

Civil Service LEADER

America's Largest Weekly for Public Employees

Central Conference Report

See Page 14

Vol. XXXI, No. 26 Tuesday, February 24, 1970 Price Ten Price

Wenzl Scorns Council 50 'Death Rattle'; State Aides Reach \$6,000 Before City

ALBANY — "A direct attempt at sabotaging the welfare of State employees by a dying union," was the way Theodore C. Wenzl, president of the Civil Service Employees Assn. characterized statements circulated last week by the head of the defeated Council 50, American Federation of State, County and Municipal Employees.

Wenzl took aim at John Kraemer, new president of the near-defunct union, for Kraemer's recent public statements which urged State employees to vote against the four contracts recently negotiated by CSEA for 133,000 State employees in the Institutional, Administrative, Professional-Scientific-Technical and Operational bargaining units.

"Council 50 has resurrected its mouth from the depths of the de-

feat handed it by State employees last Summer when they overwhelmingly voted for CSEA in the State representation elections," Wenzl blasted. "Kraemer's erroneous and misleading statements concerning the contracts are true to old-time Council 50 style: confuse, misrepresent the facts and do everything to discredit genuine efforts and gains made for public employees by other unions, no matter what the facts are, and without regard for the welfare of the employees involved.

Misinform & Confuse

"Kraemer has attacked these contracts with half-truths and false figures which misinform and confuse the employees as to raises

and fringe benefits in the CSEA contracts.

"Council 50 has never been truly interested in the welfare of the State employees. They are only interested in a fast buck. They tried to block negotiations on be-

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CSEA Asks Early Erie Pact Talks For 4,100 Aides

(Special To The Leader)

BUFFALO—The Erie County chapter of the Civil Service Employees Assn. has asked that negotiations in behalf of 4,100 white collar County employees begin immediately.

The request, presented to County Executive B. John Tutuska by Neil V. Cummings, chapter president, came following the chapter's certification as the bargaining agent for the employees by the Erie County Public Employment Relations Board. CSEA was the overwhelming vic-

tor in a recent representation election to determine the bargaining agent for these employees.

It was expected that a negotiating team to represent the white collar workers would be selected at a meeting of the Erie County chapter last week. The study committee which has been preparing for the start of negotiations was

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Progress Reported On Career Ladder For Child Care Aides

(Special To The Leader)

ALBANY — Progress on the development of a new career ladder for employees in the child care job series in the State Department of Social Services was reported last week by a spokesman for the Civil Service Employees Assn., which is developing the proposals in conjunction with the Department.

Robert Redifer, CESA departmental representative, said that CSEA had agreed to extend the original timetable for eight weeks.

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- BULLETIN -

The Civil Service Employees Assn., has announced that the working hours of right-of-way employees in the Department of Transportation's regional offices will be restored to what they were before in the regions in which they work. More details will follow in future editions of The Leader.

Contract Vote Delayed By Language Details

ALBANY — Resolution of final language in the contracts recently negotiated between the Civil Service Employees Assn. and the State administration in behalf of 133,000 State employees have delayed a planned ratification vote on the tentative pacts, a CSEA spokesman said last week.

The voting on the tentative contracts covering employees in the Institutional, Administrative, Professional-Scientific-Technical, and Operational services units was originally scheduled to be held in February.

CSEA officials have been meeting with representatives of the State Office of Employees Relations since the contracts were tentatively agreed to by CSEA

negotiators in early January, in an effort to reach agreement on the interpretation of certain improvements.

Theodore C. Wenzl, CSEA president, said, "We feel that the issues in question can be resolved within a short time through bilateral talks as many others already have been resolved."

Wenzl also said that members of the four CSEA negotiating teams

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With Governor's Reps

Parole, Correction Consolidation Talks Initiated By CSEA

ALBANY — Officials of the Civil Service Employees Assn., together with employees from the State Division of Parole were meeting at Leader presstime with representatives of Governor Rockefeller's office concerning the Governor's proposal to consolidate correction services in New York State.

The Governor's proposal, which

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Delegates Meeting Plans Being Finalized; Session Set To Open March 17

(Special To The Leader)

ALBANY — Plans for the March Special Delegates Meetings of the Civil Service Employees Assn., at Grossinger's are nearly complete, CSEA Education Director E. Norbert Zahm announced last week.

CSEA officers, members of the Board of Directors and chapter presidents will soon receive by mail copies of the tentative meeting schedule which covers the three-day event.

The meeting will be held March 17-20 at the famous Catskill resort and some 1,000 CSEA delegates are expected to attend.

The tentative scheduled of events, subject to change, follows:

TUESDAY, MARCH 17

1 p.m.—Registration and Certification, Upper Lobby

WEDNESDAY, MARCH 18

8-10 a.m.—Breakfast

1 p.m.—Board of Directors Luncheon, Main Dining Room
2 p.m.—Board of Directors' Meeting
7-8:30 p.m.—Dinner
8:30 p.m.—State Departmental Meetings
8:30 p.m.—County Division Executive Meeting, Nightwatch Room

9 a.m.-6 p.m.—Registration and Certification, Upper Lobby
9-9:30 a.m.—General Business Session, Playhouse
9:30 a.m.-1 p.m.—State Division Playhouse
9:30 a.m.-1 p.m.—County Division Meeting, Lower Terrace Room
1-2:30 p.m.—Lunch
2:30-5:30 p.m.—General Business

(Continued on Page 16)

Syracuse SUNY Wins Central Conf. Scrapbook Prize

SYRACUSE — State University at Syracuse chapter of the Civil Service Employees Assn., took first prize in the 1969 annual scrapbook contest of the Central Conference and County Workshop.

The scrapbooks exhibiting the chapters' activities during 1969 were judged during the Conference-Workshop meeting Feb. 13-14.

Second prize went to Onondaga chapter, third to Binghamton State chapter and fourth to the Utica State Hospital chapter.

Trophies were presented to the winners during the meeting.

Don't Repeat This!

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(Continued on Page 15)

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If you haven't received your exciting new copy of the CSE & RA newsletter, which gives full details on the above program, write to Civil Service Education & Recreation Assn., P.O. Box 772, Times Square Station, New York, N.Y., 10036.

MaBSTOA Hiring Male Bus Drivers; Start At \$4.04 An Hr.

The Manhattan and Bronx Surface Transit Operating Authority reports that approximately 200 jobs are open for bus drivers. Starting salary is \$4.045 per hour, with increases after six months and one year. Maximum pay will be \$4.9325 per

hour beginning July 1, 1971.

There are no educational or experience requirements, but candidates must meet certain physical standards. The written test is open to men only, over 25 years of age, who are at least five feet four inches tall, and have 20/50 vision in each eye correctable with glasses to 20/30. A driver's license is also required.

Filing is open until March 14 and the examination is scheduled for March 23.

Apply at 853 Broadway, Room 1011, Manhattan, Monday through Friday, from 9 a.m. to 5 p.m., or

at one of the following locations Monday through Saturday, 9 to 5:
Bronx—1100 East 177 St., and 1325 Boston Road (176 St.).
Manhattan—605 West 132 St.; 352 West 54 St.; 721 Lenox Ave.; 4065 Tenth Ave. (218 St.); 1381 Amsterdam Ave. (129 St.); and 1550 Lexington Ave (99 St.).
Brooklyn—370 Jay St., and 1 Jamaica Ave. (Broadway and Fulton St. area).
Jamaica—165-18 South Road (Liberty Ave.).
Staten Island—1390 Castle Ave.

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March 4 To Mark Opening Of Filing For Admin. Asst.

A number of openings have been disclosed for the City title of administrative assistant, reachable via a June 20 promotional test for those already in certain City positions. With pay set to start at \$8,500 per annum and go to \$12,400, official filing will be conducted between March 4 and 24.

Eligibility hinges upon current status within the posts of supervising clerk, supervising steno, supervising typist or, alternatively, administrative aide. To qualify, candidates must have held one of the aforesaid titles for at least six months and not be otherwise ineligible. These were the standards for the 1966 administrative aide exam; the pending test probably will follow suit in both requirements and test format.

Interested City aides may apply when filing is initiated next week at the office of the City Personnel Dept., 49 Thomas St. in Manhattan. For those who choose to use the postal route for filing applications, remember that a one-week prior to regular deadline regulation exists. Check our column, "Where to Apply for Public Jobs," as a guide to the application procedures.

Port Authority Boosts Two To Lieutenant

Norbert A. Medenbach and Kevin M. Smith were promoted to lieutenant in the Port of New York Authority Police force recently, at a ceremony in which Director of Operations which



SMITH MEDENBACH

Daniel N. Mandel presented shields to the officers.

Medenbach, of Scotch Plains, N.J., entered the uniformed force in 1950 and was promoted to sergeant in 1960. Smith, of Nanuet, has served since 1956 and has been a sergeant since 1964.

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Effects Of State Contract On \$10,000+ Employees

Editor's Note: Tables printed in the last two editions of *The Leader* have illustrated effects of the tentative pay raises, negotiated by the Civil Service Employees Assn., on the annual salaries of State employees hired since April 1, 1969. This week, the article below deals with the effects of the increases on the annual salaries of employees with longer service who make \$10,000 or more.

During the past two weeks, we have attempted to demonstrate the effects of the salary increases negotiated by CSEA for State employees in the Administrative Services, Operational Services, Institutional Services, and Professional-Scientific-Technical Services bargaining units by presenting tables showing the salary adjustments for employees hired between April 1, 1969 and October 1, 1969, and between April 1, 1970 and October 1, 1970. In this article, we shall attempt to demonstrate the effects of the negotiated pay increases for 1970 and 1971 on employees with longer periods of State service dating back to April 1969.

To demonstrate the effects of the negotiated 1970-1971 pay increases on longer term State employees is a matter of great complexity since many variables enter into the picture. Among these variables are: the date that an employee began his State service; whether or not the employee is eligible for an earned increment on April 1st of each of the fiscal years involved; the effects of all pay increases since the employee began his State service; the effects of the employee's being promoted; the effects of the employee's position being reallocated and/or reclassified; the effects of locational and inconvenience pay differentials; the effects of geographic and shift pay differentials, etc. Any attempt at explaining the effects of all these variables in relation to the negotiated pay increases for 1970 and 1971 would require much more space than can be devoted to this article, and would tend to further complicate clarification of the subject of pay adjustments.

When considering the 38-grade State salary schedule, State employees' annual salaries fall into two categories — (1) those that are on step in the grade to which an employee's position is allocated, and (2) those that are in between steps of the grade to which an employee's position is allocated.

In general, employees whose annual salaries are on step in the grade to which their positions are allocated are those to whom the percentage pay increases applied in 1968 and 1969 and who have not been promoted since that time.

Employees who received either or both of the \$600 minimum pay increases in 1968 and 1969, or who have been promoted since that time, will generally find that their annual salaries are between steps of the grade to which their positions are allocated.

When considering the negotiated pay increases, employees' annual salaries must be broken down into two additional categories — (1) those to which the minimum flat dollar amount pay increase applies, and (2) those to which the percentage pay increase applies.

Considering the negotiated pay increases for the fiscal year beginning April 1, 1970, the minimum flat dollar amount pay increase of \$500 on April 1, 1970, and the additional \$250 on October 1, 1970, apply to all employees whose present annual salary is \$10,000 or less; whereas, the 7½ percent pay increase to be effective on April 1, 1970, \$250 of which is deferred until October 1, 1970, applies to State employees whose present annual salary is more than \$10,000. On April 1, 1971, State employees whose annual salary is \$8,750 or less will receive the \$525 flat dollar amount increase, whereas employees whose annual salary as of that date is more than \$8,750 will receive the six percent salary increase.

An important underlying factor to be considered in adjusting State salaries as a result of these negotiated pay increases is the following: an employee's annual salary may exceed the maximum or the second longevity step of the salary grade to which his position is allocated only through the addition of pay increases . . . not through the addition of increments. Thus, in applying the negotiated pay increases to an employee's present annual salary, any earned increment is first added to his present annual salary; then the pay increase is added on top of it to produce the employee's new annual salary. Obviously no increment should be added in the computations below for long-term State employees who have received all of their annual increments, and who are presently either at the maximum or one of the longevity steps and not due to receive an increment on April 1, 1970 or 1971.

