

Civil Service LEADER

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Sample Ballots

See Page 16

WENZL ASKS ALL OUT VOTING FOR VICTORY

Flaumenbaum Reports —

60,000 County Div. Members Pitching In To Get Out The Vote

MINEOLA—State employees facing elections for a bargaining agent will have the enthusiastic support of more than 60,000 fellow members of the Civil Service Employees Assn. in county chapters, state second vice-president Irving Flaumenbaum reported this week.

"This organization is one," he asserted. "We are together in common outlook, common problems and in the knowledge that working together is what has produced gains for all in the past."

County chapter members will assist State employee chapters in getting out the vote, he promised.

Flaumenbaum, who has been coordinating the CSEA campaign among 15,000 Mental Hygiene Department employees in Long Island psychiatric institutions, said the inter-chapter cooperation in Long Island is typical of the spirit throughout the State.

Field staff personnel have worked together in this crucial group regardless of their regular assignments, Flaumenbaum noted.

The Suffolk chapter has made its office facilities available as needed. Nassau and Suffolk chapter members have volunteered to assist in getting out literature to the hospital workers and in contacting their friends there.

"In visits to every conference and most chapters, I have stressed cooperation," Flaumenbaum declared, "but perhaps I need not have done so. The spirit is there. We have the spirit to stay and win together."

"County and local employees are quite aware that any weakening of CSEA's State representation bodes ill for them, and vice-versa. Any outside organization that casts doubt on our unanimity is engaging in wishful thinking," Flaumenbaum added.

In Mental Hygiene

CSEA Picks Up Educators Assn.'s Support In Election

(Special To The Leader)

WASSAIC — The Mental Hygiene Educators Assn., a group of professionals employed by the State of New York, has endorsed the 172,000-member Civil Service Employees Assn. in the State collective bargaining elections in the Professional, Technical and Supervisory

(Continued on Page 16)

CSEA President Says 5-Unit Sweep Is Goal

ALBANY—An all-out victory is being sought by the Civil Service Employees Assn. as more than 130,000 ballots were being mailed out this week in the biggest union election contest ever held by State employees.

Theodore C. Wenzl, president of the Employees Association, has not only urged all State employees to vote for CSEA but has also asked every Employees Association member to do his utmost to make sure his fellow workers use their ballot — for CSEA.

Ballots for the five units designated by the Public Employment Relations Board will be in

five separate colors — yellow for the security unit; gold for the operational unit; pink for the institutional unit; blue for the administrative unit; and green for the professional, technical and scientific unit.

July 21 Deadline

The ballots must be filled out and returned to PERB by July 21 in order to be counted. Ballots for each unit will be counted separately and results announced as they are reached. PERB sources indicate that the votes in the security unit will be counted first since it has the least number of members.

"CSEA is on the ballot in every unit and we expect to win every one," said Theodore C. Wenzl, president of the 17,000-member Civil Service Employees Assn., the main contender in the election. "CSEA has been the champion of the rights of State employees since 1910 and State employees know it."

(Continued on Page 16)

CSEA Assured By State Of Restoration Of Differentials To Metropolitan Area Nurses

(Special to The Leader)

ALBANY—The Civil Service Employees Assn., expressed confidence today that area pay differentials for State-employed registered professional nurses in New York City, Long Island and Rockland County will be restored.

CSEA President Theodore C.

Wenzl said that the employee organization has been in constant touch with State Director of Employee Relations Abe Levine who expressed deep concern over the matter. Levine said at Leader press time that he was doing everything in his power to resolve the situation.

Nurses in downstate institutions have threatened mass resignations because they had been denied area cost-of-living pay differentials when the CSEA-negotiated pay raise for State employees went through in April. The nurses, who had enjoyed a pay differential since September, 1968, designed to bring their pay up to a par with that of privately-em-

(Continued on Page 14)

MHEA Also Urges 'Vote CSEA' Highway Engineers Add Endorsement To CSEA

ALBANY—The 3,500-member New York State Highway Engineers Association has come out in support of the Civil Service Employees Assn. in the upcoming collective bargaining elections for State employees, the Leader has learned.

Paul Cooney, president of the Highway Engineers Association, said last week that the Board of Directors had fully endorsed CSEA for victory in the contest.

Earlier, the Mental Hygiene Employees Assn. had also endorsed the Employees Association and urged all Mental Hygiene Dept. workers to "vote CSEA."

At an association meeting last week, Cooney said, engineers dis-

cussed the future elections in detail and the consensus was to back CSEA as the organization whose victory would be "in the best interests of engineers in the State Department of Transportation."

President Theodore C. Wenzl of the CSEA hailed the endorsement as "another victory for CSEA."

"The support of individual groups such as the Highway Engineers," he said, "is overwhelming proof that all State employees believe that CSEA is the best organization speaking for public employees today. We welcome their support and more important the trust the engineers have placed in CSEA."

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Don't
Repeat This!

Why Lindsay Means Trouble For Nixon And Gov. Rockefeller

ACCORDING to Newton's Third Law of Motion, to every action there is always opposed an equal reaction, and the massive swing of support behind the Mayoral bid of Senator John Marchi by Republican Party leaders, from the White House to

(Continued on Page 10)

Probation Officers Protest Eliminating Vital Services

The Probation and Parole Officers Association of Greater New York has protested the elimination of two vital services which they have been rendering the City. Those services eliminated were in the Summons Intake and the work load of the overburdened courts, according to Morris Frey, President of the PPOA.

Wayward Minor services involved probation work with juveniles before arraignment, in an effort to keep youngsters out of the courts wherever possible.

In Summons Intake, probation personnel sought to find solutions to problems outside of court

action, thus holding down the "is to place a greater burden on judges who are already overburdened while robbing the city of vital services of highly experienced people in areas where they can be of most use. In many cases," he added, "the services eliminated involve minority groups, thus short-changing people who need help the most."

The nine workers in the posts eliminated have been transferred to Juvenile Term Courts.

"In our judgement," said Frey, "these people were performing a far greater service to the city in their old posts than they will in their new assignments. We don't understand why vital services should be cut if it's not a question of budget."

As a result of the action taken by Director of Probation John A. Wallace, nine members of the PPOA, all senior workers, were transferred from jobs in which they had served for three to 15 years, said Frey.

"We can't understand this cut in vital services," he said, "when the budget cut of \$1.7-million has been fully restored and an extra \$100,000 added besides."

State Institutional Educators Endorse CSEA In Elections

ALBANY—The New York State Institutional Educators Association has endorsed the Civil Service Employees Assn. as its candidate in the State collective bargaining elections.

Charles Wench of the State Vocational Institution at West Coxsackie, president of the Association, wired CSEA executive director Joseph D. Lochner last week to express his Association's support for CSEA.

Wench told CSEA that the Institution Educators "unequivocally voted in their February meeting to support CSEA as bargaining agent when an election is held, and we still hold this position and urge individual support in the coming balloting."

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 Graduate School of Public Administration.

A Responsible Union Vs. A-Bull-In-A-China-Shop

FROM THE public relations viewpoint, next week's collective bargaining election among State employees is critical to the present and future well-being of every civil servant. FOR 60 YEARS the Civil Service Employees Assn. has

earned outstanding public relations by its total devotion to the task of improving the economic and professional status of its members.

THE CSEA won more gains for its constituents than almost any other organization of public employees in the United States. It has achieved this by the high calibre of its unpaid officers, the intelligent, 24-hour attention to duty by its paid professionals, and its totally responsible negotiations with officials of the State of New York.

BY EVERY DEFINITION of superb public relations, the CSEA has won the public relations "blue ribbon."

ALONG CAME a "johnny-come-lately-bull-in-the-china-shop" organization and made a big, big noise by throwing its weight around. As with some large dogs, there was more bark than bite to

its operations.

WE MUST NOT forget that with this loud bark came lots of snarls. Our readers should be the best informed people in the world on the impotence of snarls enhancing anyone's public relations.

IN FACT WHAT the snarls did was cause considerable harm to the good public relations of civil servants. With each snarl came the cry of "strike". This was repeated often enough so that the cash customers—the taxpayers—lost their patience.

NO ONE—least of all the taxpayers—likes to be threatened. One reason the taxpayers have become allergic to the cry "strike" by public employees is that the "bull-in-the-china-shop" organization made the word "strike" an unpleasant reality.

THAT SENT the good public relations of civil service into a skid from which it has not fully recovered.

THE CSEA has been trying to repair the damage done by the "bull-in-the-chinashop" organization. It has not been an easy task.

IT TOOK 20 years for the CSEA to build good public relations by solid achievement on a professional level.

THE BULL-in-the-china-shop group wrecked this good public relations in 20 days.

THIS PROVES one painful point—it is so much easier to destroy than to build.

THE QUESTION which State employees must answer is a comparatively simple one:

WHY TAKE the imprudent risk of a "bull-in-the-china-shop" organization, which is so effective at destruction, when you can choose the constructiveness of a solid record of achievement of the CSEA which has paid off so handsomely both economically and professionally?

Promotion Exam

A competitive oral examination was taken by the 25 candidates for promotion to senior class examiner in the City of New York recently.

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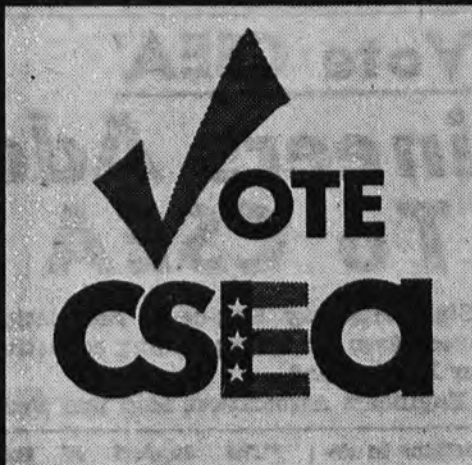
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Support Growing For CSEA; Parole Officers Assn. Adds Endorsement

(Special To The Leader)

ALBANY—Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn. announced recently that his organization has received an endorsement of support in the upcoming State collective bargaining elections from the New York State Parole Officers Assn.

