

Civil Service LEADER

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Central Conference

See Page 3

CSEA SLAMS STATE PLAN FOR MANAGEMENT CLASS

Goes To Governor

CSEA's 1/60th Retirement Plan Clears Legislature

ALBANY — The State Legislature has given its approval to the new pension plan for State employees won last March by the Civil Service Employees Assn. in negotiations with the State Administration.

The State Senate gave its stamp of approval to the bill on Wednesday, May 15, with favorable action taken by the Assembly on May 20.

The bill has been transmitted to the Governor who is expected

all State employees are guaranteed at least half-pay retirement at age 55 after 30 years service.

The main provision of the new plan is that it is made retroactive to 1938 which erases a pension disparity among many of the long-time State employees. In other words, the new plan guarantees half-pay after 30 years to those workers whose accumulated contributions, coupled with the State's pension share, would not have added up to the necessary amount in order to provide a half-pay retirement allowance.

The new bill is a big improvement to the existing 1/60th retirement plan which now is retroactive only to 1960 and which has been non-contributory since 1966. Retirement will continue to be on a non-contributory basis under the CSEA-negotiated plan.

The CSEA plan, hailed by many as the finest for public employees of any State, was won in mid-March and accepted overwhelmingly by CSEA delegates at a March 14 meeting in Albany. The pension plan is the second CSEA-negotiated item to pass the Leg-

islature—the first being the record-breaking 10 percent, \$600 minimum pay raise, already sign-



SEN. JOHN E. FLYNN

to sign it into law shortly. It was co-sponsored for CSEA in the Senate by John E. Flynn (R-Yonkers) and Edward S. Lentol (D-Bklyn). Under the new plan, virtually



SEN. EDWARD S. LENTOL

ed by the Governor and in effect since April 1.

No changes in the current retirement options are noted in the (Continued on Page 16)

'Ominous Threat' To Merit System Cited

ALBANY — The 165,000-member Civil Service Employees Assn has served notice on Governor Rockefeller that it completely rejects an Administration determination as to which State personnel are to be considered management and thus excluded from the 124,000-employee general unit for which CSEA is recognized bargaining agent.

Directed by a resolution adopted Thursday evening in Albany by the Association's State Executive Committee, CSEA president Theodore C. Wenzl told the Governor his organization intends "to use every legal measure at our disposal to fight this unreasonable action."

The focal point of the strong CSEA reaction is a recently released document prepared by the State's official negotiating committee, comprised of Alton G. Marshall, secretary to the Governor, T. Norman Hurd, State Budget Director, and Mrs. Ersa Poston, State Civil Service Commissioner, listing more than 7,000 positions in the State service which would be removed from the large general bargaining unit.

Whole Agencies Excluded According to Wenzl, CSEA antagonism stems not only from the

scope of the exclusions, which include many higher level jobs patently not managerial, as well as including a number of lower grade

BULLETIN

Because of an unexpected extension of the Legislature session, a scheduled meeting between State Budget Director T. Norman Hurd and representatives of the Civil Service Employees Assn. was delayed until this week, it was learned at Leader press time.

The meeting was called for by the CSEA to forestall any cuts in budgets for State agency operations, particularly in the Department of Mental Hygiene where, the CSEA maintains, patients as well as employees would suffer.

A full report on the meeting will appear soon in The Leader.

positions completely uninvolved in the management function, but from the fact that certain entire agencies have been excluded (Continued on Page 16)

CSEA And PBA Joined Forces

Troopers Win 20-Year Retirement

ALBANY — A 20-year retirement bill for members of the State Police, jointly sponsored by the Civil Service Employees Assn. and the Police Benevolent Assn. — State Police, has passed both houses of the Legislature and is awaiting the approval of Governor Rockefeller.

CSEA and PBA recently joined forces to ensure that the bill, which would guarantee half-pay retirement after 20 years, regardless of age, would be passed by the State Legislature and signed into law this year.

Both CSEA and PBA were high in their praise of the legislators who introduced the bill and pushed it through their respective houses. Singled out by the em-

ployee representatives were Senators John Flynn and Ronald Stafford and Assemblymen Harold Cohn and Victor Waryas.

Besides being noncontributory, the new pension bill would provide an additional benefit over half pay of 1/60th final average salary for each year of service after 20 years and before 30 years. With a compulsory retirement

age of 62, the new bill would also continue credit for eligible military service at the present rates and provides a pension for those State Police members who have less than 20 years at the mandatory retirement age. Pension credit also would be given, in the case of the latter, for each year of service in the system other than as a trooper, not to exceed half-pay.

Suffolk CSEA Wins 4-Day Weekend Choice

SMITHTOWN — All Suffolk County workers — this year including court employees — will get a four-day weekend either this coming weekend or the Independence Day weekend.

Renewal of the four-day weekend benefit, which was won by the Suffolk chapter, Civil Service Employees Assn. last year, was announced by Suffolk County Executive H. Lee Dennison. The Suffolk chapter also announced that it had won an appeal on behalf of court employees that they be entitled to the leaves accorded to other County workers.

Court employees will get a choice of one of the four-day weekends, connected with the Memorial Day and Fourth of July holidays affiling this year on Thursdays along with other County workers. They will also get credit for the additional time-off that was improperly withheld last year.

Pass your Leader on to a non-member.

Don't
Repeat This!
Sen. Majority Leader

Brydges Remains One Of Legislature's Strong, Iron Men

DURING his first term as Senate Majority Leader some years back, this column was the first to predict that while Earl W. Brydges would have a tough role in following so dynamic a Senate leader as Walter J. Mahoney, his own style in (Continued on Page 3)

School Guards Unit To Meet

A general meeting of the Nassau County School Crossing Guards unit, Civil Service Employees Assn. will be held at Police Headquarters in the Assembly Hall, Wednesday, May 29, at 8 p.m. Presentation of the nominated slate of officers and representatives and voting will take place.

DON'T REPEAT THIS

(Continued from Page 1)

the State's Upper House would soon show that Brydges was one of the true iron men in the Legislature.

As the 1968 session of the Legislature drew to a close, this image was more pronounced than ever. Senator Brydges, these past few months, has taken some of the strongest and most controversial leadership stands in the Legislature — and has come out a winner on most of them.

Brydges pictures himself as a "responsible" leader in the Senate and because of that holdout for action on a tax program this year, although the thought was anathema to most of his colleagues who dearly wanted to avoid this sticky issue in an election year despite the dire need for new State finances. He got his way.

Backed Employee Programs

Following the announcement that taxes would be increased, Brydges was put under considerable pressure not to grant State employees either a pay raise or a fully-retroactive guaranteed retirement plan. Said Brydges: "I gave my word to the Civil Service Employees Assn. on supporting these measures and I intend to support them." Both important pieces of legislation were passed.

Decentralization of New York City schools is one of the hottest items in the Legislature and, at this writing, the Assembly had become passive on the issue and turned over responsibility for initiating action on it to the Senate—that is to say, Brydges. He has taken most of the brunt of trying to find an acceptable solution

to this thorny problem which would satisfy, teachers, parents and all other interested parties and whatever happens will bear his stamp.

In another area, Brydges fulfilled a promise made to voters when he urged defeat of the proposed new State Constitution as a single unit but then declared he would support legislation for a Constitutional amendment allowing for repeal of the Blaine Amendment, which forbids State aid to private educational institutions. That amendment passed the Senate recently.

Medicaid was another hot

topic of debate in the Legislature this year and the Majority Leader made no bones about the fact that he thought the program was overextended. He brought down a storm of criticisms from some areas for his stand—but he did prevail in getting the program cut down.

This column does not intend to detail Brydges' total score of wins and losses for the 1968 term. Its purpose is to illustrate the fact that the profile of Brydges as a strong leader and man of action has emerged stronger than ever this year. And you can expect more of the same in 1969.

Governor Names Leader Editor To Committee On Minorities In News Media

Gov. Rockefeller last week announced his appointment of a 33-member committee to explore ways of bringing minority-group persons into the news industry.

He named State University Chancellor Samuel B. Gould as chairman of the non-salaried committee. Vice chairmen will be Bill D. Moyers, publisher of Newsday, and Robert J. Mangum, chairman of the State Commission for Human Rights.

Also appointed a member of the committee was Paul Kyer, editor of The Leader since 1955.

Earlier this year, Rockefeller said he would set up such a committee because, in his view, there was a need for "a more balanced representation of our ethnic makeup in the mass communications industry."

The committee includes representatives from the fields of journalism, broadcasting, higher education, urban affairs, and labor, he noted.

Rockefeller said he had asked the unit to make recommendations in four major areas:

—Helping more young people from minority groups to enter journalism schools.

—Finding more jobs for qualified minority-group persons on newspapers and in radio and television.

—Strengthening journalism teaching "with a fresh focus on urban and ethnic reporting."

—"Developing a deeper and more realistic understanding of inner city and minority group problems, so that the public can become more capable of taking responsive action."

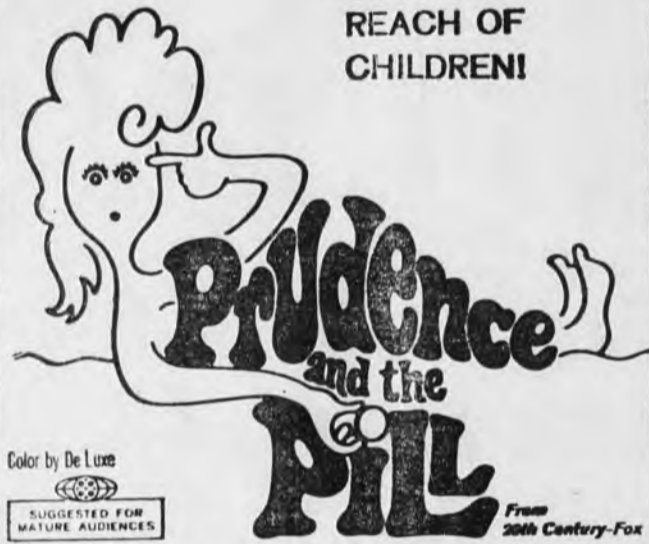
Others named to the committee are:

Alfred Balk, feature editor, Saturday Review; Edward Barrett, director School of Journalism, Columbia University; Charles Carruth, editor, Catholic News; Wesley Clark, dean, School of Journalism, Syracuse University; Kenneth Drew, editor and publisher, The Voice, Jamaica, N.Y.; Theodor Elenoff, president, New York Chapter, American Jewish Committee; William L. Fanning, president, Westchester-Rockland Newspapers Inc.; Julian Goodman, president, National Broadcasting Co.; Walter Grunfeld, president, New York Press Association, Manhattan, N.Y.

