

CSEA Out-polls C Teamsters In Thruway Election

See Page 3

Civil Service LEADER

America's Largest Weekly for Public Employees

CSEA—The Largest Union!

See Page 3

Vol. XXX, No. 13 Tuesday, December 24, 1968 Price Ten Cents

Delegates Put Responsibility For Any Strike By CSEA On Governor Rockefeller's Actions

Westchester Aides Ratify Two-Year, 23 Point Pact

WHITE PLAINS—Westchester County employees have ratified a contract negotiated by the Civil Service Employees Assn. and County Board of Supervisors by an 11 to 1 margin.

Chief benefit of the package is a salary increase of from 5.4 to 12.6 percent during the first year of the pact and a second increase of at least five percent one year from now.

The full contract provisions are:

- 1/60th Retirement Plan, re-
- Implementation of Commu-

nity Trend Line Survey plus 1% percent to update same—with a minimum guaranteed increase of \$500 for 1969. Employees eligible for increments will receive them in addition to negotiated increase. \$500 minimum affects all steps through Grade 9.

• Cost of living adjustment or five percent increase for 1970, whichever is greater, in addition to earned increments.

- Guarantee of at least four

(Continued on Page 11)

Committee Urges More Militancy, Study Of Union Affiliation

Increased militancy, possible affiliation on an autonomous basis with a labor union other than the American Federation of State, County and Municipal Employees and even further expansion in public relations efforts have been urged on the Civil Service Employees Assn. by its Committee on Union Activities.

Irving Flaumenbaum, chairman of the committee, said that "CSEA has shown that it knows how to change with the times but to keep pace we must become more forceful and energetic than ever before."

His committee also urged a study of affiliation with an organized labor union on a basis that would maintain the indepen-

dence and character of the Employees Association but would align it with the organized labor movement nationally and locally.

Flaumenbaum said that several unions had shown great interest in granting CSEA a charter of their own and he urged the offers be given complete and thorough study to "determine whether such action would be of importance and help to us in our current struggles."

Don't Repeat This!

Continued

Full List Of Top Patronage Jobs Open Under Nixon

LAST week this column began a report on the activity dearest to a politician's heart—the filling of patronage jobs with loyal party members. The new administration of President-elect Richard Nixon will open up more than 2,000 high-paying jobs in Federal serv-

(Continued on Page 2)

(Adv.)

COMPUTING YOUR RETIREMENT BENEFITS? THE MAURICE BLOND AGENCY, 11 W. 42nd ST., N.Y.C. TEL. 736-6664.

Bendet Says Negotiations Can Be Legally Resumed

ALBANY—Whether or not State employees go on strike next month was left up to Governor Rockefeller last week by delegates attending a special session here of the Civil Service Employees Assn.

The action followed a demand by Solomon Bendet, chairman of the CSEA Salary Committee, that the Governor either resume negotiations immediately with the

a division of State workers into five bargaining units and an order not to bargain with CSEA were not in effect at this time because of a court order obtained by the Employees Association which stays the PERB orders.

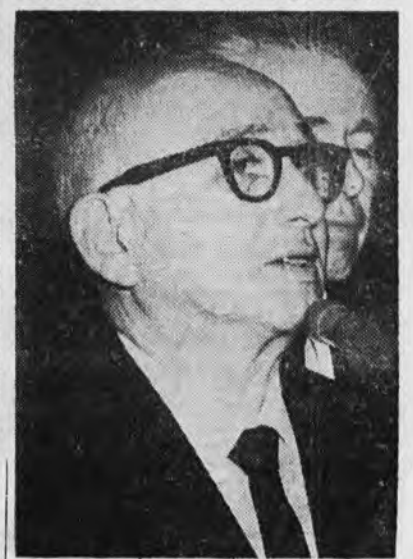
"As long as this stay of the Supreme Court's is in effect, Governor Rockefeller can legally bar-



DR. THEODORE C. WENZL

Employees Association or put a substantial amount of CSEA demands on salaries, retirement and other benefits in his 1969 budget.

Bendet told the delegates that an order by the Public Employment Relations Board calling for



SOLOMON BENDET

gain with the recognized agent for the majority of State workers, the Civil Service Employees Assn.

(Continued on Page 3)

Chanukah Greetings

To all our members and friends of the Jewish Faith, we send our best wishes for a Happy Chanukah, the Festival of Lights.

Theodore C. Wenzl, President, Civil Service Employees Assn.

SEASON'S GREETINGS

To all our members and our friends, we send our very best wishes for a joyous Christmas and a truly Happy New Year.

Theodore C. Wenzl, President, Civil Service Employees Assn.

DON'T REPEAT THIS!

(Continued from Page 1)

ice and this column is printing the entire list.

The booklet describing the jobs was prepared by the Congressional Committee on Post Office and Civil Service and has been one of the most sought-after books in the country.

The list continues in this issue of The Leader and will continue until the entire job roster has been printed.

Economic Advisers

In the Council of Economic Advisers, there are 18 economic experts (all with the title of economist, except for one statistician) with varying pay scales from \$15,000 to \$28,000. The chairman gets \$30,000, two members \$28,750. The executive director gets \$28,750. There is, in addition, a staff assistant and another economic expert at \$15,500 and \$14,000 respectively. Three secretaries' jobs pay \$9,297 apiece; and two, \$8,462.

Chef and Housekeeper

In the Executive Mansion it-

self, there is a curator and chef at \$14,889 and \$17,51 respectively, and also a coordinator of food and housekeeping at \$14,409.

A special assistant to the chairman of the National Advisory Council on Economic Opportunity gets \$19,780. Veterans get preference on this job.

National Security Council

In the National Security Council, the executive secretary gets \$28,500, the deputy \$30,239. There are three senior staff members at \$30,239, three more at \$26,264 and two at \$22,835. Two regular staff members get \$19,780 and two junior members receive \$16,946. A research assistant job, left vacant in the old Administration, pays \$14,409. An administrative officer and his assistant get \$14,409 and \$12,174, respectively. The chief of the information liaison staff draws \$12,174.

Marine Resources

In the National Council on Marine Resources and Engineering Development, there are 12 top jobs, of which 11 are rated as

"veteran preferred."

The 12 are as follows: executive secretary, \$28,750 (not necessarily a vet); biological scientist, \$28,000; physical scientist (ocean engineering) \$28,000; physical scientist and oceanographer, both at \$28,000; marine scientist, \$27,401; program planning budget officer, \$27,139; special assistant (for international policies), \$22,835; executive officer, administrative, \$19,789; and a public information officer, an oceanographer and a physical scientist at the same rate.

There are nine other jobs in this Council, headed by a secretary at \$12,174. They include: an oceanographer at \$8,462 which was already vacant in the old Administration, three research assistants and a secretary at \$8,462; two secretaries at \$7,699; and two more secretaries, at \$6,981.

There are 24 Washington jobs in the National Aeronautics and Space Council. They are: executive secretary, at \$28,750; two

aerospace assistants, at \$30,239; an assistant to the executive secretary along with four more aerospace assistants, all at \$26,264 and another assistant at \$16,946; an administrative officer, at \$16,946; an executive assistant (secretary), at \$10,293; four other secretaries, at \$8,462 and an administrative assistant at the same salary; a secretary, at \$6,981; and a clerk, at \$5,732.

Special assistant to the chairman, at \$27,139; two secretaries, at \$8,462 and \$5,732, respectively; a research assistant, at \$5,732; and a file clerk, at \$4,231.

Office of Economic Opportunity

In the Office of Economic Opportunity (OEO), the position of Director, at \$30,000 per year is already vacant. This office has a deputy director, at \$29,500; an assistant director for the Community Action Program, at \$28,750; assistant directors for the Job Corps, VISTA, Office for the Aged and Office of Rural Affairs, each at \$28,750; an assistant director, Office of Research, Plans, Program and Evaluations, at \$28,000; a regional director (already vacant), at \$26,264; two top offices for the Community Action Program, a director of community relations for the Job Corps, a medical officer for the Office for Health Affairs and a program specialist for the Office of Governmental Relations and National Councils—all at \$19,870.

