

Civil Service LEADER

America's Largest Weekly for Public Employees

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Tuesday, April 14, 1970

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Senior Clerk List

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Conference Reports See Pages 8 & 14

Overwhelming Approval Given Contracts For All Four Units

Judicial Conf. Aides Voting On Salary Pact Won By CSEA

ALBANY—Civil Service Employees Assn. members within the State's Judicial Conference are voting this week on a contract negotiated for 1,000 employees of the Unified Court System who are on the State payroll. Excluded from the pact's provisions are the judges.

The CSEA was recognized last Fall by the Judicial Conference to represent the employees in collective bargaining negotiations. After several negotiating sessions, a contract basically similar to that won by CSEA and

approved by its membership in the four largest employee bargaining units, was won by the Judicial Conference aides.

Two other provisions are in the contract proposal. One would set up a joint management-labor committee to arrive at a salary schedule and job classification formula with each job title fitted into the schedule. This is to assure an equal pay for equal work provision. The committee is scheduled to work for at least a year on this study. Another, similar, committee will review the present Judicial Conference pension system in the light of other public employee pension systems.

The effective dates and
(Continued on Page 9)

L.I. Armory Aides Set Meeting Today

NESCONSET—The Long Island chapter of Armory Employees of the Civil Service Employees Assn. will meet today, April 14 at the Nesconset Armory, here, according to chapter president William Kempey. A buffet luncheon will be served, he reports.

Don't

Repeat This! Good Civil Service Planks A Must For Candidates, Parties

PUBLIC employees are just as interested in social problems, the war in Vietnam, high taxes and inflation as other citizens. They will weigh the platforms of parties and candidates seriously on these issues as they emerge.

But in addition, public em-
(Continued on Page 2)

CSEA Members Vote Directly On Pacts For The First Time

ALBANY—State employees made history last week when, for the first time, they voted directly on accepting contracts negotiated for them by the Civil Service Employees Assn. The approval of CSEA efforts was overwhelming.

Also overwhelming was the fact that more than 86 percent of the 90,000 ballots sent to CSEA members were returned, a participation that far surpasses voting percentages in most local and national elections.

The Employees Association revealed the details of the contract ratification vote among its State employee members in four col-

lective bargaining units. Theodore C. Wenzl, CSEA president, said the vote "reflect-



Meal Rates, Better Cash Advancements Approved By Levitt

(Special To The Leader)
ALBANY—Increased meal rates and the liberalization of the cash advance system for State employees in travel status have been approved effective April 1, 1970 by State Comptroller Arthur Levitt.

The changes are commensurate with the increases in the per diem rate for meals, lodging, and incidentals recently negotiated by the Civil Service Employees Assn. The allowance for breakfast has gone up from \$1.50 to \$1.65; lunch stays the same at \$1.65, and dinner is increased from \$4.35 to \$5.20.

A single per diem rate has
(Continued on Page 16)

MORE VOTES —
Civil Service Employees Assn. staff employee Addie Saffer breaks open another ballot box for counting. This one is from Middletown State Hospital.

ed an even greater degree of participation, enthusiasm, and solidarity among rank and file CSEA members than was shown during last Summer's State employee representation elections in
(Continued on Page 9)

- Bulletin -

ALBANY — Governor Rockefeller has asked the State Legislature to accept the fact-finder's recommendations in settling the impasse between the State and Council 82, AFL-CIO, in negotiations over a contract for State employees in the Security Services unit.

If the Legislature acts favorably on the Governor's request, members of the Security Service unit will receive the same wages and fringe benefits that the rest of the State employees got as a result of negotiations by the Civil Service Employees Assn.

In a special message to the lawmakers last Saturday, the Governor said the union had rejected the fact-finder's report and had asked the dispute to be submitted to the Legislature, final step under the Taylor Law.

"It is my judgment," the Governor stated, "that the fact-finder's recommendations constitute a sound basis for settlement . . ." The Republican-controlled Legislature's expected to approve the Governor's decision.

The Governor also recommended that the State Director of Classification and Compensation, under the Civil Service Law, makes any determination in reallocation of correction officers and related job titles.

The fact-finders had indicated they felt a one-grade reallocation might be justified for these correction employees. CSEA has appeals for these upgradings pending before the Division of Classification and Compensation.

— IN FREDONIA —

West Conference Meets April 25

FREDONIA—The State University chapter here will play host to the Spring meeting of the Civil Service Employees Assn.'s Western Conference on Saturday, April 25, at the White Inn on Route 20.

The session will open at 10 a.m. with a County Workshop and a meeting of the conference's nominating committee. The general business meeting will take place at 1 p.m.

The meeting will close with a dinner program, according to John Adamski, conference president. A cocktail party will precede the dinner at 6 p.m.

Reservations for the dinner must be made before April 18 to Mrs. Lois Miller, chapter treasurer, 108 West 4th St., Dunkirk, N.Y. 14048. Dinner subscription is \$7.50 per person.

— IN CORTLAND —

Central Conference Meets April 24-25

CORTLAND—Talks by three Civil Service Employees Assn. officials will be features of the Friday night education session at the CSEA Central Conference's Spring meeting April 24 and 25 in the Holiday Inn, Cortland.

The speakers will be: Jack Carey, associate program specialist; Joseph Dolan, director of local government affairs, and Paul Burch, collective bargaining specialist for the Statewide organization representing more than 180,000 State and local government employees.

Floyd Peashey, Central Conference vice-president, will moderate the session which begins at 8:30 p.m. April 24.

Saturday's sessions will include the usual committee meetings, and the Central Conference business meeting at 2 p.m.

(Continued on Page 16)

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.

The Bombings

BOMBS SEEM to have become the new means of communication for extremist groups with "a message" to transmit.

ALLEGEDLY based on idealism, a respected quality in society, "the message," when delivered, is the death and destruction of anyone unfortunate enough to be close by when the bombs go off.

WITHIN the strict definition of public relations, you could almost say that the bombs comprise a public relation technique "to engineer consent"—for evil purposes, of course.

ACTUALLY, the terror bombings and bomb planting are having a totally opposite effect. People are scared, to be sure, but they are also getting damned mad about the whole business and are demanding counter-action.

AS USUAL, civil servants are in the front line of defense against the scattered groups of lunatics who think they can achieve their objectives by scaring or killing people, including themselves.

POLICE AND FIREMEN, particularly in New York City, suddenly find themselves the thin line of protection between the maniacal bombers and the rest of us. In fact, the most sleepless civil servants in the world today are detectives of the New York City Bomb Squad.

CITY COUNCIL President Sanford D. Garelick describes this new phenomenon of explosive force with the sharpness one would expect of a former Chief Inspector of the New York City Police Department:

"**WE HAVE** been witnessing an escalation of violence by the extremist elements in our society. They have gone from Molotov cocktails to dynamite. They preach love and play with instruments of death."

MR. GARELICK warns that we haven't seen the end of these bombings, and recent

events of fire bombs in department stores and pipe bombs hanging from night depository boxes at banks confirm our worst fears.

WE KNOW of two groups who are actively using bombs to deliver their "messages." One is the extremist element in the Students For a Democratic Society. Another is a group of Puerto Rican nationalists, who, by arguments as tortured as their minds, are convinced they can achieve independence for their homeland by indiscriminate bombings in New York City.

"**WE WON'T** stop at anything!" they have announced in letters to newspapers after "taking credit" for several department store fire bombings.

BOTH GROUPS have short memories. They seem to forget that the most hated description not too many years ago was the word "bolshevik", which conjured up the picture of wild-eyed, bearded man ready to throw a bomb with a burning fuse.

THE PUBLIC is quickly getting "the message" these groups are communicating, and it is doubtful whether anyone will sit back too much longer waiting for the next bomb to go off.

MR. GARELICK also had a message for those do-gooders who see nothing wrong in encouraging idealism, no matter what means are used to that end!

"**LET THERE** be no mistake about it. Criminal acts committed in the name of idealism are no less criminal. And those who encourage such acts—it doesn't matter whether they are doctors, lawyers, clergymen or professors—would do well to examine the ultimate consequences of what they preach."

DON'T REPEAT THIS!

(Continued from Page 1)

ployees are also going to be paying close attention to stands on several measures concerning civil service which, after all, now comprises nearly one-fifth of the working population.

Government employees, with their new-found political muscle, have made giant steps in many areas over the past few years but there are still several things they would like to see as planks in the platforms of both the political parties and the individual candidates.

In New York State, one of the more dominant issues of concern to civil servants in both State and local government is improved pensions. This has always been

Correctional Training Program Is Sought

ALBANY—A bill to establish a training program for local correctional personnel has passed the State Senate.

This measure mandates that a basic correctional training program be instituted by the State Correction Commission.

The program would extend to all correctional personnel in any local correctional institution.

The term "local institution" covers any county jail, penitentiary or lockup, city jail, police jail, town and village lockup, a court detention pen and hospital prison ward.

The bill is sponsored by Senators John Dunne and Walter B. Langley and now goes to the Assembly, where it is sponsored by Assemblyman Milton Jonas.

Parking Director

Anthony H. Atlas, a practicing lawyer from Rego Park, Queens, has been named director of the City's new Parking Violations Bureau, by Transportation Administrator Constantine Sidamon-Eristoff. The Bureau will begin operations by July 1.

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so but became intensified when the State Legislature voted itself a half-pay retirement plan based on only 20 years service. You can be sure that candidates for the Assembly and Senate this year will be asked for pledges to get the same benefit for civil servants who, in most cases, must work for at least 25 years to get this benefit.

More Creative Approaches

The New York City Patrolman's Benevolent Assn. also want a more imaginative approach to keeping retirement income up to date. Right now, a retired person whose pension was based on a salary from the 1930s through the 1950s is practically, if not actually, a welfare case. The PBA is pushing for support of a plan that would increase the retiree's pension proportionately as the salary on the job he used to have was increased. In other words, if a job that once paid \$5,000 went to \$7,500, the retirement percentage would be based on the latter figure.

