

# Civil Service LEADER

America's Largest Weekly for Public Employees

## Conference Reports

See Pages 3 & 14

Vol. XXIX, No. 43 Tuesday, July 2, 1968 Price Ten Cents

### CSEA Returns To Bargaining Table With State Officials

ALBANY — Negotiations covering issues affecting State employees opened recently between the Civil Service Employees Assn., the recognized bargaining agent for most State workers, and the Governor's negotiating committee.

CSEA bargainers concentrated on four key items at the session — 1) modification of grievance procedures calling for binding determination; 2) independent hearing officers in section 76 disciplinary proceedings whose determinations also would be binding; 3) employee organization right, and 4) local level negotiations.

The latest bargaining talks followed negotiations concerning economic issues held last March when CSEA won a record ten percent \$600 minimum pay raise and extension of the 1/60th pension plan's retroactivity back to 1938 for virtually all State workers.

The economic package, which also included \$10 million for reclassifications and reallo-

cations, shift and geographic pay differentials amounted to \$101 million a year. CSEA recently was successful in winning an increase in the mileage reimbursement rate from nine to ten cents a mile for State employees who use their personal cars on official business. This benefit became effective recently.

Negotiations on non-economic matters were delayed pending passage by the Legislature of the pay raise and retirement benefit and because of the limited time that could be devoted to the talks while the Legislature was in session.

In future talks with the State (Continued on Page 16)

### CSEA & Mental Hygiene Dept. Launch Study To Revamp Status, Train And Upgrade Employees

(Special to The Leader)

ALBANY—A large-scale study of patient care in State Mental institutions and of ward service jobs directly related to patient care was launched last week at a meeting between officials of the 165,000-member Civil Service Employees Assn. and the Department of Mental Hygiene.

CSEA, the recognized bargaining agent for most State workers, and the representative of nearly 40,000 Mental Hygiene employees, told department officials it will devote the services of its research division and other departments to the study which will cover a broad range of subjects on improving patient care in the various Mental Hygiene hospitals and schools throughout the State.

Dr. Theodore C. Wenzl, CSEA president, said: "The path to better patient care in our institutions is linked directly to more opportunities in the areas of promotion for the employees who work closely with the patients. It is our hope that this study will produce an expansion of promotional opportunities through the creation of new titles and positions which would be made available to the more than 20,000 employees working as attendants.

CSEA also will seek a clearer definition of the duties of those employees in the attendant title. "Many of these workers are performing domestic duties, such as washing floors and walls, and other housekeeping duties, and this detracts from their primary function — caring for the patient," Dr. Wenzl said. "We feel the domestic work should be done

by employees hired specifically for that purpose."

Both CSEA and the Mental Hygiene Department agreed that there is a need for a support staff of technicians to work closely with the nurses and other professional supervisors. "Attendants are doing this now, but

also are performing duties unrelated to their title," Dr. Wenzl stated. "Creation of a title or titles in this technical area could open the door to many attendants who are seeking to better themselves."

Dr. Hugh LaFave, assistant (Continued on Page 16)

### Public Authorities Approve Retroactive 1-60th Plan

(Special to The Leader)

ALBANY—The State Thruway Authority and East Hudson Parkway Authority have acceded to requests by the Civil Service Employees Assn. by adopting the 1/60th pension plan, retroactive to 1938.

CSEA, which earlier had asked the chairmen of both authorities to adopt the plan negotiated by CSEA last March for most State workers, was notified of the action by letter last week.

The State Bridge Authority earlier had adopted the plan at the request of the Employees Association.

Employees of the three authorities are members of the State Employees Retirement System but were not affected by the CSEA-negotiated plan, because, techni-

cally, they are not State employees and thus were excluded from the general bargaining unit of 124,000 workers designated last November by Governor Rockefeller.

The CSEA bill, however, made it permissive for the authorities and other political subdivisions to adopt the new plan. Besides the authorities, one of the State's largest counties—Nassau—has ap-

(Continued on Page 16)

### Troopers' Half-Pay Pension Veto Decried By Employees Assn.

ALBANY — Governor Rockefeller's vetoing of the State Police half-pay, 20-year retirement bill has drawn stiff criticism from the Civil Service Employees Assn., co-sponsor of the legislation.

The Governor disapproved the measure for what he termed were deficiencies in a permanent plan called for under the bill, citing as an example the lack of a mandatory retirement age, a CSEA spokesman said. "What we want to know," said the spokesman, "is why did he approve a permanent plan without a mandatory retirement age for members of the State Legislature?"

iciencies but we see them as differences of opinion," the spokesman stated. "State Police wanted the permanent bill without a mandatory retirement age as did the Legislature for its people, but, unfortunately, the Governor saw fit to approve only the Legislative Pension. Rockefeller's action is grossly unfair and has caused a grave injustice to these hardworking, dedicated professionals, who put their lives on the line in pro-

(Continued on Page 16)

### Monroe County Sets Mini-PERB Plans

ROCHESTER — The Monroe County Legislature will establish a Public Employment Relations Board to handle labor problems growing out of the State's Taylor Act.

The county's PERB will be the first in the area and will be available to serve municipalities and school districts.

The legislation was introduced this week and referred to committee. It probably will be enacted in July.

It calls for a three-member board whose members would serve for six years.

No salary is provided in the proposed legislation, but the legislature would have the auth-

(Continued on Page 16)

### CSEA Urges Governor To Declare Long Weekend July 4-7 For State Aides

ALBANY — The Civil Service Employees Assn. has called on Governor Rockefeller to reconsider his refusal to make July 5 a special holiday so that State employees could enjoy a four-day weekend.

In a telegram to the Governor, Dr. Theodore C. Wenzl, CSEA president, said: "Thousands of State employees are keenly disappointed at your denial of a July 5 holiday, thereby depriving them of a second of two possible four-day weekends this summer. I urgently request that you reconsider this matter and extend this nominal reward to our loyal core of public servants who have cooperated so admirably during this first trying year under the Taylor Law."

The Governor's denial was in response to an earlier request by

CSEA in which Dr. Wenzl said that the Fourth of July is a "patriotic holiday of the first order, far exceeding any other in its unique significance in our national heritage. In view of this special significance, we feel fully justified in asking that you extend the observance of this coming Fourth of July by granting as a holiday to State employees the Friday following."

The CSEA chief cited the fact that local governments in several larger counties as well as many of the leading commercial and industrial firms have already declared the extra holiday.

Dr. Wenzl further noted that "The State was once the leader in this area of employee consideration, but has fallen behind many local governments which in the past have followed the State's lead in such matters."

*Don't Repeat This!*

Andrew Stein Proposes:

### Full-Time Sessions Of Legislature To Keep Up On Problems

ONCE again we are living through times of tragedy and crisis. Men of good will are seeking legislation to prevent the recurrence of various problems and now, particularly, the gun control problem.

But the New York State Legislature is not in session. Remedies proposed will have to be put over until next year, unless Governor Nelson A. Rockefeller calls a special session.

There has been a trend towards full time legislative bodies. Congress, for example, does spend nearly a full year (except in election periods) dealing with the (Continued on Page 6)

### Some Space Left On Last Bahamas Tour

Space is left on only one more summer, week-long trip to the Grand Bahamas. All others have been sold out, it was announced last week.

Members of the Civil Service Employees Assn. may apply for remaining space on a jet trip that departs from New York on Aug. 10 and returns on Aug. 17. The price of only \$189 includes round trip air fare, rooms at the Oceanus Hotel and two deluxe meals a day.

Immediate application should be made to Samuel Emmett, 1060 East 38th St., Brooklyn, 11210; telephone (212) Cloverdale 3-4488.

# State Insurance Fund Cites Successful Year

More than 400 disabled workmen were returned to gainful employment last year through the retraining and reconditioning program of the State Insurance Fund, the State agency's executive director, James J. Carroll, reported last week.

This is an all-time high for any year since the rehabilitation program was instituted in 1952, Carroll said in his annual report to the fund's commissioners.

In one case, the report said, a 40-year-old cab driver who had suffered multiple injuries was taught a new trade—photography—and is now operating his own business successfully.

In another, according to the report, a 30-year-old photo print operator who had sustained a

head injury underwent long treatment and training and is now employed as a teacher's assistant in a college art department with the prospect of becoming an assistant professor in the near future. He has exhibited his own paintings and these have received favorable critical comment.

The State Insurance Fund, operating along the same lines as an insurance company, is responsible for compensating injured workmen for job-connected disabilities and for covering their

medical expenses. It was created by the Legislature for the purpose of insuring employers against liability for personal injuries or death sustained by their workers.

In his report last week Carroll said that the agency's success last year in rehabilitating the more than 400 injured workmen resulted in a savings to the fund, out of previously projected reserves, of nearly \$500,000.

In turn, these savings were reflected in a lower net cost to the employers who are covered by the insurance fund under the State's Workmen's Compensation Law.

The rehabilitation program, carried out in cooperation with the Workmen's Compensation Board, includes physical reconditioning as well as vocational retraining. In the 15 years the program has been in effect, Mr. Carroll's report said, 3,217 claimants have been restored to gainful employment, for a total savings in excess of \$5 million.

