

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXIX, No. 4 Tuesday, October 2, 1967 Price Ten Cents

Department Representatives

See Page 3

Hurricane Candidate Sweeping The State

(Special To The Leader)

ITHACA—Hurricane Candidate took form here recently when Civil Service Employees Assn. members seeking state-wide office appeared before a meeting of the Central Conference and then swept on to Perrysburg, down to Albany and south to Rockland State Hospital.

The candidates left a trail of speeches which, they hope, will get half of them elected officers in the forthcoming CSEA election of a president, five vice presidents, a secretary and a treasurer.

Mrs. Clara Boone, chairman of the Conference and a candidate for secretary, took the gracious point of view and said that "I am declining my chance here to campaign. I prefer to be your hostess for this meeting and I am relinquishing my speaking time."

On hand to talk about their qualifications for the CSEA's highest offices were Ted Wenzl and Ed Sorenson, seeking the presidency; Raymond G. Castle and A. Victor Costa, the first vice presidency; Art Kasson, second vice presidency; Randolph V. Jacobs, third vice presidency; Felice Amodio and Claude Rowell, fourth vice presidency; Andy Notaro and Richard Tarmey, fifth vice presidency, Louie Sunderhaft and John Hennessey, treasurers; Deloras Fussell and Mrs. Dorothy MacTavish, also candidates for secretary.

Points of View

Wenzl put forth as his motto "CSEA first in the State — each member first in CSEA." He said that it was an absolute "must" that CSEA be recognized as the sole bargaining agent for State workers and pledged to take advantage of that recognition to move the Employees Association to new heights in terms of wages, a true half-pay retirement system for older as well as newer employees and "an employee organiza-

On Candidates

Several readers have sent The Leader either campaign literature, letters of support or offers to buy advertisement space for candidates seeking office in the Civil Service Employees Assn.'s forthcoming election.

It has long been the policy of the CSEA Board of Directors to the conference campaign material to the editorial outlines provided for each candidate who wishes to use the space. The Leader has continued to honor this policy since its was formed several years ago.

Rosh Hashonah Greetings

The editors and staff of The Civil Service Leader extend their best wishes for a Happy New Year to our readers of the Jewish faith.

CSEA Documents Claim To Represent State Aides As Single Unit

ALBANY—The Rockefeller Administration has received full documentation from the Civil Service Employees Assn. to substantiate the organization's claim to truly represent all State employees. The CSEA is asking for exclusive representation of State workers as a result of the submitted evidence.

Joseph F. Feily, president of the Employees Association, forwarded the compilation of CSEA arguments to Alton G. Marshall, Secretary to Governor Rockefeller

and a member of the Administration's three-member board that will act on the new Taylor Law, which allows for exclusive representation.

The Employees Association is pressing for sole bargaining rights to be granted without any further delay.

The memorandum to Marshall reads:

We submitted detailed arguments in support of our demand for recognition as the representative of all State employees, in one Statewide unit, for collective negotiations at our Sept. 1 meeting with you.

This summary of the previously submitted documentation of our demand will deal with the issues before you, in the order which they are set forth in Section 207 of the Public Employees' Fair Employment Act, by considering first, the issue of definition of the appropriate negotiating unit and second, the ascertainment of employees' choice of employee organization as representative.

I. Negotiating Unit

Section 207, Subdivision 1, provides that the appropriate negotiating unit shall be defined with (1) a community of interest among the employees to be included; (2) the officials of government at the level of the unit having power to agree or to make effective recommendations; and (3) a unit compatible with joint responsibilities of the employer

and employees to serve the public. A Statewide unit is consistent with all three statutory standards, which are considered below in their statutory order.

A. COMMUNITY OF INTEREST. The statute requires first a

Bulletin

Nassau CSEA Named Sole Representative

A three-man Public Employees Relations Board appointed by Nassau County Executive Eugene Nickerson has named the Nassau chapter of the Civil Service Employees Assn. sole representative of all Nassau County employees with the exception of police, it was learned at Leader press time.

Irving Flaumenbaum, chapter president, hailed the action as "recognition that the CSEA is, indeed, the true representative of county workers. We intend to start right off in that capacity by getting down to business on improving benefits in every area for these employees. It's just great that the talking has stopped and the work can begin."

community of interest among the employees to be included. On Sept. 1, we submitted to you the following interests common to all employees requiring negotiations and action on a Statewide basis: Salaries,

(Continued on Page 16)

tion tailored to the need of its members."

Sorenson called his major ambition for employees to be "a 1/50th, not a 1/60th retirement plan. Others have it in various areas of public employment. Everybody should have it," he declared. Sorenson declared that a

(Continued on Page 14)

Requiem Held For Charles Lamb, Third Vice-President Of CSEA

OSSINING—Charles E. Lamb Jr., third vice-president of the Civil Service Employees Assn. and veteran of 30 years State service died Sept. 23 in Ossining where he lived and worked.

Mr. Lamb, a correction sergeant at Sing Sing Prison, had represented CSEA in various elected positions and served on numerous committees during the last 25 years.

He was serving his second term as third vice-president at the time of his death. He also had served as fourth and fifth vice-presidents, each for two terms.

Joseph F. Feily, president of the Employees Association, upon learning of Mr. Lamb's death, said: "I am both deeply shocked and saddened by Mr. Lamb's death. During his years with CSEA, he devoted himself, untiringly, to improving the conditions of and seeking better wages and benefits for State workers. He was an integral member of our organization and will be sorely missed."

Mr. Lamb entered State service in 1937 as a correction officer at the State Vocational School. He later worked at Auburn and Green Haven State Prisons.

For a number of years, he was the writer of the "Correction Corner" column in the Civil Service Leader.

Other elected and appointed positions held by Mr. Lamb were: president, vice president, secretary, and chairman of resolutions, legislative and publicity committees of the Southern Conference; departmental representative of the Correction Department to the CSEA Board of Directors; president and secretary of the

Correction Department Civil Service Conference, and Legislative chairman of the Statewide Prison Officers' Conference.

Also, delegate, secretary, and chairman of the legislative, publicity, membership and executive committees of Sing Sing Prison chapter and president of the Correction Department's Uniformed Supervisors' Association.

CSEA Urges Discretion In Tardiness Rule

ALBANY — The Civil Service Employees Assn. has requested the head of the State Civil Service Commission to urge the exercising of discretion over tardiness by State employees in the Albany area who have been affected by the United Traction Company bus strike in the Capital District.

Joseph F. Feily, CSEA president, in a telegram to Mrs. Ersa Poston, Civil Service Commission president, stated that the "bus strike in the Capital District has caused difficulty for State employees in getting to work on time." Feily requested that Mrs. Poston urge appointing authorities to "exercise their discretionary authority under the attendance rules governing tardiness."

Feily sent the telegram to Mrs. Poston on Sept. 22, the day the strike began. The walkout by more than 350 drivers and mechanics idled 180 busses in a strike affecting 60,000 riders, many of them State employees who commute daily to Albany.

The strike had not been resolved at Leader presstime.

Going Places?—See Page 2

Teachers Thank Jerry Finkelstein

The president of the United Federation of Teachers has cited Jerry Finkelstein, publisher of the Civil Service Leader and The Law Journal for his efforts in having the recent teachers' contract printed expeditiously in order that all UFT members could vote on the matter Thursday morning.

Finkelstein offered to publish the text and provide copies for distribution to the union's 54,000 members — as a public service and without charge — in order to expedite getting the contract into the hands of the teachers for their earliest possible consideration.

The union gratefully accepted Finkelstein's offer, and the Lindsay

(Continued on Page 2)

Don't Repeat This!
Pollack The Latest

Kennedy's Judicial Recommendations Are Based On Merit

WHEN Milton Pollack entered the United States Court House in Foley Square last Friday to be inducted as a U.S. District Court Judge, his name was added to a

(Continued on Page 3)

Your Public Relations IQ

By LEO J. MARGOLIN



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

The Critical Recruitment Problem

RECRUITMENT to fill vacancies in the ranks of civil service is a critical public relations problem, which involves everyone now in civil service.

THE PROBLEM is an urgent one because of two principal realities: (1) the retirement of thousands of key civil servants who came into government during the depression years of the 1930's, and (2) the expansion of civil service ranks on the State and municipal levels because of the population explosion and the demand for more and more tax-supported services.

IN NEW YORK State alone the vacancies number in the tens of thousands. Just a few of the shortages include policemen, nurses, data processing specialists, doctors, engineers, social workers, medical technicians, secretaries, accountants, librarians, teachers, etc., etc.

THE COMPETITION is keen between government and private industry. There is even competition among Federal, State and municipal governments with varying pay levels for the same jobs, and different benefits—some far better than others—both in and out of government.

IT ISN'T THAT civil service commissions and government personnel recruiters have been standing by idly while private industry has gobbled up all available manpower and womanpower.

ON THE CONTRARY, government recruiters have been prominent in the midst of the recruitment scramble for more than five years. They visit college campuses as frequently as recruiters from

private industry, and government has come up with recruiting gimmicks as imaginative as their counterparts in the private sector of employment.

YET THE EMPTY desks in government offices and the double and triple police beats still persist.

OF COURSE IN police work there are very special problems. Facing the police recruiter are such sticky items as the proliferation of court decisions crimping effective law enforcement and the civil rights movement which has made the police officer the No. 1 patsy of the campaign to the detriment of all citizens.

THE FACT IS that most young men, including those who genuinely want a career in police work, don't think that the abuse directed at police officers generally and their downgraded public relations image, is worth the job.

WE ARE PLEASED to report that government recruitment policies are now being designed to face realities. Without slowing down their active recruitment of available manpower, government is getting down to the very basics of the problem with this policy:

IF TRAINED manpower is not available, we'll just have to develop such manpower. Government is turning to the schools and colleges to make the manpower it needs available in future years.

THERE ARE expanded nursing programs in community colleges. And contrary to the inflexible thinking among social work professionals, government is thinking in terms of case work aides trained in these same community colleges.