Also James Hagerty, vice-president, American Broadcasting Co.; Andrew Heskell, chairman, Time Inc.; Vincent Jones, executive editor, Gannett News Service; Ambrose I. Lane, chairman of the board, The Challenger, Buffalo; Donald H. McGannon, president

(Continued on Page 8)

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Rochester State Hospital Chapter Installs Smith

(Special To The Leader)

ROCHESTER — Robert Smith was installed as president of the Rochester State Hospital chapter, Civil Service Employees Assn., at the group's 18th annual dinner dance here recently.

The affair, recently held at the the Party House in Rochester, coincided with the presentation of the "Psychiatric Aide of the Year Award", to Barbara Jones for her exceptional work at the hospital. Claude E. Rowell, fourth vice-president of CSEA, was toastmaster for the event. Joseph B. Roulter, director of public relations for CSEA, was the principal speaker. Roulter spoke on the new retirement plan for State employees negotiated by CSEA and about the tax-free maintenance case which involved members of Rochester State Hospital chapter.

Irving Flaumenbaum, CSEA's second vice-president gave a brief progress report on several programs of the Employees Association and conducted the installation ceremony. Others installed were: Francis Uschold, first vice-president; Dorothy Hall, second vice-president; Sandra Cross, secretary, and Richard Simpson, treasurer. Delegates who took office were Ellen Stillhard and Walter Sierjl.

Members elected to the chap-



INSTALLATION — Claude E. Rowell, standing, fourth vice-president of the Civil Service Employees Assn. and toastmaster for the Rochester State Hospital chapter's 18th annual installation dinner-dance, introduces guests at the affair. From left to right are Mrs. Ellen Stillhard, outgoing president; Rowell; Joseph B. Roulter, director of CSEA public relations and guest speaker; Mrs. Rowell; Mrs. Robert Smith, wife of the new chapter president; and George Wachob of Ter Bush and Powell.

ter's executive committee include Barbara Jones, Donald Sager, Jacob Mark, Alton Baker, Martin Jameson, Loren Campo, Marian Dewan, and Edna McNair. Members singled out by Mrs. Sillhard, outgoing president, for outstanding contributions to the chapter were Celeste Bairman, Edna McNair, Edward Chamebrlain, and Richard Simpson.

Other guests at the dinner were

John J. Hennessey, State CSEA treasurer; Pauline Fitchpatrick, president of the Western Conference; Miss Virginia Halbert, second vice-president of the Western Conference; Robert Benedict, president of the Board of Visitors and Mrs. Benedict; Genevieve Luce, treasurer of the Western Conference; James Powers, CSEA field representative, and Edward Kalb of Ter Bush and Powell.



HARLEM VALLEY RETIREES — Retirees from the Harlem Valley State Hospital, Wingdale, honored at recent ceremonies include, from left, bottom row, Mildred Schoonmaker, Florence Heinchon, Adolph Schloemer; second row, Dorothy Weaver, Rita Greenwood, Lela Vandyke and Dorothy Winters; third row, Adeline Carey, Beatrice McGrail, Evelyn Parsons; fourth row, Paul Wittemund, (Dr. Roberts, director), Ernest Gotterman, Johanna Vail and Olive Barlow.

Rochester Cutting Job Requirements

ROCHESTER — City personnel officials are preparing to lower minimum requirements in an effort to fill vacant jobs, especially in the clerical and technical fields.

City Manager Seymour Scher said recently he asked for a lowering of standards because of the City's tight labor market and competition from other governments and business and industry.

"In the difficult labor market which the City and all other private employers in our area face," he said, "it is essential that the employing agencies of the city, particularly those which are having difficulty filling vacancies, do a critical reappraisal of the minimum requirements essential to getting the job done."

"In my conversations with appointing officers I have found that some specifications being used today had been drawn at a time when the labor market was considerably easier, and we could afford the luxury of over-drawing even technical positions. That no longer is true today.

"I am asking department heads, particularly those with long-standing vacancies in clerical and technical fields, to consult with Raymond Gupp of the Civil Service Office and Stanley Thomas of the Personnel Department to examine the minimum requirements which now prevail to determine whether they might be adjusted downward without serious injury to the operation of the department.

"We all have an obligation to

Dr. Noerling Named

Dr. Henry J. Noerling has been nominated by Governor Rockefeller as a member of the State Bridge Authority succeeding the late Dr. John L. Edwards.

be sure we are tailoring our standards for employees not only to the job that needs to be done, but to labor supply in today's labor market."

CSEA Opens High School Class At Rockland State

NYACK — George Celentano, president of the Rockland State Hospital chapter, Civil Service Employees Assn., has announced the inauguration of a high school equivalency class, for employees of that institution.

Celentano singled out the members of a chapter committee who generated an interest in the program among the employees and investigated various sources of financing, composed of Martha Moss, Octave LaBeet, and Rosalynde Singerman.

Celentano said it was the CSEA committee's fact-finding that convinced the Education Bureau of the Department of Mental Hygiene, to allocate funds for the project.

Dr. Alfred Stanley, the hospital's director, has appointed Mrs. Naomi Colemas, RN, chairman of the screening and policy committee, and Boyd Quackenbush, a teacher who conducted a similar program at Green Haven State Prison, as instructor.

In all, nearly 300 employees of this Rockland County institution have expressed interest in the program.

Any employee with over one year's permanent service is eligible

Central Conference Installation Set For June 21 In Syracuse

(From Leader Correspondent)

SYRACUSE—New officers of Central Conference of the Civil Service Employees Assn. will be installed at the group's summer meeting, June 21 and 22, in the Hotel Syracuse Country House.

Nominated for president of the conference is Arthur F. Kasson of Syracuse, now first vice-president. He would succeed Mrs. Clara Boone of Utica.

Other candidates nominated at the Spring meeting in Oneonta are: Charles Ecker, Syracuse State School chapter, first vice-president; Floyd Peashey, State University at Oswego chapter, second vice-president; William Fleury and Henry Mielnik, both of the St. Lawrence State Hospital chapter, third vice-president.

Also, Florence Drew of Binghamton chapter, incumbent, and Irene Carr, Oneonta chapter, secretary, and Tom Ranger of the State University at Syracuse chapter, and J. Arthur Tennis of Utica State Hospital chapter, in-

(Continued on Page 14)

Air Fare Only—\$125

4-Day Las Vegas Tour Set June 20

A four-day tour to Las Vegas is now open for booking by members of the Civil Service Employees Assn. Departure date is June 20 and the low price of \$189 will include round trip jet transportation, most meals, sightseeing and many extras.

Space on this popular trip is quite limited and immediate application should be made by writing now to Sam Emmett, 1060 East 28 St., Brooklyn, N.Y., telephone (212) 253-4488.



CLASSES SET — George Celentano beams happily after his announcement of a high school equivalency class to be conducted at Rockland State Hospital. With him are Martha Moss, left, and Rosalynde Singerman, right, members of the Civil Service Employees Assn. committee who spearheaded the drive for the program, and Mrs. Naomi Coleman, RN, center, who will serve as chairman of the screening and policy committee.

to take part.

Celentano also noted that the chapter will hold its annual dinner

dance on June 15, at Singer's in Spring Valley. Tickets are \$7.50 per person.

Reappointment

Dr. William O. Kingsbury of New York City has been reappointed as a member of the Medical Appeals Unit of the Workman's Compensation Board by

Governor Rockefeller. Dr. Kingsbury will continue to serve on the Board, members of which receive \$50 per diem, until Dec. 31, 1970

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Accountant, 5 certified, May 22	May 22	51
Account clerk, 48 certified, May 17	May 17	475
Asst. civil engineer, prom. (DW), 2 certified, May 21	May 21	5
Attendant, (M), 9 certified, May 21	May 21	933
Budget examining trainee, 199 certified, May 22	May 22	215
Chemist, 23 certified, May 21	May 21	43
Chemist (Biochemistry), prom. (HD), 1 certified, May 21	May 21	6
Dentist, gr. 2, 1 certified, May 21	May 21	16
Electrician's helper, 2 certified, May 20	May 20	28
Hospital care investigator trainee, gr. 1, 167 certified, May 22	May 22	176
Housing caretaker, gr. 3, 13 certified, May 20	May 20	854
Office appliance operator, 1 certified, May 20	May 20	8
Sr. chemist (Biochemistry), prom. (HD), 9 certified, May 22	May 22	13
Sr. clerk, prom. (BA), 1 certified, May 17	May 17	14
Sr. stenographer, prom. (HD), 13 certified, May 17	May 17	130
Stationary fireman, 19 certified, May 21	May 21	173
Statistician, gen. prom., 9 certified, May 9	May 9	9
Storekeeper, prom. (DE), 1 certified, May 9	May 9	1
Storekeeper, gen. prom. (1 certified), May 9	May 9	9
Supervising real estate manager, gen. prom., 3 certified, May 9	May 9	10
Supervising real estate manager, 11 certified, May 9	May 9	12
Supervising tabulator operator (IBM), 1 certified, May 9	May 9	12
Trackman, 28 certified, May 12	May 12	610
Train dispatcher, prom. (TA), 37 certified, May 3	May 3	131
Typist, 479 certified, May 3	May 3	479
X-ray technician, gr. 1, 2 certified, May 7	May 7	16
X-ray technician, gr. 2, 2 certified, May 7	May 7	9

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CITY

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Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon. Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.