The commissioners of the State Insurance Fund, comparable to members of the board of directors of a business corporation, are statutory officials appointed by the governor. The agency has its main office at 199 Church St., New York City, and has other offices in Albany, Buffalo, Rochester and Syracuse.

### Written Exam

A written exam was given recently to 409 candidates for school custodian engineer positions with the City, according to the Department of Personnel.

## Your Public Relations IQ

By LEO J. MARGOLIN



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

### The Court's Effect

AS WITH THEIR fellow citizens in the private sector, the public relations of civil servants is "the whole apple."

THERE'S A SLICE of "the whole apple" for each action—job efficiency, competitive pay scales, good relations with

cooperating agencies, friendly rapport with supervisors and fellow employees, good relations with local, State and Federal legislative bodies, etc., etc.

TRUE, ONE BAD slice of "the whole apple" does not render the remainder bad. But it's a peculiar looking apple with one or more slices missing. For that matter, so is an automobile with one or two tires missing from the operating wheels.

CIVIL SERVANTS must be certain that their whole public relations apple has all its slices intact, and that the apple's shiny outside protects a delectable edible inside.

ONE SLICE OF "the whole apple" which must not be overlooked is that slice which could bear the label—"U.S. Supreme Court—Civil Service." Most civil servants overlook this label, seeing only the labels marking their relations with local and State legislative bodies.

YET THE U.S. Supreme Court has had a very direct effect on the civil servant's official activities on and off the job.

HOW MANY CIVIL servants realize that just about three weeks ago the U.S. Supreme Court declared in effect that it is unfair to punish public employees without a trial?

THIS DECISION dealt with a civil servant's waiver of immunity before testifying before a grand jury in N.Y. State. The Court said clearly that the civil servants had to choose "between surrendering their Constitutional rights or their jobs."

OF COURSE, this does not mean that an errant public employee enjoys total immunity. There are still proper disciplinary proceedings and, in the court, trial by jury and the right to cross-examine his accusers.

THIS IS BUT one area where the civil servant has been directly affected by decisions of the U.S. Supreme Court. Civil servants and elected and appointive officials suffer an unfair disability because of the Court's decision making it difficult for public employees to protect themselves against libel.

WE HAVE OFTEN complained

### Heart Bill Knocked

Albany—Governor Rockefeller has vetoed a bill which would have amended the Policemen's and Firemen's Retirement System to provide a rebuttable presumption that a heart attack caused by reason of and the performance of duty constitutes an accident covered by the accidental death and disability provisions of the retirement law.

in this column that all too often citizens not directly involved in public employment "are more equal" than public employees, and that those in the private sector are not subject to the microscopic scrutiny to which civil servants are exposed.

ALTHOUGH THE U.S. Supreme Court has ruled that a libel against a public employee may be malicious before it can be redressed with money damages, the nine justices must still determine what right—if any—public employees have to protect themselves against careless use of untrue statements.

THIS GOES TO the heart of a civil servant's public relations since careless accusations can destroy a civil servant's good public relations, built up over 25 years, in a matter of minutes.

THUS, WHATEVER changes are made on the U.S. Supreme Court bench within the next few months will have a very direct effect on civil service and its total public relations.

OVERALL, THE so-called "Warren Court" has made significant strides in equalizing the rights of the citizen in the public sector with those enjoyed by the citizen in the private sector. But much remains to be done by the Court as it will be constituted after Chief Justice Earl Warren retires.

WE BELIEVE that civil service will get a better chance at being "equally equal" with a U.S. Supreme Court following the Warren philosophy of breathing life into the Constitution's Bill of Rights.

ON A NUMBER of occasions we have said that sometimes even high ranking legislators can utter arrant nonsense—such as the statements by a couple of Southern U.S. Senators who are trying to picture President Johnson as "a lame duck."

WE HAVE TRIED hard to picture the most powerful political figure in the world as a lame duck, but the picture just doesn't come off.

IT IS QUITE obvious that President Johnson proved his intelligent use of power by naming Justice Abe Fortas the new chief justice. We think this appointment is a most favorable sign for civil service.

### WALTER WINCHELL

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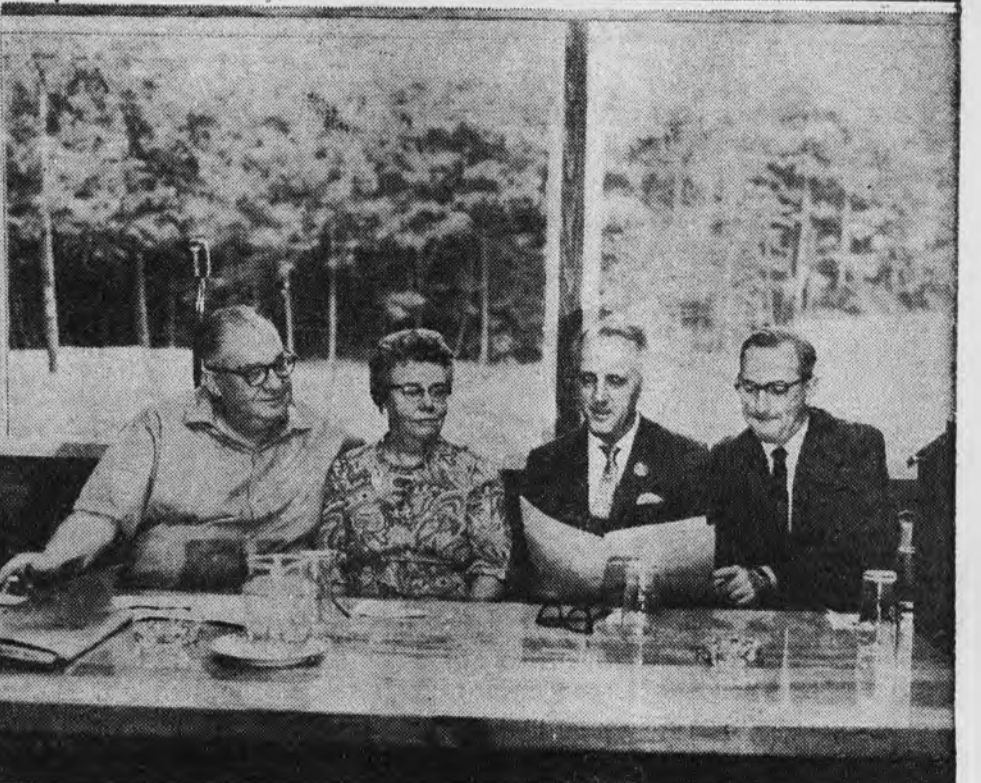
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CIVIL SERVICE LEADER  
America's Leading Weekly for Public Employees  
97 Duane St., New York, N. Y. 10007  
Telephone: 212 BEekman 3-6016  
Published Each Tuesday at 299 Lafayette St., Bridgeport, Conn.  
Business and Editorial Office: 97 Duane St., New York, N.Y. 10007  
Entered as second-class matter and second-class postage paid, October 2, 1939 at the post office at Bridgeport, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.  
Subscription Price \$5.00 Per Year Individual Copies, 10c



Delegates and Guests Are Shown at Annual Capital District Conference Workshop

Leader Staff Photos & Montage By Deasy

# May De Seve Honored By Capital Conference

LAKE LUZERNE—The annual dinner of the Capital District Conference, held recently at Hidden Valley Dude Ranch, here, was highlighted by the presentation of the annual President's Award to May M. De Seve, chairman of the Conference publicity committee. The award is made each year to a member of the conference who is not an officer, whom the executive committee has selected on the basis of outstanding service to the Conference during the year.

In making the presentation, Benko said: "Since assuming the office of president of the Capital District Conference, May De Seve has been invaluable to me and to the Conference in the performance of her duties as publicity chairman. Our Conference has had expert, professional news coverage in the newspapers, radio and television in the Capital District area. News of our regular and of our special events has been widely circulated so that not only our membership, but the general public is constantly

aware of what the Capital District Conference is doing."

"During the past year," Benko continued, "Mrs. De Seve has successfully completed assignments on two special committees for the Conference. As chairman of the special influenza inoculation committee, she successfully coordinated a program complicated by a serious shortage of serum and widely scattered work locations which necessitated a number of clinics in different locations of the city. She has recently volunteered to head the 1968 Journal Committee when it was feared that publication would have to be suspended for 1968 and we would suffer a loss of revenue as a result. We now will realize a substantial profit from a few weeks of energetic and dedicated effort. The choice was unanimous."

In appreciation for services extended to the Capital District Conference during the year, special awards were presented by Benko to George D. Wachob, of Ter Bush and Powell and to

William Parry of Blue Cross-Blue Shield.

Hazel Abrams, third vice president, CSEA, who is a former conference president, was the featured speaker at the banquet. Miss Abrams is the State-wide Association's coordinator on pension and retirement matters and she reported that CSEA is at present formulating plans to prepare CSEA members for retirement by initiating training sessions which will include the spouses of married members who are contemplating retirement. They are also working on plans to amend the constitution so that chapters of retired members may be formed within the organization.