Another concern is lack of promotional opportunities at the very top of the civil service professions. The candidate who promises to work for more career

appointments, rather than political patronage, will get a willing ear from large segments of the civil service voting population.

Outside New York City, few organizations have been granted welfare funds for their members, although this benefit is standard in many other areas of employment. It is a major goal of the giant Civil Service Employees Assn., among others.

Firemen everywhere in the State want stronger executive support of their ardently desired "heart bill," which allows for the strain on the heart from smoke and other strong vapors when figuring disability compensations.

And all civil servants demand continued pledges toward parity with private industry on pay scales.

These are just a few of the planks civil servants want to be hearing and reading about. After all, with their families they represent nearly 20 percent of the electorate, counting State, City County and Federal workers. Good civil service planks make for good flooring for any platform.

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12 Harlem Valley Aides Honored

WINGDALE — Certificates of Achievement were awarded to 12 employees of the Harlem Valley State Hospital recently for completing a 30-hour course in Fundamentals of Supervision.

The course was sponsored jointly by the New York State Department of Mental Hygiene and Harlem Valley State Hospital.

The certificates were presented by Dr. Lawrence P. Roberts, director of the hospital, to Julia M. Boone, Anita R. Dolan, Idella B. Dunn, Jane E. Foley, Alyce M. Garceau, Josephine B. Hart, Barbara O. Horn, Emilia Kamarad, Nancy L. Paolucci, Josephine Pollack, Mildred Ruberg and Helen T. Weems.

An instructors certificate and a letter of commendation were awarded to Mrs. Helen Toye, social work assistant III, who had conducted the course for the second time.



INSTRUCTOR CITED — Dr. Lawrence P. Roberts, director of the Harlem Valley State Hospital, is shown presenting a letter of commendation to Mrs. Helen Toye, social work assistant III, who conducted a recent in-service training course for hospital employees.

Capital Dist. Retirees Will Meet April 22

The Capital District Retirees unit of the Civil Service Employees Assn. will meet April 22 at 10 a.m. in the CSEA headquarters auditorium, 33 Elk St., Albany, reports newly-elected president Dr. David Schneider.

William T. Parry, government relations manager of Blue Cross will speak on aspects of Blue Cross and Blue Shield pertinent to retirees.

Dr. Schneider urged members to bring an interested friend to the meeting.

CSEA Severs Connections With State U. Faculty Senate; Representation Victory Seen

ALBANY — The Civil Service Employees Assn. has withdrawn from a proposed alliance with the State University Faculty Senate and has announced its plans to run on the ballot independently to win the representative election for professional employees of the State University.

The two organizations had tentatively agreed last Fall to a joint effort to become the collective bargaining agent for the university professionals. All

action on the representation election has been temporarily stayed by court action instituted by the American Federation of College Teachers.

CSEA gave as the reason for severance of the joint effort the fact that legal counsel retained by the Faculty Senate threatened to sue CSEA for fees incurred by the Senate for their representation at the long hearings conducted by the State Public Employment Relations Board to determine appropriate bargaining units for the professionals.

CSEA leaders assured The Leader that at no time was any actual or implied assurance given to leaders of the Faculty Senate that CSEA would underwrite the cost of legal representation retained by the Senate. The memorandum of agreement between CSEA and the Faculty Senate did refer, spokesmen said, to a "joint effort" to raise the funds necessary for both organizations to jointly become the bargaining agent

(Continued on Page 14)

CSEA Names Two Staff Aides

Public Relations Research

ALBANY—Miss Mary-Elizabeth Corbett has been named assistant in the Civil Service Employees Assn. Public Relations Department.

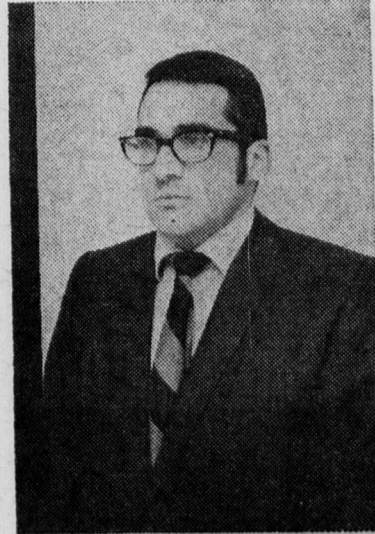
Miss Corbett graduated from Manhattanville College in 1967, where she majored in English

ALBANY—Aaron Wagner, 29, has been appointed research assistant in the Civil Service Employees Assn. Research Dept.

A 1965 graduate of Marshall University in Huntington, W. Va., where he majored in social sciences and economics,



M.E. CORBETT



AARON WAGNER

and was a co-chairman of the Educational Forum.

Before coming to CSEA, she worked for the Audio-Visual Department of Polaroid Corporation, Cambridge, Mass.

She has been active in volunteer work for Educational Television, and was for two years photography chairman of public relations for the People's Theatre, an experimental theatre group in Cambridge.

Wagner has done graduate study in mathematics and economics at the State University of New York at Albany, Ithaca College, and Russell Sage College.

Prior to his CSEA appointment, Wagner was employed by the Troy School System, where he taught social studies and physical education.

THE PUBLIC EMPLOYEE

By DR. THEODORE WENZL
President,
Civil Service Employees Association



THE FOUR CONTRACTS negotiated by CSEA for State employees in the Institutional, Administrative, Professional-Scientific-Technical and Operational Services collective bargaining units have been ratified by our membership.

THE PACKAGES were approved by generous margins: 9 to 1; 13 to 1; 3 to 1; and 10 to 1, respectively.

THE PACKAGES are something to be proud of, and all of us who negotiated on your behalf with the State Administration are grateful that you, our membership, agree that we have done a good job for you.

I TAKE THIS opportunity to publicly thank those dedicated members who served on the bargaining teams. They sacrificed their time and effort in order to represent you fully and win for you the best contract possible.

I WOULD ALSO like to thank Bernard Schmah, chairman of the Special Election Procedures Committee, and the devoted members, both active and retired, who helped to sort out and count the ballots. As you know, the recent postal strike forced CSEA to implement an emergency distribution and collection program for the ballots which did not use the U.S. mails, but which proved to be highly successful. All of those members and CSEA staff who worked diligently to get the ballots to you and to collect them deserve our thanks, also.

NOW A WORD about the contract benefits. Salaries and all other benefits contained in the first year of the two-year contracts are retroactive to April 1, 1970. Because of the vast amount of paperwork required by the State to get these raises onto the books, it will be a few weeks before you see the increased amount in your paycheck. Please bear with us on this.

WE HAVE cleared another major hurdle, but CSEA's job is by no means over. Now begins the watchful observance of the State to make sure that all contract benefits are implemented and to see that you, the State employee, are protected under the terms of the contracts.

BILLS COVERING the various benefits have been or are now being prepared for introduction into the State Legislature. Legislature leaders have assured us that all of the bills covering these benefits will be promptly acted upon.

YOU CAN count on CSEA to assure that you do receive all of the contract benefits, and to work through the several joint labor-management committees set up under those provisions to win you more benefits on your job.

ONCE AGAIN, I would like to thank all of our members who helped us to win these benefits and to conduct the vote. They have shown true devotion to CSEA's goals of improvement, integrity and equality on the job.

SCME Planning Dues Boost?

ALBANY — "It's a shame that AFSCME International doesn't plan to increase their services to justify increasing their already exorbitant dues."

This was the comment of Theodore C. Wenzl, president of the Civil Service Employees Assn., on an article from the Wall Street Journal that was recently reprinted in the Maine Stater, the official newspaper of the Maine State Employees Assn.

In the article it was pointed out that "The State, County and Municipal Employees Union (AFSCME) projects a \$400,000 deficit for its fiscal year ending June 30."

"It's obvious," Wenzl continued, "that they'll have to pay their bills somehow, and as the article mentions, AFSCME will consider a 50 percent boost in their present \$1-a-week dues at their International convention in May. That would mean a whopping \$78 per year for employees belonging to AFSCME. Unfortunately for those workers, AFSCME, if true to past form, won't provide any improved service to the employees it represents; so they'll be paying more for less service, much less than CSEA provides for its members at reasonable dues."

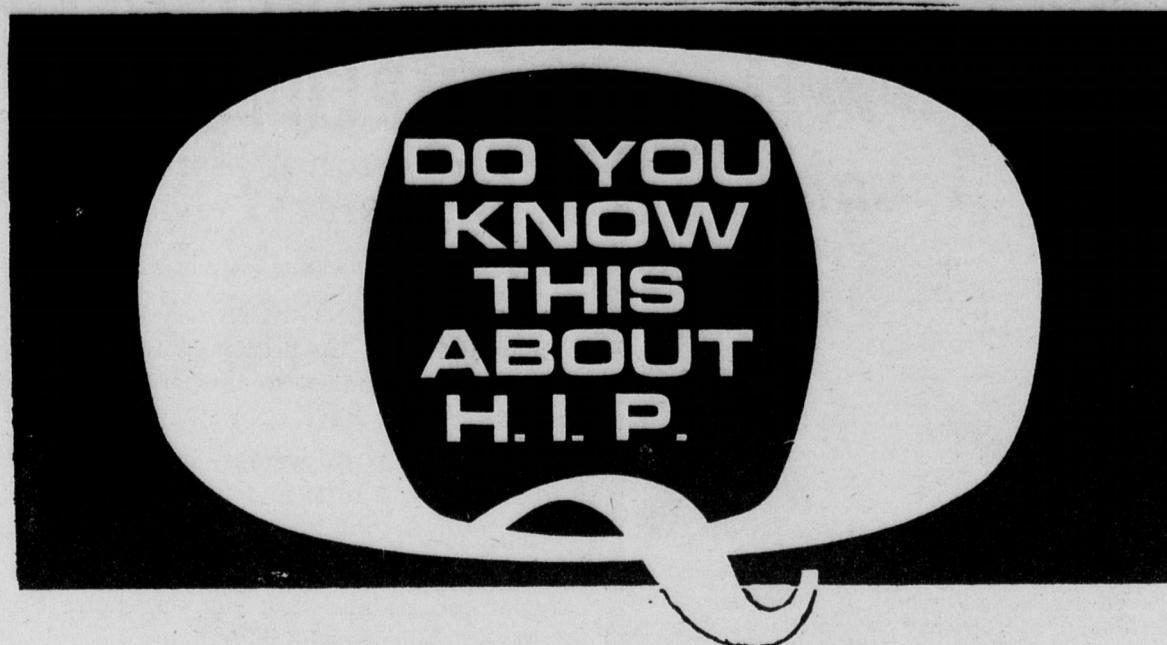
Bill To Improve Troopers' Pensions Receives Support

ALBANY — Retired State troopers, some of whom must get along on pensions of under \$100 a month, are getting public support in their campaign for additional pension benefits.