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

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

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

STATE

STATE—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-Flushing 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.

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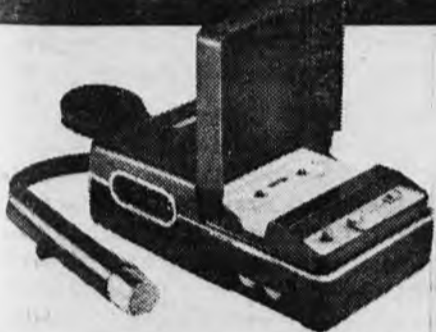
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Harlem Valley Hosp. Honors Its Retirees

WINGDALE—Harlem Valley State Hospital conducted its annual reception in Smith Hall recently in honor of employees who had retired or attained 25 years of service. Approximately 300 persons attended.

Dr. Lawrence P. Roberts, director of the hospital, spoke and introduced the members of the Board of Visitors including Lloyd Hale, the hospital's business officer; Mrs. Wendy Aldrich, personnel administrator; and Rooney Maseo, president of the hospital's chapter of the Civil Service Employees Assn.

Judge Reubin Sirlin and Mrs. Thomas Boyce presented retirement scrolls; 25-year pins were presented to the ladies by Dr. Robert Eliot and buttons to the gentlemen by Mrs. David Claghorn.

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Rev. Daly Reappointed

Governor Rockefeller has reappointed Reverend Oscar L. Daly of Islip as a member of the Board of Visitors to Central Islip State

Hospital. Upon Senate confirma-
tion, Reverend Daly will serve in
the unsalaried position until 1974.

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America's Largest Weekly for Public Employees

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Mis-management

IN the creation of a management class within the State Civil Service, the perpetrators of this proposed list of excluded employees show an ignorance of some of the basic aspects of good labor relations and an appalling lack of knowledge of what constitutes the Merit System.

The Rockefeller Administration has asked the State Public Employment Relations Board to accept as management personnel one entire department—Civil Service—and hundreds of other titles, most of whose duties have little or nothing to do with genuine involvement of management policies.

What we object so strongly to is not the creation of a management class but the creation of a special group of State employees who will receive that classification without any of the normal prerogatives that go with such a privilege. Of the roughly 7,500 persons to be declared "management," some 90 percent, if not more, will continue to stay in the graded salary schedule. This means they will continue to move along by competitive examinations in most cases and will receive work benefits according to schedules and negotiated successes for the entire title. A true management class is appointed at will, without regard to any system of job protection; is removed at will, and is paid accordingly for taking the risks of dining out as a boss. Outside of the top appointive jobs in the State, the majority of the proposed management personnel will have none of these management benefits. Furthermore, they will lose their bargaining position as employees by being separated from the majority of their fellow workers in State service and their right to share in the ensuing strength that such unity in large numbers lends to viable employee negotiations.

That's one side of it. For the rank and file State worker the proposed management class denies direct access to promotional titles. Let the Rockefeller Administration—and more particularly, the Civil Service Department—answer just how that's going to affect the current battle to retain quality personnel in government service and attract new people from the private sector.

Above all, this proposed class is a direct blow at the basic concepts of a Merit System, no matter what sophisticated assurances the State hands down. Government is run by humans, not well-meaning, philosophical directives, and one predilection of management-type humans is to keep the guys underneath in control by threatening their position if they don't "go along" with the brass.

If the State feels the need of a genuine management class let it be done in the proper manner, not by pretending that a chauffeur and a commissioner carry the same weight in policy decisions and pocketbooks. The whole thing to date has been badly managed. And conducted by people who should know better.

The Civil Service Concerts

NO word has been forthcoming from City Hall on the date of resumption of the lunchtime concerts for civil service employees which started last year as the idea of Oscar Kanny, director of public relations for the New York City Housing Authority.

Mayor Lindsay was praised by the civil service corps for his sponsorship of the concerts which cost the City nothing. The cost of providing the professional musicians is paid for by public-spirited citizens from the downtown Manhattan area.

Attendance at the concerts is not limited to the City's public employees. State employees and Federal employees—now neighbors in the Civic Center complex—are also among the audience. While nobody checks attendance, it is highly probable many non-civil service employees from neighboring offices attend too.

The success of last year's pilot programs leads us to the hope that announcement of the programs will be made shortly.

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.

Aides & Attendants

Editor, The Leader:

It is inconceivable to me that R.N.'s and we P.N.'s can work side by side with aides and attendants without feeling some discomfort.

For while we are getting a fair differential in our pay scales for evening and night work, they receive none whatever in their pay scale.

How in the world would we get our job done and the patients get full care without the aides and attendants?

I've never been to a CSEA meeting. I'm ashamed to say. But I certainly will go now if I can prompt this change.

J. VAN DEUSAN, PN,
Hawthorne, N.Y.

Correction Marks

Editor, The Leader:

The New York State Narcotic Correction Officers took a promotion examination Feb. 7, 1968. Less than 3,000 officers took the examination, and as to date the results of this examination have not been received.

It's rumored among the different facilities that the result were so low that nearly all failed and that the results of the examination are known only to the administration of the various centers.

The provincial appointments at these centers are appointed without any regard to seniority at all. Many of the administrations at these centers are very high handed in dealing with staff such as:

1. New center recently opened at 232 E. 12 St., more than half of the supervisors have less than six months on the job while there have been personnel that have been with the program since it started and haven't been given a break.

2. Scheduling of personnel to different tours without regard to their choice or seniority in rotating personnel at all centers.

3. The request of a doctor's slip for one day of sick leave in violation of civil service laws.

4. The practice that only supervisors and privileged personnel enjoy the benefit of week-ends as pass days.

If the City can give the results for exams for policemen in which 7,000 people took part, and the results known in three weeks, we should have gotten our results long ago, to eliminate the discord as to who is qualified and who isn't.

NAME WITHHELD
ON REQUEST

Martin Honored

POUGHKEEPSIE—James Martin, a member of the Hudson River State Hospital staff since 1956, has been named the hospital's "Psychiatric Aide of the Year."

The certificate of achievement was presented to him at a recent ceremony by Mrs. Barbara S. Steeves, executive director of the Dutchess County Society for Mental Health.

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.")

Test Booklet Retention

IN ACCORDANCE with the policy of the State Department of Civil Service, an examinee may not retain a copy of the civil service examination. The following justification for this policy was published in the *State Personnel News* for October, 1967, a periodical distributed to State employees:

First, the value of a test question as a measure of an applicant's capabilities cannot be accurately appraised until the question has actually been used in one or more tests and exposed to appeals by candidates. As each new test question is used in civil service examinations the results are carefully analyzed to determine whether the question is free of defects and—more importantly—whether or not it has served to separate the more capable from the less capable candidates. Because candidates are not allowed to take away or copy test questions, those which prove effective in actual competition are available for reuse. Approximately 80 percent or more of the questions in State civil service examinations have been used before.

HOWEVER, IT IS obvious that the competent personnel of the Civil Service Commission has proven itself capable of framing reliable examination questions, and it is shocking that old questions are reused to such a vast extent. Moreover, the practice of denying the candidate the right to retain the examination booklet handicaps him in exercising his clear legal right to seek judicial review of the examination. This valuable right has been given express recognition by the Court of Appeals in *Gruner v. McNamara* and other cases.

THE CIVIL SERVICE Commission's justification, above quoted, for its policy toward examination questions satisfied the Court of its reasonableness in the case of *Bruns v. Suffolk County Civil Service Commission* (New York Law Journal, May 15, 1968, page 19). The proceeding was brought because fifteen questions out of seventy-five comprising a promotional examination for Sergeant in the Suffolk County Police Department were identical with those in an examination six months earlier for the position of Detective Investigator for the Suffolk County District Attorney's Office. Many of the patrolmen who took the earlier examination also participated in the Sergeant's examination. The petitioners, participants in the Sergeant's promotional examination who had not taken the earlier examination, sought judicial annulment of the examination on the ground that competitors who had taken both examinations had the unfair advantage of familiarity with the fifteen reused questions.

THE SUFFOLK County Civil Service Commission cross-moved to dismiss the petition. It pointed out that forty-four candidates competed in both examinations. Of such applicants, many who failed the first examination also failed the second; only one passed the second who failed the first; and two scored lower on the second than on the first. Moreover, it seems that the petitioners would have failed the Sergeant examination even if allowed full credit for all of the fifteen repeated questions.

JUSTICE JACK Stanislaw held that the repetition of the fifteen questions was not an improper exercise of discretion and that the petitioners were not unreasonably aggrieved by such repetition. In the words of Justice Stanislaw:

One cannot expect examinations to be given in a vacuum. Respondents' judgment in utilizing repeated questions on examinations appears not only practical, but reasonable and within the proper exercise of their discretionary powers.

BE THAT AS it may, the convenience to the Commission of reutilization of old examination questions should perhaps yield to the inconvenience visited upon the civil service employee desirous of exercising his unquestioned legal right to challenge the choice of correct answers. Moreover, the framing of new questions for each examination is not unduly burdensome for the experienced examiners of the Civil Service Commission and would eliminate possible unfair advantage to those candidates who have become familiar with repeated questions.

This Week's Civil Service Television

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

Monday, June 3

7:30 p.m.—Around the Clock—N.Y.C. Police Dept. training program: "Crowds—Psychology and Tactics."

9:00 p.m.—On the Job—N.Y.C. Fire Department training program: "Arson."

Tuesday, June 4

7:30 p.m.—Around the Clock—N.Y.C. Police Department training program: "Crowds—Psychology and Tactics."

9:00 p.m.—What's New In Your Schools—Series on NYC's schools.

Wednesday, June 5

7:30 p.m.—Around the Clock—N.Y.C. Police Department training program.

9:00 p.m.—What's New In Your Schools—Series on NYC's schools.