COMPUTATION FOR EMPLOYEES PRESENTLY EARNING MORE THAN \$10,000 AND WHOSE PRESENT ANNUAL SALARY IS ON STEP IN THE SALARY GRADE.

Let us first take a look at how an employee's annual salary is adjusted to incorporate the 1970 and 1971 negotiated pay increases. If his present salary coincides with one of the steps (on step) in the grade to which his position is allocated, in order to obtain a close estimate of what his new annual salary will be, the employee (whose pres-

ent annual salary is more than \$10,000) can estimate his new annual salary after the pay increases have been added by using the following steps:

1 Determine what step his present annual salary is at in the grade to which his position is allocated.

2 Determine whether or not he should receive an earned increment of his salary grade on April 1, 1970 (he should receive an earned increment for satisfactory work performance if he is at a step in his salary grade below the maximum, or is eligible on April 1, 1970 for his first or second longevity increment).

3 Add the increment, if one is to be received, for his salary grade to his present annual salary thereby advancing him to the next step in his grade. (Use the present State salary schedule to do this). This produces the employee's annual salary as of April 1, 1970 without including the pay increase.

4 Multiply the annual salary determined above by 1.075 (represents the annual salary determined plus 7½ percent) and subtract \$250 from the result. This produces a close estimate of the employee's new annual salary on April 1, 1970 taking into account the 7½ percent pay increase and deferring \$250 of such increase until October 1, 1970.

5 In order to determine his annual salary, including the \$250 pay raise on October 1, 1970, add \$250 to the annual salary computed in Step 4 for April 1, 1970.

6 To determine his annual salary, incorporating the six percent pay increase effective April 1, 1971, an employee should determine whether or not he is eligible to receive an increment on April 1, 1971, as he did in Step 2 for 1970. Add the increment of the existing salary schedule for his grade, if one is to be received, to his annual salary as of October 1, 1970, computed in Step 5. Multiply this result by 1.06 (represents the annual salary as of April 1, 1971 plus six percent) to produce a close estimate of his new annual salary as of April 1, 1971.

The above steps can be used in estimating the effects of the negotiated pay increases to be effective on April 1, 1970, October 1, 1970, and April 1, 1971 for all State employees whose present annual salary coincides with a step in the grade to which his position is allocated and is more than \$10,000, regardless of when he was hired.

The following computation is an example of the procedure outlined in Steps 1 through 6 above:

Assume a State employee hired in July of 1967 in a position title allocated to Grade 23.

Step 1 — His present annual salary is at the third step of Grade 23, or \$13,595 per year. (He received an increment of Grade 23 on April 1, 1968 and on April 1, 1969).

Step 2 — He should receive an increment of Grade 23, or \$505, on April 1, 1970 since he is at the third step of the grade and would be eligible to move to the fourth step.

Step 3 — Adding the increment of \$505 to his present annual salary of \$13,595, moves him to the fourth step of Grade 23, or \$14,100, under the present State salary schedule.

Step 4 — Multiplying \$14,100 by 1.075 equals \$15,158. Subtracting \$250 from \$15,158 equals \$14,908 — a close estimate of the employee's new annual salary on April 1, 1970 including the pay raise.

Step 5 — Adding \$250 to the \$14,908 (his new annual salary on April 1, 1970) equals \$15,158 — his new annual salary as of October 1, 1970.

Step 6 — Since this employee is now at the fourth year step of Grade 23, he is eligible for an increment on April 1, 1971, thereby moving him to the fifth year step. Adding the increment of \$543 (the estimated increment of the salary schedule effective October 1, 1970) to \$15,158 (his annual salary as of October 1, 1970) equals \$15,701. Multiplying \$15,701 by 1.06 equals \$16,643 — a close estimate of his new annual salary as of April 1, 1971.

From the above computations, it is clear that a Grade 23 employee who is due to receive an increment on April 1, 1970, and on April 1, 1971, will have his annual salary increased by \$3,048 during the 2-year period of this contract. This means that his gross bi-weekly pay check will be approximately \$117 higher than it is at the present time.

COMPUTATION FOR EMPLOYEES PRESENTLY EARNING MORE THAN \$10,000 AND WHOSE ANNUAL SALARY IS BETWEEN STEPS IN THE SALARY GRADE.

Let us now take a look at the adjustments to an employee's annual salary if his present salary falls between any of the steps of the grade to which his position is allocated. In order to obtain a close estimate of what his new annual salary will be, the employee, whose present annual salary lies between any of the steps of his salary grade and is more than \$10,000, can estimate his new annual salary after the pay increases have been added by using the following steps:

1. Determine where his present annual salary falls in relation to the steps in the salary grade to which his position is allocated (between the third and fourth steps, be-

tween the fourth and fifth steps, between the maximum and first longevity, etc.).

2. Determine whether or not he should receive an earned increment or partial increment of his salary grade on April 1, 1970 (he should receive an increment for satisfactory work performance if his present annual salary is between any of the steps in his salary grade below the fifth step—he should receive a partial increment to bring his annual salary to the maximum of his grade if his present salary is between the fifth step and the maximum — he should receive a partial increment to bring his annual salary up to the second longevity step if his present salary is between the first and second longevity steps and he is eligible to receive his second longevity increment on April 1, 1970). One exception to the limitation that an employee cannot receive a full increment if such increment places his annual salary above the maximum of his salary grade must be noted. In cases where the addition of past minimum pay increases (the \$600 minimum increases effective in April of 1968 and 1969) places an employee's annual salary above the maximum of his grade, but below the second longevity step, and the employee would have been eligible for a regular service increment before such pay increases were added to his salary, he should receive an increment, or partial increment, whichever the case may be, on April 1, 1970. This same exception applies with respect to the minimum pay increases on April 1, 1970, October 1, 1970, and their effects on whether or not the employee should receive an increment on April 1, 1971.

3. Add the increment or partial increment, if either is to be received, for his salary grade to his present annual salary (use the present State salary schedule to do this). This produces the employee's annual salary as of April 1, 1970 without including the pay increase.

4. Multiply the annual salary determined in Step 3 above by 1.075 (represents the annual salary determined in Step 3 plus 7½ percent) subtract \$250 from the result. This produces a close estimate of the employee's new annual salary on April 1, 1970 taking into account the 7½ percent pay increase and deferring \$250 of such increase until October 1, 1970.

5. In order to determine his annual salary, including the \$250 pay raise on October 1, 1970, add \$250 to the annual salary computed in Step 4 for April 1, 1970.

6. To determine his annual salary, incorporating the 6 percent pay increase effective April 1, 1971, an employee should determine whether or not he is eligible to receive an increment or partial increment on April 1, 1971, as he did in Step 2 for 1970. Add the increment or partial increment of the existing salary schedule for his grade, if either is to be received, to his annual salary as of October 1, 1970, computed in Step 5. Multiply this result by 1.06 (represents the annual salary as of April 1, 1971 plus 6 percent) to produce a close estimate of his new annual salary as of April 1, 1971.

The above steps can be used in estimating the effects of the negotiated pay increases to be effective on April 1, 1970, and April 1, 1971, for all State employees whose present annual salaries are between any of the steps of the salary grade to which their positions are allocated.

The following computation is an example of the procedure outlined in Steps 1 through 6 above:

Assume a State employee hired in September of 1966 in a position title allocated to Grade 18.

Step 1 — His present annual salary is between the fourth and fifth steps of Grade 18, or \$10,942 per year. (He received an increment of Grade 18 on April 1, 1968 and an increment of Grade 18 plus the \$600 minimum pay increase on April 1, 1969).

Step 2 — He should receive an increment of Grade 18, or \$407, on April 1, 1970 since he is between the fourth and fifth steps of the grade.

Step 3 — Adding the increment of \$407 to his present annual salary of \$10,942, moves him to a salary level of Grade 18 between the fifth and sixth steps, or \$11,349, under the present State salary schedule.

Step 4 — Multiplying \$11,349 by 1.075 equals \$12,200. Subtracting \$250 from \$12,200 equals \$11,950 — a close estimate of the employee's new annual salary on April 1, 1970 including the pay raise.

Step 5 — Adding \$250 to the \$11,950 (his new annual salary on April 1, 1970) equals \$12,200 — his new annual salary as of October 1, 1970.

Step 6 — Since the annual salary of this employee is now at a level which falls between the fifth and sixth steps of Grade 18 (using the State salary schedule to be effective October 1, 1970), he is eligible for an increment on April 1, 1971, thereby moving his annual salary up to between the sixth step and the first longevity step. Adding the increment of \$437 (the estimated increment of the salary schedule effective October 1, 1970) to \$12,200 (his annual salary as of October 1, 1970) equals \$12,637. Multiplying \$12,637 by 1.06 equals \$13,395 — a close estimate of his new annual salary as of April 1, 1971.

From the above computations, it is clear that the Grade

(Continued on Page 14)

Recreation Director Jobs To Be Filled

Filing will begin for the post of recreation director with the City March 4 and will continue through March 24.

There are several vacancies, according to the Department of Personnel, for the \$7,500 per year job in the Parks, Recreation and Cultural Affairs Administration, the Health Services Administration, the Department of Correction, and the New York City Housing Authority.

Requirements are a bachelor's degree which includes 18 credits in recreation, physical education or group work; or a B.A. or B.S. and six months of experience in organized recreational, educational, social, community or other civic programs. A satisfactory equivalent of education and experience may qualify.

Programmer Positions Open Continuously

Many programmer posts, both regular and senior titles, are presently available with the State of New York. Filing has been made continuous, and qualifications call for one year's experience or a relevant degree in computer sciences. Pay for the positions are \$8,440 and \$9,660, respectively.

Interested persons are urged to obtain Job Bulletin No. 20-386 by writing or visiting the nearest office of the State Dept. of Civil Service. See column on right.

For applications and further information contact the New York City Department of Personnel, 49 Thomas St., Manhattan.

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U.S. Service News Items

By RON LINDEN

Spanish Language Films To Aid P.O. Training Program

Spanish speaking postal employees will benefit from a new training program, which includes films to be equipped with foreign language sound tracks.

The films are being used to train new employees and to instruct clerks, carriers and mail handlers.

Postmaster General Winton M. Blount, who sponsored the plan said: "We expect these Spanish films to aid greatly in improving communications with employees whose basic spoken language is Spanish and whose training can go forward much more rapidly if information about postal service is made available in this manner."

Four films will be made immediately available, bringing the Post Office's total of Spanish sound tracks to five. Other films will follow.

Initial use of the Spanish films will be in 25 major post offices in which the Department's Spanish-speaking employees constitute a significant percentage of the work

force.

Kenneth Housman, assistant postmaster general in charge of personnel, said that the new Spanish-language film program is "a timely step toward providing a tool that will assist Spanish-speaking employees to obtain more easily the knowledge and skills needed to handle their postal jobs."

He said that the Spanish-language films will also be used by the Department's Office of International Postal Affairs, in extending training assistance to postal personnel from Spanish-speaking countries in the Western Hemisphere.

Post Office Group Ups Scholarships

An increase in scholarship awards granted by the Jewish Postal Employees Welfare League of Manhattan and the Bronx was voted recently by the membership. A total of \$8,000 will be granted next year to top candidates, a \$3,000 increase over this year's awards.

An examination will be held the first week in October to determine the winners. Application must be received by October 1 for eligibility.

For information and an application write to Hy Moskowitz, Scholarship Committee Chairman, 1602 W. Tenth St., Brooklyn 11223.

Ithaca Woman Wins U.S. Service Award

Dr. B. Jean Apgar, a research chemist with the United States Plant, Soil and Nutrition Laboratory, Agricultural Research Service, Department of Agriculture in Ithaca is one of six women who will receive the tenth annual Federal Women's Award March 4 at the Statler Hilton Hotel in Washington D.C.

The winners, nominated by their agencies and chosen by an independent panel of judges, represent high achievement in the fields of biochemistry, fiscal economics, foreign service, hospital administration, microbiology and public health nursing.

The five others to be honored are: Mrs. Sarah Bishop Glindmeyer, RN, chief, Bureau of Nursing, D.C. Department of Public Health, Government of the District of Columbia; Dr. Margaret Pittman, chief, Laboratory of Bacterial Products, Division of Biologics Standards, National Institute of Health, Department of Health, Education and Welfare; and Dr. Valerija B. Raulinaitis, chief of staff, VA Hospital, Downey, Illinois, Veterans Administration.