Other guests at the banquet were Norbert Zahm, CSEA educational director, Bernard Ryan, new CSEA county field representative, Joseph Dolan, CSEA director of local government affairs; Jack Conoby, field representative and Dorothy MacTavish, CSEA secretary.

In other action at the workshop Benko revealed plans for a

series of training forums for chapter officers to be held during the Fall.

The series will be under the direction of Benko, who will also act as moderator at all classes in the series. Since the series relates to the new manual for officers to be released by CSEA in the immediate future, Benko will be joined by Norbert Zahm, CSEA educational director and other experts in the fields of officer duties and responsibilities covered in the Manual.

Zahm was the principal speaker at the workshop; this year devoted to the subject of chapter problems. He presented a summary "officers manual" now in preparation to the assembled delegates, touching briefly on each of the sections it will contain. In addition to sections outlining duties of officers in both State and county chapters, the manual will contain a history of CSEA. It will list the services and materials available to chapter officers from headquarters, it will contain models of official reports required, a model chapter consi-

deration, reproductions of various documents and a complete outline of their usage. For officers not familiar with Parliamentary procedure, there will be a section devoted to Robert's Rules. Distribution is expected this Fall.

Dr. Theodore C. Wenzl, CSEA president and former Capital District Conference president, in his address to the Conference officers and delegates, advised them of recent Association achievements and progress. "Your role in Association achievements," he told the group, "has been of significant importance. There are still further gains to be sought in the future and the role of the individual member will be one of even greater importance in the period. Yours is the challenge to provide the historic milestone in the differentiation between the public and the private sector of employment."

Other guests at the Workshop were Irving Flaumenbaum, of Nassau County, first vice president of CSEA, and Joe Deasy, Jr., city editor of the Civil Service Leader.

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**OUR 71st YEAR**

## July 29 Is Last Day To File For State Promotion Exams

Applications are being accepted till July 29, 1968 for New York State competitive promotion examinations to be held September 7, 1968. The examinations are open only to permanent employees in the department or promotion unit for which the examination is announced.

### Interdepartmental

Sr. Accountant and Sr. Auditor, exam no. 33-237, G-18.

Assoc. Accountant and Assoc. Auditor, exam no. 33-238, G-23.  
Sr. Accountant (Employment Security), exam no. 32-251, G-18.  
Assoc. Accountant (Employment Security), exam no. 33-252, G-23.

### Audit and Control

(Incl. Em. Retirement Sys.)  
Sr. State Accounts Auditor, exam no. 33-244, G-18.  
Assoc. State Accounts Auditor, exam no. 33-245, G-23.

### Banking

Banking Electronic Data Specialist, exam no. 33-239, G-29.

### Executive

(Housing and Comm. Renewal)  
Sr. Architectural Specifications Writer, exam no. 33-279, G-23. (Local Govt.)  
Sr. Accountant (Public Service), exam no. 33-232, G-18.  
Assoc. Accountant (Public Service), exam no. 33-233, G-23. (OGS)

Jr. Mechanical Specifications Writer, exam no. 32-986, G-15.  
Asst. Mechanical Specifications Writer, exam no. 32-987, G-19.  
Sr. Mechanical Specifications Writer, exam no. 32-988, G-23.  
Jr. Architectural Specifications Writer, exam no. 33-036, G-15.  
Asst. Architectural Specifications Writer, exam no. 33-277, G-19.  
Sr. Architectural Specifications Writer, exam no. 33-278, G-23.

### Labor

(Div. of Employment)

Sr. Unemployment Insurance Tax Auditor, exam no. 33-247, G-18.  
Assoc. Unemployment Insurance Tax Auditor, exam no. 33-248, G-21.

### Public Service

Sr. Accountant (Public Service), exam no. 33-234, G-18.  
Assoc. Accountant (Public Service), exam no. 33-235, G-23.  
Principal Accountant (Public Service), exam no. 33-236, G-27.

### Social Services

(Excl. Inst.)

Supervising Consultant on Blind-Made Products, exam no. 33-280, G-20.

## Suffolk Co. Seeks Planning Aides

Suffolk County is accepting applications until further notice for the position of planning aide. Applicants for this position which pays from \$263 to \$370 bi-weekly, should have a bachelor's degree in a related field of study, (architecture, planning, etc.), or an education-experience equivalent.

A written test will be given which will require an aptitude for drafting, maps technology, zoning ordinance interpretation and like related skills.

For applications and further information contact the Suffolk County Civil Service Commission, County Center, Riverhead, New York or telephone PA 7-4700, ext. 249.

### Jr. Architect Exam

Written examination for junior architect were administered last week by the New York City Department of Personnel.

## Where to Apply For Public Jobs

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

### CITY

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

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

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

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

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

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

### STATE

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

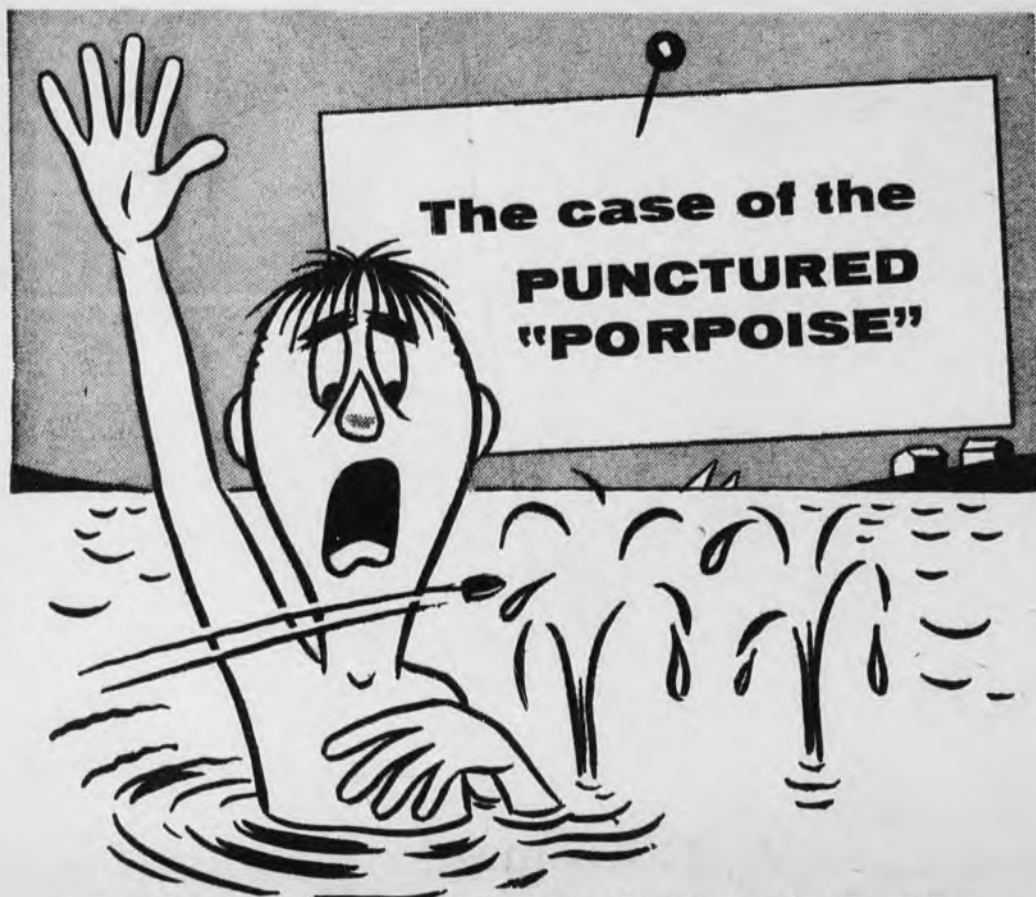
Candidates may obtain applications for state jobs from local offices of the New York State Employment Service.

### FEDERAL

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

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

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



An Accident Insurance policy-owner, enjoying his summer vacation at a Cape Cod beach, was swimming off-shore when a nervous Cape Cod native mistook him for a porpoise and shot him in the left arm. The injury was minor, but the insurance company paid him \$195 for being shot "accidentally on porpoise."

We admit this might never happen to you, but each year accidents and sickness cost millions of Americans a staggering toll in both disabilities and money.

The C.S.E.A. Accident and Sickness Income Insurance program, administered by Ter Bush & Powell, Inc., covers over 52,000 members. As a group they have already received benefits totaling millions of dollars. It could also pay you an income each month if an accident or sickness disables you.

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P.S. If you have the insurance, why not take a few minutes and explain it to a new employee.

# PERB Denies Union Demand To Represent Bridge Painters

ALBANY — The director of representation for the Public Employment Relations Board has dismissed a petition by the Structural Steel and Bridge Painters, Brotherhood of Painters, Decorators and Paper Hangers of America, AFL-CIO, Local 806, for certification as the exclusive negotiating agent for the nine bridge painters and their helpers employed by the New York State Bridge Authority.