9:30 p.m.—On the Job—N.Y.C. Fire Department training program.

10:00 p.m.—In the Law Library—Initial Representation of the Criminal Defendant."

Thursday, June 6

7:30 p.m.—Around the Clock—N.Y.C. Police Department training program.

9:00 p.m.—On the Job—N.Y.C. Fire Department training program.

9:30 p.m.—Community Action—Examination of health and welfare services.

Friday, June 7

7:30 p.m.—Around the Clock—N.Y.C. Police Department training program.

9:00 p.m.—In the Law Library—Initial Representation of Criminal Defendant."

Saturday, June 8

9:00 p.m.—Community Action—Examination of health and welfare services.

9:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Dental Hygiene Tests

Forty-three candidates for dental hygienist positions with the City took medical exams last week, according to the City Department of Personnel.

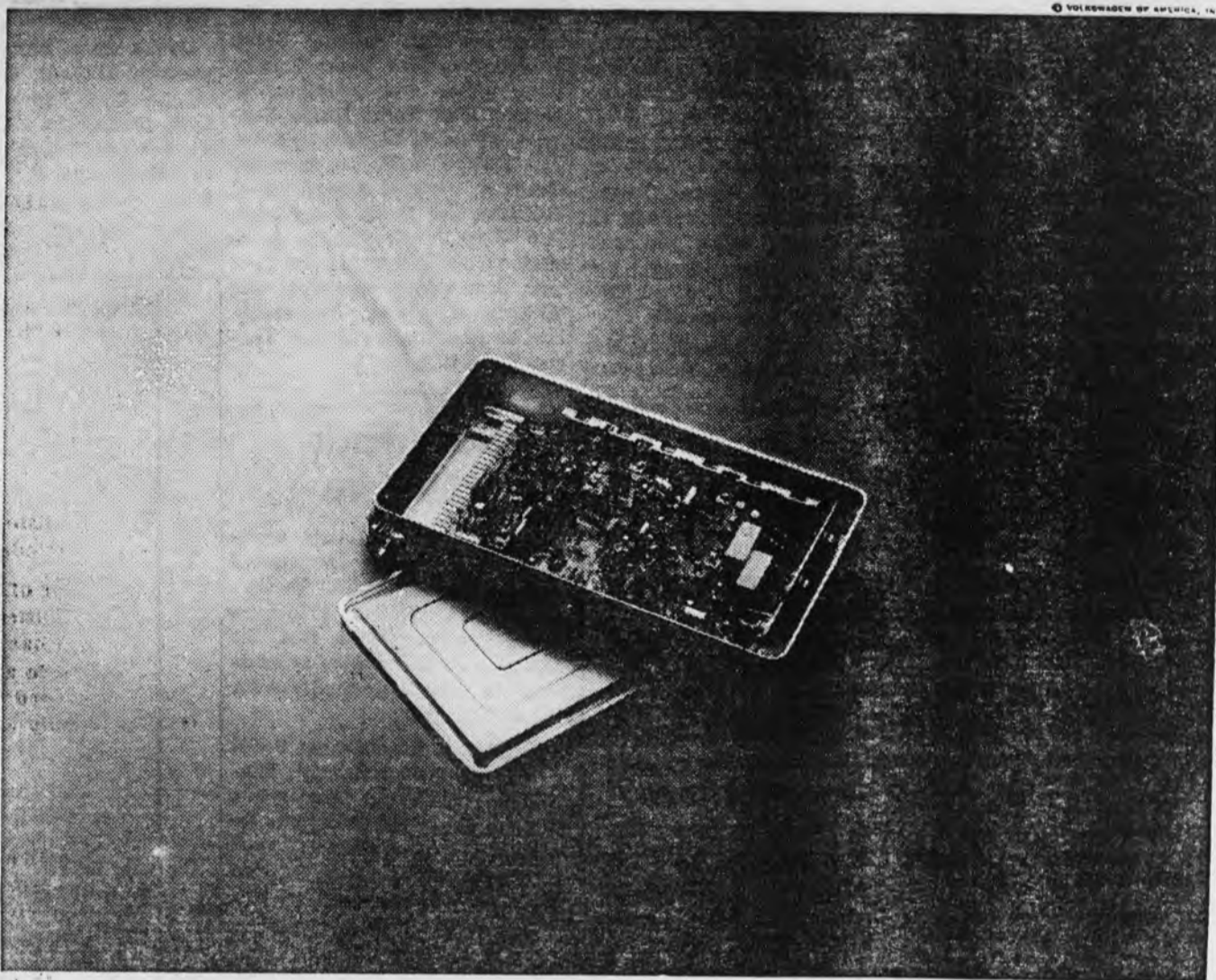
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And it's too shrewd to waste gas.

(Since it knows everything precisely, it can decide everything precisely. And its decisions about how much fuel you need are so precise that you actually wind up burning less gas.)

Finally, it's too prudent to shamelessly pollute the air.

(No unburnt fuel around the engine means no unburnt fuel to evaporate in the atmosphere. Even the pollution from exhaust fumes is greatly reduced.)

Just think. When you get a carburetor-less VW Squareback or VW Fastback, you not only become the proud possessor of a sound body. But of a brilliant mind.



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| Bayside Bay Volkswagen Corp. | Jamestown Stateside Motors, Inc. | Rochester Mt. Read Volkswagen, Inc. |
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Div. of Parole Chap. Elects Fitz-James

Robert A. Fitz-James has been elected president of the Division of Parole, Albany chapter of the Civil Service Employees Assn.

Other officers elected after the chapter's recent vote include: Harold Cannon, vice-president; Joan Little, secretary; and Ruth Lovegrove, treasurer.

Executive committee members elected were: Henry Bankhead, supervisory representative; Arthur McCabe, parole officer representative; and Paula Caluccio, clerical representative.

News Media Committee Appointed

(Continued from Page 2)

Westinghouse Broadcasting Company Inc.; Miss Rosaline Massow, womens editor, Parade Magazine; Thomas Murphy, vice-president, New York Newspaper Guild; Miss Joan Murray, CBS-TV, New York; Mrs. Ronald Noerdhime, Ithaca; Ted Poston, New York Post; Dr. C. B. Powell, editor and publisher, Amsterdam News, New York; Mrs. Betty Cranger Reid, editor, New York Courier.

And, Gene Robb, president, New York State Publishers Association;

Laymond Robinson, public relations director, National Urban League Inc., New York; Stanley Ross, editor and publisher, El Tiempo, New York; Sergio Santelics, editor, El Diario-La Prensa, New York; Del Shields, executive secretary, National Association of Television and Radio Announcers, New York; Frank Stanton, President, Columbia Broadcasting System; Jose Torres, Brooklyn; and Whitney M. Young, Jr., executive director, National Urban League Inc., New York.

Shea Installed By Rochester Chapter

James Shea was installed as president of the Rochester chapter of the Civil Service Employees Assn. recently as Claude Rowell, 4th vice-president of the CSEA installed officers for the 1968-69 term.

Other officers installed at the chapter's dinner meeting held at

the 40 and 8 club in Rochester were: Thomas Pratch, vice-president; Jack Papagni, treasurer; Frances Schneeberger, secretary; and Mark Levinson, delegate.

Members of the Board of Directors installed were: Robert De... Division of Construction; Frank Anzalone, Division of Administration; Bruce Smith, Division of Operation and Maintenance; George Greene, Pittsford Sp...

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Correction Chapter Names Chairmen

ALBANY—David Harris, president of Correction Department chapter, Capital District Conference, Civil Service Employees Assn. has announced that the following chairmen were appointed to the respective committees for the ensuing year:

Legislative, Ange Carey; Social & Recreation, Judy Salmeri; Education, John Gill; Membership, William Acquario; Grievance, Irene Dougherty; Auditing, Donald Maloney and Publicity, Marian Farrelly.

An Almost Perfect Record of Success By Delehanty Students

On May 17, 1968, the N.Y.C. Department of Personnel officially established a list of 93 individuals who passed the examination held on May 21, 1966, for Promotion to the rank of CAPTAIN in the N.Y.C. Police Department. Since that examination, however, 6 of the 93 retired from the Department, and 7 others were promoted from the preceding list for CAPTAIN before it expired.

Thus, the 93 names actually result in only 80 being eligible for promotion. Of those 80

ALL OF THE FIRST 59

and

76 OF THE ENTIRE 80

Attended THE DELEHANTY INSTITUTE for promotion to that rank

Of the 4 who didn't, 3, however, attended other Delehanty Police Promotion courses, thus making the Delehanty success record amount to almost 100%.

The names of those 76 are listed below and in the order of their adjusted standing, after having eliminated the 13 who retired or were already promoted.