ACTUALLY WHAT government personnel recruiters have decided is simply that a good way of getting young people interested in government is to give them op-



We understand.

Walter B. Cooke
FUNERALS FROM \$250

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

Don't Repeat This!

(Continued from Page 1)

long—and growing—list of merit appointments to the Judiciary recommended by Senator Robert F. Kennedy.

Judge Pollack left behind an outstanding career as a private practitioner in the legal field. During his 37-year career as an attorney, he had established himself as one of the most prominent practitioners in the field of trial and appellate civil cases.

While personally unknown to the junior senator from New York, Judge Pollack's career was checked by Kennedy's staff after it had been called to his attention. The Senator's feelings that he wants the judiciary not to be



JUDGE POLLACK

based on partisan politics but on merit and fitness have become widely known.

Senator Kennedy has depended upon the recommendations of the Bar Associations and top members of the legal profession and civic figures before he starts to support the cause of judicial hopefuls. After the recommendations, his staff watch the prospective jurist closely and examine his past actions. It is then, and only then, that he contacts the nominee personally to give his support and recommendation to the

opportunities which do not require a four-year college degree. Once these young people are in government, they can be encouraged to achieve a four-year degree with help from government.

IT IS NOW the responsibility of everyone in civil service to pass the word among young people in their families and among their friends that the time to get into civil service is now open when opportunities abound and the means of moving up the civil service ladder are there practically for the asking.

FOR YOUNGSTERS looking for a meaningful challenge there is no more exciting place for them than in civil service. This is the message and the medium should be every civil servants.

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President.

Others Nominated

Others recommended for Presidential action in making appointments to the Federal Bench included Constance Baker Motley, Marvin Frankel, Jack Weinstein and Walter Mansfield. While the Senator hardly knew these people personally, they came highly recommended by the Bar Associations and other civic figures.

Mansfield received Kennedy's blessing and support although he was a Republican. Judges Frankel and Weinstein were both professors of law at the Columbia Law School. Judge Motley had been serving as the Borough President of Manhattan when she was named by President Johnson.

In the case of Judge Pollack, his background included securities transactions, trade practices, antitrust litigation, probate contracts, property mortgages, constitutional questions, administrative licensing, guarantee and suretyships, mutual funds, investment company litigation, patent cases, matrimonial and family matters.

While his vast list of clients included such diversified areas as large corporations, stock brokerage firms, motion picture distributors, and a cemetery association, he has been described quite often as a lawyer's lawyer since he has had, as clients, major law firms for whom he acted as trial counsel.

President Agrees

It is interesting to note that every one of Senator Kennedy's recommendations have been followed by the President in making District Court appointments.

At the present time, there are four more vacancies in District Courts in New York State—one in the Southern District, two in the Eastern District and one in the Western District.

But one thing is sure, the successful nominees for these vacancies will not be chosen in haste. Not with the thorough search going daily by Senator Kennedy and his staff.

Finkelstein

(Continued from Page 1)

Administration added the City's thanks.

Finkelstein made provision for 60,000 copies of the text of the contract to be made available in time for distribution to each member of the union. This speedy delivery of the text made it possible for the teachers to act on the contract considerably earlier than otherwise would have been possible. A quicker resumption of normal classroom activities resulted.

In a letter to Finkelstein, Albert Shanker, UFT president said:

Dear Mr. Finkelstein:

The Negotiating Committee and the entire Executive Board of the United Federation of Teachers join me in thanking you for making it possible for our contract with the Board of Education to be presented to our members so quickly.

We are deeply appreciative of your generosity and your interest in New York City teachers and education.

Sincerely,
ALBERT SHANKER
President

BUY U.S. SAVINGS BONDS



Travel Topics

By JERRY DeLUISE, Vice President
Civil Service Travel Club

\$195 Complete

Las Vegas Tour Offered 1st Time

For the first time, a trip to Las Vegas is being offered to members of the Civil Service Employees Assn. and their immediate families for an all-inclusive price of only \$195.

The tour offers round trip jet transportation, hotel rooms, night club entertainment at various club, meals, etc. The plane leaves New York Nov. 16 and returns on the 19th.

Immediate application may be had by writing to Samuel Emmett, care of Crown Peters Travel Service, 711 Eighth Ave., or calling Circle 7-7780.

Still Only \$299

Thanksgiving Week In London

Despite higher prices for hotel rooms, food and transportation, the second annual "Thanksgiving Week" in London trip for members of the Civil Service Employees Assn. and their immediate families will again sell for only \$299.

The popular 8-day trip leaves New York on November 18, returning there November 26. Tour members will again stay at the Hilton Hotel, near Hyde Park. The \$299 price includes round trip jet fare, hotel rooms, breakfast, sight-seeing and a theater night.

Space is strictly limited and immediate application should be made to Irving Flaumenbaum, care of Crown Peters Travel Service, 711 Eighth Ave., New York, N.Y., 10036 or call Circle 7-7780.

NOTE: There is a night number available for calling on information on the above tours. After 5 p.m. call (212) 253-4488.

To the many of you who have called to book individual tours, cruises and other travel plans, I want to say thanks. Remember again that I can be reached for information or for bookings of all kinds at (212) Circle 7-7780 or by writing to me at 711 Eighth Ave., New York, N.Y. 10036.

Advt.

"F" Is Tie Breaker

Letter "F" as in "Felix" was drawn to break ties for City examinations originally advertised in Sept., 1967, the Bureau of Administrative Services has announced.

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CSEA Departmental Representatives

William F. Kuehn Agriculture & Markets

William F. Kuehn, representing Agriculture and Markets, has served continuously on the Board of Directors for the past 21 years. He has seen the Association grow from a comparatively small organization to the 151,000 members it represents today.

In his first year on the Board of Directors, he was responsible for the formation of the Agriculture and Markets chapter, and served two terms as its president. Also through his efforts the Board of Directors approved the Charter making the Agriculture and Markets chapter the first chapter to represent its members on a Statewide basis. He was also one of the original members of the small group that met and organized the Capital District Conference.

He has served on practically all of the Association committees, plus a number of special presidential committees. He was a member of the budget committee for 15 years, and spent 10 years as its chairman. He is a firm believer in the Merit System, adequate salaries, grievance machinery and working conditions for all State employees. With the new Public Employees Fair Employment Act now superceding the Condon-Wadlin Law, he is firmly convinced that there will be a new era for State employees in the wide field of public relations.

Harold Ryan Audit & Control

Mr. Ryan is unopposed. He submitted no biography or photograph.

James J. Lennon Authorities

James J. Lennon is an Authority employee who has been active in the effort to place all State and authority employees under the provisions of the State labor law. Another resolution he has sponsored is to place all toll employees under 25 year retirement at half-pay. He also is very out spoken on the rights of Authority employees to have the same benefits as all State workers.

Jim Lennon is a member of the State membership committee.



First vice-president of the Southern New York Conference CSEA, chapter president, delegate to the State Association and a member of the special committee which meets on employees' problems in the authority.

Lennon has been a member of CSEA since 1946. He is a charter member of Chapter 051. He is a supervising toll collector who lives in New Rochelle. James J. Lennon is an active worker with the

Boy Scouts, Boys Club and serves on many charity drives in Westchester. He is a district commissioner in the Hutchinson River Council Boy Scouts, an advisor to the Boys Club and a member of the New Rochelle Recreation Commission. Jim Lennon is a member of the American Legion, having served in World War II, and the Korean War. Active in church and community groups such as the Boys Club Alumni, South End Civic Assn., Holy Name Society, Irish Benevolent Society, he is a former director of the American Red Cross in New Rochelle. He is currently Second Ward Republican Leader, and served three terms as the president of the Republican Club and has been a delegate to the State Republican conventions and is a county committeeman. Jim Lennon was educated in New Rochelle, he also attended Cathedral College and Westchester Community College. Mr. Lennon's wife is the former Elinor Ryder and both are very proud of their five children.

Joseph C. Sykes Authorities

Joseph C. Sykes is the legislative liaison representative for the New York State Thruway, and Chairman of Authorities on the Board of Directors of the Civil Service Employees Assn.

He was elected to the directorship for a two-year term in 1965, and is a candidate for reelection to the State executive committee this year. During his first term he was a member of the group life insurance committee and the special human rights committee.

He was appointed sergeant-at-arms of the last two annual meetings of the Association, and at



the request of CSEA president Feily, will serve again this year.

Mr. Sykes was born in Troy on February 23, 1915, the son of the late Joseph and Bessie Van Hook Sykes. After graduating from Troy public schools, he moved to Schenectady in 1934 and worked in several City departments.

He was appointed mail room supervisor of the Thruway Authority in 1950. Previously he had served as a clerk in the office of Governor Thomas E. Dewey from 1948 to 1950, and before that served for six years as confidential clerk on the staff of the late speaker, Oswald D. Heck.

He is widely known to political and legislative leaders at the Capitol. He was legislative chairman for the CSEA Capitol District Conference which comprises 42 chapters with more than 16,000 members.

Mr. Sykes was the recipient of

a special \$500 merit award from the Thruway Authority in 1965 as the result of his efforts on behalf of the Authority and the CSEA. In 1966, he sponsored a safe driving campaign on behalf of the Thruway chapters of CSEA.

A resident of Schenectady, he is active in many civic and religious affairs.

Emil Klusman Banking

Mr. Klusman is unopposed. He submitted no biography or photograph.

Helen Forte Civil Service

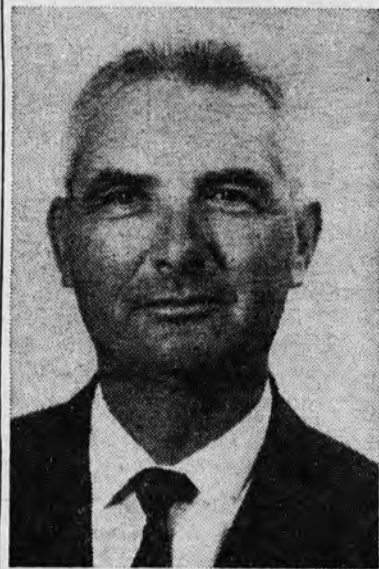
Miss Forte is unopposed. She submitted no biography or photograph.