This action upheld an opinion by the Civil Service Employees Assn., which represents 108, of a possible 110, employees of the authority, that the best interests of the employees would not be served in a fragmentation of their negotiating unit. CSEA also contended that the only thing that differentiates bridge painters from other maintenance workers is that they qualify for hazardous duty, and are paid a "premium rate" for the time they spend painting bridges. At other times, they perform the same duties as the remaining 20 maintenance personnel.

"The PERB decision," said Eugene Dmoch, past president of the Bridge Authority chapter of CSEA, "may well pave the way for another union defeat, since it has filed a similar petition to represent 'bridge painters' employed by the Thruway Authority. The union claims to be working in the best interests of the workers, and yet wants to break up

## Welfare Group Meets

LAKE PLACID — The New York Public Welfare Assn. has completed its annual meeting at Whiteface Inn. Sassen Hage, Montgomery County social services commissioner and association president, conducted the three-day meeting.

Meeting concurrently was the State Association of Welfare Accountants.

State Senator William E. Adams of Buffalo addressed both groups. He is chairman of the Senate Committee on Social Services.

### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. — MONYA ROSENBERG, Plaintiff, Against WILLIAM ROSENBERG, Defendant. — SUMMONS, Index, No. 4660/68. — ACTION FOR A DIVORCE.

TO THE ABOVE NAMED DEFENDANT: YOU ARE HEREBY SUMMONED to serve a notice of appearance on the Plaintiff's attorney within twenty (20) days after the service of this summons, exclusive of the day of service where service is made by delivery upon you personally within the State, or within thirty (30) days after completion of service where service is made in any other manner. In case of your failure to appear, judgment will be taken against you by default for the relief requested in the notice set out below upon the termination of conciliation proceedings or one hundred twenty (120) days after the filing of a Notice of Commencement of this action with the Conciliation Bureau whichever is sooner.

PLEASE TAKE NOTICE that the object of this action is to obtain a judgment divorcing and dissolving the bonds of matrimony on the ground of cruel and inhuman treatment and abandonment of the Plaintiff, Monya Rosenberg, by the defendant, William Rosenberg causing the parties to live separate and apart from one another. That there are no issues from the marriage and the Plaintiff seeks no alimony or support. Plaintiff designates Bronx County as the place of trial. The basis of venue is the residence of the Plaintiff who resided at 1975 Andrews Avenue, Bronx, New York. Trial is to be held in the County of Bronx. Dated: March 29, 1968—ISAAC G. MCNATT, ESQ. Attorney for Plaintiff, Office & P.O. Address: 848 St. Nicholas Avenue, New York, New York, 10011. TO THE ABOVE NAMED DEFENDANT: The foregoing summons is served upon you by publication pursuant to an order dated 17th of June, 1968 of the Hon. ABRAHAM GELLER, a Justice of the Supreme Court of the State of New York, and filed along with the supporting papers in the Bronx County Clerk's Office. This is an action for divorce. Dated June 18, 1968. ISAAC G. MCNATT, ESQ., Attorney for Plaintiff.

their collective strength."

Other CSEA representatives at the PERB hearing were Joseph J. Dolan, CSEA director of local government affairs and Thomas Brann, CSEA field representative.

## Mental Hygiene Doctors Protest Test Discrimination

ALBANY—Discrimination in promotional requirements for State Mental Hygiene physicians was the central topic of a recent meeting between the Association of New York State Mental Hygiene Physicians and the Department of Mental Hygiene.

It was suggested by the physicians that the Department of Mental Hygiene should develop a policy of promotion from within to reward the experience and skill of its professional employees, specifically, that the department should give priority for promotion to physicians working within the department when their of physicians and dentists coming from outside the department.

Some of the instances in which the Association believes that the department has discriminated against present employees are:

- Giving examination that are geared primarily to physicians and dentists coming from outside the department.

- Imposing ex post facto promotional standards.

- Giving examinations to State-trained physicians without more consideration for the subjective matter involved. Also failure of the department's examiners to be familiar with the qualifications and backgrounds of the examinee.

- Changing standards which allow a dentist having no experience with mental patients to be in charge of an institution with more than 4,000 patients.

Other topics discussed were the reclassification of dentist, educational opportunities, the upgrading of clinical physicians and pathologists, inter-departmental communications, and association-department relations.

### LEGAL NOTICE

File No. 3355, 1968. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent,

To all and any distributees, heirs-at-law and next-of-kin of MARGARET W. ALLEN, deceased, their guardians, committees or assigns, and if any of them survived the decedent but have since died or become incompetent, their successors in interest, executors, administrators, legal representatives, devisees, legatees, spouses, distributees, heirs-at-law, next-of-kin, committees, guardians or any person having any claim or interest through them by purchase, inheritance or otherwise.

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 July 16, 1968, at 10 A.M., why a certain writing dated November 4th, 1965, which has been offered for probate by THEODORE A. PITCHFORD, residing at 113 Orange Street, Englewood, New Jersey, and EARLEAN L. PITCHFORD, residing at 113 Orange Street, Englewood, New Jersey, should not be probated as the last Will and Testament, relating to real and personal property, of MARGARET W. ALLEN, Deceased, who was at the time of her death a resident of 63 West 131st Street, in the County of New York, New York.

Dated, Attested and Sealed, June 4th, 1968.

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

Alan L. Dingle, Alvahleen E. Howard, Attorneys for Executors, 300 West 135th Street, New York City, 10026. AU 6-0955.

## Boyle Addresses Onondaga Meeting

SYRACUSE — The Onondaga County Employees Assn. unit of the Civil Service Employees Assn., held its quarterly meeting recently at the War Memorial with 100 members in attendance.

Earl P. Boyle, attorney and New York State five-county regional representative of the CSEA, was guest speaker and discussed the legal phases of the Taylor Act. Ralph W. Agne, president of the OCEA presided and reassured members that current plans were being vigorously pursued. William Coon was then introduced and explained the intricacies of labor negotiations and results to date. Mrs. Mildred M. Przewlocki, first vice-president, acted as hostess.

## Correction Columbia Assn. Sets Annual Scholarship Awards

The Columbia Association of the City Department of Correction, will hold its annual college scholarship awards and installation-of-officers dinner-dance at the Palm Shore Club, Brooklyn, July 11. The dinner chairman is correction officer Leo Zeferetti.

Correction Commissioner George F. McGrath will make the scholarship presentations to Gary Greico, 17, graduate of Bishop Kearney High School, Brooklyn, son of Ass't Deputy Warden Michael Greico; and Susan Annemone, 17, graduate of Nazareth High School, Brooklyn, daughter of Correction Officer Anthony Annemone.

James V. Mangano, General Clerk of Supreme Court-Kings County, will install the newly-elected officers: Salvatore Cangiarella, president; Louis DiPre-toro, first vice-president; and Frank Squillante, third vice-president.

## Medical Stenographer

Filing closes July 5, 1968 for Nassau County's July 20 Medical Stenographer I examination. Salary for the job is \$4,780 to \$6,206.

High school or business school graduation or one year's experience in medical stenography is required. Applications are available at the Nassau County Civil Service Commission, 140 Old Country Rd., Mineola, N.Y.

## Picnic Held

ALBANY — Members of the Civil Service Employees Assn. chapter in the State Department of Agriculture and Markets held their annual picnic this year at the Tall Timbers Country Club at the foot of the Helderbergs.



We understand.

Walter B. Cooke FUNERALS FROM \$250

Call 295-0700 to reach any of our neighborhood chapels in the Bronx, Brooklyn, Manhattan and Queens.

## CSEA Troy Unit Wins 1/60th Plan

TROY—The City of Troy Unit of the Civil Service Employees Assn., the recognized bargaining agent for most workers in this Rensselaer County city, has won 1/60th retirement plans as a result of negotiations with the administration.

According to Jackson Dennis, unit president, the plan is retroactive to 1960 and substantially increases the retirement benefits for all city employees, including police and firemen. The entire cost of the retirement benefit will be borne by the employer, thus replacing a contributory plan, Dennis said.

Dennis was assisted by John Carey, CSEA associate program specialist and former Troy area field representative, and Bernard Ryan, CSEA field representative.

## Work Swapping OK Under Law

ALBANY — Governor Rockefeller

## ACCOUNTANT FOR BRAZIL

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ler has signed into law a measure strongly supported by the Civil Service Employees Assn. which would enable State employees in the various State institutions and agencies to "swap" work time.

Realizing that the measure would be extremely limited in scope, affecting only those employees not entitled to overtime pay under the federal law, the Governor deferred its implementation pending promulgation of rules by the Budget Director which would comply with the Federal regulations.

## Bill Vetoed

ALBANY — At the request of the State Health Department, Governor Rockefeller has vetoed a bill to expand the membership of the State Public Health Council from eight to 15 members. The department called the bill "seriously defective."

## Help Wanted

OUTGOING Order Clerk, retiree acceptable, 3 days, part-time, fine midtown restaurant, excellent conditions and benefits, call Personnel Manager, WI 7-1262.