- | | | |
|---------------------------|-------------------------|------------------------|
| 1 Norman P. Reid | 28 Eugene E. Sackman | 54 John F. Rogan |
| 2 Francis M. Sullivan | 29 John W. Bonner | 55 Abraham Rantzer |
| 3 Dennis J. Healy | 30 William Tracy | 56 John P. Moran |
| 4 Frederic R. Obarski | 31 Bernard H. Jacobs | 57 Robert P. Harris |
| 5 Roy Nelson | 32 Francis X. Smith | 58 Harry J. McCrystal |
| 6 George M. Pellinger | 33 Daniel F. Leonard | 59 Thomas G. Preston |
| 7 Edward T. Rogers | 34 Charles D. Shaw | 60 |
| 8 William E. Sutorius | 35 John P. McCabe | 61 Bernard J. Perini |
| 9 Salvatore S. Leotta | 36 Richard A. Dunne Jr. | 62 Michael J. Farrell |
| 10 Raphael Protter | 37 John J. O'Leary | 63 John F. Wynne |
| 11 Salvatore Capraro | 38 Robert J. Howe | 64 |
| 12 James P. Donnelly | 39 Nathan Markowitz | 65 Rudolph J. Ponzini |
| 13 William J. Tobin | 40 Milton Schwartz | 66 Robert E. Coleman |
| 14 Albert J. Drake | 41 John C. Watters | 67 John J. Ridge |
| 15 Irving Liebman | 42 Joseph C. Hoffman | 68 John W. Ferriola |
| 16 John E. Wilson | 43 Paul H. Hoff | 69 Daniel A. St. John |
| 17 Anthony H. Voelker Jr. | 44 William J. Devine | 70 |
| 18 Frank A. Krupp | 45 Thomas F. McGlone | 71 Thomas V. Codella |
| 19 Frank A. Krupp | 46 Leonard Spatz | 72 Daniel F. Sullivan |
| 20 Vincenzo Chisari | 47 Ralph T. Romano | 73 Daniel F. Ryan |
| 21 Walter D. Farrell | 48 James E. Maloney | 74 Jack C. Varon |
| 22 Brendan G. Reidy | 49 John F. Barry | 75 Francis M. Connolly |
| 23 Robert F. Krell | 50 John P. Smith | 76 John A. Clark |
| 24 Frank W. Mendyk Jr. | 51 James Francis Jr. | 77 Joseph G. DeMartino |
| 25 John J. Neylan | 52 Robert H. Ford | 78 |
| 26 Frank M. Broderick | 53 Thomas P. Mitchelson | 79 Richard P. Dillon |
| 27 William J. McGowan | | 80 Thomas E. Molloy |

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Builder Announces Spring Opening Of Vacation Project

Hickory Hills on route 940, off exit 40, interstate 80 White Haven, Pa., had its spring opening over the last week-end.

Donald A. Gerson, the developer, announced that engineering is under way to service some 1,500 lots and future homes along seven miles of roads with a central sanitary sewage plant thruout the entire five sections remaining.

Fifty homes have been built, 30 are under construction or on the drafting board.

Prices of model homes run up to \$8,500, but start with a 16 x 24 Alpine Chalet with land for 3,485 on easy terms. A home savings plan for \$50 down is available.



Help Wanted - Male

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What happens to people nobody hires?

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

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OR CALL (212) 433-3469;
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Extra Charges for Surgery?	<input type="checkbox"/>	<input type="checkbox"/>
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.

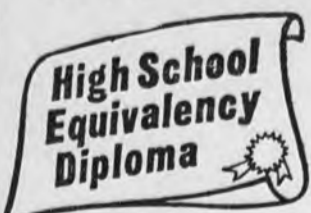
If you can check the "yes" box for every question, you are either an H.I.P. member or you haven't had much need for doctors' services lately.

*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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Poughkeepsie Signs Contract With CSEA

POUGHKEEPSIE — The city's Common Council has approved a two-year contract with the Civil Service Employees Assn.

The council had already approved contracts with the Police and Fire Departments.

The agreements are retroactive to January 1 and cover many of the City's more than 600 employees.

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News Of The Schools

By A. L. PETERS

"810" Jr. High Subs May Teach In H.S.

To meet a need for junior high school teachers, the Office of Personnel has announced that "Chapter 810" substitutes in junior high schools who have been licensed for regular service in high schools will be permitted to use their new licenses in appropriate junior high school subjects.

Under Chapter 810 of the laws of 1967 voted by the Legislature, substitute teachers with at least a year of experience were given the opportunity of taking a special examination for regular license on all school levels. According to the Board of Examiners, about 9,000 substitutes filed for examinations which began in February and are expected to be completed during the summer.

First Choice to JHS Licensees

Deputy Superintendent Theodore H. Lang of the Office of Personnel said that the Bureau of Appointment will use the high school lists "only after appointments have first been offered to all those on the junior high school list in the subject."

Moreover, he added, "it is the intention to the fullest degree possible to place in the junior high schools those who are willing to be appointed to the junior high school level."

The Chapter 810 high school licenses involved are as follows (with the appropriate junior high school subject in parenthesis):

Biology and general science (general science); chemistry and general science (general science); earth science and general science (general science); English (English); fine arts (fine arts); French (French); health and physical education (health and physical education); mathematics (mathematics); physics and general science (general science); social studies (social studies); Spanish (Spanish); speech (English); stenography (Gregg) (typewriting); stenography (Pitman) (typewriting).

The Board of Examiners has ruled that high school lists in accounting and business practice and in distributive education "would not be appropriate for use in the junior high schools," Dr. Lang said.

Candy Pays For New Kenya School

A contribution of \$1,000 toward a secondary school now being constructed at Chinga in the Nyeri district of Kenya has been made by students of Lafayette HS, 2630 Benson Ave., Brooklyn. They raised the money through the sale of candy.

The fund-raising was coordinated by the school's general organization with the cooperation of Faculty Advisor Herbert Weisberg, Acting Principal Dorothy Hecht and the school's Social Studies Department.

The Peace Corps in Washington, D.C., has acknowledged the gift with thanks. Two Peace Corps volunteers who live about three miles from the school are keeping in touch with the project.

Summer Workshops Listed For 1968

Seven summer workshops available to members of the City school staff have been listed by the Office of Personnel. The schedule includes:

National Council of Christians and Jews—Human relations workshop, Adelphi College, City College and State University at Oyster Bay, two to four weeks, varying dates.

City College—Institute for teachers of disadvantaged youth in business, distributive education, home economics and trade subjects, July 1-19.

State University at New Paltz—Middle-school institute, Aug. 12-16.

Syracuse University—Simulation in administration of special educational programs, June 24-July 5; legal, financial and organizational structure for special education programs, July 8-19.

National Institute for Applied Behavioral Science—Laboratories for educational leaders, Bethel, Me., July 7-19; Lake Arrowhead, Calif., July 24-26; Cedar City, Utah, August 4-16; educational training consultant, Bethel, Me., June 30-July 26.

Other workshops are planned by the National Science Foundation.

Social Security Opens For Staff Members

A new opportunity for Social Security coverage is available to staff members who did not accept when it was first made available in 1957 and subsequently reopened, it is announced by Deputy Superintendent Frederick W. Hill of the Office of Business and Administration.

Eligible employees are those who rejected coverage as retirement system members in 1957, have continued the same retirement system membership, or are employed and are still retirement system members when coverage under the latest reopening becomes effective on December 31, 1968.

Application forms and information regarding payment of retroactive and prospective Social Security contributions may be had from Mrs. Lillian S. Chalfin in the Bureau of Finance at central headquarters (telephone 596-4942).

Attendance Bureau Holds Institute

The annual professional institute of the Bureau of Attendance will be held in Sarah J. Hale Vocational HS, Brooklyn, on June 6, beginning at 9 a.m., with Superintendent Donovan and bureau director Arthur Clinton heading a large number of staff participants.

This year's event is keyed to 'Educational Opportunity Through Community Mobilization' and speakers will include City Council President Frank O'Connor, Deputy Commissioner Manuel Diaz of the Human Resources Administration and President V. Simpson Turner of the Interdenominational Ministers Alliance.

Two Vocational Ed Advisors Added

Two new members have been appointed to the Advisory Board for Vocation and Extension Education to join representatives of labor, industry and the general public in advising the Board of Education on matters affecting vocational education. The new members are:

Miss Betty Bentz, secretary-treasurer of Local 6 of the Hotel, Motel and Club Employees AFL-CIO. Miss Bentz is also a member of the Advisory Board of the Public Education Association and of the Food Trades Educational Advisory Commission.

James T. Pyle, executive director of the Aviation Development Council. Pyle is a former administrator of the Civil Aeronautics Administration, and former deputy administrator of the Federal Aviation Agency. A qualified jet pilot, he was formerly associated with Pan American Airways and was Vice President of General Precision Inc. He is also chairman of the Aeronautics Educational Advisory Commission.

Class groups of children from the public schools will view an exhibit to be sponsored by the National Dairy Council on the Long Meadow in Prospect Park, Brooklyn, on Tuesday, June 4, from 9 a.m. to 3 p.m.

Computers To Teach 6000 On 2.5 Million Grant

The New York City school system has initiated the first full-scale operational computer system designed to teach large numbers of pupils simultaneously and individually. About 6,000 children in 16 schools are involved.

The computer-based instructional system (CBI)—built and installed by RCA—offers in key subjects drill and practice expressly tailored to each student's individual capabilities.

Made possible by a \$2.5 million grant over a three-year period from the U.S. Office of Education under Title III of the Federal Elementary and Secondary Education Act, the CBI system teaches reading to pupils in first through sixth grade, and mathematics and spelling to children in second through sixth grade.

In addition, the City schools plan at a future time to use the system to serve additional thousands in the late afternoon and evening remedial and adult programs, produce a variety of educational services such as curriculum research, and perform a broad range of administrative data processing functions including attendance recording, inventory control and others.

The New York system consists of 200 RCA student instructional terminals located in 16 elementary schools in Manhattan, Bronx and Brooklyn. In some schools, one or two of the teleprinter terminals are installed in several classrooms while in other schools they are clustered in a single classroom.