John Wyld Conservation

Mr. Wyld is unopposed. He submitted no biography or photograph.

Louis P. Colby Conservation

"Duke" Colby, an employee of the Bethpage Park Authority, and a native Long Islander, started his State service as a starter at the Bethpage Golf Course in 1937. He subsequently was promoted to cashier and then caddy-master, and is presently the As-



stant supervisor of operations. For the past 20 years he has been a golf instructor and an adult education teacher for 15 years.

Colby, presently a resident of Farmingdale, Long Island, received his education in the elementary and secondary schools at Manhasset, Long Island, and attended Colby College in Maine from 1930 to 1934. He is the present incumbent in the Conservation Department serving on the Board of Directors, and is the founder and past president and treasurer of three golf clubs.

Colby is a member of the Long Island Inter-County State Park chapter, CSEA, and is a former chapter president, first vice-president, second vice-president, and is presently on the board of directors and a member of the grievance committee. For the past several years he has been a chapter delegate to Employees Association meetings.

Richard Corcoran Correction

Mr. Corcoran is unopposed. He submitted no biography or photograph.

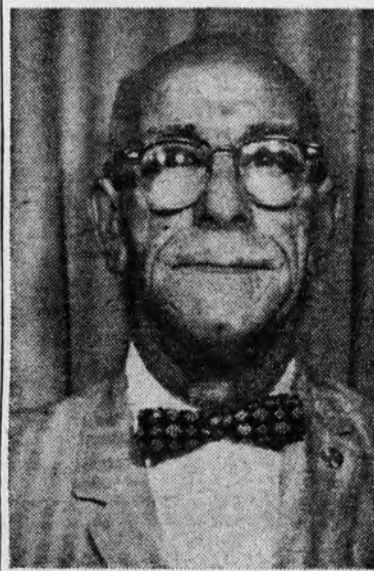
Harry Langworthy, Jr. Education

Mr. Langworthy is unopposed. He submitted no biography or photograph.

Jack DeLisi Executive

Jack DeLisi has been a member of the Board of Directors of the Civil Service Employees Assn. representing the Executive Department since 1955. Twelve years of progress have slipped away during this time. Representing the following has been keeping me busy: Division of Military and Naval Affairs, N.Y. State Police, N.Y. State Parole Officers, General Services, Division of Housing and Renewal chapter, Civil Defense. Local ABC Boards and the executive chapter of the Executive Department.

The many years of being active with CSEA—I have gained valuable experience and vast knowl-



edge in the promotion and promulgating of civil servants wants and needs. With the many friends in the legislative field it has been possible to get many resolutions passed. This is a continuous program and 1968 and 1969 will be no different. Problems must be solved. When re-elected I will be working for the following program:

Pay increase for all employees;
All employees vacancies should be filled immediately;

Uniform allowance where required for all employees;

Unlimited accumulation of sick leave to be applied to health plan for widows and dependents or be paid in cash upon retirement or death.

Retirement credits of war service for veterans of World War II and Korea, same as World War I veterans;

Twenty-five Years Retirement for armory employees, at half pay;

Sponsored and supported by N.Y. State Armory Employee Conference, Metropolitan chapter, Armory Employees, Frank E. Wallace Executive Secretary.

Thomas Byrum Health

I have been a member of CSEA for 25 years, a charter member of Labs and Research chapter, chapter president for two terms, a delegate two terms. I served on and chaired the social, membership and publicity committees and served on Department of Health childrens Christmas committee, 25-year awards and Herman E. Hilleboe portrait committee. I am the incumbent Department representative to the Board of Directors and I organized and served as chairman of the Health De-

partment special committee for employee relations.

I am a veteran of World War II and the Korean Conflict. Active as Senior CPO and acting Training Officer in USNR Division 3-9 Scotia N.Y., with 26 years service in USN and USNR.

I have been employed by the Health Department at Labs and Research office, New Scotland Ave. for 26 years and reside at 620 Warren St., Albany.

Solomon Bendet Insurance

Shortly after receiving the degree of Bachelor of Science in Education from New York University, Mr. Bendet received a civil service appointment in the State Insurance Department. As a result of promotion examinations, he has risen to his present position of chief of his bureau.

During his tenure as a competitive civil service employee, he has been very active in civil service affairs. He has served as president of the New York City chapter, Civil Service Employees Assn., and president of the Metropolitan Conference; president of the Association of New York State Insurance Department examiners as well as on practically every committee of the Statewide CSEA.

At the present time, he is a member of the CSEA Board of Directors; chairman of the supervisory committee of the New York State Employees Federal Credit Union, a member of the executive committee of the New York City chapter and the Association of New York State Insurance Department-Examiners as well as the chairman of the civil service committee.

Four years ago, he was appointed chairman of the CSEA salary committee. During his tenure, more than \$100 million in salaries and improved fringe benefits have been won by State and local government employees.

Last year, he was given the high honor of receiving the Brotherhood Award from the New York State Employees Brotherhood Committee. More than 1,100 people attended in his honor.

Mr. Bendet is a registered accountant as well as a lecturer, on the college level, on the subject of insurance. He resides with his wife in Forest Hills. Their two daughters, Mrs. Barbara Ballo and Mrs. Ruth Kramer are residents of Long Island.

William Berman Judiciary

Employed as law assistant, Appellate Term, Second Department,



since February, 1957 and as an at-

(Continued on Page 14)

Suffolk Chapter Says It May Appeal To PERB

ISLIP—The Suffolk chapter, Civil Service Employees Assn., this week threatened to file its first appeal to the State Public Employees Relations Board after joggling the Islip Town Board for failure to negotiate the CSEA program submitted Sept. 1.

CSEA field representative John D. Corcoran Jr. warned the board at its meeting last week: "If the board does not recognize its responsibilities to employees under the new Taylor Act, CSEA is prepared to file with the State PERB that an impasse exists because the town has refused to bargain in good faith."

Corcoran noted that CSEA is the representative of 90 per cent of the town's employees, and submitted its demands Sept. 1 so as to provide plenty of time for negotiation before the town budget is prepared.

Corcoran told the board that CSEA would appeal to the State board "reluctantly."

(Advertisement)

Medical Secretaries Needed To Meet Growing Demand In U.S.A.

The growth of new health programs has created a critical shortage of well trained Medical and Dental Secretaries. Information is now available to those who wish to prepare for a career in this dignified and high paying profession through Home Study in their spare time. For free information write American School, Dept. 9AP-31, 130 W. 42 St., N.Y., N.Y. 10036 or call BR 9-2604.

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 a.m. to 6 p.m., and Saturday from 9 a.m. to 12 noon.

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

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

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

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

STATE

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

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

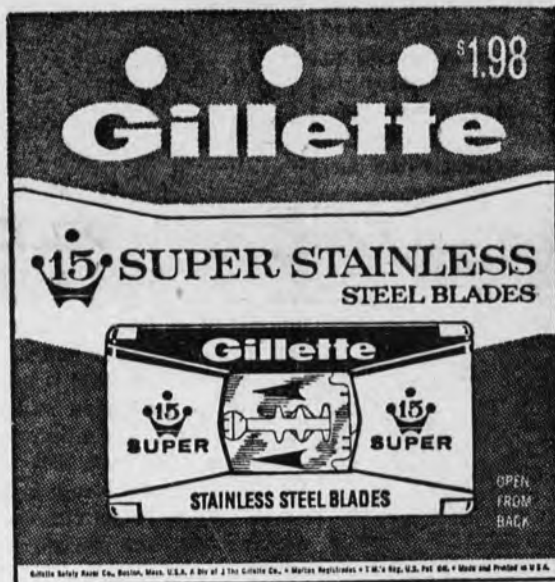
FEDERAL

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

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

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

Once
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you'll never be happy
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William E. Kirwan To Supervise State Police

ALBANY—Governor Rockefeller has chosen William E. Kirwan Jr., a career policeman, as superintendent of State Police, succeeding the late Arthur Cornelius Jr. His salary is \$29,160 a year.

Kirwan has been with the State Police for 31 years joining the force as a trooper in 1936. Said the Governor:

"Bill Kirwan has served with great distinction in a succession of exacting and demanding posts. I have every confidence that he will continue to serve in the same dedicated manner."

Kirwan, 54, is a graduate of Fordham College. In 1936 he enlisted as a trooper in the State Police, and one year later was assigned to the State Police Scientific Laboratory in Albany, as assistant to the Director. In 1941, he was promoted to director of the Laboratory, and in 1958 was promoted to captain.

In February of 1961, Captain Kirwan was promoted to acting

chief inspector, and on April 1 of 1961, was appointed first deputy superintendent, a post he has held until his current appointment by the Governor.

Superintendent Kirwan is associate in Medico-Legal Pathology at Albany Medical College, and is a consultant in legal medicine at the Albany Medical Center Hospital. He is a lecturer in administration and scientific aids at the State Police Academy, and is a lecturer at Harvard University. He also lectures at Purdue University and New York University, and is lecturer at Albany Law School in "Scientific Aids in Criminal Investigation."

Superintendent Kirwan is associate editor in Police Sciences for the Journal of Criminal Law

10 Days—\$299 Bahama Tour At Christmas Is Now Open

A Christmas tour to Grand Bahama Island from Dec. 22 to Dec. 31 is now open to Civil Service Employees Assn. members and their immediate families. The 10-day tour will depart from New York City and return there.

Included in the price of \$299 are round-trip jet transportation, gourmet breakfast and dinner, air-conditioned rooms at the Oceanus Hotel, entertainment and some parties.

and Criminology.

He is a member of the American Chemical Society, a fellow of the American Academy of Forensic Sciences, a member of the International Association of Chiefs of Police, and the New York State Association of Chiefs of Police.