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# Civil Service LEADER

America's Largest Weekly for Public Employees  
Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

97 Duane Street, New York, N.Y. 10007

212-BEekman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

Marilyn Jackson, Assistant Editor

N. H. Mager, Business Manager  
Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474  
KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, FEderal 8-8350

10c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, JULY 2, 1968

## A Big Stake

WHILE it is agreed that all City departments need an increase in manpower, the Fire Department, like the Police and Welfare departments, needs it the most.

However, this department has taken a budget cut of some 18 positions at a time when fires and other emergencies are rising at an alarming rate. Fire Commissioner Lowery has asked for 500 men. The line organizations say the need is 5,000. Even the dispatching force, one of the smallest but most vital units in the department, is warning of the dangers to the City if the present manpower shortage continues.

We urge Mayor Lindsay to work with his commissioner—one of the most capable in the department's history—and the line organizations to find the department's needs and fulfill them.

The safety of the firefighters and the City in general is at stake.

## Don't Repeat This!

(Continued from Page 1)

business of the Federal Government.

Unlike the past, when a session lasted less than three months and then in the main for only two days a week, the New York State Legislature has stayed in session since 1965 for nearly six months a year. The exception was last year when the 1967 Constitutional Convention had to convene on April 4.

Even now, legislative leaders and the various committee chairmen often work a full year on the problems of the State. Through Joint Legislative Committees and regular committees the leaders prepare for the coming legislative session.

Studies, decisions and compromise are the meat of the off-hours of the Legislature while hectic activity is the rule of session days.

### Many Want It

But many more legislators want to participate a full year, full time. At present each legislator is paid \$15,000 and a "hulu" of \$3,000 and a \$5,000 budget for staff, mailing and research personnel.

The chairmen of the legislative committees receive extra compensation, a budget for staff and research personnel. Joint Legislative Committees are funded with huge budgets and the money is spent either on patronage or on qualified staff people.

The problems of a complex modern State demand full time legislators. However, the people of New York State will have to pay their elected representatives for a

full year's work. They will have to afford full-time staff. They will have to pay for expensive committee investigations. The people will have to understand the necessities of full-time workers.

There is a trend, among both incumbent Assemblymen and State Senators, and candidates to support the idea of the full-time Legislature. For instance, Andrew Stein, Dem-Lib candidate in the 62nd A.D., strongly supports an all-year session.

### Too Much Rush

"Every year, we live through the familiar headlines," Stein argues. "The Legislature kills dozens of important measures or takes hasty action on bills requiring serious debate—in the rush to adjourn."

Stein believes, "We need a full time Legislature for the complex modern problems of urban crisis. For instance, if the Legislature were in session today, I think an effective gun control bill would be passed."

The three-month, or even six-month Legislative session, Stein states, "in effect, disenfranchises the people of New York State."

## Eisenbud Appointed To Space Authority

Dr. Merrill Eisenbud, Environmental Protection Administrator of the City of New York, has been appointed by Governor Rockefeller as a member of the New York State Atomic and Space Development Authority.

## LETTERS TO THE EDITOR

Letters to the editor must be signed. Names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader

### Insufficient Pensions

Editor, The Leader:

In the June 18 issue of the Leader you published a letter submitted by Frank X. Curry, Sr., relative to retired persons being the forgotten men.

I would suggest that the legislative committee of the Civil Service Employees Assn. introduce legislation to cover the retired persons who paid into and built the Retirement System up to what it is today.

It is a known fact that many of our retired persons are trying to exist on their pensions which are not sufficient.

WILFRED J. LINDNER,  
RETIRED  
Rochester, N.Y. 14609

## SOCIAL SECURITY

Questions and Answers

Will my heart condition prevent me from applying for medicare? I will be 65 in two months.

You should apply immediately at your nearest social security office. You can sign up for both parts of medicare. A disability will not prevent you from applying.

I won't retire until I am 65. Should I wait until then to sign up for medicare?

No. You should complete your application in the three months before the month you become 65 or you will not have complete medicare protection in the month you reach 65. If you can't visit the social security office during the day, call them at 8:00 p.m. on Thursday evenings and they will advise you how to apply.

I have been a permanent resident of the United States for ten years, but just recently filed my petition to become a citizen. I will be 65 in a few months and have never worked. Must I be a citizen to be covered by medicare?

No, but there are particular requirements for non-citizens. The most important is that you must have been admitted for permanent residence and have resided in the United States for five years prior to application. Be sure to visit your social security office for assistance in the three months before you become 65.

I do not intend to stop farming when I become 65 in two months. Will I be eligible for medicare hospital and medical coverage?

You can continue working past 65 and still be eligible for medicare protection. Since it is very important to enroll within the three months before you become 65, visit your social security office now with some proof of your age.

## 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.")

## Tenure Rights

THE TENURE RIGHTS of a civil service employee are carefully protected by our law. The authority of an administrative agency to penalize a tenured civil service employee is precisely specified by the Civil Service Law, Section 75. It is there provided that the permissible penalties imposable upon an employee found guilty of incompetency or misconduct after a hearing are a reprimand, a fine not to exceed \$100 to be deducted from the employee's salary, suspension without pay for a period not exceeding two months, demotion, or dismissal.

AN EMPLOYEE aggrieved by a determination that he was guilty of incompetency or misconduct may have judicial review. The Court may find that the determination of guilt was not warranted. Even if the determination of guilt is confirmed, the Court may nevertheless modify the penalty imposed. The Court's authority in this respect is not determined by the Civil Service Law. It is governed by the Civil Practice Law and Rules, Section 7803(3). This statute enables the Court to correct an abuse of discretion as to the measure or mode of penalty imposed. Accordingly, the Court may substitute any penalty for that arbitrarily imposed by the agency without regard to the specifications of the Civil Service Law.

A NOW FAMILIAR illustration of the freedom of the Court in fixing the penalty is the case of *Mitthauer v. Patterson*. In that case, the Court of Appeals sustained a six-month suspension by the Appellate Division in lieu of the employee's dismissal. The agency itself on its own initiative could not have exceeded the two-month suspension allowable by Section 75 of the Civil Service Law. The very fact that the permissible penalties pursuant to the Civil Service Law jump from a two-month suspension to demotion or dismissal suggests that amendment of the statute may be desirable to substitute penalties intermediate between two-month suspension and demotion or dismissal. Perhaps, the agency should have discretion to suspend the guilty employee for a period up to six months.

ALTHOUGH THE statutory provisions are clear, agencies from time to time violate the limits of the authority granted by Section 75 of the Civil Service Law to penalize the employee. A recent example is *Hardison v. Terenzio* (New York Law Journal, May 31, 1968).

AFTER A HEARING the petitioner was found guilty of certain preferred charges. The determination in disregard of Section 75 of the Civil Service Law provided for a stay of execution for a period of six months of a penalty of dismissal. The determination provided that if the employee's services were satisfactory for the six-month period, the penalty would then be reduced to a five-day suspension, a reprimand, and a warning that any future infraction would result in dismissal. If unsatisfactory, she would be dismissed.

ACTUALLY THE EMPLOYEE was summarily dismissed without any further charges or hearing. This was not done at the end of the six-month period, but about ten months later.

JUSTICE WILLIAM Layman observed that the dismissal of the petitioner by relation back to an earlier hearing rendered the protection of Section 75 of the Civil Service Law meaningless. The statute assures the tenured employee of freedom from discipline except after a hearing on charges. The Jurist held that if a penalty may be imposed in the case of future misconduct concerning which there has been no hearing, the statutory protections would be rendered nugatory.

THE EMPLOYEE had a right to assume that her record was satisfactory when no penalty was imposed upon the expiration of the six-month period of suspension. The respondent's dismissal of the petitioner about ten months after the six-month period was not even in accordance with the respondent's own determination. The respondent had no authority to disregard the requirement of a hearing on stated charges.

JUSTICE LAYMAN stayed the operation of the order of dismissal and remitted the proceeding to the respondent for action consistent with his opinion. The Jurist's ruling was consistent with the Court declared policy of protection of the tenure rights of the civil service employee. It is such jealous concern for the preservation of tenure rights that saves the merit system from erosion.

# Civil Service Television

**Tuesday, July 2**  
 10:00 p.m.—Around the Clock—N.Y.C. Police Dept. Training Program—see Monday, 4:00 p.m.  
**Wednesday, July 3**  
 10:00 p.m.—N.Y.C. Police Dept. Training Program—see Monday, 4:00 p.m.  
 10:00 p.m.—“Social Security in America”: “New Orleans” and “Pomona, California.”  
 7:30 p.m.—On the Job—N.Y.C. Fire Dept. Training Program—see Sunday, 7:30 p.m.  
 10:00 p.m.—In the Law Library—Dean William Hawkland discusses conflicts in the law, including Mexican divorce.  
**Thursday, July 4**  
 10:00 p.m.—Around the Clock—N.Y.C. Police Dept. Training Program—see Monday, 4:00 p.m.  
 7:30 p.m.—N.Y.C. Fire Dept. training program.  
 10:30 p.m.—Community Action—The Community Council of Greater New York examines

services in health and welfare available to New Yorkers in need.  
**Friday, July 5**  
 10:00 a.m.—Staff Meeting on the Air—Officials of New York City’s Dept. of Social Services answer phoned-in inquiries from offices in the field. (LIVE)

4:00 p.m.—Around the Clock—N.Y.C. Police Dept. Training Program—see Monday, 4:00 p.m.  
 10:00 p.m.—In the Law Library—see Wednesday, 8:00 p.m.  
**Saturday, July 6**  
 7:00 p.m.—Community Action—The Community Council of Greater New York examines

services in health and welfare available to New Yorkers in need.  
 7:30 p.m.—On the Job—N.Y.C. Fire Dept. training program.  
 8:00 p.m.—“Social Security in America” — see Wednesday, 8:00 p.m.