Also in the Office of Economic Opportunity are the following: another medical officer for the Office for Health Affairs, at \$16,946; an evaluator for the Office of Inspection, at \$14,409; two investigators for the same office, at \$12,174; a regional director for the San Francisco, California area, at \$30,239; and his deputy,

at \$19,780; a regional director for the Atlanta, Ga. area, \$26,264; a regional director VISTA in the same area, at \$18,700; a public information specialist, also in Atlanta, at \$14,409; a regional director for Chicago at \$26,264; one for Kansas City, Missouri, at the same rate; a regional director for New York City at \$30,239; regional director Austin, Texas, at \$26,264; a deputy assistant director for Community Action Program Washington, at \$30,239; a deputy assistant director for VISTA, a deputy assistant director the Job Corps, both at \$30,239; an assistant director for the Office of National Councils and Organizations (already vacant) and an assistant director for Office of Governmental Relations and National Councils, both at \$30,239.

Further positions in the Office are the following, all at \$26,264: an assistant director for policies, planning and rural affairs in the Community Action Program; an associate director VISTA, in charge of recruitment selections and community relations; an associate director affairs in the Community Action Program; assistant director the Office of Congressional Relations.

(Continued on Page 15)

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'Make CSEA Largest Union In State', Dolan Advises At Onondaga Chapter Dinner

(From Leader Correspondent)

SYRACUSE—"Go out and act as an agent, get more members and units for CSEA—and help to make us not only the largest public employee organization in the State, but also what our competition calls us: 'a giant labor union'."

That's what Joseph Dolan, head of the Civil Service Employees Assn. local government office in Albany, last week told Onondaga chapter, CSEA.

Dolan was the speaker at the chapter's annual Christmas Party and quarterly meeting in the Corner House, Syracuse. More than 300 members and guests—believed a new record attendance—were at the affair.

He urged the chapter members to "strive for recognition of all public employees — no matter where they are working," and to continue to "combat the bureaucratic attitude I've seen throughout the State."

Dolan presented a "tax re-

(Continued on Page 11)

State Police Committee Meets Jan. 8

(From Leader Correspondent)

ALBANY — The Civil Service Employees Assn. has called a meeting of its Special State Police committee at the DeWitt Clinton Hotel here on Jan. 8 to hear and discuss the problems and needs of all members and employees in the Division of State Police, and to determine how CSEA can best meet these needs.

High on the agenda for the conference is the proposed streamlining of CSEA's representation of the Division of State Police members by dividing them into three units: supervisors, rank and file State Police, and civilians.

A notice has been sent to all CSEA State Police chapter presidents and representatives informing them of the meeting, which will take place at noon in the Canary Room of the hotel.

"We hope that this (meeting) will serve to identify the needs of all employees within the Division of State Police," said committee chairman Milton Remback in the letter. "Such a meeting is most necessary if CSEA is to offer adequate representation to the members within the Division of State Police."

CSEA has requested that each troop have a representative at the meeting from each of the proposed units—one from the supervisors, one from the rank and file State Police and one from the civilians.

The letter further recommends that for this meeting only, chapter presidents represent employees in the rank and file State Police unit, and that the civilian contacts listed on a sheet provided by Remback represent the civilian employees of the chapter.

Offered First Time

Scandinavia—Only \$696 For 17 Days

For the first time, a charter tour to Denmark, Sweden and Norway is being offered at highest quality with a price way below standard market costs to members of the Civil Service Employees Assn. and their immediate families.

The 17-day, height-of-the-season tour, will leave New York July 18 and return there on Aug. 3. The low cost of only \$696 per person will include round trip jet fare, via Pan American Airways, hotels, most meals, sightseeing and the following events:

Tours of Copenhagen, the Danish countryside and seashore and visit to famous Elsinor Castle; boat trip to Sweden and through the famous Gota Canal to Stockholm; visits to the Swedish countryside; lake journey to Norway and Oslo, and a spectacular three day boat trip through the fjords to Bergen, Norway.

Space is strictly limited and immediate application should be made by writing, upstate, to Celeste Rosenkranz, 50 South Pierce St., Buffalo; telephone (716) 823-3929, and, Metropolitan New York area, to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y., telephone (212) 253-4488, after 5 p.m.

CSEA Tops Two Other Unions In T'wy Election

ALBANY—State Thruway employees gave a resounding plurality to the Civil Service Employees Assn. in a State Labor Board election conducted here last week.

The score was: 831 for CSEA; 726 for the Teamsters Union; 260 for Council 50 of the American Federation of State, County and Municipal Employees AFL-CIO; and 13 for No Union.

Since none of the entries received an absolute majority, there will be a runoff between CSEA and the Teamsters. It is to be concluded within four weeks.

Dr. Theodore Wenzl, CSEA president, was pleased over the outcome and declared that "Of course we would have liked to win outright on the first ballot, but we are confident that CSEA will be victorious in the runoff."



CAMERA'S EYE VIEW OF DELEGATES CONSIDERING STRIKE ACTION

Strike Responsibility Put Up To Governor

(Continued from Page 1)

Governor Ignores Courts

Bendet said it was strange that "the Governor chooses not to abide by rulings of the court but by an administrative order of PERB whose members are his appointees."

Delegates authorized another course of action, however, should the Governor refuse to resume negotiations. Bendet noted that "the Governor knows exactly what we want. If he wants to avoid possible strike action all he has to do is put in his budget a substantial amount of our demands."

John C. Rice, CSEA counsel, advised delegates that the Governor could definitely resume negotiations legally, if he so desired.

The Governor's annual Budget Message to the Legislature will be delivered on Jan. 21 and any improvement in employee benefits should be announced at that time.

In view of this, delegates voted to recess last week's meeting until the message had been delivered. After that, they will reconvene and take whatever action they deem necessary. If the State budget grants substantial gains to employees it will be deemed that CSEA negotiations, which had passed the \$124,000,000 mark when talks were called off, were successful.

If the budgeting for State workers is insufficient, a long-expected strike by the Employees Association could take place within days after the budget message is delivered.

In the meantime, delegates were returning to their chapters to discuss all possible plans of action with their membership.

The Employees Association is demanding:

- A \$1,200 minimum, across-the-board pay raise for all State employees.
- A guaranteed half-pay pension after 20 years service figured on the best three years of salary and with credit given for additional service over 20 years.
- A welfare fund consisting of \$150 for every State em-

ployee and administered by the CSEA.

- Fully-paid health insurance plans.
- Increased death benefit.

In other action, delegates gave full backing to a report by Dr. Theodore Wenzl, CSEA president, that the Employees Association was going to bend every effort

engage in activities that could lead to the total destruction of our Association."

Wenzl said that "our basic constitutional rights are being assailed by this idiotic board and we're not going to put up with it any longer. The Taylor Law, the PERB and any other anti-employee actions must go."

Delegate after delegate also assailed Dr. Alan Miller, Mental Hygiene Dept. Commissioner, for allegedly aiding a strike by Council 50 of the American Federation of State, County and Municipal Employees.

Dr. Miller was charged with issuing false work attendance records and counts of pickets at several Mental Hygiene Hospitals and thus making it appear that the strike, which had failed, was actually a success.

Direct Aid

One delegate reported that the director of his hospital had directly aided strikers by helping them form a strikers' welfare fund and sending out coffee to the pickets.

Other delegates reported that their directors had informed Dr. Miller that the strike was a failure; that workers were concerned about their patients and were on the job and that there was no need to transfer patients. Dr. Miller allegedly ignored all this advice and ordered the patient transfers anyway, thus lending credibility to the phony strike.



JOHN C. RICE

possible to "wipe the Taylor Law off the books."

Calls PERB "Idiotic"

Wenzl said that "it is incredible that the Governor is allowing an administrative body of his own choosing, the Public Employment Relations Board, to consistently

Huntington Town Employees Pick CSEA As Agent

(From Leader Correspondent)

HUNTINGTON — Town of Huntington white-collar workers chose the Civil Service Employees Assn. by a resounding 106-6 vote after the Teamsters Union withdrew from contention.