Each terminal is used in rotation by some 30 pupils during the normal school day and will be used eventually by additional persons attending remedial, adult or other instructional functions after school hours. The remote terminals are linked to small communi-

TEACHER OF EARLY CHILDHOOD CLASSES IN DAY ELEMENTARY SCHOOLS (Continued)

Elaine R. Grobstein, 6533; Peggy F. Manfre, 6533; Brigitte Gluck, 6533; Susan B. Levi, 6533; Myrna H. Blank, 6533; Arlene J. Schochet, 6520; Margaret C. Every, 6500; Sharon H. Laet, 6500; Elizabeth J. Manoni, 6500; Linda E. Savarese, 6500; Elba I. Kierman, 6500; Yvette M. Bravo, 6500; Carol F. Gottlieb, 6500; Nancy T. Nadler, 6500; Yvonne J. Davis, 6500; Maria E. Silvestri, 6487; Alice F. Lane, 6467; Beryl Klukoff, 6467; Laura J. Powell, 6467; Ann G. Lackowitz, 6467; Linda M. James, 6467; June H. Goldstein, 6467; Michele M. Rinzler, 6466; Susan J. Rosenback, 6466; Tina E. Gershin, 6433; Patricia E. Perrazzo, 6433; Ellen C. Katz, 6433; Barbara S. Graber, 6433; Christine M. Corsino, 6420; Elaine A. Kotowitz, 6400; Ellen Buch, 6400; Dorothy A. Quinn, 6400; Betty J. Skolnick, 6400; Patricia E. Quinlan, 6386; Grace A. Abruzzo, 6367; Arleen P. Meyers, 6367; Susan C. Kauderer, 637; Linda H. Sternstein, 6353; Alice L. Ackerman, 6353; Carolyn S. Alexander, 6334; Marieleena C. Giuttari, 6333; Barbara Choback, 6333; Frank A. Contursi, 6333; Gail Grunman, 6333; Carol L. Januchowski, 6320; Lenni R. Koren, 6320; Ellen Brous, 6300; Dale E. Goldberg, 6300; Vivian L. Sage, 6300; Denise E. Herzog, 6300; Barbara C. Leavitt, 6287; Maria R. Palma, 6287; Sheryl Goldstein, 6286; Rosemary Baietti, 6267; Susan Tannenbaum, 6267; Dianne L. Zekowski, 627; Reva Sylvetsky, 6267; Arlene Winograd, 6266; Ruth L. Forman, 6266; Helene Kovitz, 6266; Harriet B. Peroff, 6253; Mary M. Guerin, 6253; Ronnie B. Linderman, 6233; Marjorie A. Casazone, 6233; Nancy P. Morano, 6233; Gail Friedman, 6233; Judy M. Rothausen, 6233; Dorothy F. Cohen, 6233; Margaret C. Cicileo, 6233; Robin Shaub, 6220; Martha L. Kurtz, 6200; Sandra Kahn, 6200; Jessica Levine, 6200; Eileen Carton, 6200; Anne M. Soehngen, 6187; Sima L. Gordon, 6187; Judy L. Mollemet, 6187; Joan Kisloff, 6134; Patricia P. Sewall, 6134; Janice Mates, 6133; Ina Goldberg, 6133; Marlene Kaufman, 6120; Sharon P. Kees, 6100; Sondra H. Silver, 6100; Regina S. Tabickman, 6100; Irene Nigore, 6100; Eleanor J. May, 6087; Jane Kraidman, 6086; Charlotte Silver, 6086; Bessie R. Redwood, 6067;

Teacher Eligible Lists

Beverly Naimor, 067; Donald W. Fredman, 0667; Nan C. GFreilich, 0666; Phyllis H. Diamond, 6033; Barbara L. Shandab, 6033; Paula Goldberg, 6033; Marion R. Barash, 6000; Herbert Abramowitz, 6000; Eleese D. Jackson, 6000; Mary M. Corcoran, 5966; Ellen Forst, 5966.

(Continued from previous issue) TEACHER OF COMMON BRANCHES (1A-6B) IN DAY ELEMENTARY SCHOOLS

Ronnie G. Finkelstein, 7353; Monique S. Kleinman, 7353; Rosemarie O'Rourke, 7333; Katherine Gallo, 7333; Rene Friedman, 7333; Virginia A. Haines, 7333; Karen G. Spector, 7333; Janice Dong, 7333; Geraldine E. Sloan, 7333; Julia L. Millonica, 7333; Ellen Roth, 7333; Elayne T. Fattman, 7333; Marjorie E. Davis, 7333; Paul G. O'Leary, 7333; Morris Lubet, 7333; Patricia E. Flanagan, 7333; Ellen F. Greenberg, 7333; Patricia A. Dobbins, 7333; Mildred Krass, 7333; Barbara A. Amato, 7333; Concetta C. Lobrutto, 7333; Maryann T. Fithian, 7333; Carla L. Billa, 7333; Robert L. Calderaro, 7333; Melanie R. Martin, 7333; Brian E. Lynn, 7333; Paula H. Brensibere, 7333; Joan M. Bimbo, 7333; Jacqueline P. Weiss, 7333; Maryann T. Hadley, 7320;

Betty Lerner, 7320; Selma J. Rubenstein, 7320; Adele Suika, 7300; Paula A. Riscato, 7300; Sharon H. Kelman, 7300; Judith T. Goldberg, 7300; Pauline M. Macchio, 7300; Roberta Dorf, 7300; Nancy A. Schwartz, 7300; Diane M. Coyle, 7300; Diane N. Inselberg, 7300; Elaine H. Neuder, 7300; Howard L. Greenberg, 7300; Milton B. Gastel, 7300; Susan Y. Rubin, 7300; Joanne S. Lewis, 7300; Barbara A. Verderber, 7300; Barbara P. Smith, 7300; Helen J. Siegel, 7300; Sylvia Rosenthal, 7300; Cheryl Katz, 7300; Barbara N. Wiener, 7300; Diane S. Silvevman, 7300; Stephanie Wortman, 7300; Arlene J. Friedman, 7300; Rita Sussman, 7267; Carol N. Hochberg, 7267; Lauretta A. Schmidt, 7267; Angela Mangino, 7267; Gertrude A. Moschella, 7267.

Grace C. Deleo, 7267; Elizabeth R. Nachinson, 7267; Doris Weinreb, 7267; Joan A. Bach, 7267; Henry Blumfarb, 7267; Rochelle A. Goldstein, 7267; Paul E. Steiner, 7267; Phyllis B. Feinberg, 7267; Jill K. Friedman, 7267; Carl P. Heinen, 7266; Eleanor R. Landwehr, 7266; Lois I. Shaw, 7266; Susan G. Becker, 7266; Judith A. Signorelli, 7266; Arlene G. Siegel, 7253; Karen L. Messinger, 7253; Anne M. Hyland, 7253; Joann DeLuca, 7253; William H. Stern, 7253; Irving O. Sager, 7233; Marilyn D. Zuccaro, 7233; Lois Monaghan, 7233; Marilyn E. Sherman, 7233; Carol S. Weiner, 7233; Miriam Lewkowicz, 7233; Rosalind Hanig, 7233; Miriam J. Golovinsky, 7233; Lilian D. Joki, 7233; Eileen A. Dokus, 7233; Carol L. Flielkstein, 7233.

Marilynn A. Draxl, 7233; Dorothy Weiner, 7233; Marianne R. Peterman, 7233; Gloria B. Diperna, 7233; Regina B. Diamond, 7233; Jo-Anne Finfins, 7233; Roberta L. Kaiser, 7233; Roberta B. Saclis, 7233; Jeanette R. Uminsky, 7233; Miriam Levy, 7233; Mary B. Sullivan, 7233; Toni Y. Block, 7233; Mayda L. Cohen, 7233; Christine M. Famulaci, 7220; Dorothy G. Sandler, 7220; Ila C. Moors, 7220; Joan E. Weinman, 7200; Paula R. Sangemino, 7200; Ruth Gartner, 7200; Katherine G. Murray, 7200; Eileen G. Rubenstein, 7200; Sheri J. Bell, 7200; Reva Weinreb, 7200; Judith E. Herring, 7200; Judi B. Lane, 7200; Marian N. Borsuk, 7200; Lois L. Heintze, 7200; Carol F. Kaufman, 7200; Deborah W. Sheridan, 7200; Marjorie A. Horowitz, 7200.

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Heads State Unit

Ira N. Toff, principal of PS 169, Queens, has been elected president of the New York State Council of the International Reading Association. A member of the City school staff since 1934, Mr. Toff has been head of the Queens school from its opening in 1957.

Americans of Italian Descent, inc.*

... "THE DEBT OUR NATION OWES TO OUR CITIZENS OF ITALIAN DESCENT CAN NEVER BE MEASURED. THERE IS NO WALK OF AMERICAN LIFE -- WHETHER IN SCIENCE, INDUSTRY, ART, OR PUBLIC SERVICE -- WHICH HAS NOT BEEN ENRICHED BY THEIR CONTRIBUTIONS. I AM SURE THAT EVERY AMERICAN APPLAUDS YOUR PURPOSE IN FOCUSING NATIONAL ATTENTION ON THIS LONG AND CHERISHED LEGACY"...

Lyndon B. Johnson

in a message to AID on the occasion of its Inaugural Rally attended by 20,000 members and friends at Madison Square Garden in New York, October 19, 1967.

AID is a national organization of thousands of American-Italians and friends united to combat defamation, discrimination and bigotry wherever they appear, and to maintain and enhance its proud dual heritage through programs of education, culture and social action.

American-Italians need apologize to no one. The United States has been enriched by our vast contributions to every aspect of its life and culture. It is an acknowledged fact that we are, and always have been, a productive and creative segment of the population.

However, we will not rest on our laurels. We will continue to strive toward greater heights, not only because of pride and confidence in our talents and capabilities but also because, as good citizens, we seek the betterment of the community. We firmly believe in self-reassessment and in positive programs that will further enhance our image as a counter action to attempts to debase it. To achieve this objective, AID has set its sights on the following goals:

1. AID will focus on young people, particularly those of Italian background to assist and encourage them to develop their full potential through education and other programs.
2. AID's Youth Committee will involve our young people and their friends in programs of good citizenship and personal and civic pride.
3. AID will make every effort to raise funds to build youth centers where needed to take young people off the streets and to channel their energies into productive pursuits.
4. AID will strengthen and expand its Legal Committee to help the first-offender and to develop a system of moral and vocational rehabilitation.
5. AID will survey job opportunities and seek placement for American-Italian boys and girls at all times, but especially during school vacations.
6. AID will seek to nourish pride in our rich heritage so that our youth may be inspired to emulate the giants, past and present, of Italian culture.
7. AID will set aside, from its fund-raising campaigns, substantial sums to build homes for the aged, wings to hospitals and will foster programs for scholarships and the endowment of Chairs at leading universities.
8. AID will seek to work closely with all governmental and private agencies and with foundations whose purposes coincide with the above.
9. AID extends the hand of friendship and cooperation to all racial, religious and ethnic groups working toward similar ends.
10. AID will strive to make certain that American-Italians are given the respect, recognition and representation they deserve in government, in industry, in the professions, and in every field of activity in which they engage.