**Sunday, July 7**  
 10:30 p.m.—With Mayor Lindsay Monday, July 8  
 3:30 p.m.—“Social Security in America”—Film series.  
 4:00 p.m.—Around the Clock—N.Y.C. Police Dept. training program: “Stop and Frisk.”  
 6:00 p.m.—Community Action—

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## Research for Protection ... so more will live.

It is estimated that there are now more than 350,000 blind people in the United States. Another estimate reveals that we may expect an additional 30,000 people to lose their sight in every year. Fortunately there are people who have been doing something about this serious problem.

The National Association for the Prevention of Blindness and its affiliated chapters have conducted a program of research, education and preventive service for over fifty years.

The Society claims that more than half of all blindness could be prevented by full use of knowledge we already possess. It also states that more knowledge would undoubtedly have been acquired if more money were available for research.

While this program of research continues, programs of rehabilitation are being conducted. In every state there are agencies both public and private, which are helping blind people.

The National Society for the Prevention of Blindness warns that one out of every four school children is in need of eye care and that children’s eyes, even before they enter school, should be examined regularly.

Every responsible person can help advance the research program that may eliminate many causes of blindness. A contribution to your local Association for the Blind is a concrete way to help.

## Benefits for Protection ... so more will be secure.

The Statewide Plan—since its beginning in 1957—has been improved and expanded to provide more protection for eligible persons and their dependents against the steadily rising costs of hospital and medical care. Medical research has given mankind more ways both to prevent illnesses and cure them when they strike. Hospitals and doctors are far better equipped to effect cures than they were a few years ago.

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If you are not now enrolled in the STATEWIDE PLAN, get all the details on how you may enroll from your Payroll or Personnel Officer.



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| Extra Charges for Specialist Care?                     | <input type="checkbox"/> | <input type="checkbox"/> |
| Confusion over panels (of participating doctors)?      | <input type="checkbox"/> | <input type="checkbox"/> |
| Uncertainty as to services covered in full or in part? | <input type="checkbox"/> | <input type="checkbox"/> |
| Limitations on Certain Services?                       | <input type="checkbox"/> | <input type="checkbox"/> |
| Filling in claim forms?                                | <input type="checkbox"/> | <input type="checkbox"/> |
| Discussion of fees or income with the doctor?          | <input type="checkbox"/> | <input type="checkbox"/> |

If you belong to a medical plan, we suggest you check the above list\* against your family's experiences with medical care over the past year or so.

If you can check the "yes" box for every question, you are either an H.I.P. member or you haven't had much need for doctors' services lately.

\*In H.I.P.'s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthesia and prescribed drugs and appliances.



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### Sales Store Jobs Open In N.Y. Area

Sales store checkers are needed at \$4,466 (GS-3) for positions with various Federal agencies in the Metropolitan New York City area.

Applicants must have six months general clerical experience or six months study beyond high school. They must also have six months experience as a sales store checker—such as operating a cash register, bookkeeping machine or related work. Applications may be obtained from the U.S. Civil Service Commission, 220 E. 42 St.

### Help Wanted - Male

COLLEGE GRADUATES, Men and Women

## What Happens To People Without Hope?

Nobody hires alcoholics. Or kids. Or a blind man who can't get around well enough to beg, let alone work. Or that 80 year old misfit who sits on the stoop in the summer and stares at the floor in the winter. Nobody wants them. Nobody needs them. There are half a million of them. In our fair city.

It is not an economic problem. You can't buy off poverty. People have to go into the tenements. People who are revolted by tenements. People who can't stand the smell of the people they're helping. People who insist that "helping" is not giving at the office and paying taxes.

Case workers are funny people. In an age when it's strictly high button shoes to do anything but make a buck . . . they knock themselves out for other people. And then they turn around and tell you that they're doing it for themselves.

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## U.S. Service News Items

### Procedures On Disability Retirements Are Changed

Major procedural changes in the handling of Federal employee disability retirement cases initiated by agency managers were approved last week by the U.S. Civil Service Commission.

Some of the features of the change are:

—The employee, for whom disability retirement is sought, will have the right to be informed, to be heard, and to be represented at all stages.

—Specific steps will have to be followed by agency management in referring employees for physical or mental examinations.

—Clear-cut avenues of appeal will be prescribed for both the employee and the agency.

The objectives of these new procedures are to provide Federal employees with maximum assurance of fair treatment and a just decision in all cases where disability retirement is initiated by management, while at the same time offering to agencies logical and equitable means for the retirement of employees who disability is detrimental to the accomplishment of Federal missions.

For instance under the new procedures:

1. A psychiatric examination may be ordered only after at least two members of a three-member panel of agency officials agree that such action is warranted.

2. The employee must be informed in writing as to why he is being sent for a fitness-for-duty examination, either mental or physical. If he objects to the examiner named by the agency, he may submit the names of board-certified psychiatrists or other appropriate medical specialists to whom he would be willing to report.

The agency official then makes a selection and arranges an examination for which there is no charge to the employee.

3. The employee has an unqualified right to representation.

### Motor Vehicle Aides

#### Plan Trip In Fall

ALBANY — Members and friends of the Albany Motor Vehicle chapter of the Civil Service Employees Assn. are planning a fall trip to Nassau in the Bahamas.

Passengers will leave Kennedy Airport on Oct. 10 and return on Oct. 16. Price for the tour is \$225 per person. Included in the package are: round trip jet from New York to Nassau; round trip transfers from Nassau Airport to hotel; six night lodging at the Montague Beach Hotel (two in a room); two meals a day under the Modified American Plan; rum swizzle party; Catamaran cruise; a free flight bag; and an escort traveling with the group.

Members and friends of the chapter who wish more information may write or call: Karen Dee, 25 Sunset Blvd., Albany, 869-5479; Candy Kneiper, 5 Timberland Dr., Loudonville, 868-5632, or 5642; or Cathy Grande, 275 Fourth St., Troy, 274-2584.

4. If an employee or agency management wishes to appeal a decision of the Bureau of Retirement and Insurance, either may request a hearing by the Commission's Appeals Examining Office or the appropriate Commission regional office. Employees initiating their own applications for disability retirement have the same appeal rights when their applications are not allowed by the Bureau of Retirement and Insurance.

Basic requirements for eligibility to retire on disability remain unchanged.

The new procedure become effective for claims received in the Commission on and after July 1, 1968.

#### Clothing Maker

New York State annually turns out some \$2.5 billion worth of apparel, the State Commerce Department says. Centered mainly in New York City, the State's manufacturers of women's dresses, coats, blouses and furs account for about one-half of the U.S. production of apparel, as measured by value added by manufacture.

## Official Key Answers

The New York City Department of Personnel has released key answer charts for two recently held City examinations. The two tests are Fireman, Fire Department and Promotion to Special Officer in the Health Services Department. The tests were held June 15 and 16.

### Fireman, Fire Department Rating Key Answers

Morning Test June 15

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

### Fireman, Fire Department Rating Key Answers

Afternoon Test, June 15

1, C; 2, A; 3, D; 4, B; 5, A; 6, A; 7, C; 8, D; 9, C; 10, B; 11, C; 12, D; 13, C; 14, D; 15, B; 16, D; 17, A; 18, A; 19, A; 20, D; 21, B; 22, C; 23, B; 24, B; 25, A; 26, B; 27, C; 28, A; 29, C; 30, D; 31, B; 32, D; 33, B; 34, D; 35, B; 36, D; 37, A; 38, D; 39, B; 40, B; 41, D; 42, A; 43, B; 44, C; 45, C;

46, A; 47, B; 48, A; 49, D; 50, A; 51, D; 52, B; 53, A; 54, A; 55, D; 56, C; 57, D; 58, B; 59, A; 60, B; 61, B; 62, A; 63, B; 64, D; 65, C; 66, D; 67, C; 68, C; 69, B; 70, A; 71, B; 72, B; 73, D; 74, C; 75, A; 76, D; 77, A; 78, D; 79, A; 80, D; 81, D; 82, C; 83, D; 84, C; 85, C; 86, A; 87, C; 88, D; 89, B; 90, A; 91, D; 92, B; 93, C; 94, A; 95, B; 96, B; 97, C; 98, C; 99, B; 100, C.