The Parole Officers Assn. informed CSEA of their endorsement in a telegram to Wenzl last week, stating that they would support the Employees Assn. in all five employee units and that they would urge all of their members to vote for CSEA.

Statements of endorsements for CSEA have also come from the New York State Highway Engineers Assn., the Mental Hygiene Employees Assn., the Mental Hygiene Educators Assn., nurses at Craig Colony State Mental Institution and at Syracuse State School, and the Institutional Educators Assn.

Solons Demand Investigation Into Firing Of OGS Aides

(Special to The Leader)

ALBANY—Action by the Civil Service Employees Assn. to halt the arbitrary firing of 37 architects and nine chauffeurs by the State Office of General Services has sparked cries of "investigation" by Albany area legislators.

Several area lawmakers have taken up the CSEA banner by requesting a meeting between themselves, a committee of affected employees, and OGS Commissioner C. V. R. Schuyler to investigate the issue of the firings before the mid-July dismissal date arrives. They have asked that the employees in question—still not designated by name by the OGS—not be fired until the matter is fully investigated.

Lawmakers Raymond C. Skuse, Fred Field, Neil Kelleher, Mary Ann Krupsak, Fred Droms, Lawrence Lane, Clark Wemple, and Walter B. Langly have jumped on the issue first raised by the CSEA in early June—Why is the OGS firing 46 employees, in the name of economy, when it is paying out millions of dollars to outside architectural concerns to do the work which the OGS employees were hired for and can do less expensively?

Assemblyman Skuss said last week that the group will make an appeal to the Governor and will try to meet with General Schuyler and a representative of

the Budget Division to find out facts behind the firing.

Although efforts are being made, according to the OGS, to transfer or find private employment for the 37 affected architects, a CSEA spokesman said that "this is not good enough. Promises mean nothing to these employees."

A CSEA committee composed of affected OGS employees and CSEA leaders has already met twice with OGS representatives to prevent the firing of the employees and has secured a delay in the firing until mid-July.

"Now that the situation has been brought to light and has been fully aired in the Albany area papers," the CSEA spokesman said, "the local legislators are stepping in to investigate these arbitrary dismissals. The questions are simple: Why is the OGS spending so much money on outside consultants when they have competent qualified architects on the pay roll already who can do the job just as well and for less money? And why chose to fire these architects in order to meet budget cuts, when the bulk of the money is actually going to outside firms?"

"We welcome the support of the lawmakers and we are going to continue this investigation into the hidden facts of this case until everything is out in the open," he said.

NYC Chapter Installs Officers For 1969-70

The slate of officers of the New York City chapter, Civil Service Employees Assn., was officially sworn in recently at the chapter's monthly meeting held at Gasner's Restaurant in Manhattan.

The officers, whose terms of office cover the 1969-70 year, are Solomon Bendet, president; Peter J. O'Regan, first vice-president; Martha W. Owens, second vice-president; Frank A. Sanders, third vice-president; Miriam Levy, corresponding secretary; Selma Cohn, recording secretary; James J. Chiaravalle, financial secretary; and Seymour Shapiro, treasurer.

Administering the oath of office was Thomas Luposello, regional field supervisor for CSEA.

Lochner Asks Big Victory In Collective Bargaining Election At L.I. Meeting

(Special to The Leader)

BETHPAGE—We're going to win, but we need a big victory," Civil Service Employees Assn. Executive Secretary Joseph B. Lochner told more than 200 delegates at a special meeting of the Long Island Conference on State elections last Thursday night.

In a rousing speech, Lochner stressed the importance of "the big victory that is in your grasp." A big win means big gains, he asserted while the effort by Johnny-come-lately organizations can only splinter State employees and reduce their bargaining effectiveness.

Copies of Lochner's speech in which he detailed "falsehoods" spread under the guise of honest campaigning by other organizations, were dispatched immediately to all chapters for their guidance in the get-out-the-vote drive.

State second vice-president Irving Flaumenbaum, who also heads the Statewide committee on union activities, told the delegates:

"I'm damned proud of CSEA. We can call each other names, but let some outsider attack us and we stand together and clobber him." He urged members to "knock 'em off so badly that they never come back to haunt us again."

Campaign materials were distributed at the meeting, and Lochner explained the delivery of other materials together with the opening of an advertising and publicity campaign. Posters note that CSEA is the "number one civil service union" and that a benefit gained is worth two promised.

Long Island Conference president George Koch arranged the special session held in the Bethpage State Park Clubhouse to coordinate efforts among State chapters involved in the vote and local chapters offering help. County chapter members are also conducting a telephone campaign to State employees appealing to them to stand firm with one giant organization.

Lochner warned against overconfidence. "We don't want a marginal victory," he asserted. "The greater the majority, the greater the benefits."

Deputy Commissioner

Thomas M. MacKinnon, former director of recreation for the City of Buffalo, has been named Deputy Commissioner of the State Athletic Commission. MacKinnon succeeds Thomas W. Ryan in the \$12,950 post.



VICTORY SEEN — Three officials of the Civil Service Employees Assn. display the "V for Victory" sign at a special meeting of presidents of CSEA chapters on Long Island last week. Left to right, are: Joseph D. Lochner, executive director; George Koch, Long Island Conference president and Irving Flaumenbaum, past-president of the conference and second vice-president of the State Association.

He recalled how Council 50, whose membership is about 10,000 compared with CSEA's 162,000, had succeeded in upsetting State negotiations twice last Fall. "Council 50 wasn't interested in the State employees, but only in stopping the negotiations. The employees were abused by the union." Despite the interference, he noted, CSEA won a minimum of \$600 raises and other major objectives.

Council 50 reported a deficit of \$60,000 a year ago, Lochner reported. "What is their debt now?" he asked. "What are their dues going to be in the future?"

Flaumenbaum, who helped to recruit Mary Wilson, former president of the AFSCME local at Kings Park State Hospital and Harry Raskin, former secretary-treasurer of the AFSCME local at Pilgrim State Hospital, said hundreds of pledge cards for CSEA have been signed by Mental Hygiene Department employees.

Hennessey Wins Free Radio Time For CSEA Story

(From Leader Correspondent)

BUFFALO — Civil Service Employees Assn. treasurer John Hennessey knows how to fight back.

A leader of Council 50, American Federation of State, County & Municipal Employees wrangled free time on talk shows aired by two Buffalo-area television stations.

He used the shows, of course, to plug Council 50 in the coming representation election among State employees.

CSEA units here, led by Hennessey, who is also a member of Buffalo CSEA chapter, demanded — and obtained — equal time and gave the CSEA story.



STAFF MEETING—Jerry Rogers, supervisor of field services for the Civil Service Employees Assn., meets with seven of the field representatives assigned to Long Island during a special Long Island Conference meeting last week at Bethpage. Left to right are: Rogers, Edward Cleary, Frank Jaquinto, William Griffin, Nicholas Policino, Arthur Gray and Arnold Moses. In the background is George Koch, conference president.

CSC President Names Exec Aides

ALBANY—Mrs. Ersa H. Poston, president of the New York State Civil Service Commission announced the appointments of Joseph Watkins and Herbert G. Steele as director and assistant director, respectively, of the Department's Municipal Service Division. Wat-

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American School, Dept. 9AP-61,
276 Fifth Ave. (30th St.), N.Y.C. 10001
BR 9-2604

kins' appointment is effective immediately and Steele will assume his new duties in September.

Watkins has been assistant director of the Division since 1961 and takes over a post vacated by the retirement of Henry J. McFarland who was its director since 1941. Steele, formerly a chief recruitment representative in the Department, will replace Watkins.

Watkins entered public service in 1936 as an examining assistant with the New York City Civil Service Commission. He joined State service when the municipal service was established in 1941 and has been its assistant direc-

tor since 1961. He is a member of the Public Personnel Association.

Steele started with the State in 1960 as an associate engineering examiner. He is a member of ASPA and holds a master's degree in civil engineering from Syracuse University and a master's degree in public administration from the State University Graduate School of Public Affairs.

Welfare Director Exam

An oral examination was given to the 72 candidates for promotion to assistant director (welfare) in New York City.

Chairman Appointed

John H. G. Fell of New York City has been designated chairman of the 17-member State Temporary Commission to Commemorate the 200th Anniversary of the American Revolution, it was announced by Lieutenant Governor and Acting Governor Malcolm Wilson.

Tractor Operator Test

Forty-six candidates for tractor operator took the New York City qualifying practical-oral examination recently.

Where to Apply For Public Jobs

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

CITY

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

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

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

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

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

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

STATE

STATE—Department of Civil Service, 1350 Ave of the Americas, N.Y. 10036, phone 765-3811; Gov. Alfred E. Smith State Office Building and the State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse, 13202; 500 Midtown Tower, Rochester, 14604 (Wednesdays only).

After 5 p.m. telephone, (212) 765-3811, give the job title in which you are interested, plus your name and address.

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

FEDERAL

FEDERAL — 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. or 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.

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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• American Hospital Association

• National Association of Blue Shield Plans

Training For Returnees

Job Corpsmen Offered Employment Preparation

A special program designed to ready for employment young men and women returning from deactivated Job Corps centers has been prepared by the State Labor Department's Division of Employment, it was announced by Alfred L. Green, executive director.

Many of the corpsmen, Green explained, had not completed their training and are therefore not ready for placement in jobs. Under the special program, which is Federally-funded, the State Employment Service is establishing a series of four-week orientation and counseling programs designed to make the returning corpsmen job-ready. Allowances of \$46 a week will be paid to enrollees.

The course, intended to provide an orientation to the "world of work," enables ex-corpsmen to understand the job requirements of business and industry and encourage them, through individual counseling sessions, to develop their full employment potential. During, or after completion of the program enrollees will either be referred to additional training in specific skills, or be given intensive assistance in finding suitable employment.

In New York City, the four-week programs are being con-

ducted at the State Employment Service's four Youth Opportunity Centers: 330 West 34th Street, Manhattan; 394 Bridge Street, Brooklyn; 558 Southern Boulevard, Bronx; and 91-14 Merrick Boulevard, Jamaica.

It is estimated that about 550 Job Corps trainees who reside in New York State have been released from deactivated centers, and that about 400 of these are from New York City.