In implementing these objectives, AID will not retreat from its firm stand against those who have unfairly stigmatized American-Italians as a group. As we develop and project our program, we urge those who control the mass media and other channels of communication to publicize with greater emphasis the creative deeds and contributions of Americans of Italian descent and, indeed, of all other people who contribute to the welfare and progress of this nation.

We ask all American-Italians and all fair-minded people to join AID and help us achieve these worthy goals. Membership is open to anyone of any ethnic, racial or religious background.

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Q & A

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. My husband is applying for disability retirement from *** State School. I would like to know if he will still be covered by the Statewide Plan or should I change mine over to the family plan?

A. I have checked with the New York State Civil Service Department and your husband is eligible to continue the Statewide Plan on disability retirement. He should talk to his own personnel or payroll officer to work out the details of the necessary paper work.

Q. Are the removal of a wen (Cyst) from a person's head and moles from one's face covered under the Blue Shield portion of the Statewide Plan?

A. The surgical procedures outlined in your inquiry are covered by your Blue Shield Plan. These procedures may be performed in the hospital and they may also be performed in your doctor's office. The only restrictions on this type of surgery are when they are performed as cosmetic surgery to improve one's appearance.

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.

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Utica Water Board Aides Name CSEA

UTICA—Employees of the Utica Board of Water Supply have chosen the Civil Service Employees Assn. as their bargaining agent—ousting a union which earlier had been recognized by the former mayor of Utica. The vote was 44 for CSEA, 41 cast for the International Association of Machinists and 2 for the International Laborers Union.

CSEA officials attributed the close vote to the fact that the IAM had been recognized for some time as bargaining agent for nearly 50 percent of the Boards employees, thus giving the union the inside track in the election.

The voting was conducted by the Public Employment Relations Board (PERB) after all three organizations had agreed to the election at a PERB hearing in April.

Former Mayor Dulan had recognized the IAM in December and signed a contract only for the Board's yearly employees.

Coordinating the election for CSEA were Roger Solimando, Oneida County chapter president; Gertrude S. Fallon, Water Board Unit president, and S. Samuel Borelly, Utica Unit president, who is also chairman of CSEA's State-wide County Executive Committee.

Flaumenbaum Discusses Taylor Law Before Jefferson Chapter's Installation Dinner And Dance

(From Leader Correspondent)

WATERTOWN—The president of the big Nassau County Civil Service Employees Assn chapter, Irving Flaumenbaum, told the Jefferson chapter members that under the Taylor Law, municipal employees "demand only what the law permits."

Flaumenbaum, second vice-president of the State CSEA, said the time has passed when "we have to go, hat in hand, to win benefits from municipalities."

"Never let friendships stand in the way of successful negotiations," he warned, adding that CSEA groups should make certain their negotiators are capable and "know the law."

The Nassau official spoke to more than 250 members and guests of the Jefferson chapter at the Ives Hill country club.

He explained that while the Taylor Law contains a "no-strike" provision, "public workers can strike for extreme provocation." One example justifying strike, he said, would be point-blank refusal of a governing body to negotiate a contract.

Flaumenbaum also warned the chapter that it too can be penalized under the Taylor Law for violation of the State regulations. He said the penalty can be refusal of the municipal governing body to deduct CSEA dues up to 18 months.

This, the Nassau county official

said, "could virtually ruin a chapter through loss of membership."

"You collect about 25 percent of the dues without the payroll deduction," he asserted.

Flaumenbaum said that "we refuse to continue to subsidize the so-called taxpayer."

"When public officials tell you the taxpayers can't afford it, they are talking about us—we are the taxpayers," he said. "Let's cut out a few capital expenditures we don't need right away and provide a better pay scale for public employees."

Flaumenbaum predicted that 1968 "will be a big year for public employees." He added a warning note: "If we don't produce for our employees this year we will find that the labor unions are looking for our blood."

H. Ben Mitchell served as toastmaster as the annual meeting. Retiring president Raymond C. Pacific told the group his negotiating committee is preparing to meet with the Board of Supervisors to present a new county employee benefits program.

The county approach was first and produced only an across-the-board three percent pay increase. There is no contract.

"At that time the Taylor Law was too new to be effective," said Pacific. He said subsequently "an excellent contract" was negotiated with the City of Watertown.

Watertown has a new six-year pay plan but the CSEA negotiated such added benefits as the 1/60th non-contributory pension program retroactive to April 1, 1960; full hospitalization payment by the City, 25-year retirement at half pay for police and firemen, among other items.

In connection with pension discussion Flaumenbaum told Assemblyman Donald L. Taylor, (R.-Watertown) he was "pleased with the new legislative pension."

"It has opened the door to more extensive pension benefits for State employees and we certainly hope the legislature will approve a similar plan in 1969 for all State workers," he asserted.

New officers, elected recently by mail ballot for the 1968-69 year were installed by County Judge Milton A. Wiltse.

Installed were: Eleanor S. Percy, president; Peter G. Grieco, first vice-president; Louella T. Hale, second vice-president; Richard Gebo, third vice-president; Marsha A. Coppola, secretary; Shirley Gaffney, treasurer, and James L. Haley, Albany representative.

He also installed elected members of the city-county board of directors of the Jefferson chapter: City—Kenneth Cross, Eleanor Howland, John H. Patterson, Eleanor Peggs and George Wiedeman. County—Paul Alke, Betty Constance, Pauline Drew, Claud R. Rima and Fannie W. Smith.

Chapter retirees honored at the dinner-dance were:

Dr. T. S. Montague, Harold C. ohnson, Achsah Goodnough, Hazel F. Welcp, Marie Murphy, Albert Getman, Maurice M. O'Connor, Joseph Kraemer, Marena M. Lewis and Kenneth Osborne.

Mrs. Betty Constance headed the dinner committee assisted by Elane Duffany, Eleanor Percy, Barbara Hyneman, Irene Best and Doris Clark.

State Dept. Chapt. Elects New Officers

ALBANY — Officers and delegates for the coming year have been elected by members of the Department of State chapter of the Civil Service Employees Assn.

Marguerite Albright was elected president; Sylvia Geddes, vice president; Richard Grant, treasurer, and Barbara Williams, secretary.

Delegates are Kathleen Grogan, Dorothy Bell and Larry Currier. Loretta Morelli was named alternate delegate.

In Welfare Dept.

Nassau Chapter Wins Reduced Work For Aides

MINEOLA — Crowning a long campaign by the Civil Service Employees Assn's Nassau chapter, on behalf of overworked caseworkers in the Social Services Department vacant caseworker positions will be filled by July 1 so as to reduce case-loads and end Monday night duty it has been learned.

"We've been fighting for this for a long time," sighed Irving Flaumenbaum, chapter president, after receiving a memorandum from Social Services Commissioner Joseph S. Barbaro.

Flaumenbaum had earlier advised Barbaro that the overworked caseworkers would refuse to accept new cases in excess of the legal limits of 90 adult cases and 60 child cases.

Nassau caseworkers have been handling up to 200 cases each despite the legal limit and despite the fact that money had been appropriated for additional personnel.

Barbaro's memo, issued after a conference with the professional staff triggered by the CSEA protest, said: "We anticipate that by July 1 all caseworker lines in Family Service will be filled with new caseworkers." He also announced the end of regular Monday night duty as of June 3 and agreed that new caseworkers would assume full loads immediately in order to relieve others.

Barabro was also to meet with the clerical staff on additional grievances advanced by CSEA.

"We were and still are prepared to back the caseworkers 100 percent in refusing to handle loads above the legal maximum," Flaumenbaum declared.

CSEA To Meet With MH Officials

ALBANY—The Special Mental Hygiene Committee of the Civil Service Employees Assn. will meet with State Mental Hygiene Commissioner Alan D. Miller and his staff at 10 a.m. on Thursday, June 13, to discuss various issues affecting the working conditions of employees in Mental Hygiene institutions throughout the State.

The conference will be at the Department of Mental Hygiene Offices at 44 Holland Ave. here. A CSEA spokesman said this meeting is the first of what is hoped to be a series of quarterly sessions between CSEA and Department representatives.

The committee members will hold a dinner meeting at 5:30 p.m. on June 12 at the Ambassador Restaurant to discuss and finalize the agenda for the following day's session.

Pauline Fitchpartick, chairman, asks that all committee members submit ideas and suggestions for use in the agenda as soon as possible.

Pass your Leader on to a non-member.

Mental Hygiene Budget Cutback Seriously Affecting Patient Care In Rochester Area, Rowell Charges

(From Leader Correspondent)

ROCHESTER—Budgetary cuts by the State Legislature in the Mental Hygiene program have worsened an already serious situation in patient care Rochester State Hospital, a State Civil Service Employees Association official has charged.

Claude Rowell, the CSEA's fourth vice-president, said an Albany-ordered freeze on filling vacancies below Grade 9 in the Mental Hygiene Department will make "an already difficult situation much, much worse" at Rochester, where there are now about 300 vacancies.

The hospital is operating with only about 70 percent of its required staff, he said. Most of the shortage exists in the nursing services positions.

Rowell said an ad hoc group has been formed here to appeal to local legislators and State and local officials to have the funds restored in the State supplemental budget.

Meanwhile, about 250 Rochester State Hospital employees are protesting an Albany-ordered cancellation of overtime pay.

A recent study attributed the numerous problems now facing public employees to the paradox of somewhat higher salaries, but still far below a worker's basic needs, and less purchasing power by the worker than in the past.

Hardest hit are low-paid employees in State Mental hospitals. Surveyed in the Rochester area were Rochester State Hospital, Newark State School, Craig Colony State School, Willard State

Hospital, Buffalo State Hospital, West Seneca State School, Gowanda State Hospital and J. N. Adams State Hospital.