### Promotion To Special Officer (Health Services Administration) Proposed Key Answers

Held June 15

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

76, B; 77, B; 78, A; 79, A; 80, C; 81, C; 82, A; 83, D; 84, D; 85, C; 86, D; 87, A; 88, C; 89, B; 90, B; 91, B; 92, B; 93, D; 94, A; 95, A; (Continued on Page 15)

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| 2 Tokaraki I Saranac Lake    | 97.6           | 29 Farl M W Eaton           | 92.3             | 59 Schieffelin H Rochester  | 90.1                | 122 Kuhn A Albany           | 87.4                    | 200 Bagel A Tonawanda        | 84.3                      |      |
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| 4 Morales B Buffalo          | 95.4           | 31 Darcy J Schenectady      | 92.2             | 61 Villafior G Salt Point   | 90.1                | 124 Lepley S Albany         | 87.3                    | 202 Breslin C Albany         | 84.2                      |      |
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| 7 McVeigh E Slingerlands     | 95.1           | 34 Sager M Buffalo          | 91.9             | 64 King N Massapequa Pk     | 90.0                | 127 Helfert M Utica         | 87.2                    | 205 Lyman R Albany           | 84.1                      |      |
| 8 Feldman H Brooklyn         | 95.1           | 35 Ellery J Albany          | 91.7             | 65 Sporer B Iilon           | 90.0                | 128 Campol M Binghamton     | 87.1                    | 206 Alpert N Rochester       | 84.0                      |      |
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News Of The Schools

By A. L. PETERS

Volunteers Sought For Summer Centers

The New York City school system is continuing its efforts to enroll another 2,000 volunteers to serve in the summer program in Early Childhood Centers and elementary and junior high schools.

Teen-agers and adults who served as volunteers last summer are urged once again to donate their time toward the goal of a better education for all children in the City schools.

According to education officials, the volunteer program needs teen-agers, young adults, mature men and women, retired couples, housewives, mothers and professional people.

No formal education is required for school volunteers. They are asked to serve a minimum of six sessions or 18 hours during the summer.

Boys and girls in their early teens may serve in elementary schools near their homes. Young people of 15 years and over may become volunteers in Early Childhood Centers.

While some volunteers walk to work, others commute from Westchester, Nassau and Suffolk Counties, New Jersey and Connecticut. All volunteers serve in disadvantaged areas of the City.

Volunteers are needed in all boroughs. They may work with children on special projects, such as reading or language arts, depending on the needs of the particular class and school to which they are assigned.

Volunteers with a knowledge of Spanish can be especially helpful in schools in many areas.

Volunteers work under the supervision of teachers at all times.

"Volunteers serve without compensation, but the rewards are great in terms of personal satisfaction, a sense of worthwhile achievement and public service," commented Superintendent of Schools Dr. Bernard E. Donovan.

Persons desiring to volunteer should call School Volunteers (563-5620) or write to School Volunteers, 20 West 40 Street, New York City 10018.

Change In Teachers Needed, Center Says

Teacher institutes for training the ghetto child must look more to effecting changes in the teacher than in the child, according to the Center for Urban Education.

CUE has presented to the Board of Education a report evaluating "Summer Teacher Training Institute in Poverty Areas in New York City." The report has been made public by the Board.

The teacher-training program was conducted in the summer of 1967. The evaluation involved a sampling of 41 institute sections in 19 of the City's 30 school districts and three demonstration areas.

Discovery Program Graduates First Class

Graduation exercises in five New York City public high schools this week feature the first graduating class in the College Discovery and Development Program operated jointly since 1965 by the City University of New York and the New York City Board of Education.

Diplomas are being awarded to 380 students in poverty areas who were retarded in basic skills three years ago but were identified by their teachers and guidance counselors as having the abilities to go on to college.

The College Discovery and Development Program, whose aim is to discover and train disadvantaged young people with potential and prepare them for admission to college, is in operation in one high school in each borough—at Jamaica High School in Queens, Port Richmond High School on Staten Island, Seward Park High School in Manhattan, Theodore Roosevelt High School in the Bronx and Thomas Jefferson High School in Brooklyn.

There are 1,200 students in the program at the present time with another class of 549 students already admitted to the program for September, 1968. The ethnic distribution of the present enrollment is 47 percent Negro, 24 percent Puerto Rican, 3 percent Asian, and 26 percent others.

\$24 Million Summer Program Created

New York City's school system is allocating a record \$24 million this summer to provide educational and recreational services for more than 750,000 children, teen-agers and adults.

According to school officials, the primary focus of the intensified summer program will again be placed on basic skills, especially reading, and on a broad scope of recreational projects which aim to direct the energies of children, teen-agers and young adults into constructive and useful channels.

The summer "learn and play" activities, which began last Friday, will utilize about 700 of the 900 public school buildings. They will be staffed by about 10,000 licensed teachers and supervisors, will be assisted by another 10,000 young people and adults recruited from the neighborhood of each school as auxiliary para-professional personnel.

Approximately 550,000 New Yorkers of all ages will be involved in the recreational activities. Another 200,000 will participate in instructional programs which will be carried out at all levels of the school system from preschool through senior high school.

Fall Schedule Of Examinations For Regular Licenses Released

The New York City Board of Examiners has announced the schedule of examinations for regular and supervisory licenses for the Fall, 1968 term. The examinations listed below are open to men and women unless otherwise specified.

Table with columns: Subject, Filing Closes. Categories include Day High Schools, Junior High Schools, Elementary Branches, and Special Services.

The Fall schedule of unassembled substitute examinations will be published in next week's issue.

Key Answers - Recent Tests

Table of key answers for various tests, including Chairman-Social Studies, In Day High School, and Regular Teacher - General Science (JHS).

ELIGIBLE LISTS

Two columns of eligible lists: TEACHER OF EARLY CHILDHOOD CLASSES IN DAY ELEMENTARY and TEACHER OF COMMON BRANCHES IN DAY ELEMENTARY SCHOOLS.

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Eligibles on State and County Lists

(Continued from Page 10)

Main table listing eligible candidates with their names, addresses, and scores for various positions like 'Coordinator of Civil Defense', 'SR Draftsman General', etc.

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# Apply Now For Aug. 13 State Office Tests

The next in a series of written examinations for starting office worker positions with the State is being given on July 13. These positions, for which there are no experience or education requirements, pay \$4,000 to \$4,395 per year to start. Applications are being accepted for this test daily at addresses given below.

This examination will be used to fill jobs only in the five boroughs of New York City, with most vacancies in Manhattan.

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## Case Worker Pay Bill Is Vetoed

ALBANY — Governor Rockefeller has vetoed a bill to mandate that certain social workers in local welfare departments receive salaries equal to those paid case workers.

The governor said Mayor John Lindsay of New York City had urged the bill's disapproval on the grounds it would remove the incentive to persons to secure professional training since they would qualify for the same salary as those with two years of graduate training.

The purpose of the salary differential, the Community Service Society wrote the governor, "is to encourage staff to seek graduate training and a master's degree."

### Promotion Exam

A written promotion exam was given recently by the City Department of Personnel to 148 candidates for assistant supervisor (cars and shops) positions.

files and perform related work.

All candidates must be U. S. citizens and have been residents of the State of New York for at least one year prior to the examination.

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# Central Conference Installs Arthur Kasson

The Central Conference, Civil Service Employees Assn., recently held its annual meeting at the Hotel Syracuse Country House. The photos show, top left, outgoing president, Mrs. Clara Boone, presenting the gavel to her successor, Arthur Kasson. Top right shows Mrs. Boone with Frank Costello, president of the Mental Hygiene Employees Assn., and the Rev. Irvin S. Cooper, Protestant chaplain at the Syracuse State School, host chapter of the Confer-

ence meeting. Center, left shows guests at the dinner with CSEA officials. Left to right, are: Morris Fennelly, member of the Board of Visitors at the school; Clarence Laufer, chapter president; Kasson; Dr. George Buckholtz, director of the school and CSEA president Dr. Theodore Wenzl. Center, right, Dr. Lloyd Waits, assistant director of the school, greets the guests. Bottom, left, Claude Powell, fourth vice-president of the Statewide CSEA, installs the

new conference officers, left to right: Kasson; Charles Ecker, first vice-president; Floyd Peashey, second vice-president; Florence Drew, secretary and J. Arthur Tennis, treasurer. The final frame shows Kasson and Laufer with Statewide officers attending the dinner. Left to right are: John Hennessey, treasurer; Dr. Wenzl; Kasson; Raymond Castle, first vice-president; Irving Flaumenbaum, second vice-president, and Laufer.

Leader Staff Photos & Montage By Deane

# Key Answers

(Continued from Page 9)  
96, D; 97, A; 98, B; 99, B; 100, C.

## Promotion To Special Officer (Health Services Special Officer)

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

## Buffalo Installs CSEA Officers

Buffalo chapter of the Civil Service Employees Assn. held its annual installation dinner-dance Friday, June 21 at the Hearthstone Manor in Cheektowaga.