18 Deaf-Mutes Sworn As Substitute Clerks At Gen. Post Office

The official swearing-in of 18 deaf-mutes as substitute clerks at the General Post Office, 380 W. 33rd St., Manhattan, took place last Thursday with New York City Postmaster John R. Strachan leading the induction of the new employees.

Under the Post Office Department's program to employ the handicapped, these individuals were recruited through the New York Society for the Deaf and the New York State Division of Vocational Rehabilitation.

Maintainer Trainees

A written exam was given to the 3652 candidates for car maintainer trainee, NYCTA, recently.

Carlson Elected President Of Rochester CSEA Chap.

(From Leader Correspondent)

ROCHESTER — Nels Carlson, an investigator for the State Workmen's Compensation Board here, is the new president of the 625-member Rochester chapter of the Civil Service Employees Assn.

He succeeds Harold Frankel, who works for the Alcoholic Beverage Control Board in Rochester. Other new chapter officers are

first vice-president, Joseph Mehan, manager of the local Division of Employment office; second vice-president, Ralph Palmer, field auditor for the Division of Employment; secretary, Elsie Elliott of the Motor Vehicle Department; treasurer, Jack Furman of the State Tax Division; delegates, Sam Grossfield of the Division of Employment, Melba Binn of the Division of Vocational Rehabilitation and Cal Rosenbaum of the State Tax Division.

CSEA supervising representative James Powers of Attica installed the officers at a dinner meeting at the 40 and 8 Club in Rochester.

Carlson has been in public service for 11 years. He was a police officer in Chautauqua County for eight years and worked as an inspector-examiner for the Department of Motor Vehicles for three years. He recently joined the Workmen's Compensation Board.

Carlson served the Rochester CSEA chapter for one year as vice-president, filling an unexpired term, headed the local grievance committee for a year and was a member of the State social committee.

To Keep Informed, Follow The Leader.

No Prior Training Barrier Up For Toll Collector Applicants

The toll of toll collecting can take in the per annum paycheck of \$5,500 to \$6,800, or more, if the anticipated pay raise materializes.

Interested applicants are urged to take the road to the July 19 examination before its closes down on July 11, termination point for the filing period.

Should you qualify—and New York State residence isn't among the criteria,—your direction most likely will be to either Rockland or Westchester Counties. Presently, the potential job path leads over to thirteen vacant posts at the New Rochelle and Tappan Zee toll stations. Additional openings, however, are in the offing.

Experience Unnecessary

While training and experience won't be required, candidates must be of good moral character and must meet the vision, hearing, and other physical-medical standards established for these posts. A character investigation will be made; those who pass the written test with scores high enough to be appointed will be called to take the medical exam.

In order to be appointed, candidates must have a valid New

York State driver's license.

Collect your thoughts for the July 19 examination, which will test for clerical and change-making accuracy under time limitations as well as vocabulary and ability to interpret written material. The eligibility list will be governed by scores on the written test.

If you want to ring up more details, ask for Exam Announcement No. 20-953 on the toll collector's title. Applications can be gotten at the New York City office of the State Department of Civil Service. They're now located at a new address, 1350 Ave. of the Americas, at 55th St. in midtown Manhattan.

Elevator Inspectors

A total of 39 candidates took the qualifying performance examination for elevator inspector recently.

Continuous Filing Set

Varied Titles Available In Law And Social Work

Continuous application acceptance is in effect for ten separate social work titles and three in the field of law, reports the State Department of Civil Service in a recent bulletin.

For most of these positions, it was emphasized, New York State residence will not be required. The qualifications differ with the individual job, and this information can be obtained by a direct visit to the department's offices in Albany, New York, Buffalo or Syracuse.

In the social work field, both social workers and medical social workers start at \$7,706, as does the post of psychiatric social work assistant. A psychiatric social worker receives \$8,630 at the beginning, whereas a youth parole worker earns \$8,044 annually and a narcotics parole officer gets paid \$9,130.

The remaining social work titles are for parole officers, which pay \$10,195, and social service representatives, which can garner \$10,730. For the posts of city/county caseworker and probation officer, salaries vary with the location.

Positions in law include openings for attorneys, beginning at \$8,320, and title searchers, with \$7,705 to start. Realty attorneys get \$13,270.

Other Job Categories

In addition to the law and social work categories, a wide variety of other jobs exist where continuous filing is permitted. These categories include the fields of medicine, dental services, nursing/nutrition, pharmacy/laboratory, law enforcement, actuarial sciences, rehabilitation, engineering/community planning, accounting, data processing, employment service, office and clerical service, and education/library.

On a periodic basis, the State offers a professional careers test open to four-year college seniors

and graduates and a technical careers test open to two-year college seniors and graduates. These are comprehensive exams used to fill entrance level positions in various fields.

For further information on the specific jobs, their qualifications and the monthly test dates established for each, call one of the regional offices. The Albany telephone is 457-6218, and the New York number is 765-9790. In Buffalo, call 842-4260; in Syracuse, 474-5951.

A full compendium of filing office addresses and weekday office hours is found under the heading, "Where To Apply For Public Jobs," which appears regularly in this newspaper.

Advertisement for the movie 'The Killing of Sister George' featuring a woman's profile and text: 'Palomar Pictures International presents an Associates and Aldrich Production "/>

Advertisement for High School completion: 'YOU CAN COMPLETE HIGH SCHOOL Now—At Home—Low Payments All Books Furnished—No Classes DIPLOMA AWARDED' Includes contact information for American School, Dept. 9AP-55, 276 Fifth Ave. (30th St.)

Advertisement for The Delehanty Institute: 'The DELEHANTY INSTITUTE MANHATTAN: 115 EAST 15 ST., Near 4 Ave. (All Subways) JAMAICA: 89-25 MERRICK BLVD., bet. Jamaica & Hillside Aves. OFFICE HOURS: Mon. to Thurs. 9:30 to 8 PM, Fri. 9:30 to 5 PM AIR CONDITIONED' Lists various courses including Police Woman, Patrolman, High School Equivalency Diploma, and Practical Vocational Courses.

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TUESDAY, JULY 1, 1969

Use Your Ballot

THIS is no time for members of the Civil Service Employees to "let George do it" when it comes to voting this week in a Statewide representation election among State employees. George may forget to vote, too, and the result could be a reckless and ruthless kind of representation that no one wants but gets by default.

Not only are CSEA members being urged to use their ballot but also are being asked to make sure their fellow workers vote—and vote CSEA.

The choice here is between a stable, effective leadership offered by the Employees Association, which has won more liberal employment gains than any other union in the State, or the chaotic, dues-choked and rabble-rousing nonleadership of the opposition.

Don't take a chance. Use your ballot for CSEA to make sure of your own future; keep things in the right hands by voting the right way.

Help Wanted

MEMBERS of the Uniformed Fire Officers Assn. have ratified a contract hammered out by a negotiating team headed by Lt. John Kelly, the UFOA president.

Now that good salary and fringe benefits have been won until Jan. 1, 1971, the firefighting officers are awaiting the results of the second part of their demands — a reduced workload and additional manpower.

The Office of Collective Bargaining is considering testimony taken several weeks ago from experts in the field of firefighting. The UFOA, together with the Uniformed Firefighters Assn., provided facts and figures showing:

- The number of reported fires up 294 percent since 1939.
- The number of alarms is up 401 percent in the same period.
- The number of units available for fire-fighting purposes is down .021 percent.
- The number of men available for fire duty on each tour is down .033 percent.

The only conclusion that can be drawn from these figures is that the department is seriously undermanned. The department is playing leap-frog with companies so that men who respond to up to 40 fires a tour will have a quieter night—supposedly—the next night. But there is no guarantee of this, of course.

We urge the OCB to find justice in the cause of the firefighters.

They are making their case, not only for themselves, but for all people in the City of New York. They need more men and equipment — now, before it is too late.

SOCIAL SECURITY

Questions and Answers

I've only had a doctor's bill of \$20 this year as this bill was from treatment in November. Should I save my bills?

Yes. Don't throw away your bills. If total expenses for covered services are \$50 or less for all of 1968 any expenses from October 1 through December 31

can count towards meeting the \$50 deductible in 1969.

Are any changes going to be made in the amounts medicare patients have to pay under hospital insurance?

Yes. Beginning in 1969 basically for the first 60 days in the hospital the deductible is now \$44; for the 61st through 90th day in the hospital—the deductible is \$11 a day.

Is a clergyman covered under social security?

Yes. Beginning with 1968, his

Civil Service Television

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

Monday, July 7

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

9:00 p.m. (color)—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen. Presented in cooperation with WOR-TV.

Tuesday, July 8

3:00 p.m.—Return to Nursing—"Comprehensive Nursing Care." Refresher course for nurses, lesson 3.

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

Wednesday, July 9

3:00 p.m.—Return to Nursing—"Comprehensive Nursing Care: Part II." Refresher course for nurses, lesson 4.

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

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

Thursday, July 10

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

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

Friday, July 11

10:00 a.m. (live—color)—Staff Meeting On the Air—Officials in New York City's Department of Social Services answer phoned-in inquiries from the offices in the field.

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

Saturday, July 12

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

On Long Island

Flaumenbaum Named United Fund Head In Government Div.

MINEOLA — Irving Flaumenbaum, second-vice president of the Civil Service Employees Assn., is heading a committee of Long Island's top government officials on behalf of the United Fund of Long Island.

Flaumenbaum, named chairman of the government division of the regional charitable campaign, has secured the services of County Executive Eugene H. Nickerson of Nassau and H. Lee Dennison of Suffolk, Hempstead Town Supervisor Ralph G. Caso, Westhampton Air Force Base commander Col. James D. Hudson and other leading officials to press the drive.

Government employees and officials have been a significant factor in the success of past fund drives, Flaumenbaum noted.

Earnings are covered automatically and he is subject to the self employment tax unless he files for an exemption on the grounds of religious principle.

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.")