Francis J. Tierney, chairman of the Washington County Democratic Committee, has wired legislators urging support for a State Police supplemental pension bill, now in committee.

"These courageous men," his telegram read, "gave the citi-

(Continued on Page 14)



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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 Application 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.

Complete 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 — New York Region, U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 5 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

Application 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.

Choose From 200 Titles

Federal Entrance Tests Present Various Possibilities To Ponder; College Grads Especially Sought

Many options to job opportunities are open within the Federal Government, here in New York City and nationwide. If you're tuned in, you can take the frequently-given Federal Service Entrance Exam.

Choosing from among fifty agencies, you will find roughly 200 different and divergent titles in selecting the niche for which you're best suited. While college grad eligibility is ordinarily emphasized, those who have had an ample combination of business or technological background plus training, usually a two-year minimum, may apply for the FSEE as well.

Recruitment on campus is currently reported widespread. Placement officers are keeping senior males—and coeds—fully abreast of the frequency and locations with which the entrance exam is administered. Specifics on the various options available in certain specialties are likewise being given, as the conscientious recruiters wander about the academic terrain.

Their objective is the search for personnel. Each year, in excess of 200 titles—varied in skills required as specialties to be trained—must be filled. Close to fifty Federal agencies rely on the innovative breed of newly-graduated collegians to fill the void. Their conduit to examine candidates and channel them to best advantage is called the FSEE—Federal Service Entrance Exam. These tests are offered at frequent intervals.

Varied Job Areas

At present, over a dozen general occupation classifications have been set up, each deriving its appointees from successful applicants who have scored well in taking the

entrance exam. Naturally, varying titles will weigh different parts of the FSEE with relevance to the job responsibilities. Areas like quasi-legal work, social services, and budget administration are in search of candidates and so, too, is there great demand for additional personnel doing contract procurement and financial institution examining.

Help is also vitally being sought to handle the following job fields: management analysis, investiga-

tion, personnel, general administration, data processing and editorial services. Each of the above has emerged as a category of growing importance to many individual agencies as they pursue their respective programs.

A green-and-blue booklet on the Federal Service Entrance Exam is available to those interested in applying. It is available, along with an application, at the Federal Job Information Center, 26 Federal Plaza, Manhattan.

Transit Authority Hiring Bus Maintenance Men

The New York City Transit Authority is conducting its own campaign to hire bus maintainers, group B at their downtown Brooklyn headquarters on a Monday through Saturday schedule.

Qualified persons can visit TA headquarters on weekdays between 8:30 a.m. and 4:30 p.m., or on Saturdays between 9 a.m. and 12 noon if they choose. Entries may be filed in the street-level lobby of the TA Office Building, 370 Jay St. near Fulton St., Brooklyn, where job bulletins outlining the requirements, salaries, fringes and promotional opportunities can also be obtained on request.

According to Mort Kessler, a spokesman for the TA recruitment section, salaries begin at the \$4.38 per-hour level and can

reach, after three years of satisfactory service, the maximum hourly wage of \$5.30.

Kessler commented that a wide range of exceptional fringe benefits will be bestowed upon those who meet the experience evaluation and are selected for appointment. Among the benefits accorded to TA aides are:

- Free transit privileges to ride on all City-owned buses and subways;
- Day off for the employee whenever his birthday falls;
- Free health insurance coverage for employee and his family;
- Membership eligibility for a special blood credit program;
- Half-pay upon retirement after 20 years of satisfactory service.

Right now, reported Kessler, roughly fifty vacancies must be filled, and anyone who possesses the four years of experience at the journeyman mechanic level in the relevant trade area can file immediately. Asked for is work background involving the general maintenance and repair of automobiles, trucks or buses—including such items as engines, transmissions and brakes. Related helper experience or trade education will likewise receive credit on the ratio of six months for a year of actual job history.

Sarah Berkowitz, Frank Bucherati, Frederick Cohen, William Crowley, Margaret Freighery, Laura Johnson, Claire Juren, Mark Korsen, Anton Kutrzuk, Milton Kovner, Harold Landau, Benjamin Langford, and Rebecca Martin.

Also F. Melleon, Patrick O'Donnell, Linda Pettis, Frank Reilly, James Rubenstein, Arthur Saypol, and Irving Spuro.

Manhattan IRS Employees' Extra Efforts Win Praise

Employees of the Manhattan District Office of the Internal Revenue Service were honored for outstanding service and for suggestions to improve the administration of the agency during the past few months.

Special achievement awards went to:

Edith Alin, Adolph Ascher, Henry Brecher, Albert Fink, Myron Gold, Gladys Harnig, Francis Hynes, Hazel Jackson, Ann Kesten, Elissa Lindgren, Helen Minden, Bernard Moskowitz, and Leonard Mulligan.

Also Helen Powers, Henry Schloemer, Donald Schwartz, Ruth Singer, Michael Sonberg, and Joan Sweeney.

Employees meriting quality increases were:

Meyer Bach, Peggy Blackford, Robert Campbell, Albert Cassell, David Charney, Elizabeth Coger, Albert D'Avi, Louis Greenberg, Percy Greenberg, Joseph Jelonek, Enid Johnson, and Julius Lieberman.

Also, Stephen Lublak, Frank Mandel, Albert Martinez, Joseph Murray, Birdye Nadler, Saul Newmann, Harold Pinsker, Donald Savino, Leonard Schutzmam, Gerald Snyder, Lucille Sperling, and Arthur Zucker.

The following employees were honored for submitting suggestions which were adopted by IRS.

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Bacteriologist Jobs

The Madison County Civil Service Commission will accept applications for bacteriologist posts through May 20. Starting salary is \$8,600 per year, and top is \$10,000.

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TUESDAY, APRIL 14, 1970

The 'Non-Voters'

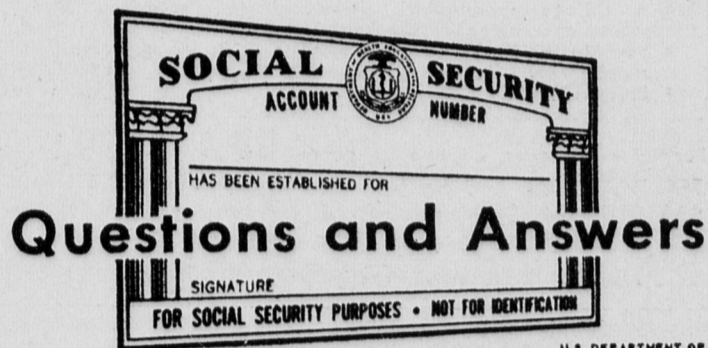
NEARLY 80,000 State workers made history last week when they voted directly on their work contracts for the first time. It was gratifying that 86 percent of the eligible voters used their ballots, a figure that surpasses participation in most local and National political elections.

These employees were voting on contracts for four State bargaining units. The benefits were negotiated by the employees' chosen representative, the Civil Service Employees Assn.

One wrong note in all this is that several thousand other State workers did not vote. They couldn't because balloting was limited to CSEA members, as provided for under agreements with the Public Employment Relations Board.

No one disenfranchised these other workers. They did it themselves by not participating in union membership and in so doing not only gave up the right to a voice on their wages and other benefits but also failed to realize that the greater an organization's membership the greater those wages and other benefits can be.

For these two reasons alone, State workers who are still "non-voters" should sign up their views and voices with their fellow employees.



My husband and I are separated and he has talked to a lawyer about a divorce. I am 64 and am receiving social security benefits on his record. Will my checks stop if he divorces me?

Your checks will continue you have been married to him more than 20 years and are past age 62.

My young daughter and I are receiving social security checks because of the death of my husband. My daughter, who is age 12, will live with my sister and her husband next school year and possibly longer, if the arrangement is satisfactory. This will be in another state. I plan to work. What will this do to our checks?

Your payment will stop because you will no longer have a child in your care. Checks for your daughter will continue but you should contact your

social security office so that we may determine to whom the child's check should be sent.

I am a widow and I am wondering what remarriage would do to my social security benefits.

If you are past the age of 60, remarriage could mean a reduction in your check, but not a termination. If your new husband is a social security beneficiary and you are at least age 62, you could be entitled immediately on his record, if the monthly amount were more than your widow's benefit.

My employer is withholding social security tax from my wages. However, I am already receiving social security benefits, and I only work part-time. Is this right?

Your employer is doing the correct thing. The social security contribution must be withheld from your wages.

LETTERS TO THE EDITOR

Pay Hike, Postal Reform Unrelated

Editor, The Leader:

The stubborn and ruthless insistence upon post office reorganization as the price of a wage increase for postal workers, is certainly not in the nation's welfare. It has brought the country to the brink of chaos, with mail embargoes in large cities, stock exchanges and many businesses threatening to close and hundreds of thousands of salary checks tied up in the post office.

It is time we ended this practice of tying two unrelated issues together to force acceptance of the less desirable of them. (Any postal reorganization is unrelated to postal wage increases for the increases must be paid regardless of who operates the agency.)

What we need is a law forbidding riders and similar legislative skulduggery. Each issue should stand on its own, pass or fail on its own merits. If nothing else, this would deal a heavy blow to pressure politics which oft-times strangles the legislative process and demotes the general welfare.

PHELPS PHELPS

Former New York State Senator and Assemblyman, Served on Senators Committee for Civil Service

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.