John J. Hennessey, State-wide treasurer of CSEA and a member and former president of Buffalo chapter, installed as officers for 1968-69 Mary Cannell, president; Joseph Vollmar, first vice president; Maurice Rosen, second vice president; Dorothy Doherty, third vice president; Marian Trippe, recording secretary; Patricia Maxwell, corresponding secretary and Leonard Goodman, treasurer.

Western Conference president Mrs. Pauline Fitchpatrick was speaker.

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## BEAR MOUNTAIN INN

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# Health Dept. Chapters' Officers Meet Officials On Work Conditions

(Special to The Leader)

ALBANY—Presidents and representatives of Health Department chapters of the Civil Service Employees Assn. from throughout the State met here late last month with Dr. Hollis Ingraham, Health Department commissioner, to discuss working conditions and job opportunities.

Topics discussed included out-of-title work, promotional opportunities, reallocations and reclassifications, health security and safety standards, recruitment, examination procedures, wage differentials, and working conditions at the various Health Department institutions.

Thomas Byrum, Health Department representative to CSEA's Board of Directors and chairman of its Health Department committee, headed up the CSEA delegation which also included: Ernst

## 1/60th Plan

(Continued from Page 1)

proved the pension benefit for its employees, while Monroe County is expected to adopt the plan shortly. The efforts in the local governments also are being spearheaded by CSEA chapters.

By extending the retroactivity of the 1/60th plan back to 1938 many longtime employees, who would not have received half-pay upon retirement at age 55 after 30 years' service, are now guaranteed at least half pay. Many workers also will receive more than half pay if they had contributed in excess of their normal contribution rate toward their annuity. The higher rate of contribution in switching from the 60 to 55-year plan, any additional "forced savings" and contributions made before 1938 and after 1960 also will be computed in excess of half pay.

The plan also provides the 1/60th pension credit to employees who continue to work in excess of 80 years.

## Officials Advise

# Management Class Employees Not Required To Drop From Employees Association Rolls

ALBANY — State employees recently designated by the Governor's office as "management" personnel are under no obligation whatsoever to discontinue membership or active participation in the Civil Service Employees Assn., officials of that organization announced last week.

CSEA, which had earlier rejected the list of employees so designated as far too comprehensive, emphasized strongly that the designation is "completely tentative," subject to review by the State's Public Employment Relations Board and ultimately the courts.

The position was taken at a meeting of CSEA's board of directors, who also directed that the Employees Association individually notify all those included in the proposed management group of the tentative nature of the determination.

In addition to the limbo status of the list itself, a CSEA spokesman pointed out, in releasing it the Governor's office had no indication at all as to what the employees included can or cannot do in regard to participation in employee organization. Hence, the spokesman said, the whole matter imposes no restrictions of any kind thus far, and any action by a CSEA member to withdraw membership or curtail his activity at this time would be wholly premature and uncalled for.

CSEA's stand on the issue was prompted by reports that affected employees had been notified in certain State agencies that they would be expected to relinquish their CSEA membership and/or activities in the near future.

Those included in the management designation list proposed by the State, numbering about 7,500, fall into these three general categories:

- agency heads and their deputies
- heads of large divisions, bureaus, institutions, and other sizable units

employees in so-called confidential capacities who deal with high-level information, personnel, or matters involving collective bargaining. Included in this group are rank-and-file employees in grade 4 and above, as well as three entire agencies — the Department of Civil Service, the Division of the Budget and the Governor's office. The Employees Association has taken sharp issue with the extent of these exclusions. Dr. Theodore C. Wenzl, CSEA president, said flatly that his organization feels "that management should be limited mainly to agency heads, their deputies, counsel and per-

sonnel officers," and that "CSEA will do its utmost to reduce the management group designated by the governor's office accordingly."

"It is important that those tentatively designated as management realize that a final decision on the matter and what it means in terms of belonging to an employee organization will not be made for some time," Wenzl said. When a final determination of who will be in the management group is made, Wenzl indicated, CSEA will make every effort to represent these employees in their own separate bargaining unit.

"In the meantime," Wenzl said, "we're running this organization (CSEA), nobody else is, and we will reserve the right to say who can and who cannot belong to us."

## New Justice

ALBANY—Supreme Court Justice Daniel E. Macken of Rochester has been named an associate justice of the Appellate Division, First Department.

# CSEA Sees Precedent In Nassau PERB Hearings

MINEOLA—Hearing examiners have recommended to the Nassau Public Employment Relations Board rejection of the bids by seven labor organizations to fractionize the County service into small bargaining units.

The recommendations, among the first in the state at the local level on the crucial question of wide and powerful bargaining units vs. tiny, impotent units, are expected to be adopted by the full board this week.

"This is tantamount to recognition of the Civil Service Employees Assn.," asserted Irving Flaumenbaum, president of the Nassau chapter and State second vice president. "The Nassau rulings should be cited by chapters throughout the State as a precedent for local PERB groups to

follow." He asserted: "The unions lost the big issue—whether the traditional CSEA bargain unit will be fractionized. They wanted that because it would give them a strategic chance to capture some small, local units. We have successfully defended the county-wide bargaining unit, essential to presenting a united front for our demands."

A spokesman for the Nassau PERB hearing examiners, after a series of hearings which have delayed formal recognition of the 7,500-member county chapter of CSEA, said the single unit sought by CSEA "is an appropriate unit for collective negotiations . . . and the Nassau chapter of CSEA has met the requisite showing of interest . . ."

Making an exception to the rule, however, the examiners recommended a separate unit for the faculty of Nassau Community College and called for an election among CSEA, the college's Faculty Senate and a labor union. Earlier, with the support of CSEA, Nassau County had recognized a separate unit for police.

## Bargaining Table

(Continued from Page 1)

CSEA will press for quick resolution of issues concerning attendance rules, examinations, applications and transfers, and other items relating to working conditions of State employees.

Results of the meeting will be carried in the next edition of The Leader.

Stroebel, president of the Laboratories and Research chapter; Jack O'Neil, president of the James E. Christian Memorial chapter, Emmett Durr, of the Ray Brook chapter; John Adamski, president of the Roswell Park chapter; Viola Svensson, president of the Rehabilitation Hospital chapter; and John A. Conoby, Albany area CSEA field representative. Rita Drozal from the division of Laboratories and Research was recording secretary.

Byrum, speaking for the committee, expressed optimism over the meeting and indicated that all points had been discussed widely. "It is a significant step forward when we can sit down, discuss our mutual problems, and make positive recommendations for their resolution. We won't wake up without our problems tomorrow, but at least we know they're being worked on," he said.

## Monroe County

(Continued from Page 1)

ority to set compensation later, if it wants to.

The board's powers would include establishing procedures to handle disputes between the governments and the employees' unions, negotiate impasses in disputes and appoint mediators or fact-finding boards to handle negotiation impasses.

The State has a Public Employment Relations Board, established by the Taylor Act, which serves these functions when localities do not establish their own PERBs. The State PERB will have to approve the county legislation before the mini-PERB becomes effective.

## Mental Hygiene Department

(Continued from Page 1)

commissioner for manpower and training, and chief department representative at the initial session of the study program, said there currently are about 6,000 vacancies, mostly in the attendant title, in the various institutions. Dr. LaFave noted that the department has experienced continuous difficulty in filling these positions. Both Dr. LaFave and CSEA agreed that creation of new positions in the technical support area would open up the career ladder for attendants, drastically reduce recruitment problems, and allow attendants to carry out the duties for which they were hired by the creation of a ward service title at the lower rung of the ladder.

The study will also include a look at the possibility of creating a new position in which an employee could assume some of the duties now being handled by registered nurses due to the critical shortage of nurses.

Dr. LaFave admitted that there were "no new career opportunities in Mental Hygiene." He said

"CSEA can make a tremendous contribution" to this study.

CSEA said it would form a committee composed of its members in the various attendant titles, licensed practical nurses, nurses and any other title related to patient care and ward service, to conduct an employee survey of problems being experienced in the ward areas. The committee would solicit ideas on improving promotional opportunities and make recommendations to the Departmental committee conducting the study.

It is anticipated that the \$75,000 study approved by the State several months ago will be completed in time for the next session of the State Legislature, so that a new program could be instituted in the coming fiscal year.

Dr. Wenzl, in commenting on the joint study, said "The subject of increased promotional opportunities for Mental Hygiene employees is not new. Our special mental hygiene committee has been discussing career ladders and other job incentives with the Department for several years."

## Bloodmobile Stops

ALBANY—Several July visits have been added to the bloodmobile tour conducted by the New York State Employees Blood Program. Downstate destinations have been marked for the service which is strongly endorsed by the Civil Service Employees Assn.

Mount Vernon City employees can donate their blood at City Hall on July 10, while workers at Kings Park State Hospital can contribute on July 12. Volunteers will then be sought from Central Islip State Hospital on July 15, the City of Yonkers on July 19, and Brooklyn State Hospital on July 24.

Stops will then be made at Letchworth Village at Thiells on July 26; the County of Westchester, 700 County Office Building, White Plains on July 29; and Manhattan State Hospital, Wards Island, 600 East 125th St., New York City on July 30.