The CSEA immediately notified Town Supervisor Jerome Ambro that it was ready to start

(Continued on Page 11)

Riverhead School Aides Join CSEA; Gain Recognition

(From Leader Correspondent)

RIVERHEAD—Non-instructional employees of the Riverhead School District, frustrated in dealing with the school board without any organization, appealed to the Civil Service Employees Assn. for help, formed a unit and have achieved recognition.

The unit represents about 160

(Continued on Page 11)

Feb. Promotion Exams

Twelve promotion exams will be held by the New York State Department of Civil Service during February. Applications are closed on five of these now, but the other seven are open until Jan. 6.

The Jan. 6 deadline is for printing audit clerk G-11 (Department of Audit and Control), senior building construction engineer G-23 (Executive), housing fund coordinator (Executive), employment interviewer G-14 (Department of Labor), associate employment consultant (testing) G-25 (Department of Labor), unemployment insurance claims examiner G-14 (Department of Labor), and radio dispatcher (Thruway). The last position pays between \$6,535 and \$8,010.

Tool Room Attendant

Full-time day positions as tool room attendant at \$3.15 per hour will be open shortly in the Harlem and Bedford Stuyvesant Centers of the Manpower Development Training Program. Applications are now being accepted. There are no part-time jobs at present.

Requirements are as follows: high school or equivalency diploma and at least nine years of recent, full-time paid work experience in the use of common hand tools. Candidates must be citizens of the United States or declarants.

Applicants may apply by writing to: Peter F. Guida, Personnel Supervisor, Manpower Development Training Program, 110 Livingston St., Room 814, Dept.

"TA", Brooklyn, New York 11201.

They should indicate the following in the letter: full name, address and phone number, and a statement indicating that they wish to apply for the position as tool room attendant and a description of the kind of work which they have done during the past nine years.

Applicants are asked not to phone or visit regarding these positions.

Club Workers

Sixty candidates took the written exam for promotion to supervising street club worker on Dec. 2.



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to reach any of our
10 neighborhood chapels
in the Bronx, Brooklyn,
Manhattan and Queens.

Two Promoted

Two key promotions in the Conservation Department's Division of Lands and Forests were announced by Commissioner R. Stewart Lilborne.

Albert J. Woodford, former assistant director of the division, has replaced William D. Mulholland, who has retired, as director; and Victor Glider has been promoted to the assistant director's post. Glider has been general manager of forest parks in the Bureau of Forest Recreation since 1962.

Cameramen

Nine candidates took the practical oral test for television cameraman for New York City on Nov. 4.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. AVERIL L. GILL, Plaintiff, against KATHERINE McGRATH, ELIZABETH McGRATH, CATHERINE HEALY, ROSE CANNON, FRANK CANNON, MARY E. CANNON if living and if they be dead, then it is intended to sue their heirs at law devisees, next of kin, executors, distributors, distributees, administrators, and successors in interest, all of whom and whose names and addresses and whereabouts are unknown to plaintiff, and who are joined and designated as a class of "UNKNOWN DEFENDANTS" THE REGISTRAR OF NEW YORK CITY, THE STATE OF NEW YORK, THE CITY OF N.Y. & U.S. OF AMERICA, Defendants. Plaintiff designates New York County as the place of trial. SUMMONS. Plaintiff resides in New York County.

To the above named Defendants: YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney, within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated, October 29, 1968.

BENJAMIN SNEED,

Attorney for Plaintiff

Office and Post Office Address:
209 West 125th Street,
New York, N.Y. 10027

NOTICE — TO THE ABOVE NAMED DEFENDANTS:

The foregoing summons is served upon you by publication pursuant to the orders dated Nov. 15, 1968, and December 12, 1968, respectively of Hon. Abraham N. Geller and Hon. Charles Marks, Justices of the Supreme Court of the State of New York, filed with the complaint and other papers in the office of the Clerk of the County of New York, at the Courthouse, 60 Centre St., New York, N.Y. The object of this action is to compel the determination of any claims adverse to those of the Plaintiff in the premises known as 411 West 146th Street and situate on the northerly side of 146th St. distant 142 feet westerly from the corner formed by the intersection of the westerly side of Avenue St. Nicholas with the northerly side of 146th St. being 16 feet 6 inches in width front and rear by 29 feet 11 inches in depth on either side, all as more particularly described in the complaint.

BENJAMIN SNEED,

Attorney for Plaintiff

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. ANTOINETTE MARIE GILLARD, Plaintiff, against EDWARD ANTHONY GILLARD, Defendant. Plaintiff designates New York County as the place of trial. The basis of the venue is Plaintiff resides in New York County. SUMMONS WITH NOTICE. Plaintiff resides at 2166 Eighth Avenue, New York, N.Y. 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 service of this summons, exclusive of the day of service; or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York; and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Conciliation Bureau, whichever is sooner.

Dated, August 22, 1968.

LOEW & COHEN,

Attorney(s) for Plaintiff

Office and Post Office Address:
30 Vesey Street,
New York, New York 10007

NOTICE: The object of this action is to obtain a judgment of divorce dissolving the marriage between the parties on the grounds abandonment of plaintiff by the defendant for a period of over two years. 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. Alimony is not requested at this time. Possession of the marital residence, Counsel fees are not requested at this time.

NOTICE — TO EDWARD ANTHONY GILLARD:

The foregoing summons is served upon you by publication pursuant to the order of Hon. Vincent A. Lupiano, a Justice of the Supreme Court of the State of New York, dated Nov. 18, 1968, and filed with the complaint and other papers in the office of the Clerk of the County of New York, at the Court House, 60 Centre St., New York, N.Y. The object of this action is for absolute divorce.

Dated: Nov. 18, 1968.

LOEW & COHEN,

Attorneys for Plaintiff.

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 8:30 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon.

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

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

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

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

STATE

STATE—Room 1100 at 70 Broadway, New York, N.Y. 10007, corner of Chambers St., telephone 488-6806; Governor Alfred E. Smith State Office Building and The State Campus, Albany; Suite 150, 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, Federal Bldg., Federal Plaza at Duane St. and Broadway, New York, N.Y. 10007. Take the IRT Lexington Ave. Line to City Hall and walk two blocks north, or take any other train to Chambers St. and Broadway Stations.

Hours are 8:30 a.m. to 6 p.m. Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 573-6101. After 5 p.m., telephone 488-3767, give the job title in which you are interested, plus your name and address.

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

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Boiler Tender Job Open In St. Albans

An announcement for boiler tender at \$3.17 per hour has been issued by the New York In-

teragency Board of U.S. Civil Service Examiners. The position is open at the Naval Hospital, St. Albans, N.Y. Applicants must have one year of experience.

Applications are due before Jan. 2, and should be sent to

the Interagency Board of U.S. Civil Service Examiners, Greater New York City Area, 26 Federal Plaza, New York 10007.

Copies of the announcement and applications may be obtained from the Job Information Center of the Board at the above address, or from the main Post Offices in the Bronx, Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead, and Yonkers, and the St. George Station in Staten Island.

including mechanical and electrical. Applications should be filed by Jan. 2.

Minimum qualifications are either graduation from a standard high school and five years of experience in building construction work, two of which should be in a responsible position; or a satisfactory equivalent combination in education and experience.

The job includes technical work inspecting buildings under construction by a private company under contract, and related work as required. For further information write the Onondaga County Department of Personnel, 204 Public Safety Building, Syracuse, N.Y.

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Onondaga County has three openings for clerks-of-the-works in the City of Syracuse Engineering Department. Salaries are between \$7,000 and \$8,400.

An open competitive written exam will be given on Feb. 1, covering building maintenance and construction; plans, specifications and estimates; contracts, including liaison with contractors and architects; and building trades

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TUESDAY, DECEMBER 24, 1968

Governor Can Negotiate

GOVERNOR Rockefeller now has a legal basis for resuming negotiations with the Civil Service Employees Assn. on benefits for State workers and should get back to the bargaining table immediately.

