agreement, PERB fact-finder Max Doner finally resolved the differences between the two groups.

CSEA regional attorney Edward Rosen assisted Vitale and the CSEA negotiating team during the fact-finding session.

CSEA negotiators were Ronald Kobbe, chapter president; and George Swan, Olive Mullarkey; John Filippini; Ann DeVerno; Raymond Carter and Betty Baumgartner.

The pay boosts for both years are in addition to any increments due the employees.

Other points are:

- 1/60th non-contributory Retirement Plan retroactive to 1938;
- Statewide Health Plan for 1969 with County paying 100 percent of premium for employees and 50 percent of premium for dependents; for 1970, County will pay 75 percent of premium for dependents and 100 percent for employees;
- Vacations: 10 days after one year of service; 15 days after three years; and 20 days after 10 years; Prorated vacation for employees with less than one year of service and and for those who retire prior to their annual vacation eligibility date.
- Holidays: 12 per year; compensatory day for holidays

that fall on Saturday and Sunday; employees who work in departments that normally must be at work on holidays shall receive a compensatory day for such time worked;

• Longevity increments after 10, 15, 20, 25, 30 and 35 years of continuous employment;

• Overtime: time-and-one-half pay for all hours worked outside regularly scheduled hours; time-and-one-half pay for all work on a holiday in addition to the holiday pay;

• Personal leave — three days per year;

• Bereavement leave — three days for death in immediate family;

• Sick leave — one day per month accumulative to 144 days;

• County to provide adequate safety and foul weather equipment to highway personnel and appropriate uniform work clothing to all highway and custodial workers;

• Seniority from date of hiring;

• Free time for legitimate Association activities including the handling of grievances;

• The right to have CSEA meetings in the County Office Building;

• Reserve parking space for county employees;

• First aid kits and collapsible cots to be supplied, furnished and maintained by the county for each county building;

• County to supply a copy of the contract to all employees;

• County to draw up, in con-

junction with CSEA, a work rule book which shall be available to all employees;

• Right to attend CSEA Statewide conventions;

• Two 15-minute coffee breaks per day;

• Right for CSEA field representative to maintain administration rights of the contract;

• Grievance procedure with final and binding arbitration;

• Savings clause; and

• Association security clause.

Negotiators for Putnam County were Jordan W. Berkman, assn. county attorney; Jeremiah Downey, chairman, board of supervisors; Donald S. Smith, Edward S. Tuttle, George Krauss, Kenneth Carlson, and William Mathers, supervisors.

Fair Trial

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Assn. said last week after learning that Governor Rockefeller had vetoed a bill calling for the appointment of independent hearing officers in disciplinary cases against State and local government employees.

Theodore C. Wenzl, CSEA president said, "the Governor obviously not only bowed to political pressure from the pledge of his negotiating team which promised that if the bill passed the Legislature, the Governor would sign it."

In his veto message Rockefeller said, "Disapproval of the bill is recommended by the State Civil Service Department and the Mayor of New York City, among others." Wenzl said "it is common knowledge that local government politicians were against the bill."

The governor cited "technical deficiencies" as the reasons for vetoing the measure. "When a good reason for vetoing any measure can't be found the Governor's aides usually resort to the expedient excuse of technical deficiencies," Wenzl charged.

"Actually," the CSEA leader explained "all the bill would have provided for was the appointment of hearing officers outside the jurisdiction of the employer having the power to remove the accused employee. The hearing officer would have been appointed by the Civil Service Commission having jurisdiction. It would have removed the employer from acting as accuser, prosecutor, judge and jury," he said. "Some degree of fairness would have been guaranteed."

Life Insurance Comm. Will Meet Next Week

The director's committee to study the cost of handling group life insurance will meet June 11 at the Civil Service Employees Assn. headquarters in Albany.

Members of the committee are Solomon Bendet, chairman; and Richard J. Corcoran, Anthony Giordano, Joseph C. Sykes, Michael Sewek, and Joseph Lazarony.

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Thruway Victory

(Continued from Page 1)

and a grievance procedure which, in the final stage, would be decided through binding arbitration by an impartial arbitrator, have also been discussed. Some movement on both sides has been reported.

Reedy explained that the bargaining teams for both CSEA and the Thruway agreed before the start of negotiations to maintain secrecy on any offers made during the talks until a final agreement is reached. "This concept is followed in all forms of collective bargaining so as not to confuse the membership and possibly compromise the talks."

The CSEA bargaining team has called on Thruway members in this unit to be patient, stating that

no final agreement will be made until the members themselves ratify the package.

The CSEA committee is confident that the talks will produce a package, which the members will accept, within a short time.

Ratification Due

CSEA, which was certified several months ago as the bargaining agent for approximately 270 professional, technical, and supervisory employees of the Thruway who were placed in a separate unit, recently reached a tentative agreement on major items of the contract. CSEA and Thruway negotiators were meeting last week in attempt to resolve several other smaller details affecting terms and conditions of employment of these employees. The package, when finalized, will be presented to the membership in that unit for ratification.

In another related development, The Leader learned at presstime that Governor Rockefeller had signed the bill granting a 25-year, half-pay retirement plan to Thruway employees, recently negotiated by CSEA. The bill will provide the 1/50th credit for the first 30 years of service with 1/60th credit for each year of service in excess of 30 years.

Court Review

(Continued from Page 1)

illegal and that the unit determination should be reviewed by the courts before being implemented. PERB appealed the Court ruling to the Court of Appeals which last week upheld the lower Court ruling in favor of CSEA.

Despite the pending Court review PERB last week decided to proceed with elections in the five units.