Also, Mrs. Margaret Joy Tibbets, deputy assistant secretary for European Affairs, Department of State; and Mrs. Naomi Rosen Sweeney, assistant director, Office of Legislative Reference, Bureau of the Budget, Executive Office of the President.

Appointed

ALBANY—Arthur H. Vinett of Mechanicville has been named counsel to the Assembly Banking Committee. The appointment was announced by Assemblyman Lucio F. Russo of Richmond County,

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 exists 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.

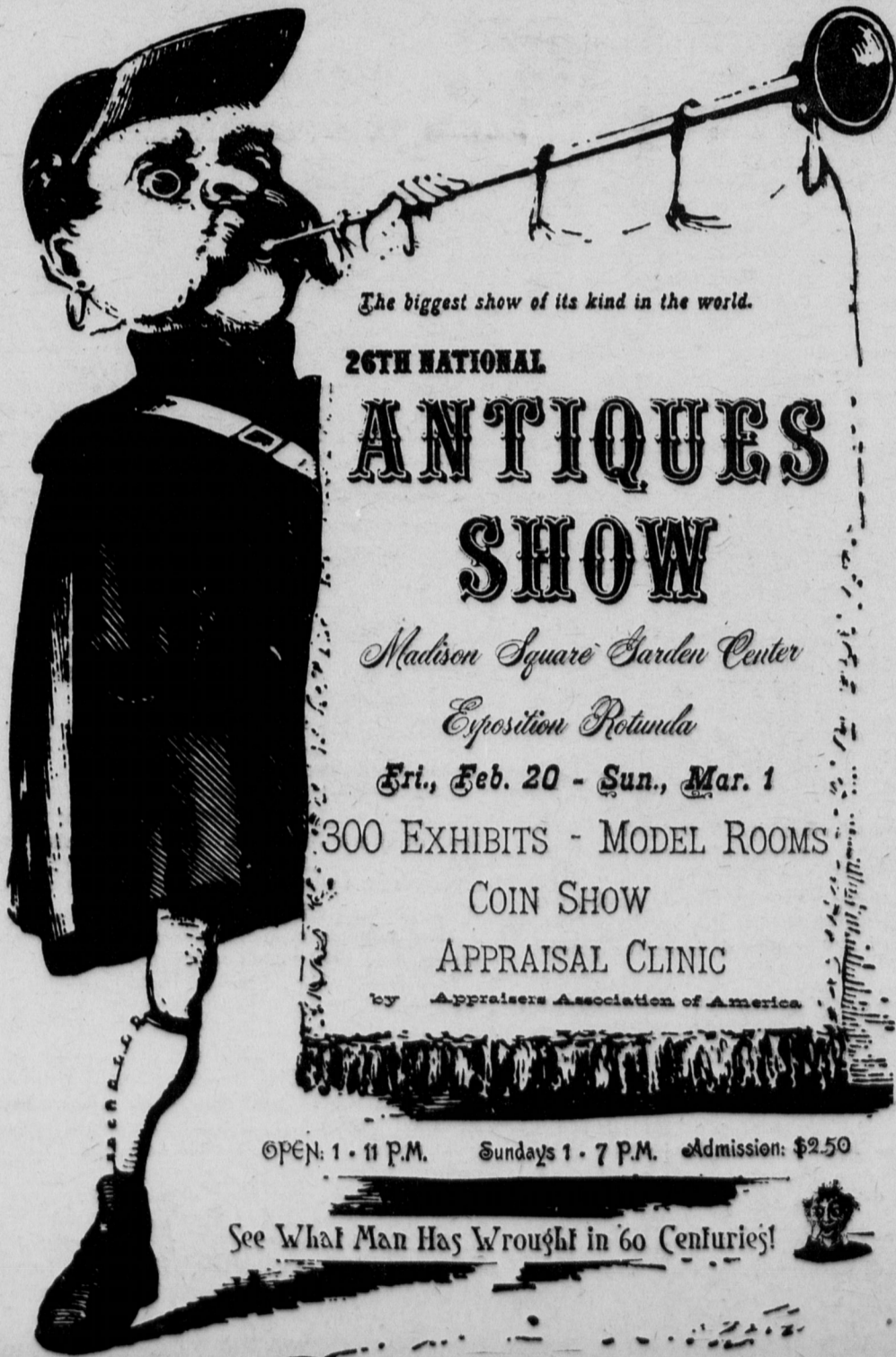
Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

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



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You And The Draft

By H. R. KOCH

In order to better acquaint our readers with the machinery of the draft, and how it is liable to affect you or someone whom you know, The Leader offers the following basic information. Further material can be obtained from our local draft board or the New York City regional headquarters at 39 Whitehall St., Manhattan.

The Selective Service System is the Government agency which registers, classifies, and delivers militarily liable male persons for induction by the Armed Forces.

Your primary obligation is to keep your local board informed of your mailing address and any changes in status which might affect your classification at all times.

Registration

The residence address you have given will determine your local board.

If you move to any other location, this board will remain the board of jurisdiction.

You will be mailed a Registration Certificate. Sign it and have it in your personal possession at all times.

In all correspondence to your local board refer to your Selective Service Number shown on your Registration Certificate.

It is a violation of Selective Service Law to alter your Registration Certificate, or to have a

certificate which has been altered.

Classification

A Classification Questionnaire will be mailed to you.

From information submitted in this questionnaire the local board will determine your initial classification.

Following classification, the local board will mail to you, and to any person who may have requested your deferment, a Notice of Classification. The classifications are explained on the last page of the available booklet.

Report all changes in your status (such as: Marital Status; Births of Children; Student Status; Occupation; Physical Condition) to your local board IMMEDIATELY — IN WRITING.

Upon receipt of your Notice of Classification, if you desire to have a personal appearance before the local board you may request this, in writing, within 30 days. A personal appearance does not deny you the right to appeal.

Appeals

Your classification may be appealed by you or your dependent or by your employer if he requested your current deferment before that classification. This appeal must be submitted in writing to your local board. An appeal must be taken within 30 days after your local board mails you a Notice of Classification, except when a longer period is allowed as stated on that notice.

Governmental Appeal Agents are available to help you. They will aid you with a personal appearance, an appeal, or any other legal aspect concerning your selective service status. Upon request, the local board will arrange a meeting for you with the Government Appeal Agent or his representative. Additional information on appeals will be on each Notice of Classification mailed to you.

Physical Examination

The local board will inform you of the time and place you shall report for each of these. If you are located away from your local board area, you may go to the nearest local board and request transfer of your examination or induction to that area.

SPECIAL MILITARY EXAMINATION NO. 12 FOR PROMOTION TO FOREMAN (CARS AND SHOPS)

New York City Transit Authority Proposed Key Answers For Written Test Held February 5, 1970

Candidates who wish to file protests against these proposed key answers have until March 5, 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 appointment day.

- 1, D; 2, D; 3, A; 4, A; 5, B; 6, B; 7, C; 8, B; 9, B; 10, A; 11, C; 12, C; 13, D; 14, C; 15, A; 16, D; 17, D; 18, C; 19, C; 20, A; 21, C; 22, C; 23, A; 24, D; 25, A; 26, B; 27, D; 28, B; 29, D; 30, D; 31, A; 32, C; 33, A; 34, C; 35, B; 36, C; 37, D; 38, B; 39, B; 40, C; 41, C; 42, B; 43, C; 44, C; 45, C; 46, B; 47, B; 48, A; 49, B; 50, A; 51, D; 52, C; 53, B; 54, B; 55, C; 56, A; 57, B; 58, D; 59, A; 60, D; 61, D; 62, B; 63, C; 64, A; 65, C; 66, D; 67, D; 68, A; 69, D; 70, B; 71, A; 72, C; 73, C; 74, B; 75, D; 76, D; 77, C; 78, C; 79, B; 80, A; 81, B; 82, D; 83, D; 84, C; 85, A; 86, D; 87, B; 88, D; 89, B; 90, A; 91, B; 92, A; 93, D; 94, B; 95, C; 96, A; 97, D; 98, C; 99, A; 100, A.

EXAMINATION NO. 8627 AND SPECIAL MILITARY EXAMINATION NO. 10 FOR PROMOTION TO TOWERMAN — NYCTA

Final Key Answers for Written Test Held October 19, 1969

The following are the final key answers as adopted by the Commission at a meeting held on Feb. 10, 1970. No protests to proposed key answers were received from candidates.

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

EXAMINATION NO. 8613 FOR PROMOTION TO FOREMAN

Final Key Answers for Written Test Held October 4 1969

The following are the final key answers as adopted by the Commission at a meeting held on Feb.

10, 1970. No protests to proposed key answers were received from candidates.

- 1, A; 2, D; 3, A; 4, D; 5, B; 6, D; (Continued on Page 8)

CIVIL SERVICE LEADER, Tuesday, February 24, 1970

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LEGAL NOTICE

CERTIFICATE OF LIMITED PARTNERSHIP OF 17 BATTERY PLACE NORTH ASSOCIATES, PURSUANT TO SECTION 21 OF THE PARTNERSHIP LAW. We, the undersigned, having formed 17 BATTERY PLACE NORTH ASSOCIATES, a Limited Partnership, pursuant to the laws of the State of New York, hereby certify this 23rd day of December, 1969, that: I. The name of the Limited Partnership is 17 BATTERY PLACE NORTH ASSOCIATES. II. The business of the partnership shall consist of the ownership, construction, operation and management of two office buildings at 17 Battery Place, in the City, County and State of New York, including the development, financing, refinancing and operation of all improvements which may be constructed thereon. III. The principal place of business of the Limited Partnership shall be c/o Arthur G. Cohen, 60 East 56th Street, New York, New York. IV. The name and place of residence or business of each member of the partnership is as follows: General Partners: Arthur G. Cohen, 205 Kings Point Road, Great Neck, New York; Arthur G. Cohen, as Trustee under Indenture dated October 17, 1966 created by Jane Levien, 250 Kings Point Road, Great Neck, New York; Marshall Rose, 150 East 69th Street, New York, New York. Limited Partners: 17 Battery Place Associates, 60 East 56th Street, New York, New York; American Road Equity Corporation, The American Road Dearborn, Michigan. V. The term of the partnership shall commence on the date of the filing of the Certificate of Limited Partnership in the Office of the Clerk of the County of New York, and shall terminate on the 31st day of May, 2000, unless sooner terminated pursuant to the provisions of the partnership agreement. VI. Each limited partner shall contribute to the capital of the partnership the amount set forth next to his or her name: Limited Partners: 17 Battery Place Associates, \$9,120,000.00 being the agreed value of such limited partner's interest in a certain leasehold, a memo of which was recorded in Liber 307, Page 295 in the Register's Office, New York County; American Road Equity Corporation, \$1,000,000.00. VII. No limited partner is obligated to contribute additional capital contribution to the partnership. VIII. There is no agreement of a time when contribution of each limited partner is to be returned. IX. The limited partners are to receive the following share of profits by reason of their respective contributions: Limited Partners Name and Percentage of Partnership Interest: 17 Battery Place Associates, 57%; American Road Equity Corporation, 25% of first \$600,000 of profits until the end of 10th fiscal year after the year a certificate of occupancy is issued for the new building to be constructed and thereafter 25% of first \$1,000,000 of profits. X. No partner may assign his interest without consent of all other partners. XI. No additional limited partners may be admitted without consent of all partners. XII. No priority is given any limited partners over other limited partners as to compensation by way of income. XIII. Remaining general partner or partners are given the right to continue the business on the death, retirement or insanity of a general partner by electing to do so. XIV. No right is given to a limited partner to demand and receive property other than cash in return for his contribution. The foregoing instrument was duly executed and filed in the Office of the Clerk of New York County.

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TUESDAY, FEBRUARY 24, 1970

A Necessary Bill

SMUGNESS and complacency on the part of some agency heads who disregard the basic rights of their employees will be shaken to the foundation through a measure proposed by Assemblyman Andrew Stein, a first-term Manhattan Democrat, if the bill gets the endorsement of his colleagues in the Legislature.

Designed primarily to protect rank-and-file public employees from arbitrary or illegal acts by administrators, this bill is necessary asserts the assemblyman, because "all too long public employees have borne the brunt of the mistakes of supervisory personnel. What this bill does," explains Stein, "is put the State and localities on guard that no longer will they be able to avoid the consequences of these wrongful actions." His legislation aims at ending this obvious loophole.