The Court of Appeals, the State's highest court, has already ruled that the Governor had the right to recognize CSEA as the sole bargainer for the majority of State workers in a single unit. As long as orders by the Public Employment Relations Board to halt negotiations and divide State employees into five bargaining units are stayed by a court order, and thus not in effect, the original Court of Appeals ruling is in effect.

Strangely enough, the Governor appears to give more weight to an administrative rule from his own appointees than to the courts of law of the State of New York. We think it would be more than wise for him to ignore the misguided, unworkable, idiotic actions of PERB and to turn once again to concern over the welfare of State employees. He has the legal basis to do so.

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 State Lottery

WE HAVE BEEN consistent in our belief that the New York State Lottery is on its way to success. We continue to feel the same confidence.

IT IS IMPORTANT to the good public relations of civil service that the lottery be a success. Most of what's good about the lottery is the work of civil servants.

MOST OF WHAT has hurt the lottery has been contributed by outsiders including Wright Patman, that neanderthal Congressman from Texas who is hardly ever right.

IT WAS "Hardly Right" Patman who singlehandedly pushed a law through Congress prohibiting any banks insured by the Federal Deposit Insurance Corp. from selling lottery tickets.

IT WAS ONE of the most outrageous pieces of discriminatory legislation in the history of the United States, as well as a "brass knuckles" law. Word was passed that any Congressman who opposed the legislation could expect retaliation because Patman is chairman of the powerful House Banking and Currency Committee.

DESPITE THIS severe setback,

the executives and civil servants who run the lottery shifted gears and speedily set up a substitute sales network, which is now selling as many tickets as the banks did. And we believe that this network will eventually sell even more.

FOILING "Hardly Right" Patman was as trying to the lottery's civil service staff as it was expensive, but the results can be called an outstanding success.

NOW THE lottery has moved another step forward to ultimate success by doubling the number of prize winners without increasing the total prize money. From the public relations viewpoint, this also doubles the number of boosters for the lottery. From the wheel-of-chance standpoint, the odds of being a lottery winner has also improved 100 percent.

AS AN EXAMPLE of what the lottery's civil service staff must

(Continued on Page 10)

LETTERS TO THE EDITOR

Raise Demands

Editor, The Leader:

As a former State employee who was fortunate enough to quit because of the inequities suffered by Civil Service employees, I follow your progress in your efforts to better conditions amongst the workers.

As a taxpayer, I wish it to be known that I am all in favor of your fighting for the proposed increase in benefits with every weapon at your disposal. I believe that the long-suffering State employees should receive the benefits proposed by the CSEA retroactive to April 1, 1968 to compensate them for the patience they have had in the face of the rising inflation versus their antiquated wages and retirement system.

Do not beg for a handout, but aim high. The PERB is a monkey wrench that has been thrown into your machinery. If the administration can use such tricks to hold you back, make them pay for it by insisting on full retroactivity. If the administration devises another foul blow, make them pay for it by raising your demands even higher.

Best wishes,

HENRY FEIRSTEIN
Massapequa Park

Civil Service Television

Channel 31

Sunday, December 29

10:30 p.m.—With Mayor Lindsay —weekly report.

Monday, December 30

3:00 p.m.—Return to Nursing — "The Patient with Peptic Ulcer: Diagnosis." Refresher course for nurses.

4:00 p.m.—Around the Clock — "Auto Theft." New York Police Academy series for in-service training.

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

Tuesday, December 31

4:00 p.m.—Around the Clock — "Auto Theft." New York Police Academy series for in-service training.

Wednesday, January 1

3:00 p.m.—Return to Nursing — "The Patient with Peptic Ulcer: Nursing Care." Refresher course for nurses.

4:00 p.m.—Around the Clock — "Auto Theft." New York Police Academy series for in-service training.

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

Thursday, January 2

4:00 p.m.—Around the Clock — "Auto Theft." New York Police Academy series for in-service training.

7:30 p.m.—On the Job—"Forcible Entry." New York City Fire Department training program.

Friday, January 3

4:00 p.m.—Around the Clock — "Auto Theft." New York Police Academy series for in-service training.

Saturday, January 4

7:30 p.m.—On the Job—"Forcible Entry." 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.")

Termination Of Probation

A PROBATIONARY employee may be dismissed for incompetency or misconduct. Unlike a permanent civil service employee, he may be discharged without any hearing. However, as indicated in *Matter of Short* (New York Law Journal, November 12, 1968, page 24), he is not entirely without remedy.

IN THE *SHORT* case, the petitioner was dismissed from his position as a probationary accountant (III) prior to the expiration of a six months' probationary period. No reason was given. If the Commissioner had stated a reason, the Court could have reviewed it.

THE PETITIONER asked for judgment under Article 78 rescinding the termination of his employment and ordering permanent assignment. He contended that his work was competently performed, but that his supervisor who recommended his dismissal was moody and insecure. The supervisor was said to have become annoyed with the petitioner when he refused to rewrite a report "in a fashion so that no one would be embarrassed or look bad."

THE PETITIONER sought to raise an issue as to arbitrariness and good faith by his allegations. As to the issue raised by the petitioner's allegations, Justice Bernard Meyer stated that the employee is entitled to a jury trial only if a substantial issue of good faith is raised. The Justice stated that the Court is not concerned with the wisdom of the Commissioner's action, but only with whether he acted arbitrarily or in bad faith.

IN *DOUGLAS v. O'Grady*, Justice Miles F. McDonald reviewed the dismissal of a Probationary Transit Patrolman for "unsatisfactory performance record." He was dismissed (1) for having failed to present a photograph of himself as instructed; (2) for having twice failed to report on time; and (3) for having improperly kept his memorandum book. The harshness of the penalty of dismissal for these isolated derelictions led the Court to remand the matter for reconsideration.

IN *KREYER v. Board of Trustees*, a village police chief sought judicial review of the termination of his services during his probationary period. He asserted that the determination was arbitrary and in bad faith. He had a difference of opinion with the Board of Trustees of the Village of East Rochester as to the propriety of his purchase of a submachine gun and the installation of sawed-off shotguns in police cars. Despite the Board's direction that the guns be removed from the cars and that the submachine gun be sold, the Chief would not allow his men to patrol at night without the weapons. He was accordingly demoted to his former position as Sergeant.

THE PETITIONER'S record of service established him to be a capable police officer, but the Court found that as a Chief he required qualities of judgment and tact in cooperating with the Village Board. The Court noted that the reasons assigned for the termination of the services as a Chief were therefore reasonably related to his capacity to perform the duties of the position.

IN *RELIANCE* upon the doctrines of the *Douglas* and *Kreyer* cases, Justice Meyer ruled that the petition presented no triable issue on the question of good faith, but merely a difference in a matter of judgment.

THE *SHORT* petition raised a further issue. The Rules for the Classified Service of the County of Nassau require the probationer's supervisor to report in writing on the probationer's conduct and performance at least two weeks prior to the end of the probationary term. The probationer is entitled to at least one week's written notice of termination for unsatisfactory performance. Apparently, both of these requirements had been met.

THE RULES further require the supervisor to advise the probationer of his status and progress during the probationary term. The petition alleged that no such reports were made. This was denied by the respondent. As the issue was not resolved by the submission of documents, Justice Meyer held that it required resolution by trial.



QUESTIONS & ANSWERS about HEALTH INSURANCE



by
WILLIAM T. PARRY
Government Relations Manager
BLUE CROSS - BLUE SHIELD
Albany, New York

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

Q. Recently, my wife had an accident at home. I reported the accident and submitted a bill for \$16.00 to Blue Shield. They paid \$6.00 for the doctor's bill, but said they couldn't pay the remaining \$10.00 which was the cost of an X-ray at the doctor's office. Later my daughter had an accident. The doctor had an X-ray taken and Blue Shield paid the entire cost of the accident. I wonder why the total cost was not paid in both cases.