In 1958, Superintendent Kirwan was the recipient of the "Award of Merit," for the United States Secret Service.

For reservations and information brochures, write at once to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Telephone after 5 p.m. is (212) 253-4488.

Sup. Shorthand Reporter

The New York City Department of Personnel administered an oral examination to one candidate for promotion to supervising shorthand reporter last week.

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Rev. Klaus On Board

ALBANY — The Rev. Ermin Klaus, of St. Bonaventure University has been named a member of the Board of Visitors of Gowanda State Hospital for a term ending Dec. 31, 1967.

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TUESDAY, OCTOBER 2, 1967

Why The Delay?

ALTHOUGH the new Taylor Law, which allows for exclusive representation of public employees was enacted through the efforts of the Rockefeller Administration it is on the local level rather than the State that the provisions of the law are taking shape.

We fail to understand why the State is being so ponderous in its series of lengthy hearings on employees representation. With over 100,00 State workers stating their membership in the Civil Service Employees Assn. by means of dues check-off it is obvious that the CSEA does represent the majority of State workers and should be recognized as their sole representative.

One good reason for doing so was stated last week at a hearing on the matter before the State Public Employees Relations Board when Solomon Bendet, chairman of the CSEA Salary Committee, told the board: "I have a constructive suggestion for you. Recognize CSEA as the sole bargainer for these people immediately so we can get down to the business of getting the salary increase and improved fringe benefits due them."

Only last week, Nassau County's three-man PERB appointed by Eugene Nickerson, County Executive, named the Nassau chapter of the Employees Association as sole representative of county workers there. Irving Flaumenbaum, chapter president, viewed this important step in much the same light as Bendet. Said Flaumenbaum: "Now the talking can stop and the work can begin."

If local government can get the Taylor Bill Law into action so swiftly, why this delay on the State level? The longer the process the more State workers, themselves, are being hurt.

U.S. Service News Items

By JAMES F. O'HANLON

House Committee Passes Three Stage Pay Increase

The House Post Office and Civil Service Committee approved a Federal pay bill last week calling for a 17.2 percent raise for all classified Federal employees over the next 18 months and a 12.8 percent increase for Post Office workers over the same period.

The improvements in the pay schedules, according to the bill voted out by the committee for full House approval, will come in three stages.

The first step calls for a 6 percent postal raise along with a one level upgrading for personnel in an expanded 21-grade service. Classified personnel, Foreign Service workers and Veterans Administration personnel will receive a 4.5 percent increase. All initial increases will be retroactively effective as of October 1.

In July of 1968 and April 1969 then, there would be subsequent increases which would amount to:

- For classified Federal personnel, 4.4 percent raise in July, 1968 and 7.4 percent in Oct. 1969.
- For Postal workers 3 percent

In July, 1968 and 1.8 percent in Oct. 1969.

- For Foreign Service workers; 6.5 percent in July, 1968 and 9.5 percent in Oct. 1968 (a cumulative total of 21.8 percent).

- For Veterans Administration Medical personnel; 5.3 percent in July, 1968 and 8.8 percent in Oct. 1969 (a cumulative total of 20.3 percent).

It is felt in Washington that the fate of this bill depends upon the outcome of the vote on the Postal rate bill which calls for an increase in postal rates. The extra revenues which this increase would bring in would cover the costs of the pay increase which are now beyond the sums which the President allowed he was willing

(Continued on Page 11)

LETTERS TO THE EDITOR

Disavows Remarks On Teacher Strike

It has come to my attention that on Sept. 28, 1967, at a hearing called by the Public Employees Relations Board to discuss matters related to the implementation of the Taylor Law, Mr. Irving Flaumenbaum, representing the Civil Service Employees Assn., Inc., testified that, in his opinion, the teachers of the City of New York, who allegedly went on strike, should be punished and if not, the Taylor Law is dead. This statement was repeated by Mr. Flaumenbaum on NBC television that evening.

Many members in the New York area who heard Mr. Flaumenbaum, have secured the impression that the Civil Service Employees Assn., Inc., is anti-labor and anti-teacher. It is important for the membership to know that in the afternoon, a representative of the Civil Service Employees Assn., Inc., appeared before the Board and disavowed, on behalf of the CSEA, any statements made by Mr. Flaumenbaum regarding the union, labor and/or teachers. This disavowal was officially repeated by the Civil Service Employees Assn., Inc. at the hearing before the PERB held in Albany, New York on Sept. 29, 1967.

IRVING W. LEVINE
Third Vice President
New York City Chapter, CSEA

Pride of Service

Editor, The Leader:

I'm proud to be a civil servant! I have to say this and speak up against the recent attacks against the civil servant and the civil service system.

Some elected officials have become quite vocal lately in this regard. It could be because elections aren't far off. With approximately a quarter of a million civil servants within the State I can easily see why some political figures would like to see the ancient patronage system return. On the other hand, the public has had civil service for a century and the nation has prospered and thrived despite the ever-increasing complexity of society. The dedicated career civil servant has had more than an incidental hand in this advance.

My pride stems from the fact that I serve in a career position, not clamoring up a political step-ladder, not here today and gone tomorrow. It stems from a dedication to the taxpayer and resident in the community because of the rules of civil service which he has agreed to grant me; among these rules are the guarantees of tenure and retirement. In return I acknowledge the right the taxpayer has to uninterrupted services, thus generating a professionalism that transforms public service into public trust.

The overwhelming majority of us, realizing this trust and dedicated in their careers must take loud exception to the charges of laxity and absence of initiative. If elected and appointed officials in charge of the departments or divisions would get their minds off patronage and start properly administering their respective areas of public trust, then certainly the civil servant will be free of the

(Continued on Page 12)

Civil Service Law & You

By WILLIAM GOFFEN



Certification In The Courts

WITH THE introduction of a unified court system in our State five years ago, the Administrative Board of the Judicial Conference has been responsible for classification of non-judicial employees. On December 15, 1965, the Administrative Board established procedures governing collective bargaining with such employees. Certification of collective bargaining representatives for Court employees of the City of New York was made by the City Commissioner of Labor.

AS FAR AS certain classes of probation officers were concerned, the Commissioner designated the Probation and Parole Officers Association of Greater New York as collective bargaining representative for probation officers employed by the Supreme Court as well as probation officers assigned to lower courts (Family Court and Criminal Court). Placing of Supreme Court probation officers in the same collective bargaining unit with lower court employees was judicially protested by the Supreme Court officers in the recent case of Kleinman v. McCoy.

AT SPECIAL TERM, Justice Edward T. McCaffrey dismissed the petition. Such dismissal was unanimously reversed, however, by the Appellate Division.

ONE QUESTION for judicial review was whether the Judicial Conference had authority to delegate power to determine appropriate bargaining units to the Commissioner of Labor. Another question for such review was whether the Department of Labor had acted arbitrarily and capriciously in determining that Supreme Court probation officers belonged in the same bargaining unit as probation officers employed by the Family and Criminal Courts.

WRITING FOR the Appellate Division Justice James E. McNally agreed with the contention of the petitioner, as president of a group of Supreme Court probation officers, that the Administrative Board of the Judicial Conference had no power to delegate its responsibilities for the establishment of appropriate collective bargaining units. The Administrative Board, wrote Justice McNally, is itself required to determine appropriate units for collective bargaining upon its examination of all relevant data.

IN SUPPORT of his conclusion, Justice McNally observed that the Administrative Board is especially qualified to evaluate the relevant factors because it established the classification title structure and is well informed on the duties and salary structures involved.

THE COURT OF Appeals reversed the deterioration of the Appellate Division. As the City of New York pays the salaries of the court personnel involved, the Court reasoned that the City, as well as the Board, is concerned with collective bargaining negotiations. Therefore, the Administrative Board was held to have acted entirely reasonably in designating the City Department of Labor for the establishment of appropriate units for selection of collective bargaining representatives. Neither the State Constitution nor the Judiciary Law which implements it forbids the arrangement.

THE COURT OF Appeals seemed to interpret the petition as urging that the jurists constituting the Administrative Board personally conduct bargaining negotiations. Yet, it seems clear that the protest by the petitioners was merely that the Administrative Board rather than the Department of Labor should have established the collective bargaining units. Be that as it may, however, the high court dismissed the petition.

THE DISMISSAL does not answer the petitioner's further contention that even if the Administrative Board had authority to delegate power to establish collective bargaining units to the Department of Labor, the Department of Labor in the present case exercised this authority arbitrarily. The Appellate Division did not reach this issue because its order that the Administrative Board could not vest the Department of Labor with jurisdiction to establish collective bargaining units made any further consideration unnecessary.

IN REVERSING the order of the Appellate Division, the Court of Appeals did not remand the matter to the lower Court for consideration of the propriety of the Commissioner of Labor's establishment of a single bargaining unit for Supreme Court and lower Court probation officers. Accordingly, there remains unconsidered the issue whether the

(Continued on Page 11)

Q and A

QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



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

Q. I became a member of the Statewide Plan in August, 1959. If I were to retire by January, 1968 after 9 years of service, would I be eligible to continue in the Plan and on the same financial arrangement I now have?