Should Stein's bill become law, hereafter any public employee would be spared the staggering personal expense of a lawsuit to reaffirm their rights as members of the public personnel force. He specifically cited the denial of promotion to a woman police lieutenant in New York City because of sex discrimination, a charge that required her to take \$3,000 from her own resources to substantiate in court.

Under the Stein proposal, costs such as these would be shouldered by the employer if the employee is upheld. We believe that Assemblyman Stein is absolutely correct, and urge our readers to supply him the needed support by calling upon their own local State legislators to join in endorsing this bill to broaden the rights of State workers everywhere.

Your Public Relations IQ

By LEO J. MARGOLIN



"Everybody's Table"

THERE'S NO such thing as "a solo act" in civil service today.

EVERYTHING a civil servant does affects something and someone else.

HIS GOOD public relations is on the line and so is the public relations of that "something and someone else."

A CIVIL servant who carries out his official duties within a tight little compartment, totally ignoring everything around him, is not doing "his thing."

IN FACT, such civil servant is living and working about 100 years behind the times.

OUR READERS know our story about the waiter who wouldn't give the right time to a restaurant patron because "you're not my table."

WHAT ANY civil servant does today is "everybody's table" whether the problem is mass transit, increasing crime, housing, pot-holed highways, deteriorating hospitals, or increased local taxes.

TAKE MASS transit. The crippled—and we mean crippled—New York City transit system adversely affects any commuter from outside New York City, whether he is from Westport, Conn., Babylon, L.I., Peekskill, N.Y., or Parsippany, N.J.

MASS transportation within a 50-mile radius of New York City is so closely interrelated that if one cog slips anywhere in the area, the entire system could collapse.

CURRENTLY, the area's mass transportation complex is being held together with bobby pins and pieces of strings. One of these days a piece of string will break and the entire system will come to a dead stop.

SOMEHOW — and it better be soon — mass transportation in the

(Continued on Page 15)

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, March 1

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

Monday, March 2

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

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

3:00 p.m.—Return to Nursing — "The Patient With CVA: Part II." Refresher course for nurses, lesson 17.

4:00 p.m. (color) — Around the Clock — "Burglary Investigation." New York City Police Department training series.

10:00 p.m. (color)—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

Tuesday, March 3

1:30 p.m.—Around the Clock — New York City Police Department training series.

3:00 p.m.—Return to Nursing — "The Patient With CVA, Part II." Refresher course for nurses, lesson 17.

4:00 p.m. (color) — Around the Clock—New York City Police Department training series.

7:00 p.m. — Around the Clock — New York City Police Department training series.

Wednesday, March 4

9:30 a.m. — Around the Clock — New York City Police Department training series.

1:30 p.m. — Around the Clock — New York City Police Department training series.

3:00 p.m. — Return to Nursing—"The Patient With Cancer." Refresher course for nurses, lesson 18.

4:00 p.m. (color) — Around the Clock—New York City Police Department training series.

7:00 p.m.—Community Report — "School Board Elections." Discussed by an independent citizen's group. Board of Education and community series.

Thursday, March 5

1:30 p.m. — Around the Clock — New York City Police Department training series.

3:00 p.m.—Return to Nursing — "The Patient With Cancer." Refresher course for nurses, lesson 18.

4:00 p.m. (color) — Around the Clock—New York City Police Department training series.

7:00 p.m. — Around the Clock — New York City Police Department training series.

Friday, March 6

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

11:00 a.m. (color)—Staff Meeting On the Air—City Department of Social Services series for staff and the public.

1:30 p.m.—Around the Clock — New York City Police Department training series.

4:00 p.m. (color) — Around the Clock—New York City Police Department training series.

Saturday, March 7

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

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.")

Union Size

MAY THE CITY of New York grant a dues check-off privilege to a union representing a majority of the Civil Service Employees in a City-wide bargaining unit but deny such privilege to a minority union?

IN 1956, the City's Board of Estimate granted the check-off privilege to all organizations of civil service employees who authorized the deduction of union dues from their pay and remittance directly to the civil service union. At that time, the City did not recognize any organization as an agent for collective bargaining. Later, the City did recognize unions as exclusive bargaining agents if they were chosen by a majority of the employees in an appropriate bargaining unit. However, no change was made in the Board of Estimate resolution extending the check-off privilege to all union dues.

MAYOR JOHN V. Lindsay, by executive order in 1967, effected a modification in the City's union recognition policies. The order directed that appropriate bargaining units for municipal employees were to be established on a City-wide basis, or, in some circumstances, on a departmental basis. It further provided that the union chosen by a majority of the employees in each unit was to have exclusive bargaining rights for all employees in the unit whether they were union members or not.

ROUNDING OUT his new collective bargaining policies, Mayor Lindsay proposed that the check-off be given only to the exclusive bargaining agent and denied to other unions. The Mayor's proposal was strongly opposed by Herbert S. Bauch, as President of Local 832, I.B.T., representing non-supervisory civil service clerical workers. Mr. Bauch instituted an Article 78 proceeding which culminated in an opinion by Chief Judge Stanley H. Fuld sustaining the Mayor's proposal to limit check-off privileges to the majority union.

THE MAYOR'S authority to restrict the check-off privilege is granted by the New York City Charter which permits him to "exercise all the powers vested in the City, except as otherwise provided by law."

THE GENERAL Municipal Law authorizes the municipality to check-off union dues. Clearly, the statute is merely permissive and does not make the check-off obligatory. As Judge Fuld wrote, "it certainly does not mandate the continuance of the check-off to minority unions."

SIMILARLY, THE Taylor Act is not inconsistent with the Mayor's check-off plan. It expressly gives majority unions the check-off privilege. It is silent concerning the right to check-off on behalf of minority unions. Therefore, the Taylor Act presents no obstacle to the City's check-off policy.

MR. BAUCH argued that exclusion of minority unions from the check-off privilege constitutes a deprivation of due process. As Judge Fuld observed, the requirements of due process are satisfied as long as restriction on the check-off procedure is reasonably related to the attainment of a permissible objective. The Mayor's justification for a restricted check-off policy, common in private industry, is that it assures "union security" to the majority representatives and stabilization of labor relations. Therefore, the contention of deprivation of due process was rejected.

MR. BAUCH also argued that the withdrawal of the check-off of dues would weaken the minority union. However, Judge Fuld noted that the City's labor policy does not deny members of minority unions the right to meet, to publish, to proselytize, and to collect dues as do many thousands of organizations that do not have the benefit of check-off. At the same time, no provision of the Constitution guarantees to the union the special aid of the City's collection and disbursing facilities.

Introduced By Stein

Public Employer Would Pay For Illegal Administrative Action Under Assembly Bill

Assemblyman Andrew Stein (D-Man.) has introduced a bill in the State Legislature that would protect employees of the State and localities from the harmful effects of incorrect administrative actions.

Stein explained that he felt that "all too long public employees have borne the brunt of the mistakes of supervisory personnel. What this bill does is put the State and localities on guard that no longer will they be able to avoid the consequences of these wrongful actions."

The proposal provides that where it is necessary for a public employee to sue his employer to enforce his rights, the Court, in its discretion, may award the employee up to three thousand dollars to cover the costs of the lawsuit if the employee wins the suit.

"I see no justifiable reason to force the public employee to bear the expense of a lawsuit where the only reason the suit was necessary was because of an official error. This bill fixes the responsibility at the place where it rightfully belongs."

The East Side legislator gave

(Advertisement)

an example of the type of action he was referring to, the recent

case of a female lieutenant in the New York City Police Department who had been denied promotion illegally because of her sex. While her position was upheld in Court, the litigation cost her approximately two thousand dollars of her own funds. If Stein's bill is passed, the judge could direct the State to pay that expense.

Stein noted that no additional State appropriations are foreseen. The costs, which in terms of each agency or subdivision would be minimal, are to be borne by existing funds of each employer.

Stein added that he would seek bipartisan support for the measure, and was hopeful of action in this session of the Legislature.

Court Assf. Tests-- Open And Competitive

Both an open-competitive and promotion exam for court assistant for courts and court agencies in New York City has been scheduled for April 4 by the Judicial Conference of the State of New York.

The job pays \$7,300 to \$9,850 per annum and applications may be filed through March 13 at the Examinations Unit, Judicial Conference, 170 Broadway, Manhattan.

The promotion test is open to senior clerical employees in the Unified Court System in New York City who will have at least three

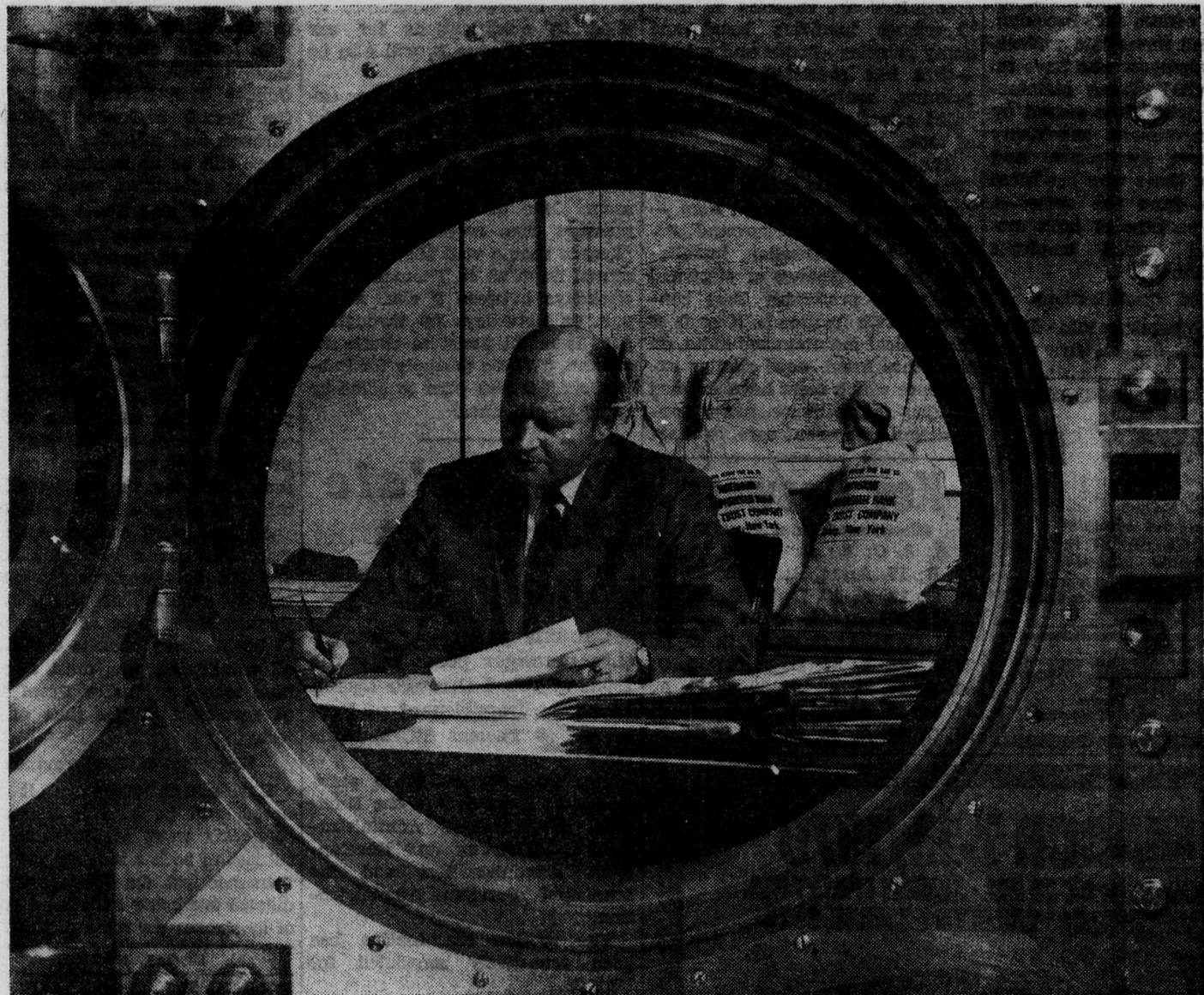
months of service by the exam date.

Open-competitive candidates must have at least two years experience in the Unified Court System or possess an associate degree or have completed at least 70 college credits.