A. If an X-ray is performed within 72 hours of an accident in an out-patient Department of a hospital, it is a covered item under the Statewide Plan. Your wife's X-ray was not covered because it was performed in the doctor's office, but your daughter's claim probably originated in the Out-Patient Department and, therefore, was paid as part of the emergency treatment. The \$10.00 charge for the X-ray is a covered medical expense on your Major Medical. Keep your receipt.

Q. I am enrolled in both the Statewide Plan and Parts A and B of Medicare. I understand that prescription drugs are not covered under Medicare. Are they covered under my Statewide Plan?

A. Yes. Prescription drugs are covered under Part III (Major Medical) of your Statewide Plan with co-insurance and deductible factors applying. To make a claim under Major Medical, you may secure the necessary forms from your payroll or personnel officer.

Advt.

dispatcher in the Thruway Department. The last position pays between \$6,535 and \$8,010.

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

Genesee Trustee

Neil T. Burns of Batavia has been reappointed a member of the Board of Trustees of Genesee Community College for a term ending June 30, 1977. The post is unsalaried.

Burns is general manager and corporate secretary of the Ryan-DeWitt Corporation of Batavia.

February Promotion Examinations Set

Seven promotional examinations will be given Feb. 15 by the New York State Department of Civil Service. Applications will be accepted up to Jan. 6.

The exams are for: printing audit clerk G-11 in the Department of Audit and Control; senior building construction engineer G-23, and housing development fund coordinator G-25 in the Executive Department; employment interviewer G-14, associate employment consultant (testing) G-25, and unemployment insurance claims examiner G-14 in the Department of Labor; and radio

Audio Visual Mechanic Needed In Rockland

An audio-visual mechanic is needed by Rockland County in the School District of Ramapo No. 2. This position pays \$6,080 to start with six increases to \$8,040. Deadline to apply is Jan. 2.

To qualify candidates must be a legal resident of Rockland County for four months immediately prior to the examination date, Feb. 1, and be a high school graduate with two years of experience in the repair of audio-visual equipment. Additional years of experience may be substituted for high school on a year to year basis.

A written test will include operation, maintenance and repair

of sound motion picture projectors, tape recorders and other audio visual equipment; tools and equipment used in audio visual work; mechanical aptitude; and operation maintenance and repair of closed circuit television equipment.

For further information write the Rockland County Personnel Office, County Office Building, New City, N.Y. (914) 638-0500.

Medical Test

Thirty-three candidates took the medical and qualifying physical exam for water plant operator on Dec. 2.

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The White Plains Civil Service Commission has just announced three openings for recreation supervisor in the Department of Recreation and Parks.

Two of the jobs pay \$7,025 to \$9,485, and one pays \$8,640 to \$11,790. The last named requires a Master's degree in Recreation,

Parks or Physical Education—the first two, a Bachelor's.

The examination will be held Saturday, Feb. 1 at 8:30 a.m., place to be announced later. Deadline for filing application is Dec. 31 at 4:30 p.m. Place is Civil Service Commission, 255 Main St., White Plains, N.Y.

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CASE SUPERVISOR, Grade 8, Child Welfare. Salary range \$6720-\$7670. Open to New York State eligibles. Examination date February 1, 1969. Last day for filing applications January 6, 1969. Applications and further information available at the office of the Ontario County Civil Service Commission, Court House, Third Floor, Canandaigua, New York.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK: COUNTY OF BRONX. Adele De Feo, plaintiff, against Francis M. De Feo, defendant. Index No. 13660/1968. Plaintiff designates Bronx County as the place of trial. The basis of the venue is the plaintiff's residence in Bronx County, New York.

SUMMONS: ACTION FOR ABSOLUTE DIVORCE

To the above named defendant:
You are hereby summoned to answer the complaint in this action and to serve a copy of your answer or, if the complaint is not served with this summons, to serve a notice of appearance, on the plaintiff's attorney, within 20 days after service of this summons (or within 30 days after the service is complete if this summons is not personally delivered to you within the state of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.
Feigin & Silverman, Esqs. Attorneys for the plaintiff: Office and Post Office Address, 215 West 34 Street, New York, N.Y. 10001.

TO: Francis M. De Feo, the above-named defendant.
The foregoing summons is served upon you by publication pursuant to an order of Hon. Sidney M. Fine, a Justice of the Supreme Court of the State of New York, entered December 9th, 1968 and filed with the summons and complaint, in the office of the Clerk of the county of Bronx, at the Courthouse, 851 Grand Concourse, Bx., N.Y. The object of this action is for absolute divorce. The attorneys for the plaintiff are Feigin & Silverman, Esqs.

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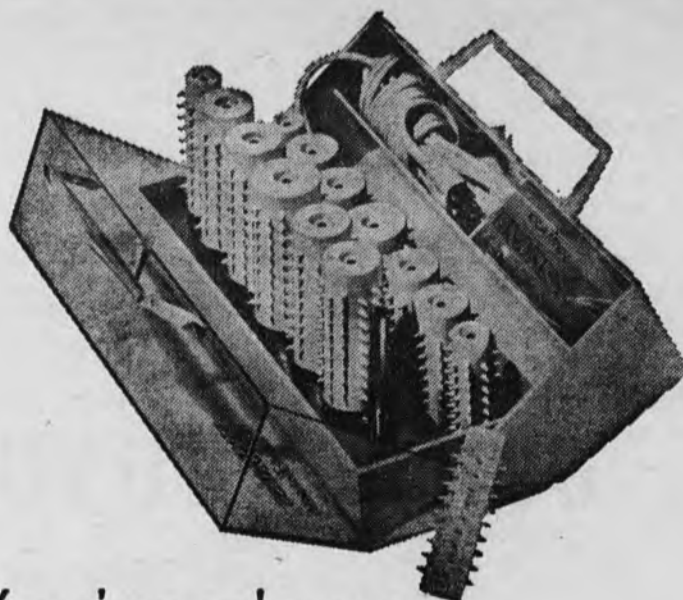
Plattsburgh Jobs

The Plattsburgh Air Force Base needs a mechanical engineer (utilities), at \$10,203; an adminis-

trative librarian, at \$6,981 to \$8,462; and a general supply assistant, at \$5,732 to \$6,981.

Further information on these

U.S. positions can be obtained by contacting the Civilian Personnel Office, Plattsburgh AFB, New York.



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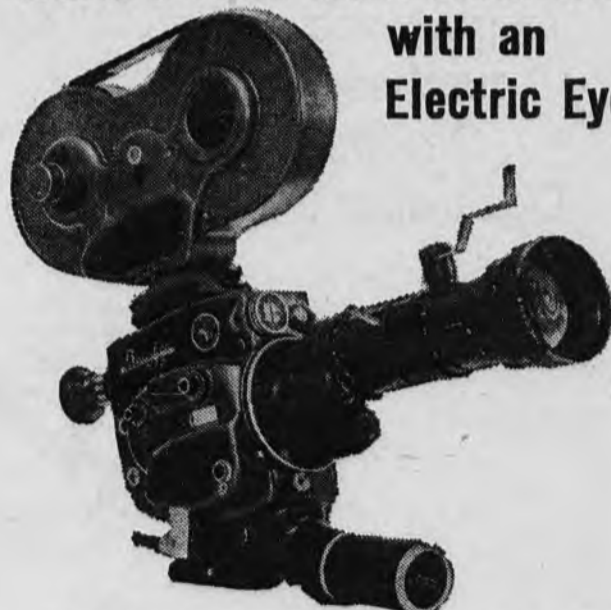
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Ass't Office Machine Operators Positions

An open-competitive examination will be held for assistant office machine operators Feb. 1, to fill vacancies in the Rockland County Board of Supervisors and the County Clerk's Office. Starting salary is \$4,836 with six increments to \$6,162.

The job includes operating, cleaning and oiling a variety of office machines, such as photocopy, photostat, microfilm, electrostatic copiers, etc.; cutting,

sorting, collating and binding paper by hand or machine; maintaining files; and assisting with clerical duties including mail processing.

High school graduation and a year of clerical or mechanical experience is required. Applications for the written test are due by Jan. 2.

For further information write or call the Rockland County Personnel Office, County Office Building, New City, N.Y. (914) 638-0500.