A. The following is the latest revised regulation covering Retirement:

You may continue your coverage after retirement if you meet each of the following requirements:

1. You have completed five years of service with the employer from whose service you retire.

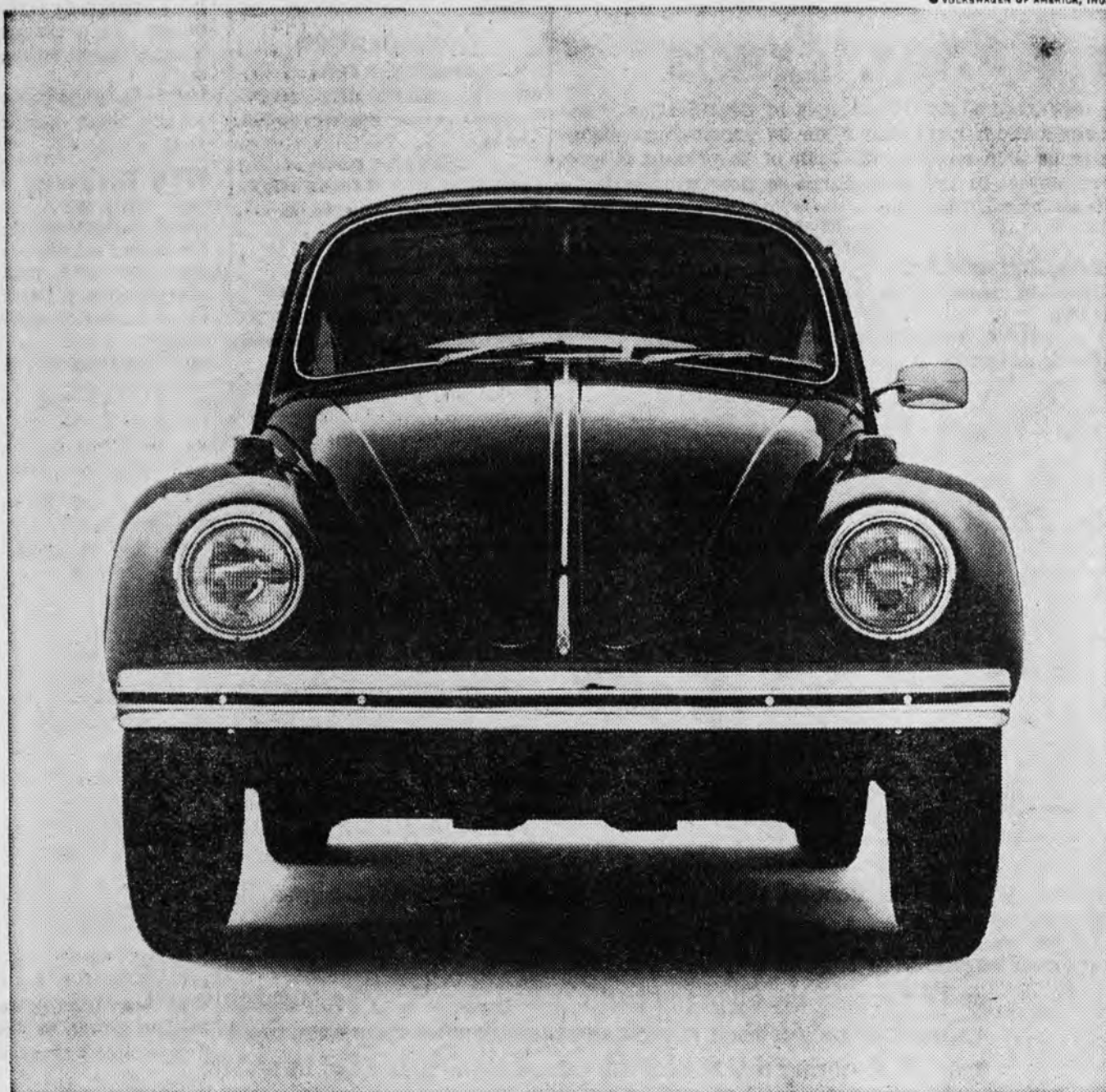
2. You are qualified for retirement as a member of the retirement system administered by the State of New York or one of its civil divisions;

or

you are at least 55 years of age. In addition, if you are retiring from a participating agency which pays less than the State's contribution rates and you are retiring less than 10 years after the date of your first eligibility for coverage, you must have been covered during the entire period you were eligible for coverage;

or

If you are retiring 10 years or more after the date of your first eligibility for coverage, you must have been enrolled in the program during the entire 10 years period immediately preceding the date of your retirement and for not less than one-half the total time you were eligible for coverage.



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- Binghamton Roger Kresge, Inc.
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- Bronx Brown-Balk Motor Corp.
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- Brooklyn Economy Volkswagen, Inc.
- Brooklyn Kingsboro Motors Corp.
- Buffalo Jim Kelly's, Inc.
- Elmsford Howard Holmes, Inc.
- Fulton Lakeland Volkswagen, Inc.
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- Glens Falls Bromley Imports, Inc.
- Hamburg Hal Casey Motors, Inc.
- Harmon Jim McGlone Motors, Inc.
- Hempstead Small Cars, Inc.
- Hicksville Walters-Donaldson, Inc.
- Hornell Suburban Motors, Inc.
- Horseheads H. E. Amacher & Sons, Inc.
- Hudson John Feore Motors, Inc.

- Huntington Fearn Motors, Inc.
- Inwood Volkswagen 5 Towns, Inc.
- Ithaca Ripley Motor Corp.
- Jamaica Manes Volkswagen, Inc.
- Jamestown Stateside Motors, Inc.
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- Latham Academy Motors, Inc.
- Massena Seaway Volkswagen, Inc.
- Merrick Saker Motors Corp., Ltd.
- Middletown Greenspan Motors, Inc.
- Mount Kisco North County Volkswagen, Inc.
- New Hyde Park Auslander Volkswagen, Inc.
- New Rochelle County Automotive Co., Inc.
- New York City Volkswagen Bristol Motors, Inc.
- New York City Volkswagen Fifth Avenue, Inc.
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- Southampton Brill Motors, Ltd.
- Spring Valley C. A. Haigh, Inc.
- Staten Island Staten Island Small Cars, Ltd.
- Syracuse Sprague Motors, Inc.
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- Tonawanda Granville Motors, Inc.
- Utica Martin Volkswagen, Inc.
- Valley Stream Val-Stream Volkswagen, Inc.
- Watertown Harbin Motors, Inc.
- West Nyack Foreign Cars of Rockland, Inc.
- Woodbury Courtesy Volkswagen, Inc.
- Woodside Queensboro Volkswagen, Inc.
- Yonkers Dunwoodie Motor Corp.



One Week Left To File For 17 State Prom. Exams

The New York State Department of Civil Service is accepting applications until Oct. 9 for 17 promotional examinations to be held on Nov. 18. Each of the exams is open only to employees in the department or promotion unit for which it is announced. The exams follow.

Interdepartmental
SENIOR CLERK, exam number 32-724, G-7.
SENIOR ACCOUNT CLERK—SR. AUDIT CLERK, exam

number 37-725, G-8.
SENIOR FILE CLERK, exam number 32-726, G-7.
SENIOR STATISTICS CLERK, exam number 32-727, G-8.
SENIOR TYPIST, exam number 32-727, G-8.

SENIOR TYPIST, exam number 32-728, G-7.
SENIOR STENOGRAPHER, exam number 32-729, G-8.
SENIOR STENOGRAPHER (LAW), exam number 32-755, G-8.

Conservation

Incl. Div. of Parks
SENIOR DRAFTSMAN (GENERAL), exam number 32-743, G-11.
 Division of Parks
PRINCIPAL DRAFTSMAN (GENERAL), exam number 32-745, G-15.

Executive

Office of General Services
SENIOR DRAFTSMAN (ARCHITECTURAL), exam number 42-735, G-11.

Labor

Div. of Employment
SENIOR EMPLOYMENT SECURITY CLERK, exam number 32-731, G-7.

Transportation

SENIOR DRAFTSMAN (GENERAL), exam number 32-736, G-11.
PRINCIPAL DRAFTSMAN (GENERAL), exam number 32-737, G-15.

NYS Thruway Auth.

TOLL EQUIPMENT MAINTENANCE FOREMAN, exam number 32-663, \$10,895 to \$13,080.
ASSISTANT TOLL EQUIPMENT MAINTENANCE SUPERVISOR, exam number 32-664, \$8,825 to \$10,670.
TOLL EQUIPMENT MAINTEN-

ANCE SUPERVISOR exam number 32-665, \$7,475 to \$9,070.
THRUWAY MAINTENANCE ASSISTANT, exam number 32-730, \$8,825 to \$10,670.

Civil Service Television

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

Monday, October 9

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 6:00 p.m.—Community Action—Ted Thackrey moderates program.
- 7:00 p.m.—T.V. High School—Manpower Education Institute presentation.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Use of Portable Ladders."
- 9:00 p.m.—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

Tuesday, October 10

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:00 p.m.—T.V. High School—Manpower Education Institute presentation.
- 7:00 p.m.—T.V. High School—Manpower Education Institute presentation.

Wednesday, October 11

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 8:00 p.m.—New York's Revised Penal Law—Program 2—"Sentencing."

Thursday, October 12

- 7:00 p.m.—T.V. High School—Manpower Education Institute presentation.
- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Inspection New Law Tenements."
- 10:30 p.m.—Community Action—Ted Thackrey moderates program.

Friday, October 13

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:00 p.m.—T.V. High School—Manpower Education Institute presentation.
- 10:00 p.m.—New York's Revised Penal Law—Program 2—"Sentencing."

Saturday, October 14

- 7:00 p.m.—Community Action—Ted Thackrey moderates program.

A Reminder from

William G. O'Brien
 Blue Cross-Blue Shield Manager
 The Statewide Plan

The President of the Civil Service Commission has designated the period June 1, 1967 through October 31, 1967 as an open enrollment period for eligible employees to join THE STATEWIDE PLAN. Employees and retirees of the State and participating agencies who failed to enroll themselves and/or their eligible dependents when they were first eligible, may do so during this five month period without proof of insurability.

Eligible for enrollment are:

1. Eligible employees and retirees who have not previously applied for enrollment,
2. Eligible employees, retirees and/or their dependents who were denied coverage on the basis of unsatisfactory "Statements of Health",
3. Eligible employees and retirees who voluntarily cancelled their coverage,
4. Eligible employees whose coverage was cancelled for non-payment of premium while on leave without pay or in any other direct pay status,
5. Retirees who have had a minimum of 5 years' service, were covered as active employees and who, at the time of retirement, either failed to continue their coverage or were ineligible to continue their coverage because they did not satisfy the required minimum period of enrollment,
6. Eligible dependents on whose behalf the retired employee was not insured prior to retirement. A spouse, a Dependent Student, acquired after the employee's retirement, or children born to the retiree after retirement, may also be enrolled at this time.