Probationary Job Status

THE JOB STATUS of a probationary civil service employee is apparently insecure indeed if the recent determination of the Appellate Division, First Department, in *Melendez v. Police Department of the City of New York* is any indication (New York Law Journal, June 20, 1969). In that case, the petitioner was discharged from the position of patrolman three days before the expiration of a nine months' probationary period of superior performance. The reason for his discharge was a complaint to the Police Department's Civilian Complaint Review Board that the petitioner had used excessive force in making an off duty arrest. The accusation against the petitioner was that he had twice struck the person arrested with his revolver, the first time at a closed parking lot at about 2:30 A.M. and the second time about a quarter of an hour later after the parties had driven out of the parking lot in their respective automobiles and were stopped by a radio motor patrol car.

THE PETITIONER denied having struck the complainant with his gun on either occasion. It is significant that the complainant himself stated that he was struck only at the parking lot.

AT SPECIAL TERM, petitioner contended he was hastily dismissed after an inconclusive investigation before he could acquire tenure and the statutory right to a full hearing on charges. Such summary dismissal was recommended by the Civilian Complaint Review Board to the Police Commissioner.

THE CHARGES against the petitioner were never served upon him, but were simply "filed" without being brought to his attention. He was thereby deprived of the opportunity to request a hearing on the charges although the Rules and Procedures of the Civilian Complaint Review Board at paragraph 13.0 entitle him to make such a request. Yet, neither Special Term nor the Appellate Division commented upon this apparent disregard of the Rules of the Board.

THE STATEMENTS as to the alleged assault by the patrolman in the course of making the arrest were contradictory, with the patrolman's friends who were with him on the occasion giving statements to the Board indicating that he as the one assaulted and the complainant's friends supporting the accusation of excessive force. Special Term initially directed the Police Commissioner to reconsider. The Court observed that a hearing and the opportunity of presenting witnesses and confronting accusers should have been granted to the petitioner. Upon consideration, Special Term took the position that the petitioner did not have such rights, and that the Police Commissioner was amply justified in terminating the petitioner's services on the basis of the investigative reports of the Civilian Complaint Review Board.

OF THE NUMEROUS reports on the matter, evidently two were primarily relied upon as justifying the petitioner's dismissal. One report was by an attorney who stated he was present at the parking lot and observed the officer strike the complainant in the head with the barrel part of his gun. The other report against the petitioner was by a patrolman operating the radio motor patrol car.

THE REPORT by the attorney was taken by telephone by an unidentified interviewer for the Board. If a hearing had been granted at which more questions had been asked and answered, the attorney might have given an entirely different version from that allegedly taken over the telephone.

THE STATEMENTS taken from the operator of the motor patrol car also evidently warranted the clarification that only a hearing could provide. For one thing, this officer is reported as having stated he was approaching in his car when he saw the petitioner strike the complainant with his gun. However, it was the approach of his car that caused the cars of the petitioner and of his alleged victim to come to a stop. Therefore, while the radio motor patrol automobile was in motion, so were the other vehicles, and it was impossible for an attack to have occurred. Yet, such "evidence" was evidently accepted by the Courts as justification for snuffing out a young police officer's promising career.

Monroe Trustee

Reappointment of Vincent S. Jones of Rochester as a member of the Board of Trustees of Monroe Community College has been announced by Governor Rockefeller. Jones will continue in the unsalaried post until July 30, 1978.

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LEGAL NOTICE

ARF COMPANY: Substance of Certificate of Limited Partnership duly signed and executed by David Dretzin as President of Aranda, Inc., and as attorney in fact for the limited partners and filed in the N.Y. Co. Clk's Office on May 22, 1969. Name and location of the partnership is ARF Company, 300 W. 57th St., NYC. Business is to present and exploit in the United States and elsewhere, as theatrical producers and managers, two one-act plays by Dan Greenburg, entitled respectively ARF and THE GREAT AIRPLANE MATCH, including the exploitation of subsidiary rights therein. General Partner: Aranda, Inc., 300 W. 57th St., NYC. Limited Partners, their residences (all NYC unless otherwise specified), cash contribution are Jacob S. Aronoff, 55 E. 7th St., Daniel A. Golman, 1120 Park Ave., B. David Lipman, and Jane Lipman, 17 Millwood Rd., Chappaqua, NY, Anne Navasky, 27 Washington Sq., North Village, Navasky, 27 Washington Sq., North Village, Seranne, 349 E. 62d St., and Alvin Shapiro, 590 West End Ave., each \$1,000, Ruth Baum, 940 Park Ave., Samuel Cooper, 170 Duffield St., B'klyn, NY, Julia Y. Dretzin, 983 Park Ave., Samuel Dretzin, 30 E. 65th St., Henry Ephron, 17 E. 75th St., John Friedland, 29 Washington Sq., West, Robert Ginsberg, 25 W. 106th St., Ralph Ginzburg, 140 West End Ave., Roberta Gratz, 15 W. 1st St., Daniel Greenburg, 9 E. 67th St., Gary D. Huhn, R.D.I., Ashville, NY, Harry Kahn, 895 Park Ave., Esther G. Navasky, and Macy Navasky, 30 W. 70th St., Daniel Melnick, Talent Associates, 14 Madison Ave., Murray W. Putter, 14 West Gate Lane, Dix Hills, NY, Stephen Resnick, 70 Riverside Dr., Douglas Rosenbaum, 800 Greenwood Ave., B'klyn, NY, Stanley S. Weichorn, 144 Woodhill Ave., Manhasset, NY, and Harold and Eleanor Wolfkind, 146 Lincoln Rd., B'klyn, NY, each \$600, David Dretzin, 440 West End Ave. \$10,800, Oswald Goldschmidt, 10 5th Ave., Joseph Isaacson, 1 5th Ave., and Jana Investments, Inc., 1501 Broadway, NYC, and Herbert Swartzman, 500 85th St., each \$1,200. No property other than cash is to be contributed by the Limited Partners. Term of partnership to commence upon filing of this certificate in the N.Y. Co. Clk's Office and to continue until terminated as provided in the Partnership Agreement. No additional contributions are to be made by the Limited Partners. The contribution of each limited Partner is to be returned: (a) monthly until the contribution of each limited Partner shall have been fully repaid, subject, however, to the condition that the Partnership has a sufficient cash reserve, as provided in Partnership Agreement, after payment of or provision for payment of all debts, liabilities, taxes and contingent liabilities; (b) upon the termination of the Partnership, if not fully repaid prior thereto. The share of the profits or other compensation by way of income which each Limited Partner shall receive by reason of his contribution is of 1% for each \$300 in cash contributed by each Limited Partner. No Limited Partner has the right to substitute an assignee as contributor in his place except with the consent of the General Partner, which may be withheld. There is no right of priority as to contributions as to compensation by way of income among the Limited Partners. On the bankruptcy or dissolution of the General Partner, the Partnership shall terminate. A limited Partner has no right to demand or receive property other than cash in return for his contribution.

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Indemnity insurance link to higher fee

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Fewer and fewer physicians are accepting insurance fee schedules. More and more "insured" families are having to pay out-of-pocket for services for which doctors' charges exceed the scheduled allowances. Major medical subscribers find that the higher the medical bill, the greater their "share" of the cost.

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And they also know that H.I.P. is the only plan in the New York area that has established its own professional standards for affiliated physicians.

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Clerical Crew Is Sought By Naval District

Six clerical positions exist in activities serviced by Headquarters of the Third Naval District, located at 90 Church St., Manhattan.

They include two clerk-typist posts paying \$4,600 to \$5,981; two stenographer posts with salaries of \$5,145 to \$6,684; and two secretarial jobs which require steno skills and pay \$5,732 to \$7,456. The last category requires three years of prior experience.

Offices of the naval district are housed in the air-conditioned

Federal Office Building near City Hall, adjacent to most subways. The IND Chambers St., IRT Fulton St. and BMT Rector St. stops are within walking distance.

Besides salary, Federal employees receive numerous fringes such as paid vacation and sick leave, group life insurance, health benefits, a retirement plan, and merit promotion to higher paying salary levels.

Recruitment for these jobs is continuous. For more information, call the personnel office: 264-7737.

Medical Technologists For Federal Hospitals

Medical technologists are being sought by the Interagency Board

of U.S. Civil Service Examiners for the Greater New York City area. Starting salaries are from \$5,732 to \$10,203 per year.

Appointments will be made in various Federal hospitals in New York State and New Jersey and in Puerto Rico and the Virgin Islands.

No written test is required for these positions. Candidates' rating will be based on the extent and quality of education, training and experience.

Applications and further information may be obtained by writing, visiting or calling the Federal Job Information Center of the New York Interagency Board, 26 Federal Plaza, New York 10007 (telephone: 212-264-0422), or from any Federal hospital.

Stenos Can Dart Down Daily To Take Continuous Exams

The shortest line along your route to Stenoland leads you to 220 Church St., Manhattan (offices of the City Personnel Department), where well-rounded stenographers who know their p's and q's can, on cue, take the continuous recruitment tests to qualify.

Jobs are available in City agencies throughout lower Manhattan, so instead of going 'round in circles, scribe those circles on the Monday-through-Friday evam. It's given between 9 a.m. and 1 p.m.

For those unsquare stenos who wish to make a bee-line to posts with the Department of Social Services, your destination is the rectangular building at 305 Broadway, intersecting Duane St. You can reach your plateau on floor four.

Experience Not Essential

There's no need for prior experience in these positions. The stress is on dictation, for speed and accuracy.

Incidentally, persons enrolled in the stenographer license program will be taking these tests within their regular schools. Instructors will specify the details of place and time.

The practical examination consists of taking dictation at the rate of 80 words per minute for three minutes. A score of 75 percent is required to pass. In addition there will be a qualifying typing test, administered at 35 words per minute for five min-

utes with less than five percent errors required for a passing grade.

There are promotional opportunities to the title of senior stenographer, and benefits of New York City employees include annual leave, leave with pay for vacations, membership in the social security system, the pension system, a health insurance plan and the blood credit program.

Bklyn. Hospital Hunting For More Clerks & Typists

"During the course of a year, we usually have 30 to 40 clerk-typists' jobs to fill," reports the personnel office of the Veterans Administration Hospital at 800 Poly Place in Brooklyn.

About half a dozen vacancies currently exist, and more are anticipated. Salaries range from \$81 to \$95 per week, depending on experience, and beginners are accepted provided they can pass a 40 w.p.m. typist test with a maximum of five errors.