Sunday, April 19

10:30 p.m.—With Mayor Lindsay—Weekly report by the Mayor and guests.

Monday, April 20

9:30 a.m. (color) — Around the Clock—"Burglary Investigation." New York City Police Department training series.

1:30 p.m. (color)—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.

3:30 p.m.—Return to Nursing—"Medications." Refresher course for nurses. lesson 6.

4:00 p.m. (color)—Around the Clock—"The Citizens Role in Crime Prevention." New York City Police Department training series.

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

9:00 p.m. (color)—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

Tuesday, April 21

9:30 a.m. (color)—Around the Clock—"Burglary Investigation." New York City Police Department training series.

1:30 p.m. (color)—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.

2:00 p.m.—Community Report—"The Livingston School Does Its Thing." Board of Education and community series.

3:30 p.m.—Return to Nursing—"Medications." Refresher course for nurses. lesson 6.

4:00 p.m. (color)—Around the

(Continued on Page 10)

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.")

EXHIBITING a high level of discernment Justice Arnold L. Fein recently extended judicial relief to a police trainee whose services had been terminated by the Police Commissioner (**Matter of Menichino**, New York Law Journal, January 26, 1970, page 16). The written report of a United States Navy physician declared that the young man had an "emotionally unstable personality, passive aggressive type." He was consequently given an "unsuitability discharge" from the Navy and a 1-Y draft classification.

THE PETITIONER did not dispute that such personality characteristics would make him unacceptable for police work and would warrant his termination. However, the Navy's report was more than a year prior to his severance, and yet there was no current psychiatric evaluation to determine whether it is presently descriptive of the petitioner. Even if it were accurate when made, it is necessary to recognize that people may change for the better and may overcome the most serious personality defects.

NO CONCLUSION concerning the petitioner's fitness should have been reached without a current psychiatric examination. Sole reliance on the old Navy report was clearly arbitrary and capricious.

JUSTICE FEIN cited relevant precedents. In **Matter of Passiotti**, the petitioner passed the written examination for the position of patrolman in the City of Yonkers with the highest grade, but after psychiatric examination, he was disqualified for traits of passivity, dependency, obsessiveness, and certain vagueness. He then consulted an independent psychiatrist who found that he showed no evidence of emotional instability. He also consulted an independent general practitioner who found him to be in excellent physical condition. Nevertheless, upon re-examination, the respondent's psychiatrist confirmed his original diagnosis on the basis of which the Municipal Civil Service Commission denied further consideration of the petitioner for civil service appointment.

AT SPECIAL Term, the Court noted, "Not all of us are qualified to be steplejacks, nor elevator operators or policemen . . . Many people regarded as perfectly normal and who are living full and productive lives have traits and attitudes which completely disqualify them for certain positions."

SPECIAL TERM concluded that although disqualification of the petitioner may not have been a correct ruling, the Court could not find that the Commission had acted illegally in relying up its own psychiatrist's judgment.

FORTUNATELY, the Appellate Division, Second Department, reversed Special Term, the higher court rule that the record was inadequate for a determination whether the Commission's psychiatrist was arbitrary and capricious. The Court held that Passiotti should be granted a new psychiatric examination by another psychiatrist.

IN APPLICATION of Walsh, Justice Owen McGivern reviewed the New York City Police Department's failure to appoint a probationary patrolman. The Police Commissioner contended he had unlimited power to appoint or reject probationary patrolmen. Justice McGivern pointed out that the contention was not completely correct.

WHILE THE appointing officer has a broad degree of discretion in making probationary appointments, a finding that an employee was unsatisfactory cannot be arbitrary. Walsh's rejection was based upon three instances of being AWOL and one instance of disrespectful language to a superior, while in the United States Navy. In directing a trial of the issues of fact as to the arbitrary and capricious nature of the respondent's action, Justice McGivern noted that a question had been fairly raised whether the failure to appoint the petitioner was by reason of considerations foreign to the broad area of discretion vested in the Police Commissioner.

IN THE GALLO case, also cited by Justice Fein in reaching a favorable conclusion in the **Menichino** case, the Court considered whether a probationary patrolman had been legally severed from his position because he had been discharged from the Navy on the basis of a report of a "constitutional psychopathic state." He sought and was granted a hearing by the naval authorities resulting in the expunging from his record of the critical report. Yet, the Civil Service Commission rejected a demand for his reinstatement. Under the circumstances, Justice Jacob Markowitz directed Gallo's reinstatement and restoration of lost pay.

Shapiro New Deputy Comm. In SS Dept.

ALBANY—New York State has gone to Connecticut to find a successor to Joseph H. Louchheim, deputy commissioner for New York City Affairs in the State Department of Social Services.

The new deputy is Bernard Shapiro, who has served as commissioner of public welfare for more than ten years in Connecticut.

Shapiro is a veteran of more than 30 years in welfare administration and served at one time as associate director of public assistance for New York State.

At present, Shapiro is a member of the faculty of the Yale School of Medicine. He holds a master's degree from City College of New York. His salary will be \$28,000 a year.

Merit Award

ALBANY — Mrs. Alice B. Hendricks of Freehold, has been awarded \$150 for a time and money-saving idea under the State merit award program. She is a senior clerk with the State Department of Agriculture and Markets. Her proposal helps inspectors and improves department services.



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LEGAL NOTICE

At a Special Term, Part II, of the Supreme Court of the State of New York, at the Courthouse thereof, Grand Concourse & 161st Street, in the Borough of the Bronx, County of the Bronx, City and State of New York, on the 3rd day of April, 1970.

PRESENT: HON. BIRDIE AMSTERDAM, Justice.

In the Matter of the Application of IVONNE SANTA RUIZ, an infant over the age of 14 years, by her parents JUAN A. RUIZ MATOS and MARIA I. SANTANA RUIZ for leave to change the name of said infant to IVONNE SANTA RUIZ SANTANA.—ORDER TO CHANGE NAME.—Index No. 7287 yr 1970.

Upon reading and filing the annexed petition of JUAN A. RUIZ MATOS and MARIA I. SANTANA RUIZ, acknowledged on the 13th day of March, 1970, and the consent of the infant IVONNE SANTA RUIZ attached thereto, which petition is entitled as above and which prays for leave of the infant to assume the name of IVONNE SANTA RUIZ SANTANA, instead of her present name IVONNE SANTA RUIZ, and it appearing that the said infant is not subject to the provisions of the Selective Service Training Act of 1940, and that the Certificate of her Birth bears No. 156-54-220540 and is on file in the Bureau of Records and Statistics of the Department of Health in the Borough of the Bronx, City of New York, and the Court being satisfied that the averments contained in the petition are true and there are no reasonable objections to the proposed change of name;

Now, on motion of KOMMEL, ROGERS, LORBER & SHENKMAN, attorneys for the said petitioners, it is

ORDERED, that the said IVONNE SANTA RUIZ, be and she hereby is authorized to assume the name of IVONNE SANTA RUIZ SANTANA in place and in stead of her present name after the 14th day of May, 1970, upon compliance with Article 6 of the Civil Rights Law and the provisions of this order, namely, that this order be entered and the said petition upon which it was granted be filed within 10 days from the date hereof, and that within 20 days after the entry of said order the petitioners cause a copy thereof to be published in the NEW YORK LAW JOURNAL, and CIVIL SERVICE LEADER, newspapers published in the Bronx, City and State, County of New York, and within 40 days after the making of this order proof of said publication by affidavit be filed with the Clerk of this Court, and after such requirements are complied with the said infant shall, on and after the 14th day of May, 1970, be known by the name of IVONNE SANTA RUIZ SANTANA which she is hereby authorized to assume and by no other name.

ENTER, BIRDIE AMSTERDAM, J.S.C.

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Auburn Berry Volkswagen, Inc.
Batavia Bob Hawkes, Inc.
Bay Shore Trans-Island Automobiles Corp.
Bayside Bay Volkswagen Corp.
Binghamton Roger Kresge, Inc.
Bronx Avoxe Corporation
Bronx Bruckner Volkswagen, Inc.
Bronx Jerome Volkswagen, Inc.
Brooklyn Aldan Volkswagen, Inc.
Brooklyn Economy Volkswagen, Inc.
Brooklyn Kingsboro Motors Corp.
Brooklyn Volkswagen of Bay Ridge, Inc.
Buffalo Jim Kelly's, Inc.
Buffalo Butler Volkswagen, Inc.
Cortland Cortland Foreign Motors
Elmsford Howard Holmes, Inc.
Forest Hills Luby Volkswagen, Inc.
Fulton Fulton Volkswagen, Inc.
Geneva Dochak Motors, Inc.
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Jamaica Manes Volkswagen, Inc.
Jamestown Stateside Motors, Inc.
Johnstown Vant Volkswagen, Inc.
Kingston Amerling Volkswagen, Inc.
La Grangeville R. E. Ahmed Volkswagen, Inc.
Latham Academy Motors, Inc.
Lockport Volkswagen Village, Inc.
Massena Seaway Volkswagen, Inc.
Merrick Saker Motor Corp., Ltd.
Middle Island Robert Weiss Volkswagen, Inc.
Middletown Glen Volkswagen Corp.
Monticello Route 42 Volkswagen Corp.
Mount Kisco North County Volkswagen, Inc.
New Hyde Park Auslander Volkswagen, Inc.
New Rochelle County Automotive Co., Inc.
New York City Volkswagen Bristol Motors, Inc.
New York City Volkswagen Fifth Avenue, Inc.
Newburgh F & C Motors, Inc.
Niagara Falls Amendola Motors, Inc.
No. Lawrence Volkswagen Five Towns, Inc.
North Syracuse Finnegan Volkswagen, Inc.
Olean Olean Imports, Inc.
Oneonta John Eckert, Inc.
Plattsburgh Celeste Motors, Inc.

Queens Village Weis Volkswagen Corp.
Rensselaer Cooley Motors Corp.
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Rochester Mt. Read Volkswagen, Inc.
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Valley Stream Val-Stream Volkswagen, Inc.
Watertown Harbin Motors, Inc.
West Nyack Foreign Cars of Rockland, Inc.
Woodbury Courtesy Volkswagen, Inc.
Woodside Queensboro Volkswagen, Inc.
Yonkers Dunwoodie Motor Corp.
Yorktown Mohagan Volkswagen, Inc.