The benefits of THE STATEWIDE PLAN are now available to every eligible person during the open enrollment period. The combination of Blue Cross, Blue Shield and Major Medical (Metropolitan Life Insurance Company) available under THE STATEWIDE PLAN offers one of the finest programs of protection against the cost of hospital and medical care.

Don't delay. If you are not now protected by THE STATEWIDE PLAN see your Payroll or Personnel Officer immediately. Enroll now and enjoy the security of THE STATEWIDE PLAN which was specifically designed to meet the needs of public service employees and their dependents.

City Has Job For Veterans Counselor

The New York City Division of Veterans' Affairs is seeking to fill a position as veteran counselor at its office, 300 West 43 St., New York City.

Candidates should have some legal background, and will work in the legal, business and home loan counseling section.

For further information, contact Edward Papandrea, executive assistant to the division, 300 West 43 St., New York, N.Y. 10036 or call 582-2330.

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ACT NOW—GET FREE EAGLE COIN BANK

Send the coupon with a deposit of \$10 or more and you also get an American Eagle Coin Bank, free. If you open an

account or make a deposit on or before October 10th, you'll earn full dividends from October 1st. Deposit up to \$25,000 in an Individual Account, up to \$50,000 in a Joint or Trust Account and earn Emigrant's high dividends on every penny.

If you need money, why not save on what you borrow by borrowing on what you've saved. If you're an Emigrant depositor, you can take advantage of Emigrant's Personal Savings Loan Plan. Borrow any amount from \$120 up to the full amount of your savings account. The cost is only \$2.88 per \$100 per year discounted in advance, a true interest rate of only 5.43% per year. And of course, your savings account balance will continue to earn Emigrant's high dividends.

News Of The Schools

By A. L. PETERS

Union-Board Negotiations Tally

The verbal understandings reached two weeks ago were short-lived when a new dispute between the union and the board arose concerning the use of a \$10-million fund for the 1968-69 school year. The board contended that it was to be used for a variety of school improvement experiments, while the union claimed that it had been earmarked for expansion of the More Effective Schools program.

Tuesday a new contract agreement, backed by a signed memorandum, was announced by Mayor Lindsay. The contract was written up in final form, printed as a public service by The New York Law Journal, and distributed Wednesday morning.

The compromise settlement provides that next year's \$10-million fund be set aside for special school experiments, specifying that at least half the money would be used for "intensive" projects. Implied in the definition of "intensive" projects are the MES program and the board's experimental program of extra teachers for kindergarten through second grade in some special schools.

The teachers' union voted to ratify the new school contract Thursday afternoon. Friday, the first time since the teachers walk-out, schools resumed normal operation.

The Board of Education is expected to decide this week what action would be taken to make up the instruction time lost by pupils.

The criminal contempt trial of Albert Shanker and two other top union officials ended Tuesday evening after eight days. Decision was still pending, at Leader presstime. If found guilty, the three union members could be sent to jail for 30 days and fined \$250 each.

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Supplements To Eligible Lists

DAY ELEMENTARY SCHOOLS
Cyla Weiner, Tr. of Common Branches, 64.90

HEALTH EDUCATION IN VACATION PLAYGROUNDS
Alfonse Ruffino, Tr. of Health Education in Vacation Playgrounds, 66.40.
James McMillan, Tr. of Health Education in Vacation Playgrounds, 64.60.
Brenda Washington, Tr. of Health Education in Vacation Playgrounds, 59.90.

DAY HIGH SCHOOLS
Iveng Levine, Tr. of Biology & General Science, 62.67.
Francis J. Voyticky, Tr. of Mathematics, 76.28.
Lillian Gormisic, Tr. of Pitman Stenography & Typewriting, 66.20.

SENIOR HIGH SCHOOLS
Marion Beckman, Guidance Counselor, 79.78.
George Levinson, Guidance Counselor, 78.27.
Paula L. Greenberg, Guidance Counselor, 74.58.
Robert Feller, Guidance Counselor, 71.98.
Isabel S. Inselman, Guidance Counselor, 70.38.
Lorenda J. White, Guidance Counselor, 67.08.

JUNIOR HIGH SCHOOLS
Kenneth P. Roberts, Tr. of General Science, 67.67.
Iveng Levine, Tr. of General Science, 68.19.
Francis J. Voyticky, Tr. of Mathematics, 92.16.
Salvatore J. Grande, Tr. of Social Studies, 60.04.
Olva Hanson, Tr. of Social Studies, 69.92.
Melvin K. Yellen, Tr. of Social Studies, 69.88.
Norman M. Planko, Tr. of Social Studies, 59.59.
Lillian Gormisic, Tr. of Typewriting, 85.30.

JUNIOR HIGH SCHOOLS
Victoria A. Corlucci, Tr. of General Science, 61.41.
Arnold M. Ezio, Tr. of Social Studies, 62.56.
Alan T. Dow, Tr. of Social Studies, 60.21.

DAY HIGH SCHOOLS
Darcia A. Silberman, Tr. of Swimming & Health Education, 67.53.

SENIOR HIGH SCHOOLS
Lee Stern, Guidance Counselor, 63.77.

DAY SCHOOLS
Ellen Blauhoff, Tr. of Classes for Children with Retarded Mental Development, 74.57.
Rozina Pettig, Tr. of Classes for Children with Retarded Mental Development, 65.81.

TEACHER EXCHANGE

Experienced substitute for Grade 3, P.S. 113 Q., 847-0274.
Language Arts, 364K, 647-1622, Term. Teachers of Fine Arts, Vocal Music, Orchestral Music, and Lab. Ass't., Walter J. Damrosch J.H.S., DA 9-8700.
Part time substitute indefinite period of teacher illness, P. 91 K, 756-0540.
Hygiene and Physical Education teacher for girls at Julia Richman H.S. in Manhattan, Call TR 9-6888 (8:30-3 p.m.), LU 7-2543 after 6 p.m.

The Board of Education has expressed its deep sorrow at the sudden passing of William B. Nichols, president of the Public Education Assn., early last month.

School System To Give Literary Tests For New Voters

State literacy tests for new voters in the Nov. 7 elections will be given by the New York City public school system at 301 public schools.

Tests will be given and certificates issued to approved candidates Tuesday, Oct. 2 from 5 p.m. to 10:30 p.m.

The literacy tests will be given at 58 schools in Manhattan, 66 in the Bronx, 93 in Brooklyn, 67 in Queens and 17 in Richmond.

Recent Appointments

Appointments of assistant to principals and other titles were made effective last week by the Bureau of Appointments. The appointments follow.

PRINCIPAL — DES
Lawrence Wolsey, 123M.
SCHOOL SOCIAL WORKER
Sylvia Nedzuck, Bureau of Child Guidance.

SCHOOL RESEARCH ASSOCIATE
Martin Oalnoff, Bureau of Educational Research.

ASSISTANT TO PRINCIPALS—DES
Harold Greif, 1M; Tessa R. Harvey, Office of Superintendent Dist. 5, Co-ordinator Title; Ella B. Russell, 115M; Marion T. Claiborne, 36-125M; Celia D. Marmar, 180M; Martin Levine, 184M; Mary P. Smither, Operation Upgrade (Federal Program), Bronx; Francis E. Moran, Office of District 7, Bronx; Alan J. Scher, 55X; Lawrence H. Cohen, Office of District 12, Bronx; Carol A. Roche, 61X; Marguerite S. Bacon, 71X; Bernard Landau, 77X; Hilda R. Neufeld, 83X; Jack Williky, 134X; Morris Diamond, Title I Corrective Reading Project for Non-Public Schools, 110 Livingston St., Brooklyn.

Also Jack Miller, 3K; Lillian Levy, 19K; Irving N. Feller, Office of District 19-K; Samuel Dickert, 45K; Gertrude L. Azoglia, 124K; Francis J. Burke, 158K; Dorothy Froberg, 80K; Nathan Greenfield, 159; Leo Trigoboff, 167K; Anne B. Cammack, 189K; Natalie Ford, 189K; Ira S. Lawrence, 249K; Florence M. Briggs, 284K; Alfred Bronfin, 284K; Arnold E. Pfeffer, 284K; Jack Arenstein, 19Q; Robert Epstein, 45Q; Mitchell Learner, 63Q; Frances Liebman, 63Q; Lillian M. Lange, 64Q; Hortense J. Merritt, 132Q; Marvin D. Zimmerman, 146Q; Mafalda Costeglia, 14R.

SCHOOL OF RESEARCH TECHNICIAN
Kay C. Murray, William H. May.
SUPERVISOR OF ART
Paul Dick, Art Department.
PRINCIPAL — JHS
Edward L. Solomon, J22X.
ASST. TO PRINCIPAL — JHS
Domenick R. Uzzi, Jr., 157Q.

Hunter College Plans Expansion

The separation of Hunter College in the Bronx from the Park Avenue campus during the next year and its establishment as an independent educational institution within the City University of New York will result in a substantial expansion program, according to Provost Leonard Lief.

Plans were discussed at the college's opening and honors assembly.

Blood Credit Plan Seeking Members

Pedagogical and administrative employees who are not members of the Board of Education's Blood Credit Program have until October 13 to apply under the current membership drive.

Since the project was initiated in the past year, 5,275 pints of blood have been provided for 1,763 employees and members of their families, amounting to a dollar saving of approximately \$237,000.

Membership applications are available from school and bureau blood credit coordinators. Further information may be had from the Office of Personnel's Health and Welfare Unit at school headquarters (596-6963).

Syrett Appointed President of BC

The historian, Dr. Harold C. Syrett, has been appointed president of Brooklyn College of the City University of New York. He will take office January 1, 1968, succeeding Dr. Francis Kilcoyne, who is retiring. The college enrolls some 29,000 students including 10,400 in the undergraduate day session.