Moskowitz Retires

ALBANY—Samuel Moskowitz, a career State Labor Department employee, has retired. He served as an associate industrial hygiene engineer in the New York office.

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Transit Maintenance Titles Offer \$4.38 To \$5.30 An Hr. Under Terms Of New Contract

Rapid hiring is the current password of the N.Y.C. Transit Authority as it passes judgment on the credentials of applicants vying for five different TA maintenance titles now ripe for appointment. The quintet of posts each features the salary range of \$4.38 to \$5.30 hourly under the latest transit contract.

No written test is to be imposed upon entrants; merely successful background qualifications will insure likely appointment. A trio of titles exist under the designation of car maintainer, falling under the classifications of Groups B, C and E. Also in Group C, the position of mechanical maintainer has vacancies, as does the airbrake maintainer post, not listed under any specific grouping.

The TA offices in Brooklyn, eager "to find immediate replacements for employees who have retired from vital subway maintenance repair jobs," has geared up its own recruitment machinery to gain more applicants. And what's more, those who get hired will receive—from the outset—a worthwhile package of both municipal and transit employee fringe benefits.

Array Of Qualifications

Obviously, requirements differ with the title, but all five posts

have in common the proviso of four years of journeyman experience doing the sort of work relating to job responsibilities.

For example, Group B car maintainers need such experience as a machinist handling machine and bench work; this must include exposure to the lathe, milling machine, boring mill, shaper and drill press. Candidates for Group C maintainer are required to have experience involving hand and spray painting—inside and outside—that has consisted of filling, priming, matching and mixing paint colors plus the proper care of tools.

Those interested in becoming Group E entrants should note the requirements necessary here—journeyman level background pertaining to construction, installation, or maintenance of electrical apparatus, preferably that connected with railroads. Group C mechanical maintenance aides, on the other hand, need similar experience which must have stressed building maintenance, heavy construction equipment care, or mar-

ine maintenance, in the setting of an electrical-mechanical plant. Alternate standards ask railroad job experience of a similar nature.

Finally, those seeking the TA's job of airbrake maintainer will be evaluated for these requirements: the role of journeyman involved for railroad car equipment including overhaul, maintenance, installation and testing of same; journeyman mechanic experience as cited in qualifications for car maintainer, Group B, will also be fully acceptable.

In all titles, relevant helper experience can be credited on the formula of six months for each year of training or actual experience up to two years at maximum. Date of filing is used to measure time requirements. Applicants should visit the City Personnel Dept. at 49 Thomas St. on weekdays between 9 a.m. and 5 p.m. or Saturdays up through 1 p.m. It might assist to check the column, "Where to Apply for Public Jobs," if you plan to come by rapid transit lines.

Key Answers

(Continued from Page 5)

- 7, A; 8, C; 9, A; 10, B; 11, C;
- 12, B; 13, A; 14, B; 15, B; 16, B;
- 17, C; 18, A; 19, D; 20, B; 21, A;
- 22, D; 23, A; 24, A; 25, B;
- 26, C; 27, A; 28, D; 29, B; 30, D;
- 31, A; 32, A; 33, D; 34, B; 35, C;
- 36, A; 37, D; 38, A; 39, D 40, A;
- 41, D; 42, A; 43, A; 44, B; 45, A;
- 46, C; 47, A; 48, B; 49, A; 50, B.

Real Estate Managers Apply Soon

Candidates for City real estate manager posts may file from March 4 through March 24 at the Department of Personnel, 49 Thomas St., Manhattan.

The jobs pay \$7,850 to start. Vacancies exist now in the Economic Development Administration, the Housing and Development Administration, and the Municipal Services Administration.

The written examination has been tentatively scheduled for May 20.

Requirements include three years of experience, a bachelor's degree plus two years of experience. All candidates must have a high school education.

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Experience Unnecessary

Suffolk Suggests Openings Available To Nonresidents; Frequent Testing Offered

Suffolk County has sounded the call to out-of-county residents that they consider a series of jobs now available that require neither experience nor education. At the moment, there are eight titles involved, ranging from clerk-typist posts to driving license examiner to engineering aide.

With the exception of welfare unit assitant, listing its last filing date as March 27, no deadlines have been indicated. This particular title pays \$219 to \$295 bi-weekly and requires a high school diploma plus either two years of public contact work (paid) or one year of employment in a public or private welfare agency.

As for the other positions with examinations pending, states the County Civil Service Dept., "for the period beginning March 2 through and including August 28, there will be no minimum education or experience requirements."

Clerk And Steno Slots

Usual bi-weekly starting salaries for clerk-typist are \$185, for stenos, \$194. In addition to the written test, offered the first and third Mondays, each month, there will be a typing test of 40 w.p.m. and a steno dictation test of 80 w.p.m. Residents in the Western part of Suffolk will take a written test on the second Monday and the performance exam on the fourth Monday. Candidates will be informed of the time schedules.

Account clerk salaries approximate \$219 on a bi-weekly basis, and will be tested every weekday except Monday at the County Center. Two years of experience in bookkeeping work is desired of all candidates, who must also be high school graduates. Proof is to be presented at the time of the test.

Key Punch Performance

Key punch operators, it was noted, will be getting the usual bi-weekly wage of \$194, and are subject to both a written and performance test. On the latter, candidates are being rated at a speed of 53 strokes per minute. The first

LEGAL NOTICE

STRAUSS, MAX. — SUPPLEMENTAL CITATION. — File No. 36, 1970. — The People of the State of New York, By the Grace of God Free and Independent, TO FRIEDA FEDER, also known as Freda Feeder, residing at 8210 Byron Avenue, Miami Beach, Miami, Florida; MILTON FRENSDORF, if living and if dead, to his heirs at law, next of kin and distributees whose names and places of residence are unknown and if he died subsequent to the decedent herein, to his executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and to all other heirs at law, next of kin and distributees of Max Strauss, the decedent herein, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained; Attorney General of the State of New York.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on the March 30, 1970, at 10 A.M., why a certain writing dated June 22, 1961, and Codicils thereto dated respectively June 22, 1961, September 4, 1962, April 11, 1967, and January 2, 1969, which have been offered for probate by Louis Zimmerman residing at 245 East 11th Street, New York, N.Y., and Albert G. Meltsner, residing at 90 Kingsbridge Road, Great Neck, L.I., should not be probated as the last Will and Testament, relating to real and personal property, of MAX STRAUSS, Deceased, who was at the time of his death a resident of 500 West 57th Street, in the County of New York, New York.

Dated Attested and Sealed, Feb. 9, 1970.
HON. S. SAMUEL DI FALCO,
(L.S.) Surrogate, New York County,
WILLIAM S. MULLEN,
Clerk.

LOUIS ZIMMERMAN, Attorney, 280 Broadway, New York, N.Y. 10007. Tel. No.: WO 2-0533.

This citation is served upon you as required by law. You are not obliged to appear in person. If you fail to appear it will be assumed that you do not object to the relief requested. You have a right to have an attorney-at-law appear for you.

and third Mondays apply here, too, as prospective exam times.

Also among no-experience-needed jobs is the post of engineering aide, earmarked for \$228 in bi-weekly salary. Tests are said to cover vocabulary math, mechanical information, record keeping, and aptitude for the physical sciences. Exams occur each weekday except Monday.

The two remaining positions which pay a bi-weekly \$194 are those of motor vehicle license examiner I, with tests given the first and third Mondays in Riverhead, and data processing equipment operator trainee, which offers tests weekdays excepting Monday. The last title lists scope of test as including mechanical aptitude, abstract readings, reading comprehension, verbal analogies, vocabulary, organization of materials and arithmetic. License examiners will have a different test, stressing computations, checking, filing, public relations and office practices. A typing speed of 40 w.p.m., furthermore, will be needed for appointment.

Further questions and application forms for any of the aforementioned jobs should be directed to the Suffolk Cty. Civil Service Dept., County Center, Riverhead, L.I. If calling, dial Area Code 516 and then PA 7-4700, ext. 249.

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK — KING NGAN CHOW WONG, Plaintiff against JEN KENT WONG, Defendant. Plaintiff designates New York County as the place of trial. The basis of the venue is Plaintiff's residence. SUMMONS WITH NOTICE. Plaintiff resides at 54 Catherine Street, County of 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 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, January 14, 1970. THOMAS SUNG, Attorney(s) for Plaintiff, Office and Post Office Address, 217 Park Row, New York, New York 10038. NOTICE: The object of this action is to obtain a judgment of divorce dissolving the marriage between the parties on the grounds of abandonment for a continuous period in excess of two years pursuant to Section 170(2) of the Domestic Relations Law. The relief sought is: A judgment of absolute divorce in favor of the plaintiff dissolving forever the bonds of matrimony between the parties in this action. Custody of three children: CAROL WONG; BETTY WONG and ALBERT WONG. NOTICE TO JEN KENT WONG—The foregoing summons with notice is served upon you by publication pursuant to the order of Hon. Irving H. Saypol, a justice of the Supreme Court of the State of New York, dated Feb. 3, 1970 and filed with the supporting papers in the office of the Clerk of the County of New York, at the Courthouse, 60 Centre St., New York, N.Y. THOMAS SUNG, Attorney for Plaintiff.

MARCH 7-15, 1970

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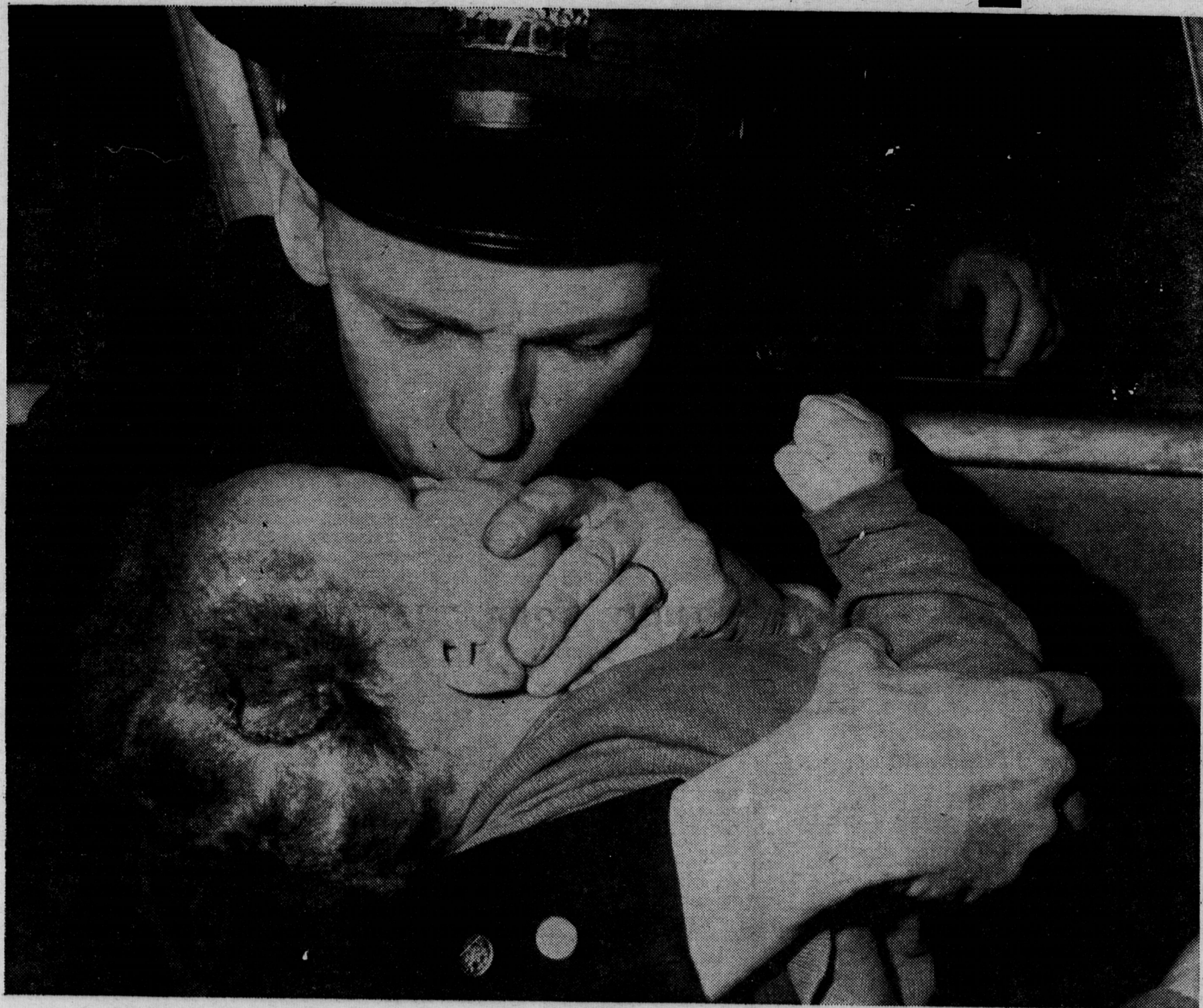
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MERITORIOUS TENURE — Honored for more than 20 years of service at Matteawan State Hospital were, from left, Francis Magier, Jack Hale, Joseph Sands, Carl Lucy, Frances Didio, Robert Freeman, Angelo Del Vescovo and John Donovan.