The Brooklyn VA facility has 1,000 hospital beds and a full-time staff of 1,100. Open in 1951, it's housed in a 16-story structure near the 8th Ave. stop of the Sea Beach Line, accessible directly by two buses, in the Ft. Hamilton section of Brooklyn.

Promotional opportunities to higher salaried jobs are available, with six months of experience accredited. A full package of fringes—paid holidays, paid vacations, sick leave, personal leave, low-cost life and health insurance, a retirement system plan, etc.—goes to all merit system Federal civil servants.

Need more information? Then visit or phone the personnel office of the hospital. The phone is 836-6600, Ext. 389. Ask for Mr. McWold.

Distributive Education Supervisor Post Open

The New York State Education Department is in search of a supervisor of distributive education for their office in Albany. The job pays from \$14,775 to \$17,620 per year.

Requirements include a master's degree, specialization in distributive education, and six years of experience in distributive education or marketing education, including two in an administrative capacity. A doctoral degree in business education or education, or two years of experience in business education may be substituted for two years of the above experience.

Applications will be accepted through Aug. 4, and forms can be obtained from the State Department of Civil Service in New York, Albany, Buffalo and Syracuse. Applications are also available in person at the local offices of the New York State Employment Service.

Social Security Adm. Has Manhattan And Rego Park Positions

Whether you like to be at the hub of urban activity in midtown Manhattan—or prefer the quiet surroundings of more suburban Rego Park in Queens—the Social Security Administration has a location and a job to match your taste.

Positions for claim authorizer are available at the SSA New York Payment Center out Rego Park way, off the Long Island Expway. The titles of benefit examiner exist in the Manhattan office. These vacancies are suitable for college graduates or persons with equivalent experience who are interested in career positions with Social Security.

The claims authorizer begins as a trainee at the GS-7 level (\$7,639 per year). After completing one year of satisfactory performance, the incumbent becomes eligible for promotion to GS-9 (\$9,320 per year). One year later, he becomes eligible for promotion to GS-10 (\$10,252 per year). The benefit examiner (trainee) is hired at the GS-5 level (\$6,176 per year) and after completing 6 months of satisfactory service becomes eligible for promotion to GS-7 (\$7,639 per year). The above salaries are based on the proposed new pay schedules which will become effective July 1969.

Persons interested in either of these positions, who want to begin a career in the Federal civil service, should contact the personnel office of the New York Payment Center by calling the following telephone number: 699-3652.

Parking Enforcement Agents

Seven hundred seventy-one candidates for parking enforcement agent took the written test recently.

10

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Opportunities With Uncle Sam

Brighten Up Your Job Future As A Laundry Worker Trainee

You can add some real sparkle to your employment future if you're just starting out, by immersing yourself into the Federal Worker Trainee Program, an entry level approach for 14 individual job categories.

These categories, offering beginning salaries of between \$1.60 and \$2.55 an hour and excellent promotional opportunities, include the areas of maintenance, clerical and service jobs.

Take, for example, the position of laundry worker trainee. In this post, you will work in a hospital

Collecting Agent Promotional Test Filing To Begin

Watch the signal to file between July 9 and July 29 for promotion to collecting agent with the City's Transit Authority. The exam eligibles are limited to male employees of the TA and will result in a single eligibility list to fill vacancies.

If your platform is sturdy on the exam, you'll be getting the salary of \$3.7225 to \$3.9150 per hour, in addition to the usual variety of fringes given to municipal civil servants.

Applications await you at the City Personnel Department, 49 Thomas St., New York 10013—and if you wish to request an application by mail, remember that the brakes will be applied after the July 22 mailing deadline. A stamped, self-addressed envelope is needed in that case. The competitive test chugs into sight on October 15.

On eligibility requirements, it's open to each male employee of the New York City Transit Authority who on the first date of the physical test: (1) is permanently employed in the title of Railroad Clerk; (2) has served as a permanent employee in such title in the Transit Authority for a period of not less than six months immediately preceding that date; and (3) is not otherwise ineligible.

Upon appointment, eligibles must be acceptable for bonding and will be sworn in as special patrolmen by the Police Commissioner and will be subject to the rules and regulations governing such special officers.

Regarding retroactive seniority: Any employee holding a eligible title who claims retroactive seniority pursuant to the New York State Military Law may file an application for this position under the conditions outlined in the General Examinations Regulations.

Let's look at duties and responsibilities: In connection with the collection, transportation and delivery of revenue during night or day from various points on the subway, elevated and surface lines to the central revenue bureau and from the revenue bureau to banks or depositories; to guard all such revenue, carry arms, handle heavy money bags, act as the crew of armored trucks or special collection trains; execute forms and keep records with respect to such revenue; make reports; perform such other duties as the New York City Transit Authority is authorized by law to prescribe in its regulations. For further information, consult Notice No. 8610.

and may receive, sort, mark, mend and stack clothes and linen.

You may also operate large equipment such as washing and drying machines and steam pressers. These can prove particularly practical for persons conscious of caring for clothes and relishing their renewal.

Potpourri Of Posts

In addition to the traineeship mentioned above, some other job titles are clerk, laborer, warehouseman, printing plant worker and ground maintenance worker. Also included are posts as animal caretaker, food service worker and housekeeper. Each of these trainees receives the full range of Federal fringe benefits to supplement the salary check.

These jobs could well mean a welcome change-of-pace in your routine of life as a variety of possible locations are involved. A new locality could not only make for a rewarding job experience but also offers a chance to make new friends and acquaintances and to experience a community refreshingly different from your current spot, one providing new channels of expression.

Trainee jobs are with various Federal agencies in Orange, Rockland, Dutchess, Westchester and Putnam Counties. Some of the larger agencies in this area are the U.S. Military Academy, West Point; the Veterans Administration Hospitals at Montrose and Castle Point; and Stewart Air Force Base in Newburgh.

Minor prerequisites do exist, such as being over 18 unless a high school graduate or having completed a formal job training program (Job Corps, for example). Some jobs will first be offered to veterans who qualify, and all applicants will be considered without regard to race, color, religion, sex or national origin.

Part-Time Prospects

Appointments to some posts

may be on a part-time basis. Some summer jobs may also use this eligibility list.

How do you apply? Get an application form for maintenance or service worker and form NY-IAB 218 at the Federal Job Information Center, 26 Federal Plaza, New York 10007.

If you happen to live in one of the Hudson Valley areas just north of New York City, the Federal agencies in your area or post offices in Middletown, Newburgh, New Rochelle, Peekskill, Poughkeepsie and Yonkers, can also furnish application forms. When completed, send these forms to: Executive Officer, Interagency Board of U.S. Civil Service Examiners, 26 Federal Plaza, New York 10007. Should specific questions arise, phone the job information center at 212-264-0422.

About eligibility: Your name will stay on the list of eligibles for one year—unless you get a job before then.

For more information: You can get Civil Service Pamphlet No. 4, "Working For the U.S.A." at most places where applications are available.

Firefighter Freeman Retires After 33 Years

Deputy Fire Chief Charles J. Freeman was recently honored at a dinner sponsored by the Uniformed Fire Officers Assn., at the Astorian Manor, Astoria.

Freeman, former president of the Uniformed Fire Officers Assn., has been a member of New York City's Fire Department for more than 33 years.

A Bronx resident, Freeman has been a member and officer of the Uniformed Fire Officers Assn. for 25 years, as well as a charter member of the Fire Officers Union.

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(Continued from Page 1)

the Executive Mansion in Albany is generating countervailing pressures in the camp of Mayor John V. Lindsay.

Both President Richard M. Nixon and Governor Nelson A. Rockefeller have endorsed the candidacy of Marchi, as the Republican primary victor, in terms of their status as titular heads of the Republican organization nationally and within the State. Yet both the President and the Governor are haunted with the fear that Lindsay may yet be elected for another term as the City's mayor. Lindsay has an evangelist's faith in his own virtue, and a victory by Lindsay in November, liberated from all ties with the Repub-

lican hierarchy, spells trouble for both the President and the Governor.

While syndicated columns are enjoying a field day composing obituaries on John Lindsay, the corpse remains very much alive and rigor mortis is a long way from setting in. Lindsay watchers in the City are convinced that his plans to organize an Urban Coalition Party involve long range political commitments that go far beyond his immediate need for a vehicle to mobilize the remnants of the McCarthy, Kennedy, and other forces disenchanted with the Democratic Party and with its candidate for mayor, Comptroller Mario A. Procaccino.

Lindsay's Possible Allies

Lindsay is leaving no stone unturned to woo the liberal segment of the City to his new party standard. Negotiations are proceeding

with Paul O'Dwyer, Borough President Herman Badillo, and Congressman William Pitts Ryan to hammer out a platform and a program behind which they may or possibly, as Democrats, gracefully unite in support of Lindsay's re-election campaign. Discussions have already been had by Lindsay with Ambassador Arthur Goldberg and with Manhattan Borough President Percy Sutton.

Just as the Conservative Party has succeeded in capturing significant segments of both the Republican and Democratic Parties, what is involved in the Lindsay maneuver is an effort under which the liberal forces in the City can recapture their strongholds in both major parties in the City.

Neatly playing into Lindsay's hands is the fact that the regular Democratic organization has been stricken with paralysis in relation to endorsement of Procaccino. A Democratic legislative seminar in Albany last Monday, organized to assist up-state local candidates in their election campaigns, was totally obscured by statements of Democratic party leaders who hedged about their endorsement of Procaccino.

Loud Silences

Comptroller Arthur Levitt, the Democratic Party's only elected State official, spoke gallantly about the need for party unity but refused to commit himself to Procaccino's support. State Chairman John J. Burns and Minority Leader of the Assembly Stanley Steingut followed suit and remained equally non-committal about their endorsement of Procaccino.

While John Lindsay is the most conspicuous victim of growing conservative strength in the Republican Party, Governor Rockefeller is also faced with innumerable problems of his own. If Lindsay manages to gather round him the dissident liberal forces in the City, Rockefeller is confronted with the danger that Lindsay, supported by the Liberal Party, will enter the Republican primary next year in an effort to wrest the gubernatorial nomination from Rockefeller. The Mayor had been a happy warrior, fighting for Rockefeller's presidential ambitions last year, despite the personal antipathy that has

always separated the two. Lindsay is likely to take one last swing at the Governor, if he is defeated in his second Mayoral bid.