Case Aides

Sixty-two candidates took the technical-oral test for case aide, group 2, on Dec. 3.



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If you will be 20 and less than 29 on January 18, at least 5'7" and have 20/30 vision without glasses, you are eligible to become one of "NEW YORK FINEST". High School graduation or equivalency diploma is required at time of appointment.

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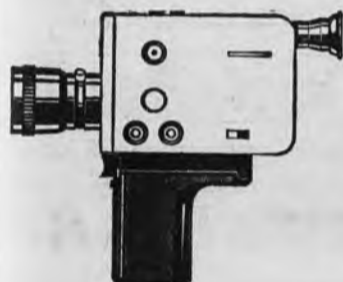
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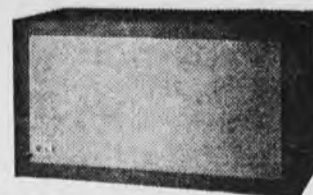
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Home music listeners and professionals alike took to the AR-3 immediately when AR first produced it 9 years ago. High Fidelity magazine went all out: "The sounds produced by this speaker are probably more true to the original program than those of any other commercially manufactured speaker system we have heard." AR said that they couldn't make a better speaker.

Now they say they can, and they have. The new AR-3a has the same clean, honest 30-cycle bass as the AR-3, and is in the same compact cabinet, but everything else is different. (1) Move around the room; sound is surprisingly uniform. (2) Smooth, even mid-range, already remarkable, is even more natural-sounding now. (3) New crossover removes mid-frequencies from woofer range.

AR's 5-year speaker guarantee covers parts, labor, freight and new carton if you need it!

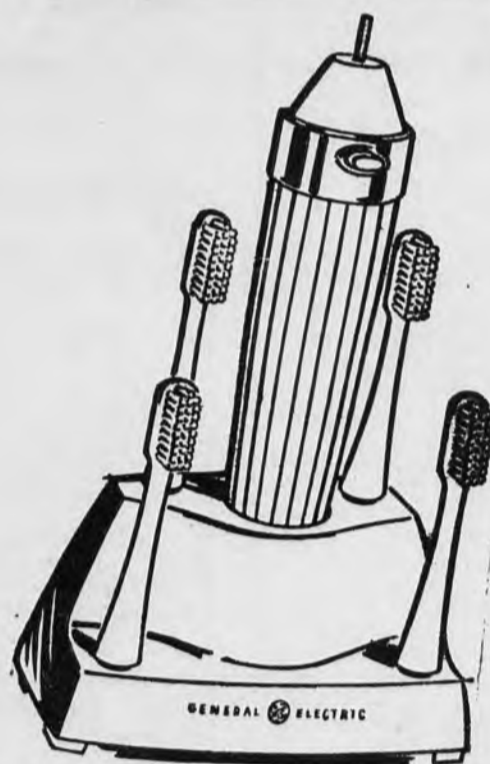
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Operator's Exam For Acc'ting Machine

Next week, Jan. 2, is the deadline for application for Rockland County accounting machine operators I and II. The open-competitive exams are to be held Feb. 1 in both categories, with a promotional test in the first.

Starting salary for accounting machine operators II is \$4,350 with increases to \$5,550 over a period of six increments. Accounting machine operators I will receive between \$4,524 and \$5,876.

All three written tests will include clerical aptitude, arithmetic and office practices; the operator II test will cover account keeping as well.

For applications and further information write or call the Rockland County Personnel Office, County Office Building, New City. (914) 638-0500.

Secretary Needed In Bronx Hospital

The Bronx Veterans Administration Hospital has one vacancy for a secretary (stenography) GS-4, at \$5,145; or GS-5, at \$5,732 per year.

Applicants should be able to type 40 words per minute and take stenography at 80 words per minute. Further information is available from the placement officer, Veterans Administration Hospital, 130 W. Kingsbridge Rd., Bronx, N.Y. 10468, or by calling 584-9000, extension 217.

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P. R. Column

(Continued from Page 6)

endure, look at some of the newspaper stories about the lottery. With the exception of an excellent and informative article in the "N.Y. Daily News" magazine section on Dec. 1, the newspapers have repeated hundreds of times in the last year and a half that the lottery sales "are disappointing" because of some totally ridiculous projection of 30 million ticket sales per month.

THAT SINGLE mistake has plagued the lottery from the day the first tickets were sold. We are confident that in time this mistake will be neutralized.

WE SALUTE the lottery officials and civil service staff for using the tools of modern marketing to sell the lottery tickets.

THERE HAS been no public announcement, but we know that the lottery is conducting a marketing survey to find out how the lottery can be improved, how it can be made more popular among the cash customers, and how it eventually can achieve its goal of providing maximum monetary returns for education.

THE FACT that the State of New York realized \$35,000,000 net for education from the lottery's first year is a great success. It is \$35,000,000 more than the State would have had to spend for education.

WE ARE CERTAIN there will be more improvements after the current marketing survey is evaluated. It is possible that the cash customers would like to see two drawings a month instead of one.

WE ARE SURE that the survey will confirm what every horse player has always known:

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Easter In Rome And Florence

The 1969 Easter trip to Rome for members of the Civil Service Employees Assn. and their immediate families will be longer, include a side visit to Florence and will be less expensive than the 1968 trip with no reduction in quality, it was announced by Irving Flaumenbaum, tour leader.

The nine-day trip will leave New York April 4 and return April 13, giving tour members Holy Saturday and Easter Sunday in Rome. Included are round trip transportation via Pan American jet; all hotel rooms, sightseeing tours of Rome (including the Forum and Vatican City) and its environs; a two-day visit to Florence with its great art treasures—all for only \$349. Those wishing air passage only may buy round trips seats at only \$239.

Space on this highly popular tour is strictly limited and immediate application should be made by writing Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. Telephone (516) 868-7715.

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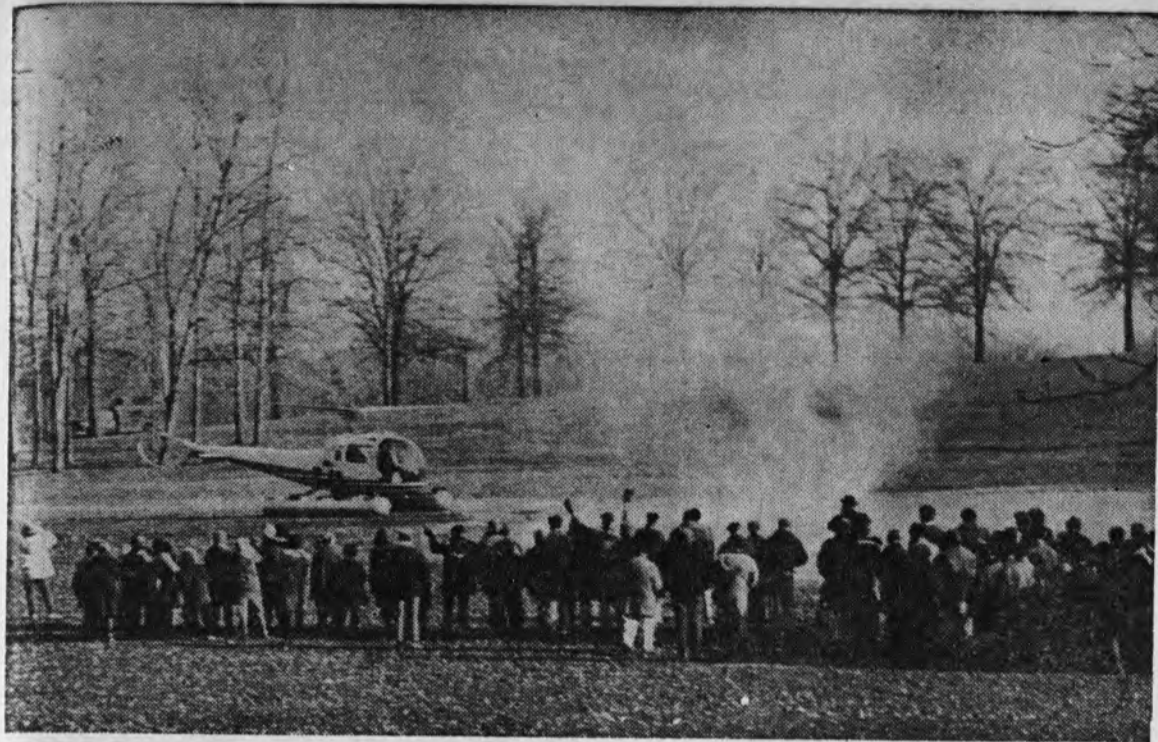
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SANTA'S SLEIGH was a helicopter. Here it is touching down at 10:45 a.m., Dec. 12 at Letchworth Village Hospital. Local CSEA sponsored the flight.