— For Seasonal Aides —

L.I. Conference Sets Organizing Drive

BAY SHORE—A massive organizational campaign among seasonal employees at Jones Beach was announced to more than 150 delegates at the regular meeting of the Long Island Conference, Civil Service Employees Assn.

A program detailed by Louis Colby, president of the Long Island Inter-County State Parks chapter and third vice-president of the 55,000-member conference, drew an enthusiastic response of volunteers.

According to Colby, the forces of the Long Island field representative team under Arnold Moses will be augmented by other professional personnel and teams of local volunteers.

The State Public Employment Relations Board, he said, set aside an appeal for a permanent unit to represent the seasonal workers on the grounds that CSEA did not have enough membership. Colby said that he had been led to believe that there were more than 5,000 employees in that category.

In another action, the conference heard its nominating committee report a proposed slate of

officers headed by George Koch, of the Long Island State Parkway Police, for a second term. The ticket, which will be voted on by chapter representatives in a meeting at 8 p.m. May 13, at the Suffolk chapter headquarters in Smithtown, included:

David Silberman and Alex Bozza of the Nassau chapter for first vice-president; William Stoothoff and Ed Balder of the Suffolk chapter for second vice-president; Louis Colby and Michael Murphy, who is a retired member of the Central Islip State Hospital chapter, for third vice-president; Agnes Miller of the Suffolk Psychiatric Hospital for secretary, and Augie Peretti of the Suffolk State School and Al Varacchi of the State University at Stony Brook for treasurer.

Felix Livingston of the Suffolk chapter was nominated from the floor for treasurer. The nominating committee had also suggested Eloise Bell of the Pilgrim State Hospital chapter for secretary, but she declined.

The committee was headed by State first vice-

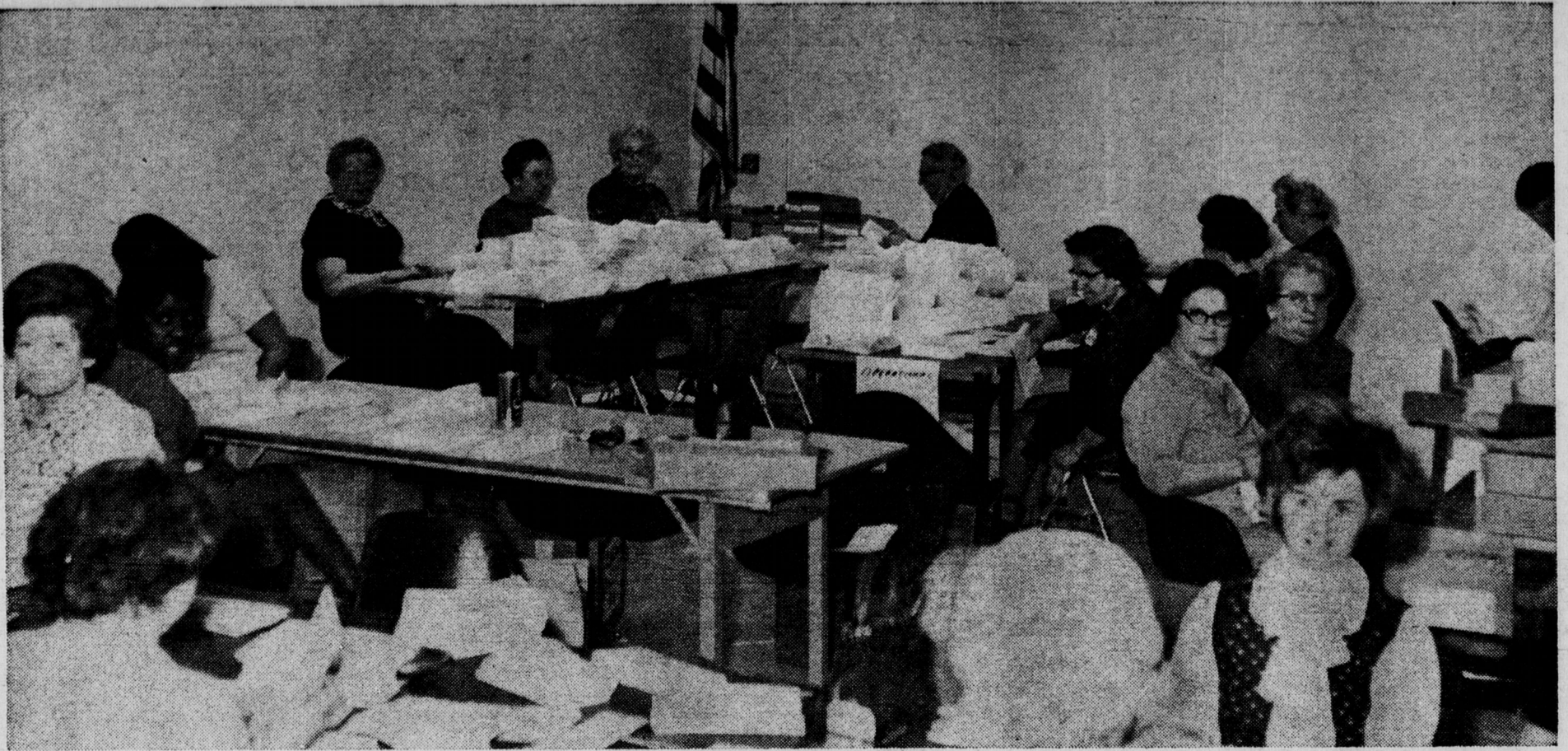
president Irving Flaumenbaum and included Mrs. Dolly Pearsall, Libby Lorio, Joseph Aiello, Thomas Ladonsky and Dr. George Harby.

The action from the floor, Julia Duffy, president of the Pilgrim State Hospital chapter, moved that the conference press for assignment of a collective specialist to the region. Koch said action on this plan had been indicated for immediately after the recently-completed State balloting and the motion was endorsed unanimously.

There was a discussion on the best methods to produce handbills on short notice to counter the effects of misleading information.

Arthur Miller of Suffolk, a former conference president, appealed for special attention to the problems of CSEA members who are in supervisory categories. Koch asserted that the problems were being studied at the Albany headquarters level.

Lawrence Doyle, president, and a delegation represented the host chapter, Central Islip State Hospital.



BALLOT COUNTDOWN — Employees, retired members, and unit negotiating team members of the Civil Service Employees Assn. worked

through the weekend under the watchful eye of Bernard Schmah, chairman of the Special Election Procedures Committee, to count the 72,000 return ballots that

poured into CSEA headquarters last week. The return was perhaps the highest election response, percentage-wise, of any union pact in the nation.



COUNTING BEGINS — Retired members of the Civil Service Employees Assn. count ballots for the Administrative Unit of State employees.

Overwhelming Support For 4 CSEA Pacts

(Continued from Page 1)

which CSEA was the overwhelming victor."

Votes cast in favor of the contracts ranged from a 13-1 margin in the Administrative Services Unit to a 3-1 edge in the Professional - Scientific - Technical Services Unit.

A total of 73,376 ballots were counted between Friday and Monday by a special committee, headed by Bernard Schmah, an employee of the State Department of Taxation and Finance, who is chairman of CSEA's Special Elections Procedures Committee. Retired employees, volunteer CSEA members from various State agencies, and CSEA members who were on the four bargaining teams, served on the ballot counting committee.

How They Voted

The figures as released by Schmah are as follows: Institutional Unit (29,762 eligible voters)—20,834 yes, 2,440 no; Administrative Unit (20,510 eligible voters)—17,660, yes, 1,355, no; Professional - Scientific - Technical Unit (19,735 eligible voters)—12,838, yes, 4,337, no; and Operational Unit (15,352 eligible voters)—12,620, yes, 1,292, no.

The CSEA president noted that although the postal strike forced CSEA to implement an emergency ballot distribution system, "We were able to get all of the ballots to our members. Instead of using the mails, as was originally planned, the ballots were hand-delivered, and members placed their ballots in boxes located at convenient spots in the various institutions and agencies. The boxes were carefully watched by our members during the voting and then returned to CSEA headquarters in Albany where the counting took place." Wenzl also stated that recent



DOING THE JOB — Bernard Schmah, chairman of the Civil Service Employees Assn. Special Elections Procedures Committee, watches as CSEA staff members sort and count the ballots.

criticism of the contracts proved to be generated by a small minority as indicated by the sizeable turnout in favor of the agreements in all four units.

"We are extremely happy with the way things have worked out. We knew when we left the bargaining table that we had come away with the best contract ever negotiated for any group of public employees. And, we expected that our members would reflect the same sentiments in their voting.

View Supported

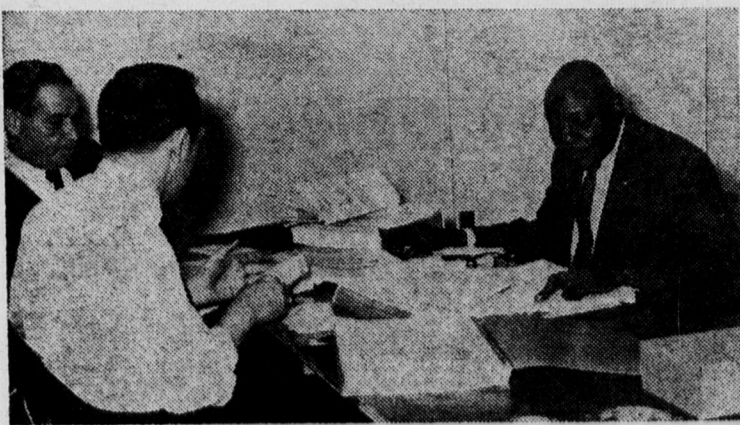
"Our contention was further bolstered last week when a panel of outside, impartial fact-finders recommended to the State Public Employment Relations Board that 6,900 State employees in the Security Services Bargaining Unit who are represented by an

AFL-CIO union, which declared an impasse in its negotiations with the State, receive the same pay raises and other benefits as those negotiated by CSEA for the employees in the other four State collective bargaining units."