LONG-TIME EMPLOYEES — Among those honored for 35 years of service at recent ceremonies at Matteawan State Hospital, Beacon, were, from left: Dr. W. C. Johnston, Thomas Larkin, Ralph Peattie, Joseph Penucci, Donald Jackson and Alphonse Pelella.

Service Awards Presented At Matteawan

BEACON — Employees of Matteawan State Hospital received Awards for Service from Dr. W. C. Johnston, director, in recent ceremonies.

Among those honored were: for 40 years and over, Norman Jessey and Dominick Mauriello; 35 years and over, Dr. Johnston, Kathryn M. Farley and George Ager; 30 years and over, Benson W. Hilgers, Russell Frederick, Thomas Larkin, Walter Travis, Alphonse Pelella, Medy Antonucci, Albert

Carr, Joseph Penucci and Donald Jackson.

Also, for 25 years and over, Joseph DeCaterina, Edward Kleist, William Booth, Ralph Peattie, Frances Didio, Anna Soroghan and Francis Magier; and 20 years and over, John Donovan, Angela Del Vescovo, Carl Lucy, Joseph Komisar, Robert O'Rourke, Stephen Jankowski, Albert Galietta, Willard Sandford, Edward Traver, Jack Hale, Elizabeth Gallagher, Joseph Sands and Robert Freeman.

CSEA Negotiators Win 75 Cents An Hour Hike For Potsdam Employees

(Special to The Leader)

POTSDAM—Employees of the Village of Potsdam are moving into the 70s with their first Civil Service Employees Assn. contract negotiated recently by the Village CSEA unit.

Hourly wage increases will climb nearly 75 cents in some positions before the contract expires in May, 1972, according to Edward Hannan, CSEA field representative. Hannan said: "This is a major breakthrough for Village employees." "They have never been able to negotiate with the Village from such a strong position."

Hannan praised the CSEA negotiating team for their tireless efforts toward working out a good contract with the Village administration. He said, "The negotiating team headed up by Irving Taylor put in long hours and much hard work in the negotiations." He also cited other members of the team including Otis Cota, Willard Reed, Adele McHugh, and unit president Robert Stone, saying "everyone worked hard and their efforts produced an outstanding work package for Potsdam employees."

Although wage increases are substantial, other employee benefits also underwent major revisions. Vacation time will now be accumulated at the rate of one day per month for employees with

from one to five years service and the rate is adjusted for employees with longer terms of service providing up to 24 working days vacation per year for employees with 20 or more years of service.

Sick leave days may now be accumulated at the rate of one day per month to a maximum of 180 days. A five-day personal leave clause to be used in the event of a death in the immediate family or serious illness requiring the attendance of the employee was also included in the new contract.

Other benefits include: 12 paid holidays; non-contributory retirement and insurance plans; non-contributory health insurance (Blue Cross/Blue Shield); life insurance coverage by the Village of Potsdam; and final and binding arbitration of grievance by a five-member board consisting of two representatives from CSEA, two representatives from the Village Board of Trustees and one representative chosen by both parties.

Merger Of Broome County & Binghamton Welfare Depts. Sought

(From Leader Correspondent)

BINGHAMTON—The City of Binghamton and Broome County have agreed to launch a study into the feasibility of a county takeover of the Binghamton Social Services Department.

The plans were announced following a meeting between Mayor Alfred Libous and County Executive Edwin Crawford to discuss a means of alleviating the City's financial burdens which Libous contends can be directly attributed to the mounting costs of welfare.

The proposal, as outlined in Albany, was one of several alternatives permitted by law which could enable the City to escape a State-mandated order that Binghamton hire a total of 78 additional social services employees during 1970, an order City officials say is beyond the City's financial capabilities.

Binghamton Social Services unit, Civil Service Employees Assn. president George Tomaras, commenting on the latest developments in the continuing saga of Binghamton's welfare plight, said he felt the possible County takeover was the first step toward a merger of the three welfare districts within Broome County as would be permitted under the Adams bill now under considera-

tion in the State Legislature.

Tomaras said he felt that such a union with the County could be beneficial to the social services not feel a County takeover would become a reality within the near future.

Tomaras also discounted municipal claims that a County takeover would represent a substantial savings to the City. The cost, he said, would have to be on a par, administratively, with present costs despite the plan to pay a flat fee to the County.

Broome County Executive Edwin Crawford said after the meeting with Mayor Libous that he would recommend the County Legislature give favorable consideration to the City's request if the City could prove that it could be accomplished at no cost to the county and that it would result in a savings to the City.

Tomaras said the implications of a County takeover of the City's responsibilities in regards to welfare had not yet come before his unit officially.

The unit president said that in his personal opinion, a takeover should be on the part of the City. Tomaras said the City social services department has more services, more programs and more employees that the County department and therefore would be better qualified to assume the added responsibilities.

Wenzl Blasts Council 50 'Half-Truths'

(Continued from Page 1)

half of State employees for two years in a row, and finally last year they suffered a stunning defeat by CSEA in employee representation elections. The State workers let Council 50 know in no uncertain terms what organization they wanted — CSEA — but Council 50 has continued to degrade and minimize CSEA's achievements using every despicable method in the book.

"Under the negotiated contracts," Wenzl said, "more than 80 percent of the State employees in the four units will receive the minimum flat dollar amount pay raises, because they make less than \$10,000 a year.

"The contract actually gives the employee a minimum of \$1,900 in new money over the two-year period.

"The basic pay increases represent an average increase of 28.5 percent in the salary of employees earning up to \$10,000 a year. Some employees, in fact, will receive as much as a 40 percent basic pay increase over the two years of the contract.

"All this does not even include the factors of increased retire-

ment and health insurance benefits and other improvements.

"Yet," Wenzl said, "Kraemer echoing the party line of Council 50, twists the facts to conclude that State workers will get an average 2½ percent wage increase over two years. He cites that in general industry, percentage raises have been running from 20 percent to 25 percent over two years. CSEA has negotiated an average raise of 28.5 percent for 80 percent of the employees involved here. Surveys will show that 20-25 percent wage increases were the exception rather than the rule in private industry.

"Kraemer also alluded to the so-called 'inequities' which supposedly exist between State employees and New York City employees, who, incidentally, are represented by Council 37, AFSCME, Council 50's sister union. It is easy for Mr. Kraemer to make general statements. What he fails to mention, however, is that under the CSEA contracts, all present State employees, not just those in the New York Metropolitan area, will be making a \$6,000 minimum annual salary on April 1, 1971. At

the same time, only some New York City employees, but not all of them, will receive a \$6,000 minimum salary in July of 1971 — three months later — thanks to the efforts of AFSCME. There is an inequity, but it is the New York City employees who are getting the worst of it.

"It is time that Council 50 and its leaders start putting the employees first, ahead of their own selfish interests," he concluded.

Contract Terms

(Continued from Page 3)

18 employee, who is used in this example, and who is due to receive an increment on April 1, 1970 and on April 1, 1971, will have his annual salary increased by \$2,453 during the 2-year period of this contract. This means that his gross bi-weekly pay check will be approximately \$94 higher than it is at the present time.

NEXT WEEK: Another article in this series will show the effects of the tentative pay raises on the salaries of longer term employees who earn less than \$10,000 a year.

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Original List Established
Oct. 28, 1968

1 Robert Rondinelli, John P Kavanagh, Kevin P Ryan, Charles J Betancourt, Daniel Ross, Owen H Prescod, John H Sneddon, Charles M Mills, Howard S Crosby, Richard T Solieri, Stephen L Gartner, Alfred L Oliveri, John J Gregg, Wilbert T Jackson, Daniel Mena, Edward R Collins, Nicholas Bole, Bruce J Mallory, Arthur J Wickline, Norman M Rapport, Victor D Knutsen, John C Driscoll, John Dyle, Robert P

Koch, Charles Crescimanno, Rigo- berto Lopez, Edmund Harvey, James L Judge, Eileen M Ford, Vincent L Scuderi.

31 Robert A Thoretz, John A McCarthy, Edward S Challis, Ed- win C Patterson, Gaetano O Scida, Nunzio P Morano, Walter D Mic- kulas, James G Rode, McDuffy Taylor, John J Wilson Jr, John P Kelly, William H Coleman, Jerome P Donnelly, Marino Del- core, Aldo Grillo, Albert L John- son, Norman F Porter, Salvatore Russo, Eli H Smilen, Raymond A Lacova, James Vaccaro, Claude A Henry, Sol Tannenbaum, Daniel

CIVIL SERVICE LEADER, Tuesday, February 24, 1970



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9- Michael J Ventimiglia, Louis L Chirico, James J Kwiecinski, Harold H Jones, John F Nove, Charles J Fiorini, Nathaniel Coop- er, Peter Tesoriero, Jorge H Mar- tinez, Vincent J Gallo, Ulysses Woods, Jay H Rubin, Ugo D Li- becci, Rudolf Weiss, Richard A Kowski, Gerard T Heusel, Ste- phen Stetz, James A Rapp, Rus- sell P Hannan, Robert Unnold, Barry Landsberg, Paul Larocco, Eugene G Larson, Henry I Reiter, Joseph Siclari, Alfred J Fasano mano, Robert N Wilkinson, James Jr, Edward J Iacono, Peter J Ro- L Rega, Joseph Coyne, Harold Seidel, Vincent J Corona, George W Byron, Anthony Cilluffo, Joseph L Bayron, Peter J Hernandez, George S Anderson, Robert O Clark, Thomas P Cawley, Joseph L Critelli.

Construction Supt.

Five candidates for general superintendent of construction (health facilities) with the City of New York took an oral exam recently.

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Dental assistants can earn be- tween \$5,700 and \$7,690 per year working for the City of New York.

Applications for high school graduates with one year of full- time experience as a dental assis- tant should file from March 4 through 24 at the Application Section of the Department of Per- sonnel, 49 Thomas St., Manhat- tan.

There will be no competitive written examination; training and experience will be weighted one hundred percent in qualifying for the job. However, a qualifying practical test will be given.

Sandblasters Apply

Sandblasters: apply for posts with the federal government pay- ing \$3.36 per hour. A vacancy now exists on Governor's Island, New York City, and others are expect-

area.
 For an application, contact the Interagency Board of U.S. Civil Service Examiners, 26 Federal Plaza, Manhattan (263-0422), or go to a main post office.

HA Police Graduate Posthumous Medal Awarded By Golar

The Housing Authority Police Department has added 53 new probationary patrolmen to its force by graduating the class that was sworn in November 10, 1969. The ranks now total 1,435.

Following graduation exercises, HA Chairman Simeon Golar pre- sented the Authority medal of honor to Mrs. Genevieve M. Harris for her son, Ptl. Robert Harris, who was shot to death in the line of duty.

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Directly from the manufacturer of high quality hand tailored suits at wholesale prices.

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Special charter and group trips have been arranged at mass savings. Places include Hawaii, Mexico, Bahamas, Europe, Jamaica, Las Vegas and many more. These have been planned for the entire year consisting of weekends, holidays, and others.