Key Answers — Recent License Test

LABORATORY ASSISTANT —	LABORATORY TECHNICIAN
1 (1); 2 (2); 3 (2); 4 (1); 5 (3);	101 (3); 102 (1); 103 (4);
6 (3); 7 (3); 8 (4); 9 (4); 10 (2);	104 (2); 105 (4); 106 (4); 107 (2);
11 (1); 12 (2); 13 (1); 14 (3);	108 (4); 109 (1); 110 (4); 111 (1);
15 (4); 16 (2); 17 (4); 18 (4);	112 (3); 113 (2); 114 (4); 115 (3);
19 (4); 20 (2); 21 (4); 22 (3);	116 (1); 117 (3); 118 (3); 119 (4);
23 (4); 24 (4); 25 (1); 26 (3);	120 (2); 121 (1); 122 (2); 123 (4);
27 (4); 28 (2); 29 (4); 30 (3);	124 (3); 125 (3); 126 (4); 127 (1);
31 (4); 32 (3); 33 (1); 34 (1);	128 (3); 129 (3); 130 (3); 131 (3);
35 (2); 36 (1); 37 (3); 38 (4);	132 (1); 133 (1); 134 (2); 135 (2);
39 (4); 40 (3); 41 (3); 42 (1);	136 (2); 137 (4); 138 (4); 139 (1);
43 (4); 44 (4); 45 (2); 46 (4);	140 (4); 141 (1); 142 (4); 143 (2);
47 (4); 48 (1); 49 (4); 50 (3);	144 (4); 145 (2); 146 (1); 147 (3);
51 (4); 52 (1); 53 (1); 54 (1);	148 (3); 149 (2); 150 (1); 151 (2);
55 (1); 56 (1); 57 (4); 58 (3);	152 (2); 153 (4); 154 (3); 155 (3);
59 (2); 60 (2); 61 (4); 62 (4);	156 (1); 157 (3); 158 (2); 159 (3);
63 (3); 64 (3); 65 (2); 66 (1);	160 (1); 161 (2); 162 (2); 163 (3);
67 (1); 68 (3); 69 (2); 70 (3);	164 (4); 165 (3); 166 (1); 167 (3);
71 (1); 72 (2); 73 (2); 74 (4);	168 (2); 169 (1); 170 (3); 171 (3);
75 (1); 76 (2); 77 (2); 78 (1);	172 (3); 173 (1); 174 (4); 175 (4); 176
79 (4); 80 (4); 81 (1); 82 (1);	(4); 177 (4); 178 (3); 179 (4); 180 (2);
83 (2); 84 (2); 85 (1); 86 (2);	181 (3); 182 (3); 183 (4); 184 (4);
87 (3); 88 (3); 89 (1); 90 (1);	185 (2); 186 (1); 187 (4); 188 (3);
91 (4); 92 (4); 93 (3); 94 (3);	189 (4); 190 (4); 191 (2); 192 (2);
95 (1); 96 (2); 97 (4); 98 (4);	193 (4); 194 (4); 195 (3); 196 (4);
99 (2); 100 (4).	197 (4); 198 (4); 199 (3); 200 (1).

Schedule Of In-Service Courses Announced For City Teachers

(Continued from last week)

The following list of courses are excerpted from a catalog of more than 300 in-service training courses for New York City teachers. The remainder of the list, which The Leader has been publishing, will appear in next week's edition.

	INDUSTRIAL ARTS	Instructor
D130.	Workshop in Career Guidance For Industrial Arts Teachers, Thurs. 3:30-5:10	Arlen J. DeVito
D131.	Methods and Materials for Teaching Basic Engine Principles in Industrial Arts, Wed. 5:05-6:50	August Saccoccio
	JUNIOR GUIDANCE	
D132.	Teaching Emotionally Troubled Children: Curriculum and Classroom Management, Tues. 3:30-5:20	Edward Lawrence, Marilyn Tucker
	LIBRARY	
D133.	Organization and Administration of The Library in The Intermediate School and The Junior High School, Tues. 4:10-6:00	Lucille C. Thomas
	MATHEMATICS	
134.	Madison Project Mathematics in the Primary Curriculum (City-wide)	
135.	Madison Project Mathematics in the Intermediate Curriculum (City-wide)	
D136.	Methods of Teaching Modern Mathematics Using Madison Project Materials, Thurs. 3:30-5:10	Judith E. Jacobs
D137.	Modern Mathematics For Elementary School Teachers, Tues. 3:15-5:00	Mae H. Brooks
D138.	Teaching Ninth Year Mathematics, Thurs. 3:30-5:30	Arthur F. Garry
D139.	Computer Programming, Tues. 3:25-5:25	Wallace Manheimer
D140.	The Lab Approach to Teaching Modern Mathematics in the Primary Grades, Mon. 3:30-5:10	Irving Kreitzberg
D141.	Teaching Modern Ninth Year Mathematics, Sat. 9:10-11:00	Harry Schor, Gloria Meng
TV142.	Mathematics for Teachers, Grades 5, 6, Wed. 3:30-5:10	Charles Bechtold
	MUSEUMS, PARKS AND GARDENS	
D143.	A Study of Man, Tues. 4:10-5:50	Sayyid A. Khatami
D143.1	An Introduction to Physical Geology, Tues. 4:10-5:50	Christopher Schuberth
D144.	Conservation of Wildlife, Tues. 4:10-5:50	Kenneth A. Chambers
D145.	Mexico and the Mexican Indians, Wed. 4:10-5:50	Dorothy Cinquemani
D146.	A Laboratory Study of Rocks and Minerals, Wed. 4:10-5:50	Christopher Schuberth
D147.	Civilization of the Mediterranean: A Study in Anthropology, Wed. 4:10-5:50	Sayyid A. Khatami
D148.	The Educational Values of Our National Parks, Wed. 4:10-5:50	Kenneth A. Chambers
D149.	Fossils—A Key to the Past, Thurs. 4:10-5:50	Christopher Schuberth
D150.	The Evolution of Culture, Thurs. 4:10-5:50	Sayyid A. Khatami
D151.	Wildflowers of Forest, Meadow and Stream, Thurs. 4:10-5:50	Helmut W. Schiller
D152.	Field Botany in New York City and Vicinity, Sat. 12:00-5:00	Helmut W. Schiller
D153.	Indians of North America, Thurs. 4:10-5:50	Martin H. Rosenberg
	THE BROOKLYN MUSEUM	
D154.	African Societies, Tues. 4:00-5:40	Bernadette Brown
D155.	Nineteenth Century Paintings, Wed. 4:00-5:40	Cornelia Uber
	THE BROOKLYN CHILDREN'S MUSEUM	
D156.	An Armchair Safari into the World of Wild Life, Sat. 9:30-11:30 a.m. (or 1:00-3:00 p.m.)	Oakes A. White
D157.	Introduction to Anthropology, Sat. 9:30-12:00 noon (or 1:30-4:00 p.m.)	Michael Cohn
	THE STATEN ISLAND MUSEUM	
D158.	Principles of Creative Art, Wed. 3:30-5:20	Rosemary J. Tung
D159.	Development of Styles in Western Art: Antiquity to Renaissance, Fri. 7:30-9:30 p.m.	Barry L. Delaney
D160.	Foundations of Painting Renaissance to Impressionism, Thurs. 8:00-10:00 p.m.	Rosemary J. Tung
D161.	Using the School Grounds for Science Teaching, Tues. 4:00-6:00	Harry F. Betros
D162.	Time Probes with Fossils and Rocks, Tues. 3:30-5:30	Gilbert Wasserman
	THE NEW YORK BOTANICAL GARDEN	
D163.	Economic Plants, Wed. 3:45-5:25	Elizabeth C. Hall
	THE NEW YORK ZOOLOGICAL PARK	
D164.	Utilization of the New York Zoological Park in the Science Program, Tues. 3:45-5:25	Herbert J. Knobloch
	THE BROOKLYN BOTANICAL GARDEN	
D165.	Ornamental Plants and Classroom Gardens, Wed. 3:45-5:25	Frances M. Miner
	MUSIC	
D166.	Music Facilities and Teaching Aids, Wed. 4:00-5:40	Benjamin S. Chancy
D167.	Developing Music Literacy for the Elementary School Curriculum, Tues. 3:40-5:20	Joseph N. Rubel, Israel Silverman
D168.	Techniques of Proper Voice Production, Tues. 3:30-5:10	Flora M. Levine
D169.	Teaching Singing to Elementary School Children, Thurs. 3:30-5:10	Miriam L. Thorman, Jeannette Carlstein
D170.	Techniques for Developing a Choral Program, Thurs. 3:30-5:30	Milton M. Friedman
D171.	Workshop in Music Materials, Equipment and Methods, Tues. 3:30-5:10	Jeannette C. Davila

(Continued Next Week)

Council To Investigate Chances For Extension

A resolution from the floor that an investigation be made into the possibilities and machinations of continuing the organization of the Civil Service Council On Constitutional Convention past the Nov. 4 date when it was supposed to have completed its mission was passed by the members at last week's Council meeting at the Penn Garden Hotel in Manhattan.

It was agreed that steps would be taken to utilize the existing steering committee of the 300,000-member organization, with the inclusion of non-committee representatives of other member organizations, to draft regulations for a new form for the Council.

The Council was created last fall to help avert any threat to major guarantees to civil service pension and promotion regulations included in the current State Constitution at the then upcoming State Constitutional Convention.

The Convention has concluded its work now and the Council, which made a strong showing in successfully diverting those forces for compromise of the merit system and pension guarantees in the long Albany summer, is now considering whether such a coalition structure should not be retained in some like form for instances where its energies could again be utilized for the good of all the State's civil service employees.

The exploratory work of the steering committee will include a setting up of guide lines for the new form of the Council and a viable financial structure. It was reported by Chief Henry Fehling, of the City's Uniformed Fire Of-

Mrs. Naylor Named

ALBANY — Mrs. Harriet H. Naylor of Albany is the new director of volunteer services in the Bureau of Manpower for the State Department of Mental Hygiene. She ill report to Lawrence B. McArthur, assistant commissioner for manpower for the department.

each of the delegates at the recent Convention on matters affecting civil servants. Included in this memorandum will be an official notice of the resolution calling for the possible extension of the Council's activities.