At these facilities, it was found

that up to 70 percent of the male workers in low-paying jobs need a second means of income to maintain satisfactory living standards.

Central Conference

(Continued from Page 3)

cumbent, treasurer. Ecker is now second and Peashey third vice-presidents.

The two-day meeting will be climaxed by a dinner-dance June 22 honoring Morris Fenelly, president and long-time member of the Board of Visitors of the Syracuse State School. The CSEA chapter at the school will host the meeting.

The education session Saturday morning will include talks on health and retirement benefits.

Anthony Sylvester of the New York State Department of Social Services will discuss Medicaid. Retirement plans will be talked about by Donald Rosenbaum of the New York State Retirement System. Dominick Barbano of the Syracuse Office, Social Security Administration, will report on social security.

Kasson will discuss membership in CSEA chapters. Ecker, chairman of the program and planning committee, will preside at this session.

Committee reports—including that of the committee on elections—will be given during the afternoon business session, with Mrs. Boone presiding.

The installation of 1968-69 officers will come at the dinner.

Principal speaker at the dinner will be Assemblyman John H. Terry of Syracuse, State Senator Tarky Lombardi, also of Syracuse, will be toastmaster.

Friday night's session will open with a "Presidents' Sounding Board," a discussion of chapter problems by the presidents of the Central Conference members chapters.

This will be followed by a social hour hosted by the State University at Syracuse chapter.

U.S. Service News Items

New Regulations Offer Federal Job Protection

New regulations have been issued by the U.S. Civil Service Commission to protect the jobs of Federal employees whose positions are downgraded as a result of a change in classification standards.

When a significant number of employees are affected by adverse classification decisions, the Commission will allow an agency to delay implementation for a reasonable period of time, up to 1 year, subject to its development of an acceptable plan that will bring jobs into compliance with governing standards.

When a position is downgraded as a result of a gradual change in

duties, the downgrading will be treated as a reduction-in-force action, for the first time giving affected employees reassignment rights commensurate with their retention standing.

When the downgrading is due to the issuance of new classification standards or the correction of a classification error, it does not follow that the employee occupy-

ing the position should necessarily be reduced in grade, because the classification determination relates only to the position, and not to the incumbent. Accordingly, when a position is to be downgraded, the agency must attempt to avoid demoting the incumbent.

The agency may be able to save the grade of the employee by assigning additional duties or responsibilities to the position which would avoid its downgrading, or by training the employee to prepare him for assignment of additional duties and responsibilities. When it is not possible to save an employee's grade through other means, the new regulations provide that an agency shall make a positive effort to assign the employee to a vacant position so as to minimize loss in grade and pay.

Agencies must consider the employee for reassignment to vacancies for which it is recruiting

that the employee is qualified to fill. When there are no appropriate vacancies at the same grade, and the downward classification is more than one grade, the agency will consider the employee for vacancies for which it is recruiting in intervening grades.

Consideration for reassignment must continue until the effective date of the demotion. When it is necessary to demote the employee, an agency, at its discretion, may give him special consideration for repromotion to a position at his former grade as an exception to the merit promotion program.

In the written notice of proposed adverse action, the agency must inform the employee why his position is being downgraded,

and what efforts the agency made failed. He must also be advised of his appeal rights to the Commission or the agency or both. Normally, the employee may appeal the classification issue alone or the entire demotion action.

The new regulations cover all General Schedule, Postal Service, and Wage Board employees.

Housing Inspector

Written examinations for promotion to supervising housing inspector were administered by the New York City Department of Personnel last week.

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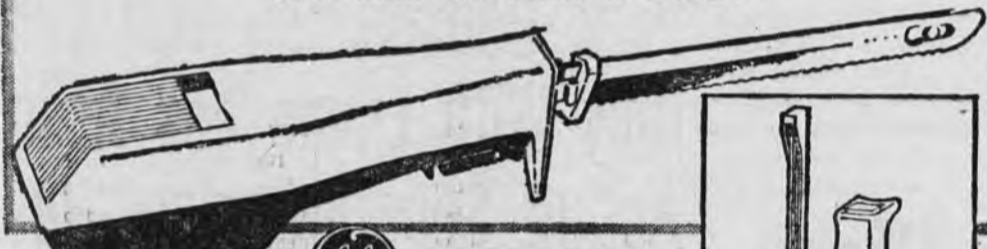
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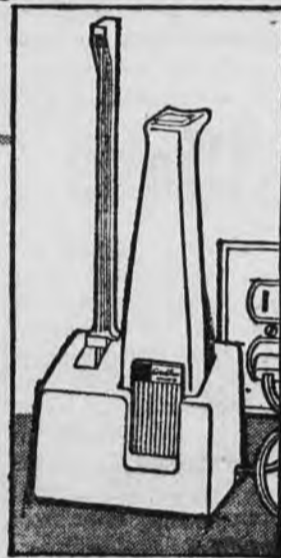


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OFFICERS INSTALLED — Newly-elected officers of the State Insurance Fund chapter, Civil Service Employees Assn., were installed recently by Claude Rowell, fourth vice-president of the State CSEA, at a reception in the Fund building in Manhattan. Left to right, are: John Georgi, sergeant-at-arms; Louise Hall, recording secretary; Vincent Rubano, first vice-president; Randolph Jacobs, president; James Gannon, second vice-president; Mary Warner, treasurer; Reverlea Mann, corresponding secretary; Kenneth Boyce, financial secretary and Rowell.



GUESTS MEET — Guests at the installation ceremony of the State Insurance Fund chapter, Civil Service Employees Assn., chat with Randolph Jacobs, chapter president. Left to right, are: Claude Rowell, installing officer; Jacobs; Nick Puziferri, president of the CSEA's Southern Conference and Irving Flaumenbaum, second vice-president of the State Association and president of the Nassau chapter, CSEA.

Park Commission Will Talk Only With Employees Assn., Acting Superintendent Vows

JONES BEACH — Alton G. Marshall, executive officer to the Governor, sent a letter to Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., on May 7, in which he stated that "State employees working at Jones Beach are covered by the agreement reached between the State and CSEA for the general unit..." This is in line with the decision by the Governor of the State of New York to recognize CSEA as the sole bargaining agent for State employees with the exception of the State college professors and State police.

The CSEA emphasizes this fact because opposition labor unions in Long Island claim to represent the seasonal employees in the State parks, particularly life guards.

In fact, Local 381 of the Service Employees International Union has erroneously informed life guards that this union represents these employees, despite the fact that CSEA was the bargaining agent recognized by Governor Rockefeller under the Taylor Law.

Louis P. Colby, president of the Long Island Inter-County Parkway chapter, William Hurley, grievance

chairman of this chapter, and Irving Flaumenbaum, second vice-president of CSEA and president of Nassau County chapter, have had several meetings to decide how to handle the erroneous statements that are continually being voiced by Local 381, Service Employees International Union.

Irving Flaumenbaum stated, "The CSEA represents all of these seasonal employees, including the life guards, and intends to continue to represent these employees and continue to fight for the benefits they deserve."

Wallace Pledges Strong Support To Dr. King's Dream

Frank E. Wallace, co-chairman of the Special Human Rights Committee of the Civil Service Employees Assn., in a letter to CSEA president Dr. Theodore C. Wenzl, pledged the renewed efforts of his committee to making "a great man's dream, a living reality."

He was referring to the late Dr. Martin Luther King whose example the committee planned to follow in influencing the everyday activities of Employees Association members throughout the State. He stated that much work lies ahead in advancing the cause of brotherhood, but that gains had already been made, especially among the 165,000 members of CSEA.

Wallace thanked Dr. Wenzl, and expressed his sense of honor at being chosen to represent CSEA at the funeral of Dr. King. He stated that he had been fortunate enough to have been admitted to both the church and to the grounds of Morehouse College.

CSEA Hits Management Class

(Continued from Page 1) ed, such as the Department of Civil Service and the Division of the Budget.

His organization understands the need to designate certain limited numbers of personnel as management, as provided in the Governor's original statement setting up the main bargaining unit, Wenzl said, "But we consider totally unrealistic and unfair the exclusion of entire agencies, including positions in the lowest pay grade, and exclusion of personnel in other agencies when they have utterly no connection with policies affecting terms and conditions of employment, thereby depriving these employees of protection historically afforded them by collective representatives in a broad general unit."

Wenzl accused the Administration ruling, in effect, of perverting the Taylor Law's intent by using it to deprive employees of rights they had formerly enjoyed instead of for employee protection, and called it "an ominous threat to the civil service Merit System."

Another View

Another view of the Administration's proposals was expressed by a State employee directly affected, Solomon Bendet, longtime chairman of the CSEA Salary Committee and an active chapter and conference level member of the organization. Bendet noted that he had been a State employee for some 38 years and during that time had served vol-

untarily and without remuneration to gain benefits for "All State employee, no matter what their job or title." He pointed out that in representing the State Insurance Dept. he had been elected by the votes of clerks as well as top level employees "and I assume its because they knew I was going to work for my fellow employees to the best of my ability."

"Nobody — but nobody," said

Bendet is "going to separate me from my fellow employees through some unilateral act that is without merit in a Merit System. In addition, our organization has become a great one through the unity and strength of all levels of State workers and I'm willing to go to the highest courts of the land to see that that unity is not broken through some irresponsible proposal like this."



HONORED FOR 25 YEARS of service at recent ceremonies at the Harlem Valley State Hospital, Wingdale, were, from left, bottom row, Edson Orton, Theresa Holgerson, Leah Dunn; second row: Vivian Robinson, Agnes Bauer, Josephine Mulligan, Ruth Parsons; top row, Frank Hollister (Dr. Lawrence Roberts, director), Stephen Vitek, Ralph Southworth, Stanley Zon, Arnold West, Francis Lyden, Martha McConchie and Otto Brunswick.

CSEA 1/60th Bill

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new bill except for the eventual phasing out of Option "1/2" which affects only those employees who have contributions in the retirement System. The option mentioned will not be eliminated, however, until all those employees with contributions in the system are retired.