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The Job Market

By BARRY LEE COYNE

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

There continues to be a tremendous demand for Sewing Machine Operators. Any experience on clothing or house furnishings, leather goods or shoes is acceptable. Must be able to operate single or multi-needle factory type power machines. The pay range is \$65 to \$150 a week. Some jobs call for piecework and some week work . . . Merrow Machine Operators with factory experience on machines making knitted clothing are wanted at \$70 to \$85 a week . . . There is also a need for Sample Stitchers to work with designers in the production of original garments. Any sewing ex-

perience on garments is acceptable. The pay range is from \$75 to \$125 a week . . . Hand Sewers for buttons, hooks and eyes and hems are also wanted. Any factory experience acceptable. The pay is \$75 to \$125 a week. Also piecework . . . Floor Boys and Floor Girls to distribute work to operators, make deliveries, assort goods and do other chores around apparel factory are wanted. No experience necessary. The pay for a 35-hour to 40-hour work week runs from \$60 to \$85. Apply at the Manhattan Apparel Industries Office, 238 West 35th St., Manhattan.

Here is a message of particular interest to young men who are interested in learning trades. Four new apprenticeship programs are being established, the largest of which is for Building Construction Carpenters. Under this program 150 young men will be able to learn rough and finish carpentry, at a starting rate of \$3.80 per hour with successive raises until the end of the four-year course when the Journeyman rate will be \$6.90 per hour . . . Shop and Mill carpenters will be taught cabinet making and finish carpentry starting at \$2.61 per hour and ris-

ing to the Journeyman rate of \$4.75 per hour . . . Another course will train Millwrights in the installation and dismantling of heavy equipment at a starting rate of \$3.80 and rising to \$6.90 at the end of the apprenticeship . . . Still another course will train Carpet and Linoleum Installers in the installation of resilient floor covering starting at \$3.80 per hour and ending with the Journeyman rate of \$6.90 after the four-year course . . . Candidates must be 17 thru 27 years of age and have one year of high school with a final grade average of at least 60 or a high school equivalency and must take a physical and aptitude test. Applicants must be United States citizens and submit their applications before March 13 . . . In addition to the above, a new apprenticeship program is being established for 50 young men age 18 thru 23 who want to become Sheet Metal Workers. This is a four-year apprenticeship program and the starting rate is \$3.20 an hour with increases every 6 months up to \$6.40 an hour in the last year of the training. Upon completion of the apprenticeship, the Journeyman rate is \$8.00 per hour . . . If you are interested in taking advantage of training to become a Sheet Metal Worker, or as mentioned earlier, a Carpenter in Building Construction, go to any one of the Industrial Offices of the New York State Employment Service. In Manhattan, go to 255 W. 54th St.; in Brooklyn to 250 Schermerhorn St.; in Queens to 42-15 Crescent St.; Long Island City and 25 Hyatt Street, St. George, Staten Island.

School Teachers are needed for the children of our military and civilian employees stationed overseas. The schools are located in such places as Bermuda, Iceland, Turkey, Morocco, Korea and the Philippines, as well as the European area. In addition to elementary and secondary school teaching positions, there are also openings for School Psychologists, Social Workers, Education Specialists and Principals. Applicants must be at least 21 years of age, have a Bachelor's degree, a Teaching Certificate and two years' successful teaching experience within the past five years. The starting pay for teachers with a BA is \$6,630. Higher salaries are paid for advanced degrees. Salaries for ad-

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ministrative positions range from \$9,320 to \$13,389 per year . . . In addition to basic salaries, free housing is provided or housing allowance is paid as well as transportation at Government expense to and from overseas stations. Applicants who are interested in these overseas positions should mail requests for application forms to the Education Unit of the Professional Placement Center, 444 Madison Ave., Manhattan.

Research Jobs

Potential candidates for the post of associate engineering research editor, according to the State Civil Service Dept., must file entries by March 2 to be eligible to take the April 4 test. Current opening is with the State Conservation Dept. in Albany.

Applications are available by contacting any regional office of the Dept. of Civil Service.

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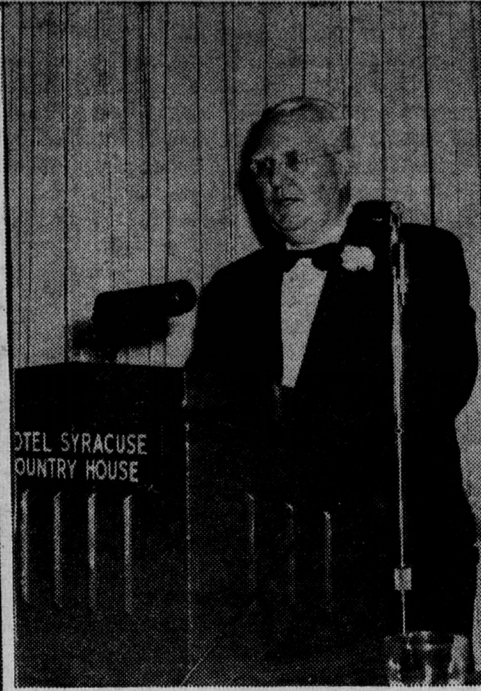
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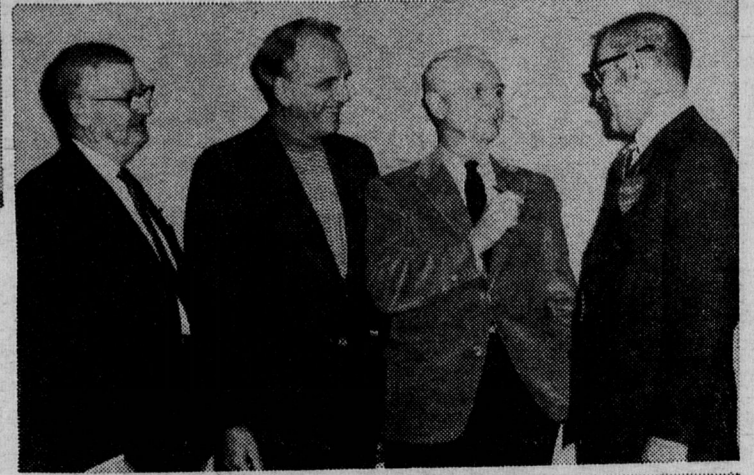
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CENTRAL CONFERENCE WINTER 1970 MEETING



School Unit Problems Topic Of Central Conference Meet

(From Leader Correspondent)

SYRACUSE — School district units should continue to be part of the county chapters rather than form separate chapters in the Civil Service Employees Assn.

That was the consensus of school district delegates at the Winter meeting of CSEA's Central Conference and County Workshop Feb. 13-14 in the Hotel Syracuse Countryhouse near Syracuse.

The "open forum" discussion on school district units was one of the major topics of the two-day meeting which also included an educational session with CSEA Counsel John Rice, committee reports, a luncheon talk by State Senator John H. Hughes, and the 33rd annual dinner of Syra-

Three Types

Joseph J. Dolan, Jr., CSEA director of local government affairs, said three types of units of non-teaching school employees were discussed by the forum — separate CSEA chapters, units within local county chapters and units without affiliation with local chapters.

Most of the school district representatives from Broome, Ontario, Jefferson, Cortland, Oswego, Onondaga and other counties agreed, that "there is greater strength in numbers," and all units in the county should belong to one chapter.

Stephen B. Caruso, president of the Binghamton City school district unit (Broome County chapter), disagreed and pressed hard for separate

efforts.

The discussion was held by the CSEA Ad Hoc Committee on Organizational Problems of Non-Teaching School Employees.

School Problems

The committee is holding a series of such meetings throughout the State to learn how members of school district units feel about a number of problems. The next meeting will be held Feb. 28 in Suffolk County, Dolan said.

During the session with Rice, delegates concentrated on questions about the new contract for State employees.

This meeting of the Delegates' Sounding Board was climaxed with a statement in support of the contract by Robert Guild, who negotiated

on the contract. He told the meeting:

"Best Contract"

"I firmly believe in my heart that this contract far exceeds any contract formerly written in the public sector, not only in New York State, but in the United States. This contract also exceeds any contract in the private sector."

He added: "We have achieved a fantastic point. After one year, we have given employees \$6,000. We have come up with something that helps the little guy, and we're helping the little guy. This is an outstanding contract."

Good Public Service

Senator Hughes told the County Workshop luncheon that public employees "have a responsibility to let the public know the kind of good ser-

vice they are getting from public employees."

On the question of health care, he said that he believes that government "is going to have to get into some sort of compulsory health insurance," because "at the rate that expenses of hospital care are going up, you (the public) will not be able to pay for it. And, I think that the Federal government is going to have to pay a good part of it."

Dr. Theodore C. Wenzl spoke briefly at the Syracuse chapter dinner, urging State employees to vote in favor of the contract CSEA negotiated for 1970.

Guests included Assemblyman John H. Terry of Syracuse and State Senator Tarky Lombardi Jr. also of Syracuse.

DON'T REPEAT THIS!

(Continued from Page 1)

were busy. You share the disappointments of the nation's most powerful Democratic leaders who have made the Buffalo circuits the country's hot line as they seek to touch base with Erie County's Joseph F. Crangle, who is rapidly emerging as a prospective successor to Oklahoma Senator Fred R. Harris as Democratic National Chairman.

At the moment the most likely successors to Harris appears to be former Postmaster General Lawrence O'Brien, who was also Harris' immediate predecessor in that post. O'Brien is a highly respected professional with powerful friends among the various groups that constitute the National Democratic Party. O'Brien resigned from President Lyndon B. Johnson's cabinet to become the campaign manager for the late Senator Robert F. Kennedy in the 1968 Presidential primaries. He subsequently became campaign manager for the Humphrey-Muskie ticket. Some questions remain as to whether O'Brien can or wants to leave his recently organized public relations firm to assume the burden of unifying the fragmented and deficit ridden Democratic organization.

O'Brien has the support of former Vice-President Hubert Humphrey, Senator Edmund S. Muskie, Senator Mike Mansfield, Congressman Carl Albert, Majority Leader of the House and other powerful Democratic figures, and no one is likely to challenge O'Brien for that post would he willing to return to it.

A Donnybrook?

Should O'Brien decide that he is unable to assume those responsibilities, the Democrats may find themselves in the middle of a typical Party donnybrook. A group of Southern Democratic leaders is prepared to advance the name of Governor Buford Ellington of Tennessee, or as an alternative, Mayor John Doilie of Providence, Rhode Island and National Committeeman from that State. Liberal groups within the Democratic Party hope to attract Kenneth O'Donnell, who served as President John F. Kennedy's top aide, or as an alternative Richard Maguire, former treasurer of the Democratic National Committee. O'Donnell is an announced candidate for the Democratic nomination for Governor of Massachusetts and is not likely to withdraw in order to become the National Chairman.

With the O'Brien decision still up in the air, Joseph F. Crangle, the young and vigorous chairman of Erie County's Democrats, has moved to the front as a dark horse prospect. Crangle made a decided impact on the national political scene at the 1968 Democratic Convention in Chicago, where as a member of the convention's Rules and Order Committee, he helped draft and presented to the convention the only minority report adopted by the convention. This report opened the door to broad reform in the selection of delegates to the National Nominating Conventions and abolished the unit rule at all levels of decision making in the delegate selection process. Crangle is moving forward with party reform plans as a member of the Party Reform Commission, headed by Congressman James O'Hara of Michigan, that was established by the Convention.

"Best In Nation"

Like O'Brien, Crangle is known to party leaders as a "pro." Vice-President Hubert Humphrey has called Crangle the "best county chairman in the country." Crangle is also sufficiently identified with the Kennedy wing of the Party, is a friend of Kennedy brother-in-law Stephen E. Smith and worked on the Michigan staff working for the nomination of Senator Robert F. Kennedy in 1968.

Crangle also enjoys the confidence of the nation's most significant labor leaders. George Meany, the president of the National AFL-CIO will endorse the nomination of O'Brien, but Crangle can count on powerful support from the labor quarter. Al Barkan, head of organized labor's poli-

(Continued from Page 6)
New York Metropolitan area will have to unify into a single whole. Maybe the Metropolitan Transportation Authority (MTA) is the answer, but it must be given a chance.

AT PRESENT, the brickbats are being generated as a result of the years of neglect both in and outside the City. These blows are being absorbed by MTA, which really has not been given a fair opportunity to function under the plan originally envisaged for it.

THE OVERWHELMING problem is that MTA is being asked to right all the wrongs of metropolitan transportation in one or two years when these wrongs were committed during the last 50 years.