Santa Comes To Letchworth Village To Minus Rudolph, Etc.

It was the workers themselves who brought Santa to Letchworth Village Hospital last week, and in proper modern style. The local CSEA sponsored him and John Clark, chapter president, reports the old character's visit was about as modern and streamlined as you can get.

Seen above, touching down on the hospital grounds is the snowless substitute for the red-nosed reindeer and his teammates. All hands turned out to see the arrival and noted that the helicopter was rigged for sea and snow as well as dry land.

Dolan

(Continued from Page 3)

turn" for CSEA, telling the members that the State-wide organization has more than 450 bargaining units, compared with 290 a year ago. Also, he said, CSEA has won in "95 percent of the cases where we have been challenged" under the Taylor Law.

CSEA has a 13,000 net increase in membership in the County Division this year, he said, including new members in chapters, new chapters and in school districts and other governmental units.

Dolan lauded those CSEA members at the unit level who have been willing to give time and effort to CSEA—"the time and work it needs to be successful."

Onondaga chapter has been recognized as the bargaining unit for Syracuse City employees and Onondaga County workers, as well as others in the county's political subdivisions.

Principal X-Ray Technician Upgraded

The titles of principal X-ray technician and principal X-ray technician (therapeutic) have been reallocated from grade 14 to 15. (Six other upgraded titles in the X-ray technician series and four in the lab technician series also were won by Civil Service Employees Assn., as reported last week.)

Named

ALBANY—Mrs. Laurance G. Roth of Batavia has been named to the Council of the State University College at Brockport.



LETCHWORTH VILLAGE — Greeting Santa, left to right: Miss Ann Schneider, Doctor Jacob Schneider, Santa Claus, and John Clark, president of Letchworth Village CSEA.

Huntington

(Continued from Page 3)

negotiations for a contract for 1969. The white-collar unit was the first to achieve a certified bargaining agent and signal negotiations.

"We know there are funds available for wages in the adopted budget and that the town is mandated to negotiate with us," asserted CSEA unit president John Panaseney. Earlier negotiations had been aborted when Ambro cited a highly technical flaw in the recognition of CSEA by a previous administration of different political persuasion. The election was later ordered by the Public Employment Relations Board.

A Teamster Union unit had demanded to be included in the vote, but withdrew just before the vote last Dec. 13 in the face of CSEA strength.

The unit met last week to polish details of a program for about 150 white-collar workers.

Blue-collar workers are still unrepresented because of the actions of a unit of the National Maritime Union. A representational election has been delayed pending a decision by PERB whether a six-hour work interruption last summer was a strike. The NMU could be barred from the election. It was also unknown whether the Teamsters would also withdraw from the blue-collar unit election.

Suffolk field representative Edwin Cleary is assisting the unit in preparations for negotiations.

Reinstatement For Cayuga County Aide

AUBURN — As a result of efforts by the Civil Service Employees Assn.'s legal staff, Anita Burkhardt, an employee of the motor vehicle section of Cayuga County, has been completely cleared of Section 75 charges brought against her by the County government.

In October of this year, Mrs. Burkhardt a CSEA member, was suspended from her job and charged with wilfully withholding from her supervisors errors she found in motor vehicle registrations for Cayuga County during the period of Aug. 13-Oct. 21, 1968.

She contacted her CSEA chapter who assigned Earl Boyle, CSEA's regional attorney for central New York, to represent her at a county hearing. After the hearing, Boyle said he and the county officials mutually agreed that the charges be withdrawn.

Mrs. Burkhardt was reinstated and recovered the back pay lost since her suspension last Oct. 30. Boyle also got the county to lift from her personal file and destroy two prior letters of reprimand from September, 1966, and August, 1968, to give her the clean record that she merited.

After the hearing, Mrs. Burkhardt finally received a transfer to another department in the Cayuga County government which she had requested some time ago.

(Continued from Page 1)

hours of straight time pay for all call-ins. If this puts you over 40 hours in that week—overtime rates apply.

• Employees in Facilities and Services and Purchase and Supply Departments on Grasslands Reservation who currently work 40 hours per week shall have work week hours reduced to coincide with hospital employees on the Reservation, effective January 6, 1969.

• Fourth week of vacation after 20 years instead of after 25 years.

• Shift differential of \$5 per week for second and third shift employees while regularly working such shifts.

• Mileage allowance increased to 11 cents per mile effective January 3, 1970.

• Minimum salary to be \$4,568 in 1970. Recruitment for Grade 1 to be at \$4,480 for 1969 (Grade 1—step 1A).

• Past practice clause.

• Association rights clauses.

• Representatives to be designated (one per 100 employees) and to have reasonable amount of free time to process grievances and transact Association business. Names to be submitted to County so that everyone will know who they are and the area which they represent.

• Use of bulletin boards and inter-office mail facilities for Association notices.

• Temporary assignment to lower job classification (with no change in title) shall not result in lower pay.

• Preference shall be given to county employees for promotional opportunities wherever allowed by law.

• Safety equipment shall be supplied where necessary.

• First aid equipment will be available for hazardous duty assignments.

• Uniforms and protective clothing shall be provided where the county requires that same be worn; also, reasonable cleaning and replacement.

• Guarantee of ten paid holidays for shift workers; others to receive all of designated 11 paid holidays which occur on a scheduled work day.

• Personal leave may be used in conjunction with vacation in current year if approval given by department head and personnel officer.

• Adoption of grievance procedure for terms and conditions of contract. Grievance Board to be comprised of one member chosen by Administration, one by Association, one other to be agreed upon by the two already chosen. Grievance board's decisions shall be binding.

• Improvement in Health Insurance Program in 1970 to 100 percent for individual coverage plus 50 percent of dependents' coverage.

• Employees assigned to higher category and those who must perform substantial duties of that title for a considerable amount of time shall receive the lowest step of the higher category, which shall not be lower than their current rate.

Monroe County Legislature Trims Budget By 25 Pct.

ROCHESTER — Monroe County Manager Gordon A. Howe has shut the door on departmental spending for 1969 which is not specifically authorized in the "revised" budget — a move which precludes any county employee pay raises for increment changes.

In a tersely-worded statement, Howe told department heads a lean year lies ahead, programs have been cut, no new programs can be established and pay increases are virtually out of the question.

The county manager placed the responsibility on the Republican county legislators who pared \$7 million from his proposed budget.

A new two-year contract, effective Jan. 1 and negotiated by the Civil Service Employees Assn., provides an across-the-board, seven percent pay increase in 1969 and an additional seven percent increase effective Jan. 1, 1970.

The proposed county budget provides raises of up to \$3,800 a year—or 22 percent for top administrators.

"The County Legislature," Howe told department heads, "made a number of major cuts in the 1969

budget. These cuts mean that a number of programs will be eliminated or curtailed severely and the County of Monroe must plan to operate on the strictest kind of an austerity schedule."

"Under no circumstances," Howe said, "should there be any recommendations for changes of brackets or personnel in 1969."

He added that the administration would not go to the Legislature for supplemental appropriations except in the event of an absolute emergency.

"The Legislature has given the administration a mandate to live within a very tight budget for 1969, and this can be done only with the fullest cooperation of all departments and the most careful attention to economies," Howe said.

GOP county legislators reacted with shock and indignation when in mid-November the manager handed them a \$113.8 million budget requiring a 17 percent property tax increase.