State Control Threat

And a Lindsay elected mayor, in the face of the combined opposition of Rockefeller, the State Republican organization, Senator Earl W. Brydges, and other up-State leaders, will be a major obstacle in plans of the Republican Party to retain control of the State.

Indeed, if plans for the Urban Coalition Party mature along lines envisaged by Lindsay braintrusts, that party may be held together for 1972, with Lindsay opposing Nixon on the left just as former Governor Wallace opposed Nixon on the right. Lindsay's determination to remain on the national stage was clearly indicated last Wednesday night, when he received a standing ovation at the Felt Auditorium in Madison Square Garden, while delivering an impassioned address opposing Nixon's proposal for the Sentinel anti-ballistic missile system.

In opposing Nixon on this issue, Lindsay spoke as the voice of the urban communities in the Nation, insisting that the billions needed for the Sentinel system must be made available to our cities, if they are to survive.

In politics, as in physics, every action produces its opposing reaction, even if not measurable by a precise mathematical formulation. What is clear, despite the mournful obituaries, is that Lindsay will be heard from for years to come.

Placito Elected Onondaga Prexy

(From Leader Correspondent) SYRACUSE—Andrew H. Placito, Sr. is new president of Onondaga chapter, Civil Service Employees Assn.

He will succeed Mrs. Hilda Young, who has been president of the chapter for two terms.

Other officers elected for the next two years are: James Carr, first vice-president; Marcus Soloway, second vice-president; Carol F. Gossner, third vice-president; Mary D. Waring, secretary; Leona Appel, assistant secretary and Helen DeMore, treasurer.

Mrs. Young was elected chapter representative.

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Western Conference Installs New Slate

(From Leader Correspondent)

BUFFALO — Leaders of Civil Service Employees Assn. chapters in the Western Conference, stimulated by CSEA leaders at a June 14 Conference meeting, are working feverishly for a big CSEA vote in the State-wide representation election.

"We must win and we must win big," said Dr. Theodore C. Wenzl, CSEA president, during sessions of the Western Conference meeting held in Norton Union, the student center on the State University at Buffalo campus.

Wenzl, at a dinner in the Millard Fillmore room hosted by the Buffalo University chapter,

that climaxed the meeting, installed as president, John S. Adamski of the Roswell Park chapter, and other 1969-70 Western Conference officers.

Adamski succeeds Pauline Fitchpatrick of Newark. Mrs. Fitchpatrick, after presiding at her final meeting, was given a set of luggage and other gifts and was praised by all the dinner speakers.

Both Dr. Wenzl, a candidate for reelection, and John J. Hennessey of Buffalo, present CSEA treasurer and Dr. Wenzl's opponent for the CSEA presidency, were given permission at the Western Conference meeting to give campaign speeches.

But both men put off personal campaigning to concentrate on the representation election due to begin June 30.

"If we don't win this election," Hennessey said, "you won't have to worry who the future CSEA officers will be. If we lose, officers of the CSEA will be meaningless."

Dr. Wenzl said CSEA headquarters plans to spend about \$175,000 on the representation campaign much of it on television, newspapers and radio.

"The big prize," Wenzl said, "is a potential organization of 600,000 public employees in New York State. And the CSEA in New York is the only group that

stands in the way of nationwide dominance of the public employment field by the organized labor unions."

Raymond G. Castle of Syracuse, CSEA first vice president, noted that in three years New York State has hired 66,943 new employees.

"It's those people we have to reach and reach soon," Castle said, "with the CSEA message."

Joseph Dolan, the CSEA director of local government affairs, told the Western Conference leaders that "we won't be defeated by our record. The other unions can't match it and they know it."

"If we lose it will be because

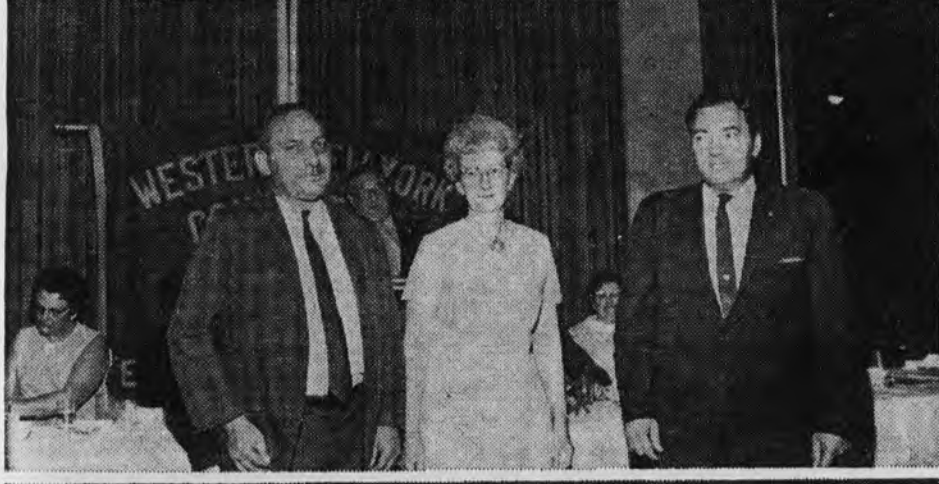
of a 'my vote isn't needed' attitude."

Dolan urged chapter chairmen to form special election committees, to organize telephone campaigns and to stress individual contact by CSEA members with all State workers.

Frank Talomie of Ontario County, chairman of the Western Conference County Workshop, said county CSEA leaders at morning workshop meeting agreed to "give all the support we can" to the CSEA in the State representation election.

The Conference awarded merit certificates to the following past chapter presidents:

(Continued on Page 14)



'Get-Out-The-Vote' Rallies Scheduled Around The State

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. is engaged in a round of "get-out-the-vote" parties and rallies in the Albany area.

Scheduled today (Tuesday) at 4:30 p.m. at the campus cafeteria at State University at Albany is a giant rally for all employees who work in the State department of Social Services, Agriculture and Markets, and Tax and Finance. Free beer, food and drinks will be available, and there will be music and dancing.

Tomorrow, July 2, there is another party at the campus cafeteria for State employees in the Division for Youth, Department of Transportation, Narcotics Addiction Control Commission, Conservation Department, State University and State Liquor Authority.

The party will begin at 4:30 p.m. and will feature music and dancing, plus free beers, drink and food. The CSEA has invited all employees in the above department to attend whether or not they are CSEA members.

A similar rally was held yesterday at the campus for employees in the Division of Employment, Motor Vehicle Department, Office of General Services and Department of Labor.

Last week, State employees who work in the downtown Albany area attended an election rally in the New Weston Room of the DeWitt Clinton Hotel here. Tommy Ippolito provided the music for dancing, and free cocktails were served.

Many other rallies, luncheons and parties are being held by CSEA throughout the State in order to encourage all State employees to vote in the State's collective bargaining elections. Watch for the one in your area or institution, and be sure to vote CSEA in the election!

Rallies Set By Four CSEA Chapters

WEST HAVERSTRAW — Employees from four local State facilities jammed the Sampsondale Pub here on Monday night to hear officials of the State Civil Service Employees Assn. describe the gains of CSEA over the years and outline the need for a strong vote for CSEA in the forthcoming collective bargaining elections.

The rally, first of three to be held at the restaurant, was sponsored by Letchworth Village State School, Rockland State Hospital, Palisades State Parkway and the New York State Rehabilitation Hospital chapters.

Future rallies—during which free buffet and beer are served—will be held at 8 p.m. on Monday, July 7 and Monday, July 14.



THRUWAY PACT — Representatives of the Civil Service Employees Assn. and the State Thruway Authority look over the tentative agreement just negotiated. Left to right, seated, are John P. MacArthur, Thruway special counsel; William E. Tinney, Thruway assistant executive director for employee relations and G. J. Wiley, Thruway controller; standing, left to right, are Joseph P. Reedy, CSEA collective bargaining specialist who headed the CSEA negotiating team; Joseph C. Sykes, CSEA Special Authorities Committee chairman; and Thruway assistant personnel director Thomas A. Gibbs.

Binghamton CSEA Sets Rally At Legion Hall; All Welcome

BINGHAMTON—More than 400 persons are expected to turn out for a CSEA representation election rally here July 1.

The rally, featuring a buffet dinner and other refreshments, will be at American Legion Post 1645 in Robinson Street at 7 p.m. There will be no charge.

The principal speaker will be John Corcoran, regional field supervisor for CSEA.

Theodore S. Modrzejewski, field representative in Binghamton, announced the meeting after a planning session attended by 70 volunteer workers June 21.

"Our prediction for this chapter is that we will carry it overwhelmingly in the representation vote," Modrzejewski said.

"We expect a packed house at the rally. The important thing right now is to get the vote out—for CSEA, naturally. We are the best qualified to represent public employees because we have done it for over 50 years. Opposing unions have had very little experience representing municipal employees anywhere in the country."

"Our professional staff of more than 130 capable people is more than qualified to serve the best interests of the public employee."

Modrzejewski said the planning committee also decided to hold a meeting within a few days for blue collar employees at State University of New York at Binghamton. The meeting will be on campus, but the time and date had not been determined.

An estimated 3,200 State employees in the area of the Binghamton chapter will be eligible to vote in the representation election.

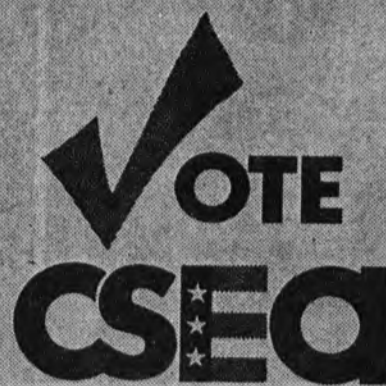
They include workers at Binghamton State Hospital, SUNY Binghamton and the Department of Transportation, Labor and Tax and Finance in Binghamton.

The Binghamton chapter has 2,475 members—over three-quarters of those eligible.