Employees in all four units represented by CSEA will receive minimum annual salary increases of \$1,275 over two years. The pay raises provide an increase in the first year of 7½ percent or \$750 whichever is greater, retroactive to April 1, 1970, with \$250 of that increase deferred until Oct. 1, 1970. Pay adjustments in the second year call for a six percent raise with a minimum of \$525, effective April 1, 1971.

Other highlights include a \$6,000 minimum annual salary starting April 1, 1971, and liberal improvements to the 25-year, half-pay Career Retirement Plan. In addition, major improvements have been negotiated in the areas of health insurance and employee organization rights, as well as specific terms and conditions of employment affecting employees in each of the four bargaining units.

The two-year contract will cost the State an estimated \$250,000,000.



UNIT NEGOTIATING TEAMS RECONVENE—

Members of Civil Service Employees Assn.'s unit negotiating teams reconvened at headquarters to help count the ballots in recent contract vote by CSEA members. John Clark, left, Operational Unit, Paul Cooney, center, chairman of Professional-Scientific-Technical Unit, and Amos Royals, right, Institutional Unit, check eligibility list of voters.

Court Aides Honored For Service

(Continued from Page 1)

amount of all salary adjustments will be the same as for all other State employees, Joseph D. Lochner, CSEA executive director, pointed out.

"I must emphasize," Lochner added, "That ballots accepting or rejecting the package must be returned by April 15.

ALBANY—Jacob Stein, a field service representative with the State Insurance Fund since 1934, now sports a jeweled pin in recognition of his 35 years of service to the State.

In addition to his State work, Stein serves as Cantor of the Merrick, Long Island, Jewish Center.

Civil Service Television

Walk-In Paves Your Way Heightened Need For Typists Noted In Most U.S. Agencies

(Continued from Page 6)
 Clock—"The Citizen's Role in Crime Prevention." New York City Police Department training series.
 7:00 p.m.—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.
Wednesday, April 22
 9:30 a.m. (color)—Around the Clock—"Burglary Investigation." New York City Police Department training series.
 1:30 p.m. (color)—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.
 3:30 p.m.—Return to Nursing—"Intramuscular Injections." Refresher course for nurses, lesson 7.
 4:00 p.m. (color)—Around the Clock—"The Citizen's Role in Crime Prevention." New York City Police Department training series.

ing series.
 7:00 p.m.—Community Report—"The Livingston School Does Its Thing." Board of Education and community series.
 7:30 p.m. (color)—On the Job—"Collapse." New York City Fire Department training series.
Thursday, April 23
 9:30 a.m. (color)—Around the Clock—"Burglary Investigation." New York City Police Department training series.
 1:30 p.m. (color)—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.
 3:30 p.m.—Return to Nursing—"Intramuscular Injections." Refresher course for nurses, lesson 7.
 4:00 p.m. (color)—Around the Clock—"The Citizen's Role in Crime Prevention." New York City Police Department training series.

tary and panel discussion. City Department of Social Services series for staff and the public.
 1:30 p.m. (color)—Around the Clock—"Crime Scene Tactics." New York City Police Department training series.
 4:00 p.m. (color)—Around the Clock—"The Citizen's Role in Crime Prevention." New York City Police Department training series.
 7:00 p.m.—Registered Nurse—"The Nurse in the Community." Lesson 7.
Saturday, April 25
 5:00 p.m.—The Registered Nurse—"The Nurse in the Community." Lesson 7.
 7:30 p.m. (color)—On the Job—"Introduction to the Fireboat." New York City Fire Department training series.

Six individual tests are given each week at the same location, the Federal Building in New York City, in order to fill a gaping hole in the ranks of typist staffs serving most major Federal agencies in the metropolitan area.

The great and growing need underscores the understaffing in these titles; in fact, so significant are the number of existent vacancies that almost every successful candidate can count on the probability of rapid hiring. Most openings, at least at present, are in Manhattan. Stenos are sought, too.

Testing occurs Mondays through Fridays on a 9 to 3 regimen. Saturday exams, also on a walk-in basis requiring no prior appointment, ends at 1 p.m.

Actual location of testing is Room 2900 of the Federal Building, opposite the Foley Sq. Federal Courthouse. Subway routes with a station adjacent to City Hall supply easy access to candidates.

Agency Self-Selection

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Four Appointed

ALBANY—The State Education Department has announced the appointment of two bureau chiefs and the promotion of two men to principal rehabilitation counselor posts.

The new bureau chiefs are Peter B. Riley, chief of the Bureau of Veterans Education, and Berton P. Plummer, chief of the Bureau of Trade and Technical Education. Both live in the Albany area.

The new principal rehabilitation counselors are Harry Certner of the Albany office and David Teplin of the Long Island-Mid Hudson region.

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◆ This Week's Key Answers ◆

EXAMINATION NO. 9575
And Special Military
EXAMINATION NO. 19
 (For Exam No. 1318 and
 Exam No. 6567) For
Promotion To Power Maintainer
—Group B
New York City Transit
Authority
Proposed Key Answers For
Written Test Held April 4, 1970

Candidates who wish to file protests against these proposed key answers have until April 21, 1970 to make a written request for an appointment to review the test in person. Protests together with supporting evidence may be submitted on the appointment date, but not later than one week after the test review appointment day.

Section 1
 1. C; 2. A; 3. D; 4. B; 5. A; 6. C; 7. B; 8. A; 9. A; 10. D; 11. A; 12. B; 13. B; 14. D; 15. B; 16. D; 17. C; 18. D; 19. C; 20. B; 21. D; 22. C; 23. C; 24. A; 25. D; 26. B; 27. C; 28. D; 29. C; 30. C; 31. A; 32. C; 33. B; 34. C; 35. B; 36. D; 37. A; 38. B; 39. B; 40. C;
Section 2
 41. A; 42. D; 43. C; 44. B; 45. C; 46. C; 47. A; 48. A; 49. D; 50. B; 51. C; 52. D; 53. B; 54. D; 55. A; 56. D; 57. D; 58. B; 59. B; 60. C; 61. D; 62. A; 63. A; 64. D; 65. A; 66. C; 67. C; 68. D; 69. D; 70. A; 71. A; 72. C; 73. B; 74. A; 75. B; 76. C; 77. D; 78. A; 79. C; 80. B.

Section 3
 41. A; 42. D; 43. C; 44. B; 45. C; 46. C; 47. A; 48. A; 49. D; 50. B; 51. C; 52. D; 53. B; 54. D; 55. A; 56. D; 57. D; 58. B; 59. B; 60. C; 61. D; 62. A; 63. A; 64. D; 65. A; 66. C; 67. C; 68. D; 69. D; 70. A; 71. A; 72. C; 73. B; 74. A; 75. B; 76. C; 77. D; 78. A; 79. C; 80. B.

EXAMINATION NO. 9099
For Housing Caretaker Held
March 23, 1970
Sabbath Observer Test
 Following are the key answers to be used for rating of candidates' papers in this test.

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These key answers are published now for information only. Protests or appeals may be made only after official notification of test results.
 1. C; 2. B; 3. A; 4. D; 5. C; 6. D; 7. B; 8. C; 9. A; 10. C; 11. B; 12. D; 13. D; 14. A; 15. D; 16. D; 17. B; 18. B; 19. A; 20. C; 21. A; 22. C; 23. B; 24. A; 25. C; 26. C; 7. D; 28. D; 29. B; 30. B; 31. A; 32. A; 33. C; 34. D; 35. C; 36. D; 37. A; 38. B; 39. A; 40. D; 41. B; 42. B; 43. A; 44. A; 45. D; 46. C; 47. A; 48. A; 49. B; 50. B.

EXAMINATION NO. 9099
For Housing Caretaker Held
March 21, 1970
 Following are the key answers to be used for rating of candidates' papers in this test. These key answers are published now for information only. Protests or appeals may be made only after official notification of test results.
 1. B; 2. D; 3. C; 4. B; 5. B; 6. C; 7. A; 8. A; 9. C; 10. D; 11. C; 12. A; 13. A; 14. C; 15. B; 16. A; 17. C; 18. D; 19. A; 20. D; 21. D; 22. B; 23. B; 24. A; 25. C; 26. B; 27. A; 28. C; 29. D; 30. C; 31. D; 32. D; 33. A; 34. C; 35. D; 36. B; 37. A; 38. D; 39. A; 40. B; 41. D; 42. C; 4. B; 44. B;

EXAMINATION NO. 9573
And Special Military
EXAMINATION NO. 6
 (For Exam No. 8503) For
Promotion to Mechanical
Maintainer—Group C
New York City Transit
Authority
Proposed Key Answer For
Written Test Held April 4, 1970
 Candidates who wish to file protests against these proposed key answers have until April 21, 1970 to make a written request for an appointment to review the test in person. Protests together with supporting evidence may be submitted on the appointment date, but not later than one week after the test review appointment day.
 1. C; 2. A; 3. C; 4. B; 5. D; 6. C; 7. A; 8. D; 9. C; 10. A; 11. D; 12. B; 13. D; 14. B; 15. C; 16. C; 17. B; 18. B; 19. C; 20. A; 21. B; 22. D; 23. C; 24. B; 25. A; 26. C; 27. D; 28. B; 29. A; 30. A; 31. C; 32. B; 33. D; 34. A; 35. D; 36. C; 37. A; 38. C; 39. D; 40. C; 41. B; 42. D; 43. B; 44. B; 45. A; 46. D; 47. C; 48. A; 49. B; 50. B; 51. C; 52. D; 53. A; 54. D;
 (Continued on Page 13)

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Syracuse H.A. Aides Win Pay Boosts Plus Expanded Benefits

(From Leader Correspondent)

SYRACUSE—Raises of \$670 and a compression of increments in the salary plan are among the terms of a new contract signed by City employees and the Syracuse Housing Authority which was negotiated by the Civil Service Employees Assn.