FOR EXAMPLE, the proceeds

tical action committee, is known to be a warm friend of Crangle and reports coming from Bal Harbour, Florida, where the AFL-CIO is presently holding annual convention indicates widespread Crangle support among the nation's labor groups.

When Crangle became Democratic leader of Erie County in 1965 he was just 32 years old and one of the youngest ever to become a major party chairman. Under his leadership, he made the Erie County party organization one of the most powerful in the country rolling up a series of impressive electoral victories.

The odds still are that Lawrence O'Brien will move back to the seat he once occupied as the Democratic National Chairman. But until he does arrive at a decision, you will simply have to be patient if you make a long distance call to Buffalo.

P.R. COLUMN

of a \$200-million bond issue evaporated into operating expenses when it should have built a Second Avenue subway.

STILL ANOTHER example is the Long Island Rail Road, which was robbed blind and bled white by Pennsylvania Railroad before the State of New York took over.

FOR BETTER or for worse, we better hold on to MTA because it's the best we have.

CIVIL SERVANTS should not be myopic. If transportation in the New York metropolitan area collapses, all of New York State, all of Connecticut, all of New Jersey will suffer because the goose which lays the golden eggs will be critically ill. It might even die.

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Binghamton School Unit Opens Pact Negotiations

(From Leader Correspondent)

BINGHOMTON — The Binghamton City School unit, Civil Service Employees Assn., has entered into negotiations with the district for a 1970-71 work contract covering non-professional employees.

Unit president Steven B. Caruso said negotiating team members were surprised by the presence of John Miles, executive assistant to the superintendent of schools at the first negotiating session. Miles was subsequently designated chief negotiator for the school district with business administrator and board clerk Gerald Demaree assisting.

Caruso designated unit attorney Matthew Vitanza as chief negotiator for the unit with salary and benefit chairman Geniveve Driscoll assisting.

Proposals

Proposed changes in the present contract include a change in the duration of recognition date, the designation of the unit as a non-teaching unit, permission for CSEA communications to be placed in school boxes by the unit president by Friday noon for delivery the following Monday, a minimum of three-hours call back time guaranteed if an employee is required to return to work for any length of time once his tour of duty has ended.

The unit also proposes that qualified personnel be permitted to request a transfer within the City district when openings in grade and title occur, that any Summer work available during July and August be posted in all schools to enable qualified regular ten-month members of the staff to apply before the positions are opened to other than staff members.

Changes in vacation benefits would include two weeks vacation for employees with from one to seven years of continuous employment within the district, eight to 15 years of employment would earn three weeks vacation with 16 to 20 years of employment earning four weeks paid time off.

Retirement

Other proposals include one-fiftieth career retirement plan be added to the present pension plan, a change from six to four years of continuous service for non-competitive labor class employees, including cafeteria workers, guaranteeing them tenure under section 75 of the State Civil Service Law.

Increment eligibility terms would be decreased from seven to four years of continuous service to reach maximums for custodial staff employees, from ten to seven

Child Care Aides

(Continued from Page 1)

after meetings with representatives of the Department and later with representatives of the State Division of Classification and Compensation. It was learned that if the department was allowed more time, the study would be broadened to include two additional State training schools — Warwick and Highland.

"CSEA felt," said Redifer, "that these schools should be included in the scope of the study. The additional time period also will give us the needed time to perfect the program itself. CSEA believes that haste in this matter could result in an inadequate career ladder program for employees in the child care job titles."

years for clerical employees maximum increment benefits.

Cafeteria employees would be granted a five percent cost-of-living increase. All cafeteria employees on hourly wages be granted a five-cent an hour pay hike after eight years of continuous employment. Any outside activities authorized by the school administration for cafeteria personnel outside their regular shift would be paid at the rate of time-and-one-half. All cafeteria managers would receive vacations with pay. Christmas Day, New Years Day and Good Friday would be added to the present list of paid holidays.

Cost-of-Living Boost

The contract proposal would provide for a five percent cost-of-living increase for all other non-professional employees.

Maintenance Department em-

ployees would be granted a \$300 differential for the use of their own tools on the job. The District would be required to furnish raincoats, hip boots, safety helmets, work gloves and safety glasses.

Also included is a provision for the discussion of the practice of hiring private cleaning contractors to perform duties at the Horrace Mann School.

A job and salary evaluation of all categories of non-professional employees be undertaken as soon as possible is also proposed.

Caruso said the aforementioned items are "not extravagant." Caruso said the reasons behind the proposals is to avoid what he termed the possibility of "scaring the school board into going into impasse." "The membership," he said, discussed and approved the proposals."

L. I. Parkway Chap. Adds 8 Grievance Committee Members

(Special to The Leader)

FARMINGDALE—The Long Island Inter-County Parkway chapter of the Civil Service Employees Assn. has boosted its number of unit grievance representatives to 20 with the appointment of eight additional men, according to Louis Colby, chapter president.

Colby said the new grievance representatives, who will handle the on-the-job problems of the employees in their specific areas, include: Roger Giansante, Jones Beach store house; Nat Cuccia, High Hill area of Jones Beach; Howard Leffhalm, Robert Moses State Park; Jack Gehrig, Duffy Lane Parkways; Frank Jaroneczyk, Comack Parkway; John Stagner, Sunnyside Parkway; O.J. Pittelli, Valley Stream Park; and Frank Inchiocco, Meadowbrook Barnes Parkway.

It is expected that a grievance representative for Southern State Tolls will be appointed shortly, Colby said.

Meeting Plans Set

(Continued from Page 1)

Session, Playhouse
7-8:30 p.m.—Dinner
9:30 p.m.—Entertainment, Terrace Room.

THURSDAY, MARCH 19

8-10 a.m.—Breakfast
9 a.m.-3 p.m.—Registration and Certification, Upper Lobby
9 a.m.-1 p.m.—General Business Session, Playhouse
1-2:30 p.m.—Lunch
2:30-5 p.m.—General Business Session, Playhouse
6:30-7:30 p.m.—Cocktail Party, Terrace Room
7:30 p.m.—Delegate Banquet.

If necessary, the delegates will reconvene for a general session at 9 a.m. Friday, March 20 in the Playhouse.

The highlight of the special meeting will be the Delegate Banquet on the third evening. The guest speaker for the evening has not yet been announced.

Dept. Heads Get Highest Salary

ROCHESTER — Department heads in the new Republican City administration started at the highest possible salaries for their jobs, City Hall records show.

When Democrats took over City Hall in 1962, department heads waited 2½ years to reach top scale.

The current City budget shows department head salaries range from \$21,294 to \$25,662.

There are five steps designed to give raises after six months and then every year up to the fifth step.

The arrangement was the same in 1962 except that the scale then ranged from \$13,806 to \$16,549.

The heads of the Finance, Public Safety, Public Works and Law departments started work Jan. 5 at \$25,662. They were comptroller John P. DeCesare, Public Safety Commissioner James F. Butler, Public Works Commissioner Raymond E. Keefe and Corporation Counsel Charles L. Willis. (Butler's appointment was temporary and he'll be replaced by John Mastrella.)

GOP Councilman Robert F. Wood, Council Finance Committee chairman, said it was the council's decision to pay department heads top scale.

"We had to do it to get qualified people," Wood said.

In 1962, when Democrats took control of City Hall, records show that department heads started at the second step (\$14,369) of the scale for department heads.

In the new Republican administration, it's generally only the department heads who are starting at the top of their pay scale.

Heads of bureaus, with a few exceptions, are starting at the bottom of their pay scales.

If the new department heads are to get raises in the future, there will have to be a general salary increase for all City employees, or the scale for just the department heads will have to be changed, or the city manager will have to set fixed salaries for them at a higher level.

Oneida Chapter Awaits Fact-Finder's Decision On Pact Proposals

(From Leader Correspondent)

UTICA—The Oneida County chapter of the Civil Service Employees Assn., is still waiting to hear if it has a new contract, or in fact, if the State fact-finder will make any recommendations on a new contract.

George Baum, of Syracuse, said he would need more than the usual two weeks allotted to come up with something in the dispute but so far has said nothing. A new twist was added last week when Baum hinted that he wanted to submit the hassle back to mediation—a stage the County and the CSEA have already gone through unsuccessfully and one which has been met with stiff opposition by the chapter leadership. "If Baum doesn't act soon it will be time to start thinking about a 1971 pact," one official remarked.

The dispute has been going on

Parole Aides

(Continued from Page 1)

is still in the planning stages, would consolidate the Division of Parole, the Correction Department and other similar functions into one department.

Employees from the Division of Parole have voiced deep concern over what effect this proposed merger would have on their positions and the jobs of other employees, and called on CSEA to arrange a meeting with the Governor's representatives so that they could learn more about the proposal.

The meeting was being held last Friday afternoon as The Leader was going to press. Jack Weisz, president of the CSEA Parole District chapter in New York City, George Shivery, vice-president, and employee representatives from every parole district in the State were scheduled to attend the meeting along with CSEA representatives.

Eligibles

OPTION A — SR INTERNAL AUDITOR

1 Gage P Albany -----76.3

OPTION — ASSOC RESEARCH ANALYST

1 Sandy M Albany -----80.9
2 Goldman N Elnora -----80.6
3 Hecht R Bx -----78.0

OPTION — CIVIL DEF ASST DIR POSITION

1 Houser R Albany -----81.0
2 Smith E Newark -----80.1
3 Richie R Saratoga -----78.8
4 Fogerty A Otego -----78.3

OPTION — SR HEMATOLOGIST ERIE

1 Palmer R Buffalo -----86.2

OPTION — SR LAB TECH CYTOLOGY

1 Curran P Albany -----95.9
2 Murray J Stamford Ct -----77.6

OPTION — SR CD RADIOLOG REPRESENT

1 Antoniewicz R Schenectady -----94.9
2 Hildreth M Glens Falls -----89.5

OPTION — SECURITY OFFICER

1 McGinnity J NY -----97.0
2 Smith J Bklyn -----93.3
3 Kelley J Buffalo -----93.1
4 Drucker W Rego Pk -----91.3
5 Fitzmaurice R Bx -----84.4
6 Vidal F Woodside -----76.3

OPTION — SENIOR FOOD CHEMIST

1 Fiedler W Scotia -----81.4
2 Pollman R Albany -----75.1

OPTION — SR BACTERIOLOGST VIROLOGY

1 Clarke I Greenbush -----99.4
2 Senter C Albany -----94.0
3 Osterhout G Delmar -----87.3
4 Trimarchi C Schenectady -----80.5
5 Cutie T Rensselaer -----79.3
6 Roz A Schenectady -----77.5

since last July and both sides had hoped that this would be the final stage and that it would come to a quick conclusion with Baum's appearance on the scene.

Once Baum does make his position known—if he comes up with a solution—the Oneida County Board of Legislators will still have to approve the pact.

Erie Pact Sought

(Continued from Page 1)

also expected to meet last week to finalize the bargaining demands which will be based primarily on a questionnaire circulated among the employees by the chapter.

At Leader press time, it was learned that the hearing officer for the Erie County PERB has recommended, based on the incomplete tally resulting from the last official hearing that Local 1095, AFSCME, be certified as the winner.

A CSEA spokesman charged that "this action completely disenfranchises 25 voters whose ballots remain in a challenged status." The spokesman further declared that "at least four of the ballots are from known CSEA members. Our tally indicates that 65 percent of the blue-collar workers did not want AFSCME as their representative." The spokesman said that 65 percent included those employees who voted for CSEA, those who voted for no union, and employees who did not cast ballots.

"Based on this CSEA will take all steps necessary to rectify this gross injustice," the spokesman said.

"CSEA previously filed objection to the conduct of the election, and we are confident that this will result in a new election."

Ballots Held Up

(Continued from Page 1)

would shortly receive copies of the present contract with the language in question clearly marked and will be asked to comment on them.

"When the agreement is reached on the issues in question, CSEA plans to mail the final contracts and a simplified explanation of them to all employees in the four units for their review prior to the mailing of the ballots to the CSEA membership.

The CSEA president described this procedure as unique: Seldom, if ever, do unions provide the actual contract to their members before the ratification vote. In fact, many unions in private industry ratify or reject their contracts by voice vote, and at meetings which are not attended by the full membership.

"CSEA is fulfilling its promise of last year by giving every member a chance to vote on any contracts we negotiate for them. The mechanics of this procedure take time to implement, but we expect to mail out the ballots the week of March 9."