On Sunday, Nov. 24, Republican legislators spent 11 hours chipping away at the budget to hammer the \$12.37 average tax hike per \$1,000 assessed valuation to a \$9.82 average increase.

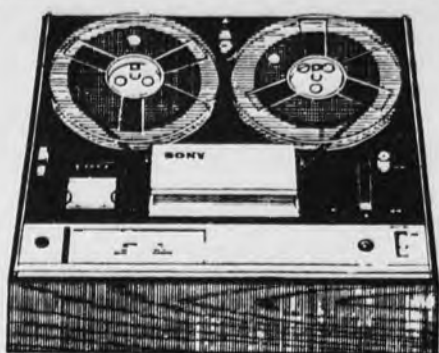
Legislators, looking toward next November when they will face re-election, were determined to knock the tax hike down to less than \$10.

Riverhead

(Continued from Page 3)

employees in clerical, custodial, cafeteria and bus transportation positions. Recognition was made official Dec. 3.

According to unit president John Fafinski, the board has been notified that the unit is ready to negotiate. Suffolk field representative Edwin Cleary is assisting the unit.

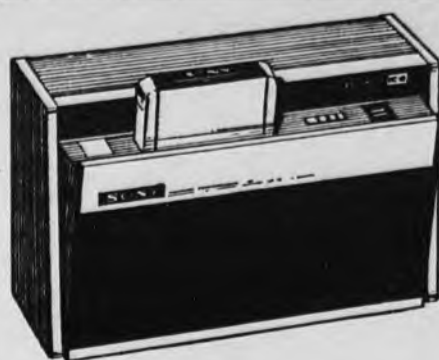


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Vacancies in some of these positions will be filled at Veteran Administration and Public Health Services Hospitals and other Federal activities in the five boroughs of New York City, on Long Island, and cities in New York State as far north as Poughkeepsie. Full details concerning the experience and training requirements are contained in Announcement No. NY-8-58, which may be obtained by visiting, writing, or

calling the Federal Job Information Center, 26 Federal Plaza, New York, N.Y. 1007, Telephone No. (212) 264-0422. The announcement may also be obtained at the Public Health Service Hospital, any of the V.A. Hospitals in the area mentioned above, or at the main post offices in Brooklyn, Bronx, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead, and Yonkers and the St. George Station in Staten Island.

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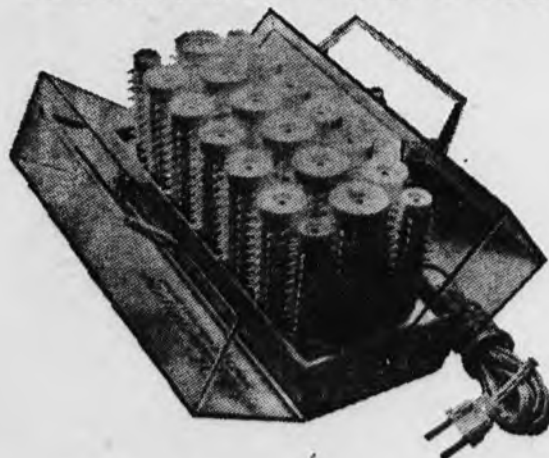
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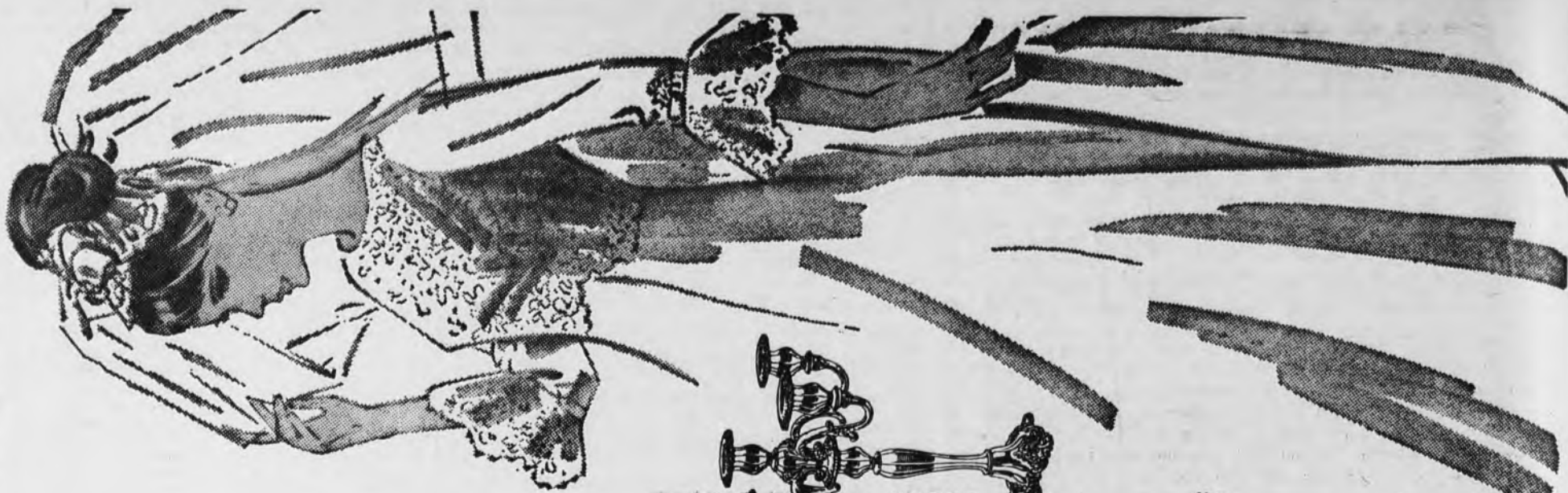
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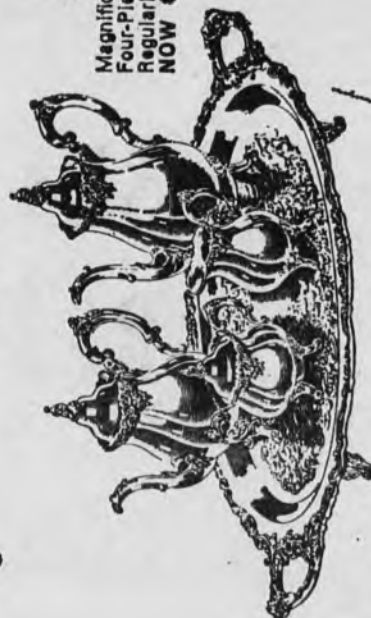
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(Continued from Page 2)

tions (vacant), assistant directors for Office of Public Affairs, the Office of Inspections, the Job Corps (for plans and programs), the Job Corps (for recruitment, support and placement), the foregoing five positions being already vacant.

Assistant director in the Office for Civil Rights of the OEO, at \$22,835; deputy assistant director for the Office of Civil Rights, executive secretary for the Office of Executive Secretary, executive adviser for programs in the Office of the Director, all at \$19,780; a confidential assistant to the director in the Office of the Director, at \$16,946; a confidential secretary to the director, at \$9,297; and a private secretary to same, at \$8,462.

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In the Office of the Director of the above agency, there are: a special assistant to the Director, (already vacant), at \$26,274; two more special assistants to same, at \$19,780; one administrative assistant, at \$12,174; and another, at \$10,203; a courier, at a locally determined salary.

Further openings in this agency are: a general counsel (already vacant), at \$26,264; a deputy general counsel, at \$22,835; an attorney-adviser, at \$16,946; a general attorney for the office of the assistant director for telecom-

munications management, at \$19,780; and a confidential assistant in the same office, at \$10,203.

In the Office of the Assistant Director of the same agency are: a special assistant (already vacant), at \$14,409; two confidential administrative assistants, at \$9,297.

There are, in addition: a director for the liaison office, at \$26,264; director for the office of information (veteran preferred) at the same salary; directors for the emergency operations office, field services, program planning

and evaluation, and national resource analysis center, respectively (all veteran preferred, except the last), all at \$30,239.

(To Be Continued)

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