The contract calls for all SHA employees to receive \$270 plus normal increments in their nine-step salary plan in 1970, and a flat increase of \$400 in 1971, said Thomas Walker, president of the SHA unit of CSEA's Onondaga chapter.

The number of steps in the salary plan was compressed into five and a new step added for those already in the final step of the plan, he said.

Among improvements in

fringe benefits is an agreement for the City to pay 50 percent of the cost of medical insurance for families of the workers. The City already pays all of the workers' insurance cost.

Negotiating for the unit were John Corcoran, CSEA field supervisor; Walker; Robert Schlerer, vice-president; Rose Kline, secretary, and Henry Zachary, head steward. City negotiators were Atty. Robert Kopp, Asst. SHA Director Francis Vellano,

and Director William L. McGarry.

The unit includes both white and blue collar employees of the agency. Andrew Placito is chapter president.

Police Holy Name Society Breakfast

The Holy Name Society of the Police Department of Brooklyn and Queens will hold its 50th Annual Communion Mass and Breakfast Sunday, April 19.

The Mass will be celebrated at Immaculate Conception Monastery, 178th St. and Wexford Terrace, Jamaica, at 7:45 a.m., and the breakfast will follow at Alumni Hall, St. John's University, Grand Central and Utopia Parkways, Jamaica.

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. — FRANCES C. L. GASTON, Plaintiff, against WILLIAM A. GASTON, Defendant.—Index No. 30982/70. Plaintiff designates New York County as the place of trial. The basis of the venue is Defendant's residence, 425 E. 75th Street, New York, New York.—SUMMONS.—ACTION FOR DIVORCE. Plaintiff resides at Linvale Road, Ringoes, New Jersey 08551. To the above named Defendant YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

NOTICE.—To William A. Gaston The foregoing summons is served upon you by publication pursuant to an order of the Supreme Court of the State of New York, County of New York, dated March 13, 1970, and filed in the office of the clerk of the County of New York, at 60 Centre Street, New York City.

The object of this action is to obtain judgment against the defendant for an absolute divorce, for sequestration of defendant's property within the State of New York and appointment of a receiver therefor, that reasonable provision be made out of the property and income of defendant, for the support of plaintiff and for the education and maintenance of the children of the marriage, and such other and further relief as may be just and proper.

Dated, March 9, 1970 RICHARD I. BOND, ESQ. Attorney(s) for Plaintiff Office and Post Office Address 32 East 57th Street New York, New York 10022

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KEY ANSWERS

(Continued from Page 12) 56, B; 56, B; 57, D; 58, C; 59, D; 60, A; 61, C; 62, D; 63, C; 64, B; 65, A; 66, A; 67, C; 68, D; 69, B; 70, D; 71, C; 72, D; 73, D; 74, C; 75, A; 76, A; 77, C; 78, B; 79, A; 80, D.

Special And Military Examination EXAMINATION NO. 7531 For Promotion to Supervising Clerk And EXAMINATION NO. 7532 For Promotion to Supervising Stenographer (Regular examinations were held May 25, 1968) Proposed Key Answer for Written Test Held Mar. 25, 1970

Candidates who wish to file protests against these proposed key answers have until April 22, 1970 to make a written request for an appointment to review the test in person. Protests, together with supporting evidence, may be submitted on the appointment date, but not later

than one week after the test review appointment day. 1, A; 2, A; 3, C; 4, D; 5, C; 6, B; 7, B; 8, A; 9, C; 10, D; 11, D; 12, C; 13, A; 14, A; 15, D; 16, B; 17, C; 18, A; 19, D; 20, A; 21, B; 22, C; 23, A; 24, D; 25, D; 26, C; 27, D; 28, B; 29, B; 30, A; 31, B; 32, B; 33, A; 34, C; 35, D; 36, D; 37, D; 38, B; 39, C; 40, A; 41, B; 42, C; 43, A; 44, C; 45, B; 44, B; 47, C; 48, B; 49, C; 50, B; 51, A; 52, B; 53, D; 54, A; 55, A; 56, A; 57, B; 58, D; 59, C; 60, A; 61, A; 62, C; 63, D; 64, B; 65, A; 66, A; 67, C; 68, B; 69, D; 70, C; 71, B; 72, C; 73, B; 74, D; 75, A; 76, C; 77, C; 78, B; 79, B; 80, C; 81, A; 82, D; 83, D; 84, C; 85, D; 86, A; 87, B; 88, D; 89, C; 90, B; 91, A; 92, D; 93, C; 94, A; 95, D; 96, D; 97, D; 98, C; 99, B; 100, A.

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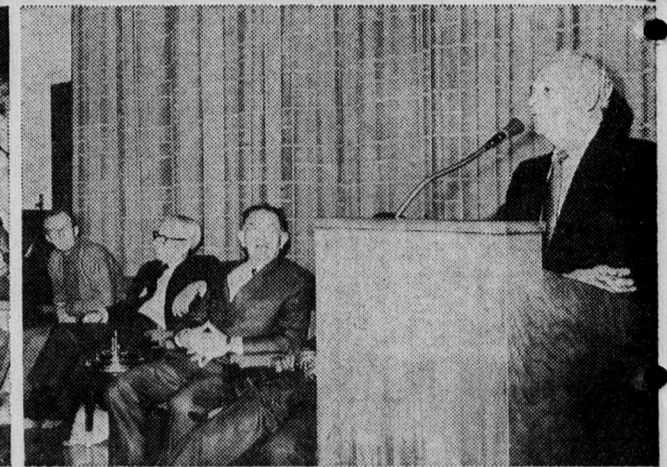
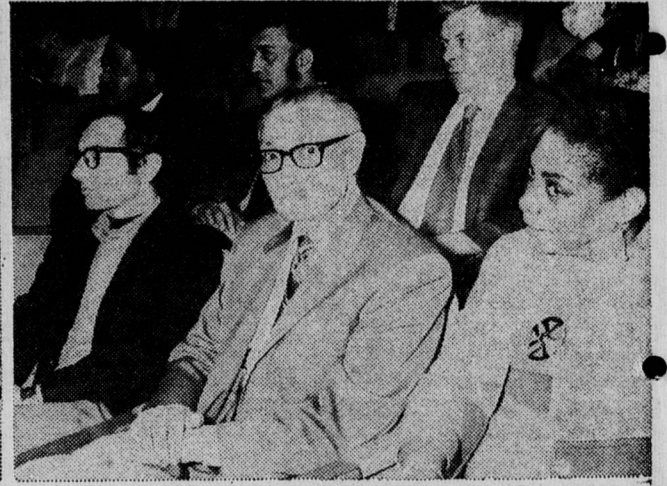
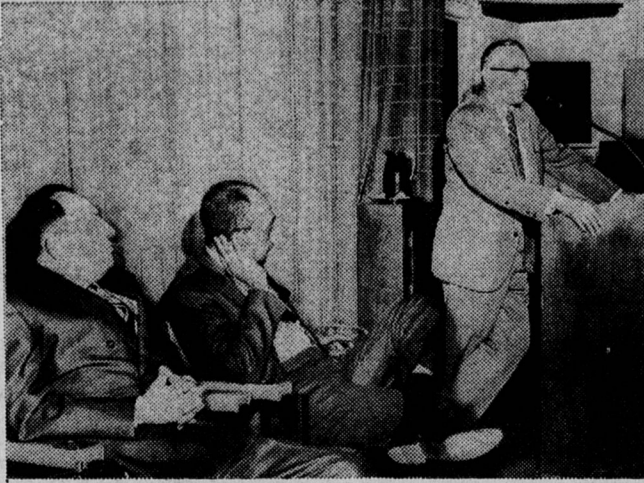
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Metro Conference Photo Report

CIVIL SERVICE LEADER, Tuesday, April 14, 1970



(Photo by Whitestone)

RANDOLPH V. Jacobs has been nominated for an unprecedented third term as president of the Metropolitan Conference of the Civil Service Employees Assn. No other nominations were made for that office when the Conference met recently.

Other candidates are William Roberts and Jack Weisz, first vice-president; Philip Wexler, second vice-president; Michael Sewek, treasurer; Edna Percoco and Jean Tomborello, recording secretary.

Among the many guests addressing the Conference

meeting, hosted by Psychiatric Institute chapter of which Salvatore Butero is president, were Celeste Rosenkranz, chairman of the Statewide CSEA Education Committee; Norbert Zahm, CSEA director of education, and Paul Kyer, editor of *The Leader*.

CSEA To Seek State University Victory

(Continued from Page 3)
for the professionals, but the Faculty Senate was not interested in such "joint effort."

University professionals, both teachers and non-teachers, have continued to be deprived of representation under the Taylor Law by the AFCT lawsuit, which contends that the Statewide bargaining unit established by PERB is improper. The collective bargaining election to determine the bargaining repre-

sentative will, it is assumed, be held after the legal action is concluded.

CSEA leaders said that in connection with its new independence as a contender in the election, the Employees Association was soliciting the support of all teaching professionals and of the State University Professional Association (SUPA), representing the non-teaching professionals. There are approximately 11,000 pro-

professionals, with some 3,500 in the non-teaching ranks.

CSEA already numbers several thousand university professionals among its members, and intends to organize separate chapters of professionals on each State University campus as a means to provide effective on-campus representation to the professionals.

Pass your Leader on to a non-member.

State Troopers' Pension Increase

(Continued from Page 3)
zenry of our State 24 hours-a-day police protection while on active duty and are most deserving of the additional benefits that the bill provides.

"That all of us were served well cannot be denied. Therefore, in reciprocation the very least that should be done is for legislators to take the necessary steps to allow these grand old warriors to live out their re-

maining years in dignity." The bill affects troopers who retired before April 1, 1969 but is actually directed to those who retired in the 1940's. One ex-trooper now receives only \$91 a month.

Chet Smith Retires

Chet Smith retired recently after 40 years of State service at the University at New Paltz. A member of the Civil Service Employees Assn., Smith is a former president of the New Paltz chapter.

State Employees File For Promotion Exams

State promotion exams will be held during June and cut-off dates have been set for April 27 and May 11.