Taconic Commissioner

Appointment of Edward V. Cunningham, Jr., of La Grangeville to the Taconic State Park Commission, subject to Senate confirmation, has been announced.

State Workers: Why vote for CSEA?



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Salary Jumps For Two Titles As Instructor Of Recreation

Get on the ball and take advantage of continuous filing for the post of assistant recreation instructor or recreation instructor with the State of New York. Positions are located throughout the State in the Departments of Health, Mental Hygiene and Social Welfare.

Starting salaries, effective with the recent across-the-board increase, comes to \$6,861 for recreation instructor and \$5,160 for the assistant's post. New York State residence isn't a requisite.

What you'll need to qualify for the higher post includes a bachelor's degree and either 15 semester hours in any subjects appropriate to recreation, or 6 months of satisfactory experience in physical education or recreation. An equivalent combination can also prove acceptable.

To meet the criteria for the assistant instructor's job, you must possess either two years of college study with four appropriate credit hours, on a year of background in recreation work. A satisfactory combination of the above may also be okay.

When it comes to duties, a recreation instructor directs the recreation programs and instructs in physical education in a small State institution. Or he may direct a phase of such programs at a large institution. Also, he may supervise one or more assistant recreation instructors.

The assistant instructor's role is to aid in conducting recreation programs and physical education classes at such institutions.

As to the examinations, the written test will be designed to test for knowledge of principles of recreation and physical education; games and sports; and first aid.

In addition, the test for recreation instructor will test on principles of organizing and administering a recreation program and supervisory practices and principles.

Written tests are set frequently at locations convenient to candidates. Applications should indicate a preference of city and state for testing.

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mented on the "tremendous" growth of the chapter—from 275 members to approximately 650—reflecting the growing strength of county groups.

Raymond J. Castle, CSEA first vice-president spoke of the strides taken by the Association over the last 60 years and the benefits obtained for State employees which have also been obtained for other governmental units.

Also attending the dinner meeting were Thomas Elhage, first vice-president of the chapter; Floyd Peashey, second vice-president of the Central Conference and president of the Oswego

State University College chapter; Eileen Batchelor, third vice-president; and Mrs. Miller.

Speakers included Major Howard D. Ostrander, facility operations officer, and Major Richard M. Fredericks, State fiscal and personnel officer, both with the division of military and Naval

Affairs; and John D. Corcoran, Jr., supervisor of field representatives for the CSEA.

Randle Vaughn, former superintendent of the New Scotland Ave. armory in Albany, and the oldest living past president of the chapter and the conference of armory chapters, was a guest at the meeting.

Civil Service, 1220 Washington Ave., Albany 12226, or visit the local offices of the New York State Employment Service. Specify the Examination Announcement, No. 20-185 and 20-186, to give yourself a fuller briefing in advance.

'Expanding' Oswego Chapter Hears State Retirement Speaker

Hubert Speckhard of the New York State Retirement System explained the changes brought about in the system by legislation in recent years, to Civil Service Employees Assn. members from the Oswego School District, at a dinner meeting recently.

Joining the group were employees from the Phoenix and Mexico school systems, the County Infirmary and the County Building.

Oswego County chapter president Mrs. Francis G. Miller com-

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Western Conference

(Continued from Page 11)

Jack McCarthy, Attica; John Pauado, Cattaraugus County; Paul Hally, Craig Colony; Armand Smith, Hamburg DOT; Joseph Martin Jr., J.N. Adam; James Passamonte, Mount Morris; Ruth Heacox, Niagara County; William Helwig, Niagara Frontier; Harold Frankel, Rochester; Dr. John Black, Genesco SUNY chapter; Rachel Ioannone, Brockport SUNY and Joseph Paulucci, Gowanda State Hospital.

James Mangano of the Monroe County Chapter headed the Conference citation committee that recommended the awards.

The dinner speaker, Dr. Peter Regan, the State University of Buffalo's executive vice president, revealed that the 1,600 members of the university's CSEA chapter are "very much involved with UB policy planning."

He said university leaders, wanting the CSEA to participate in policy decisions, made Edward T. Dudek a member of the UB cabinet. Dudek, host for the June 24 meeting, is president of the CSEA Chapter at the State University of Buffalo.

"We've had unrest here just as all other campuses have," Dr. Regan said, "but no bloodshed and no mass arrests and I think we've avoided them because all segments of the university, and that includes the CSEA, participate in policy making."

Irving Flaumenbaum of Nassau County, CSEA first vice president, installed the 1969-70 officers of the Western Conference County Workshop. They are: president, Talmole; vice president, Allena Wagner, Cattaraugus County and secretary-treasurer, Mr. Mangano.

Flaumenbaum and Randolph V. Jacobs, president of the CSEA Metropolitan Conference, attended the Conference dinner under some handicaps. They flew to Buffalo from New York and the airline left their luggage behind.

Flaumenbaum wore a sport shirt to the dinner but Mr. Jacobs, a natty dresser, did better. He borrowed a coat, shirt and a tie from William Stoberl, a director of the State University of Buffalo CSEA chapter, and a member of the dinner committee.

Another dinner guest was Marie Donaldson of Newark, president of the 17,000-member Mental Hygiene Employees Association, which recently came out in support of the CSEA in the representation battle.

Other Western Conference officers installed by Dr. Wenzl are: first vice president, Mr. Talmole; second vice president, Mary Cannell, Buffalo chapter; third vice president, Genevieve Luce; recording secretary, Genevieve Clark, Roswell Park, and treasurer, Melba Binn, Rochester.

Seasonal Aides

CSEA Urges State Grant 20c-An-Hour Raise To Park Aides

(Special To The Leader)

ALBANY—The Civil Service Employees Assn. has called on State officials to grant a 20 cents-an-hour pay raise to employees of the Long Island State Park Commission and other State park commissions to bring them up to the salary levels attained by State employees as the result of CSEA negotiations with the State earlier this year.

In telegrams to Abe Lavine, State director of collective bargaining; T. Norman Hurd, director of the budget and Wilbur E. Wright, director of the Division of Parks, CSEA Statewide president Theodore C. Wenzl urged the prorated salary increase to conform to the \$600 minimum raise and \$200 New York area

location pay given to full-time State employees. State Park Commission employees work only during the summer months.

Wenzl said, "These employees should not be deprived of the benefit of the six hundred dollars minimum increase (prorated) accorded other State employees and geographic differential (prorated) because the Public Employment Relations Board has not put them into any bargaining unit and because their employment period starts after April 1. Many seasonal employees work year after year for the State."

Wenzl also demanded "fair treatment and immediate attention" for the seasonal employees of Long Island Park Commission and other State Park Commissions.

Eomore To Meditate

ALBANY—James O. Eomore, Syracuse, has been named a mediator in the dispute between the Town of DeWitt and the Town of DeWitt Police Benevolent Association in Onondaga County.

Pass your Leader on to a non-member.

Niagara CSEA Chapter Sends Contract Demands To Board Of Supervisors

LOCKPORT—A 10 percent pay increase, leads a list of proposals submitted to the Niagara County Board of Supervisors by negotiators for the Niagara County chapter, Civil Service Employees Assn.

William Doyle, chapter president, heads the CSEA negotiating committee.

The CSEA group also asked the salaries committee of the Niagara Board to consider a one-grade advancement for all employees plus a \$600 increase if that option is greater than flat, 10 percent pay hike.

Among the other proposals are:

- A 1/60th non-contributory, retirement plan retroactive to 1938, and retirement at half-pay after 25 years.

- Five weeks vacation after 20 years, four weeks after 10 years, three weeks after three years and two weeks after one year.

- Five days of personal leave per year.

- Increase in sick pay allowances.

- Provisions for Blue Cross-Blue Shield coverage.

- Four hours pay for any after-hour work.

- Premium pay for shift work.

- Increase in mileage allowances.

- Time off for CSEA officers and delegates to attend CSEA conventions and,

- Standby pay for medical and x-ray technicians and other technical staff.

Working with Doyle are Jay Techmeyer, Henry LaForest, Marge Kearns, Ruth Heacox, a past chapter president; Mary Louise Randall, Arthur Perez, Charles Gronachan, Margaret Dunlap, Forrest Maxwell, and Eugene Weber.

Health Dept. Grievances Are Meeting Topic

ALBANY — Representatives of the Civil Service Employees Assn. met recently with Commissioner Hollis Ingraham of the State Health Department to discuss with him the problems and grievances of Health Dept. employees.

Thomas Byruf, CSEA Health Department representative, and other CSEA chapter presidents from the department urged the commissioner to act on various promotional, professional, technical and clerical grievances which have become "paramount problems to our employees," he said. Overtime, security and other labor problems were also on the agenda.

Meetings are held periodically between the CSEA group and the Commissioner and his staff in order to directly inform the department officials of the numerous problems and inequities confronting Health Department employees.

Assured On Nurses

(Continued from Page 1)

ployed nurses, had the differential taken away from them recently when the CSEA gave a \$600 minimum yearly increase and \$200 location pay to those State employees who work in the New York metropolitan area, including nurses.

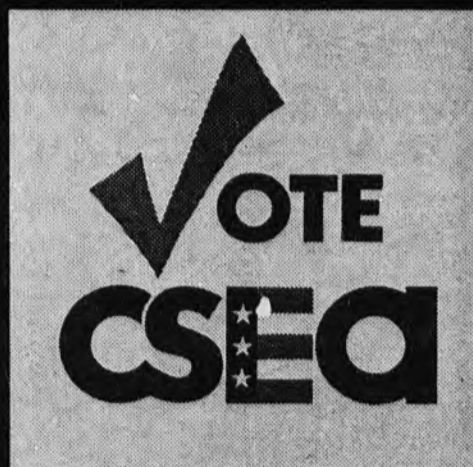
In some cases, nurses lost as much as \$600 in the pay cut.

On learning of the State's move to take away the differentials CSEA immediately protested both to Governor Rockefeller and to Levine. CSEA officials and some of the affected nurses met last week with the State Civil Service Department's Director of Classification and Compensation, who is responsible for administering the differentials, but "we got nowhere with him," Wenzl said.

"If the resignation threat is carried out — and it will be if nothing is done about this deplorable situation — then a mass exodus of nurses could spell disaster for the State," Wenzl stated. "And the State knows this. As it is, the nursing vacancy rate in State hospitals in the eight-county New York area in question borders on 50 percent. If we are to recruit and retain qualified nurses in State employment, these differentials must be restored."

The CSEA leader said that he expects word any day now from Levine that action has been taken to restore the prorated differentials.

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Police Surgeon Exam

A written exam was administered to the 384 candidates for the position of Police Surgeon, Police Department, recently.

Lochner Demands Strong Security For PERB Ballots

(Special To The Leader)

ALBANY—Joseph D. Lochner, executive director of the 172,000-member Civil Service Employees Assn. has urged officials of the Public Employment Relations Board to guard the security of election ballots which are mailed to the employees who live on the grounds of mental institutions in the coming State collective bargaining elections.

Lochner explained in a letter to PERB director of representation Paul E. Klein that some Mental Hygiene Department employees have given institutional addresses to the PERB for distribution of the election ballots, mailed out last week.

The CSEA leader asked that ballots addressed to employees in care of a State institution be delivered personally to the addressee in every instance.

"In some institutions," he said, "first class mail addressed to employees who live on the grounds is merely delivered in bulk to the particular building in which the employee lives and may be placed on a table in the entrance hall to be picked up by the employee when he or she passes by. This type of delivery would not be

satisfactory and would allow persons other than the addressee to be able to secure an election ballot.

"In some instances first class mail is delivered to the building where the employee works, again to be placed on some table or convenient location where the addressee may pick it up. This also would be very unsatisfactory and would allow persons other than the addressee to secure an election ballot or ballots."

Lochner requested that the ballots be delivered personally or that they be picked up at post offices by the employees.

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Dept. Studying CSEA Plan

Improved Promotion Opportunities For Conservation Aides

(Special To The Leader)
ALBANY — The State Conservation Department is studying a request by the Civil Service Employees Assn., to improve promotional opportunities for employees in non-competitive and labor classes. This was one result of a recent meeting between the CSEA Conservation Committee and the Department of Conservation.

The Department also indicated that CSEA representatives will be furnished with Department manuals as a first step toward improving communications, and that all employees will be informed of the results of a survey of jobs in the Department. Also an appeal procedure will be set up so that CSEA and the individual employees may contest the results of the survey.

The same CSEA committee met later with Division of Parks representatives Robert Middlebrooks, assistant director of State Parks, and Daniel F. Halloran, personnel manager. Results of this meeting were similar to those of the earlier meeting. The CSEA committee also urged at this meeting that a safety program be established by the personnel section.

Present at the meeting were CSEA committee members: Louis Colby, chairman and conservation representative on CSEA's Board of Directors; Rollo Davenport, Gerald Hamm, and Joseph Folts.

Recommendations

ALBANY—Lawrence I. Hammer, has recommended a \$7,200 starting salary for a bachelor's degree in the West Babylon School District in Suffolk County.

A special plan costing \$25,500 to help reduce the cost of health insurance is another recommendation, as well as a hike in the non-contributory life insurance plan from \$2,000 to \$5,000.

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CIVIL SERVICE LEADER, Tuesday, July 1, 1969

Eligibility Rules Set For Bargaining Election

ALBANY—To be eligible to vote in the State collective bargaining election you must be a State employee and you must have been on the State payroll as of May 7, 1969.

You also must be in one of the job titles designated to be in one of the five units—the professional, technical and scientific services unit; the operational services unit; the administrative services unit; the institutional services unit; or the security unit. A total of 136,794 State employees will receive ballots.

All ballots will be mailed out the week of June 30. You should receive your ballot during that week or early the next week. Ballots will be in different colors for the five units—green for professional, technical and scientific; gold for operational; blue for administrative; pink for institutional; and yellow for security. Instruction sheets in both Spanish and English will accompany the ballots. A set of sample ballots are printed on this page.

If you do not receive your ballot by July 8, or if you think you have received the wrong ballot, or if you have any other questions about voting, you can call collect 212 661-5130 (in New York City and Nassau, Suffolk, and Westchester counties) or 518 457-7120 (in all other counties) for information. These phones will be manned by Public Employment Relations Board people from 8:30 a.m. to 8 p.m. daily.

Ballots must be in the Albany post office by July 21. Every day starting July 3 the returned ballots will be picked up by PERB people at 8:45 a.m. and taken to the New Scotland Avenue Armory where they will be placed under security guard until the counting is finished. If your ballot is not in the Albany post office by the time of the last pickup, at 8:45 a.m. July 21, it will not be counted.

The counting will start at 9 a.m. July 21 at the Armory. Ballots will first be sorted into colors. The security unit, since it is the smallest, will be counted first.

This is a secret ballot election. That is why there are so many envelopes with your ballot. The system has been set up so that absolutely no one will be able to find out how anybody voted in the election. You can feel completely safe about that. No one will ever know how you voted.

Results of the elections in each unit will be announced as the ballots are counted, unit by unit.

CSEA Endorsed

(Continued from Page 1)

Unit.

George Bracey of Wassak State School, president of the Mental Hygiene Educators Assn., said last week that his group would back the CSEA and urged every member of his group to vote for the CSEA.

"Here is just one more example of a specific employee group backing our organization," declared CSEA Statewide president Theodore C. Wenzl. "We welcome the support of the Mental Hygiene Educators Assn. and we invite all such specific employee groups to join with us in a great victory for State employees in this election."

Wenzl Urges All-Out Vote For CSEA Victory

(Continued from Page 1) unions that have appeared on the State scene in the last few years. They are not impressed by the loud cries and the chest-beating of the johnny-come-lately little These little unions haven't done anything for State workers and

they know it. "CSEA has represented State employees effectively for many years, and we intend to continue representing them," he declared. "Our staff has proved that it can solve problems large and small—from bargaining with the Governor's negotiating team down to settling an individual employee's grievance. No problem is too big or too small for CSEA to handle and to solve."

Wenzl noted that CSEA has a field force of dozens of field representatives who work closely with CSEA chapters and who live in the areas that they service, as well as 16 regional attorneys who are available for assistance in legal and disciplinary matters affecting State employees.

The CSEA headquarters staff in Albany — professional in the field of labor relations, collective bargaining, civil service law, research, career ladders, promotional opportunities and grievance handling — is available to any chapter or any member for advice and assistance, Wenzl said. "CSEA's headquarters staff and field staff," he declared, "are second to none in New York State."

Thruway Proves Ability

Wenzl also referred to CSEA's recent pace-setting agreements negotiated for employees in the two collective bargaining units of the New York State Thruway. CSEA earlier this year won the right to be the collective bargaining representative for both units and recently concluded negotiations giving those employees a \$700 minimum pay raise and many other generous fringe benefits.

"We've shown everybody what we can do," Wenzl said. "State workers can look at this fine record of achievement and feel confident that CSEA's strength — the strenght of united employees — can get them what they want."

"Selecting a union to represent you is a serious business," he continued. "Many outfits are vying for the chance to get the dues money from State employees. On the other hand, there is one organization that was founded by State employees themselves 59 years ago in order to better their working conditions, and it has never stopped working toward that goal. That organization is CSEA. A brief review of the history of New York State public employees will reveal to questioning employees that the organization run by their fellow employees — CSEA — has won every major benefit and pay raise for State employees. It's not surprising, because State employees themselves built CSEA to do just that."

A Most Vital Decision

"I urge every State employee to vote in this election," Wenzl said. "When the ballot arrives in the mail, mark it immediately and send it in. This could be the most vital decision ever made by State employees."

"I am confident that the employees of New York State will choose CSEA to represent them, as they have chosen CSEA by their voluntary membership and their hard work for CSEA during the past 59 years. If CSEA wins, every State employee will be the winner."

Pass your Leader on to a non-member.

**SECRET POLL OF EMPLOYEES OF
NEW YORK STATE—INSTITUTIONAL UNIT**

BALLOT

MARK AN X ON THIS BALLOT IN ONE SQUARE ONLY

If You Desire To Be Represented By:	If You Desire To Be Represented By:	If You Desire To Be Represented By:	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

CIVIL SERVICE EMPLOYEES ASSOCIATION INC. (CSEA)

SAMPLE BALLOT

THIS IS A SECRET BALLOT AND MUST NOT BE SIGNED

**SECRET POLL OF EMPLOYEES OF
NEW YORK STATE—SECURITY SERVICES UNIT**

BALLOT

MARK AN X ON THIS BALLOT IN ONE SQUARE ONLY

If You Desire To Be Represented By:	If You Desire To Be Represented By:	If You Desire To Be Represented By:	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

CIVIL SERVICE EMPLOYEES ASSOCIATION INC. (CSEA)

SAMPLE BALLOT

THIS IS A SECRET BALLOT AND MUST NOT BE SIGNED

**SECRET POLL OF EMPLOYEES OF
NEW YORK STATE—
PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES UNIT**

BALLOT

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If You Desire To Be Represented By:	If You Desire To Be Represented By:	If You Desire To Be Represented By:	If You Desire To Be Represented By:	If You Desire To Be Represented By:
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

CIVIL SERVICE EMPLOYEES ASSOCIATION INC. (CSEA)

SAMPLE BALLOT

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**SECRET POLL OF EMPLOYEES OF
NEW YORK STATE—OPERATIONAL SERVICES UNIT**

BALLOT

MARK AN X ON THIS BALLOT IN ONE SQUARE ONLY

If You Desire To Be Represented By:	If You Desire To Be Represented By:	If You Desire To Be Represented By:	If You Desire To Be Represented By:	If You Desire To Be Represented By:
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

CIVIL SERVICE EMPLOYEES ASSOCIATION INC. (CSEA)

SAMPLE BALLOT

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**SECRET POLL OF EMPLOYEES OF
NEW YORK STATE—ADMINISTRATIVE SERVICES UNIT**

BALLOT

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If You Desire To Be Represented By:	If You Desire To Be Represented By:	If You Desire To Be Represented By:	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

CIVIL SERVICE EMPLOYEES ASSOCIATION INC. (CSEA)

SAMPLE BALLOT

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