Following are June 6 tests with April 27 deadlines:

Interdepartmental — cashier, G-9; and motor vehicle cashier, G-9.

Civil Service Dept.—associate personnel examiner, G-23, and principal personnel examiner, G-27.

Education—associate in educational testing, G-24.

Executive (Housing and Comm. Renewal)—senior mechanical estimator, G-23.

Executive (OGS)—assistant heating and ventilating engineer, G-19; senior heating and ventilating engineer, G-23; junior mechanical estimator, G-15; assistant mechanical estimator, G-19; assistant plumbing engineer, G-19; and senior plumbing engineer, G-23.

Labor (Div. of Employment)—employment consultant (testing), G-21; senior employment consultant (testing), G-23; employment services representative, G-16, senior employment services representative, G-19; associate employment services representative, G-21; and principal employment services representative, G-23.

Labor (transportation)—senior draftsman (cartographic), G-11; and principal draftsman

(cartographic), G-15.

May 11 is the deadline for filing applications for the following June 20 exams:

Interdepartmental—fiscal administrators, G-22 to G-25.

Thruway — toll serviceman, traffic supervisor, and senior traffic supervisor.

These exams are open only to permanent employees in the department or promotion unit for which the examination is announced.

Cancer Grant

ALBANY—The State Health Department has received a \$27,275 Federal research grant on cell growth, which will be used for a study at Roswell Park Memorial Institute in Buffalo.

Heading the research will be Charles E. Helmstetter, a principal cancer research scientist.

BUY U.S. BONDS

GOVERNORS MOTOR INN

WELCOMES STATE EMPLOYEES AT STATE RATES

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Ogdensburg Arbitrator

ALBANY—The Public Employment Relations Board has named Jerome Winterhalt, arbitrator from Syracuse, to the dispute between the City of Ogdensburg Enlarged School District and the Civil Service Employees Assn., St. Lawrence County chapter.

ASDA Chairman

ALBANY—Governor Rockefeller has nominated James G. Cline of Nanuet to the State Atomic and Space Development Authority and announced he would make Cline chairman.

Cline, now the authority's general manager, will succeed the late Oliver Townsend. His salary is \$37,275 a year.



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June 14 - Sept. 13

Oct. 11

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June 28 - Sept. 27

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. DELSHAD GARY, Plaintiff against CHARLES A. GARY, Defendant. — Index No. 3712/70. — Plaintiff designates Bronx County as the place of trial. The basis of the venue is Plaintiff's residence. SUMMONS WITH NOTICE. Plaintiff resides at 1380 University Avenue, County of Bronx, New York. — ACTION FOR A DIVORCE.

To the above named Defendant YOU ARE HEREBY SUMMONED to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Conciliation Bureau, whichever is sooner. Dated, March 30th, 1970.

CARL HOLMES Attorney(s) for Plaintiff Office and Post Office Address 200-17 Linden Boulevard (212) 341-1665 St. Albans, New York 11412

NOTICE: The object of this action is to obtain a judgment of divorce dissolving the marriage between the parties on the grounds of defendant's continuous abandonment of plaintiff for a period exceeding two years.

SIR: PLEASE TAKE NOTICE, that the summons in this action is being served upon you by publication pursuant to an order of the HON. BIRDIE AMSTERDAM, one of the Justices of the Supreme Court of the State of New York, dated the 31st day of March 1970, and filed with the summons and other papers herein in the office of the Clerk of the Supreme Court of the State of New York, County of Bronx, on the 2nd day of April 1970.

CARL HOLMES Attorney for the Plaintiff Office and Post Office Address 200-17 Linden Boulevard St. Albans, New York 11412 (212) 341-1665

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SPECIAL WEEKLY RATES FOR EXTENDED STAYS

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WELCOME — Lois Cunningham, former first vice-president of the Poughkeepsie unit, Civil Service Employees Assn., now the new field representative for political subdivisions in a three-county area, is congratulated by State CSEA fourth vice-president Richard Tarmey at a dinner given in her honor recently. Among those attending were, from left, Harmon Swits, former field representative for Westchester and Putnam Counties and newly promoted collective bargaining specialist; Tarmey and James Graham representative of State agencies in a four-county area. The dinner was sponsored by the Poughkeepsie unit, CSEA. Gerald Reilly, unit president, was chairman.

Central Conference Meeting Set

(Continued from Page 1)
with Arthur F. Kasson Jr., president, chairing the affair. Luncheons and business meetings of the County Workshop, State University chapters, and State delegates will run from about 11 a.m. to the general conference session.

hour will wind up the meeting Saturday night. The conference will get underway with a Delegate's Sounding Board at 7 p.m. Friday. Host chapters will be Cortland County chapter, headed by Willis Streeter, and Cortland State University chapter, whose president is Fred Bieler.

CSERA BAHAMA BONANZA

Featuring 8 days at the fabulous Kings Inn Hotel with FREE Golf, rooms with 'Stateside' TV, deluxe breakfast and dinner. Departures from New York, July 6 and Aug. 24—price, including air fare, \$199. From Albany July 27—\$213. From Buffalo Aug. 10—\$219.

For New York trips write Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. For Albany area, write Noni Kepner, Box 275, West Sandlake N.Y., 12196. For Buffalo area write Mrs. Mary Gormley 1883 Seneca Ave., Buffalo, N.Y.

Puerto Rico Fiesta Trips

At the beautiful Condado Beach Hotel in San Juan. Eight days, seven nights. Only \$189.

For July 3 trip, write Randolph Jacobs, 762 East 217th St., Bronx, N.Y., 10467. July 10, write Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. 11520.

August 3 trip is \$173 and Aug. 31, \$195. For either of these two dates, write Mr. Emmett. (See above.)

Those Extra Specials

Around-the-World. Only \$1,848 complete and only eight seats left. Visiting London, Tel Aviv, Jerusalem, Bombay, India, Hong Kong, Japan—including Expo 70—Honolulu and San Francisco. Write Mr. Emmett.

Summer Holidays In Great Britain. All inclusive, 22-day tours for only \$638. Flight only, just \$212. Leave July 13, July 27, or Aug. 17. Write Mr. Emmett.

Grand European Tours. 22 days leaving July 6, July 20 and August 10, visiting Holland, Germany, Switzerland, Italy, France and Belgium. Only \$638. Air fare only, to and from Holland, only \$217. For July dates write Miss Gulli Theen, P.O. Box 772, New York, N.Y., 10036. For August tour write Mr. Jacobs. (See above.)

NOTE: All tours strictly limited to members of Civil Service Education and Recreation Assn and their immediated families. All travel arrangements by Knickerbocker Travel Service.



SOCIALITES The Civil Service Employees Assn. Social Committee gathered recently to plan social events. Seated, left to right, are Joyce Beckley; Deloras Fussell, chairman; Norbert Zahm, CSEA director of education; and Joyce

Jewell. Standing, left to right, are Robert Caruthers; Edward Dudek; Irene Carr; Ethel Chapman; Willis Fox; Raymond Hunter; Charles Schroeder; Mary Hart; John Tanzi; Mary McCarthy; and Philip Wexler.

Employees Assn. Negotiates

Teachers' Retirement Aides To Vote On Same Pay Hikes As Four CSEA State Units

(Special To The Leader)

ALBANY — The Civil Service Employees Assn. chapter representing employees of the State Teachers' Retirement System announced last week that it had reached agreement on a tentative contract settlement featuring generous gains in salary, retirement and health insurance coverage, plus many other new benefits.

Allan Byers, chapter president, released the tentative settlement, and noted that CSEA members in the System will shortly be receiving copies of the contract for their perusal before they vote to accept or reject the proposals. A Membership meeting, he said, will be held prior to the sending out of the ratification ballots, to answer any questions on the contract.

Topping the list of benefits are these items:

- Salary raises equivalent to those won by CSEA recently for four units of State em-

ployees: \$750 or seven and one-half percent the first year; \$250 of which is deferred until Oct. 1, 1970; and \$525 or six percent the second year;

- Retirement at full 1/50 credit for each year of service (this item requires Legislative approval);

- Fully-paid Blue Cross and Blue Shield for employees' dependents, effective April 1, 1970;

- \$300 shift differential for those working other than the day shift;

- \$6,000 minimum salary by April 1, 1971;

- Independent hearing officers will preside at disciplinary (Section 75) hearings;

- Maternity benefit under Blue Shield increased from \$150 to \$200,

- Increased vacation after twenty years of service,

- Eleven paid holidays (if a holiday falls on a Saturday, employees will get the preceding Friday off);

- Travel expenses: employees traveling on official business will receive \$25 per day for Upstate travel, and \$27.50 per day for travel in New York City and out of State;

- Meal allowance: \$13.50 a day for three meals;

John A. Conoby, CSEA collective bargaining specialist, assisted the CSEA team in negotiations.

Levitt Approves Higher Meal Rate

(Continued from Page 1)
been substituted for the separate allowances for meals, lodging and incidentals. To receive for the full per diem rate, the employee must stay overnight in a hotel or motel and be away from his home for three meals.

Under the liberalized cash advance system the lodging request form will be phased out and State employees traveling one full day or more may draw a minimum of \$19 or a maximum of \$300 depending on the number of days and where he will be traveling.

Per diem rates negotiated by CSEA covering meals, lodging and incidental expenses are as follows:

- \$24 in New York City, in Nassau Rockland, Suffolk and Westchester Counties;

- \$19 elsewhere in the State;

- \$20 outside New York State (except travel outside U.S.).

The Leader will publish the full text of the Comptroller's directive on travel expenses in next week's edition.

Scandinavian Tour Now Open--Only \$696

A 17-day tour to Scandinavia is now available for bookings by members of Civil Service Education and Recreation Assn. Dates are July 23 to August 7 and the tour will visit Denmark, Sweden and Norway.

The price of \$696 includes jet air fare, meals, hotel rooms and sightseeing, including a boat ride among the fjords of Norway. Air fare only is \$232 to Copenhagen.

For remaining space write Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. 11520. Telephone (516) 868-7715.

To Keep Informed, Follow The Leader.