It was emphasized by Fehling that the Council is by no means a closed organization and that any groups of civil servants, although not affiliated for the Convention fight, are welcome to join the Council should it continue to function.

ficers Assn. and chairman of the Council that the committee should reach its conclusion within a few weeks.

Included also in the evening's activities at last week's meeting was a complete report to the affiliate representatives of the Council's score sheet for the entire Convention.

It was announced that a memorandum will be sent to each of the Council's affiliate organization's pinpointing the voting of

U.S. News

(Continued from Page 6)

to spend on such matters this year when he first proposed a flat increase of 4.5 percent.

The initial costs of the pay bill beyond the Administration's budget projections will be around \$73 million, a sum which would easily be covered by an increase in postal rates.

TRAVEL AGENT CLASS BEGINNING OCT. 10

An intensive evening training program for men and women interested in working in travel agencies, or in organizing tours, cruises, group and individual travel as an income sideline, will open Tuesday, Oct. 10 at Eastern School, 721 Broadway, N.Y. 3, AL 4-5029. For information, write or call for Form 87.

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- **Human Problems of Management**
Tues. (6:15-8:15 p.m.) Oct. 17-Dec. 5; Seymour S. Frommer
For current and future supervisors, a study of the role and function of leadership in today's complex work organization; techniques of dealing with people.

For further information, phone (212) UL 2-6227 Ext. 367-368 or write The Brooklyn Center, Long Island University, Brooklyn, N.Y. 11201
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Law Column

(Continued from Page 6)

Commissioner of Labor's decision was reasonable and supported by substantial evidence. If the decision of the Court of Appeals is unchallenged by a motion for re-argument, it may serve to confirm that Supreme Court probation officers do not belong in a bargaining unit separate from one appropriate to lower Court personnel.

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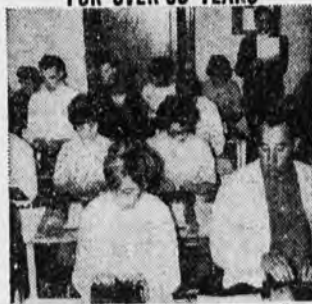
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LETTERS TO THE EDITOR

(Continued from Page 6)

shackles preventing him from performing at his best. We are just as concerned as the taxpayers in improving performance, but look toward improving management first before looking for a whole new crew.

The civil servant is the bedrock foundation of governmental operations providing honor and continuity that otherwise would be missing. Few elected or appointed officials can, in their

fleeting encounter in public service, beat this performance. The civil servant is the best friend the taxpayer ever had. I'm proud that I am one!

NORMAN F. BOHRER,
Nesconset.

Beautician's Retort

Editor, The Leader:

This is in reply to the letter sent in by two licensed practical nurses from Syracuse in regard to the upgrading of beauticians.

In our unit we cover all the wards and I have as yet to see an L.P.N. giving out medication. This is done always by the attendants and very efficiently.

We also have a responsibility as to scissors and burning of hair and scalps. Today it isn't just haircuts but the patients want the same type of work done here as outside shops.

As far as using the excuse of giving the wrong medication if I can say where you trained they must have neglected telling you, you are supposed to read the label three time before giving it to a patient.

We also had to go to school a year to get a license for our profession and we didn't get paid for doing it.

GLADYS JOHNSTON
Pilgrim State Hospital

Cortland Chap. Gets Representation Vote

The Cortland County chapter of the Civil Service Employee's Assn. was named the exclusive bargaining agency for the county's employees by the Cortland County Board of Supervisors at their September meeting.

Over 70% of the Cortland County employees signed a petition to have the Cortland County chapter of the CSEA so designated, according to the group's president, Ralph M. Clough. Negotiations have already started with the County Board of Supervisors.

Clerk, Group I

Some 477 candidates for clerk group I, took medical examinations last week, the New York City Department of Personnel announced.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK.—KATHARINE C. McCAFFREY, Plaintiff, against ROBERT E. McCAFFREY, Defendant.—Index No. 31429-1967.—Plaintiff designates New York County as the place of trial.—The basis of the venue is Plaintiff's residence.—Action to Annul A Marriage—Summons.—Plaintiff resides at 2 Tudor City Place, County of New York.

To the above named Defendant: You are hereby summoned to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney, within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated, New York, September 5th, 1967. ARTHUR J. HOMANS, Attorney for Plaintiff, Office and Post Office Address: 122 East 42nd Street, New York, N.Y. 10017. Murray Hill 7-1595.

To: Robert E. McCaffrey, Defendant herein. The foregoing summons is served upon you by publication pursuant to an order dated September 8, 1967 of the Hon. Sidney A. Fine, a Justice of the Supreme Court of the State of New York, and filed along with the other papers on September 8, 1967, in the office of the Clerk of New York County. This is an action to annul a marriage. Dated: New York, New York, September 8th, 1967. ARTHUR J. HOMANS, attorney for plaintiff.

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Representatives

(Continued from Page 3)

Attache of Supreme Court, Kings County, since 1949.

Admitted to practice law in Appellate Division, Second Department, in Brooklyn, N.Y., in 1938. Married to former Freda M. Roth and the father of two sons, Paul E., age 24 and Jay R., age 21.

Member of CSEA committee on Constitutional Convention and the steering committee for the Civil Service Council on Constitutional Convention.

Delegate from New York City chapter to the State Conventions and first vice-president of New York City chapter.

Represented attaches of the courts at hearings and negotiations regarding classifications with the Judicial Conference on several occasions.

Director of New York State Employees Brotherhood Committee Inc., past commander of Civil Service chapter of Disabled American Veterans; past commander of Court Attaches Post of American Legion and a member of Jewish Court Attaches.

Director, former officers and sole Honorary Member of East Highway Little League.

Chairman of Republican County Committee of 54 A.D., trustee of Temple Ahavath Shalom of Brooklyn. Past chief deputy grand chancellor of Knights of Pythias, president of Benevolent Lodge, Sunshine Foundation Inc., a charitable organization. Member of Brooklyn Bar Association and Brooklyn Lawyers Club.

Grace Hillery Labor

Miss Grace Hillery, nominee for departmental representative of the Department of Labor is Buffalo district office underwriter for the State Insurance Fund, and CSEA Delegate from that Office.

A past president of Western New York Conference and of the Buffalo chapter, she is currently chairman of the education committee of Western New York Conference and chairman of the budget committee of the Buffalo chapter.

Miss Hillery has served on the CSEA nominating committee the insurance committee, social committee and is a member of CSEA's work performance rating committee.

For the past two years, she has been co-ordinator of the legislative contact committee of Western Conference.

In addition to CSEA interests, Miss Hillery is a member of the board of directors, and of the credit committee, of Niagara Frontier State Employees Federal Credit Union; secretary of the Business and Professional Women's Club of Buffalo.

John K. Wolff Labor

(No Photograph Submitted)

John K. Wolff, candidate for re-election to the Board of Directors from the Department of Labor, has been active in Civil Service Employees Assn. matters for over 15 years. He has been a member of the Board for the past eight years.

In addition to his service on the board, Mr. Wolff has been or is:

President of his chapter for

four years, grievance chairman of his chapter for ten years, chairman of CSEA's attendance rules committee for ten years, chairman of overtime rules committee for two years, member of CSEA's personnel committee, member of the Division of Employment committee and member of the committee to study committee structure.

Harry Ginsberg Law

Mr. Ginsberg is unopposed. He did not submit either a biography or a photograph.

Anna Mary Sullivan Legislature

(No Photograph Submitted)

Mrs. Sullivan is the daughter of Mr. and Mrs. Charles Gemond, of Albany, New York, and a lifelong resident of Albany County. She resides with her husband and daughter at 1 Marion Road, Delmar. Her husband, William J. Sullivan, Jr. is employed by the New York State Civil Defense Commission, and her daughter, Catherine Anne, is a student at the Bethlehem Central High School, Delmar, New York.

She is a graduate of Albany High School, and the Mildred Ely Secretaryial School, Albany.

She has been a legal secretary for 18 years with six years in a private law firm and twelve years in New York State Senate, as a legislative secretary.

In addition, she is a member of the Women's Republican Club of the Town of Bethlehem, a member of the Republican Women of the Legislature, a member and past recording secretary of the St. Thomas' Altar-Rosary Society, Delmar, an American Red Cross Volunteer Gray Lady Service, Veteran's Hospital, Albany, and aide in the Hudson Valley Girl Scout Council, Albany.

(To Be Continued)

Pass your Leader on to a non-member.

Hurricane Candidate

(Continued from Page 1)

guaranteed half-pay plan was deserved after 25 years of service and said that "CSEA is the organization to carry that goal through, a goal to which I fully pledge my efforts."

Castle emphasized a strong public relations program and said "We have had civil service for so long that too many people in public and private life are merely giving lip service to the principles that have made government and government employment great in this state. Civil servants are an integral part of the civil, political, religious, ethnic and morale structure of any community. We must make certain our position is constantly reaffirmed on all levels; a position of importance as first class citizens."

Costa urged the establishment of a CSEA political action committee to act as a watchdog on the actions of public officials on all levels of government to "see whether they truly support civil service and whether they truly deserve our support." He also called for more personal service to chapters and local government employees and for an increase in seminars to train chapter and state officers in the techniques of bargaining. Costa cited his four terms as president of the Capital District Conference as experience necessary for statewide office.

"Get out the vote and show the active strength of CSEA," urged Kasson. He declared that one of his goals was to get more and more members of CSEA involved in the organization's affairs to show that "we are not just a group of numbers but 151,000 active, strong public employees who know what we want and where we are going."

Jacobs said that men seeking office must stand on their records and cited his accomplishments as chairman of the statewide CSEA Grievance Committee as credentials for election to a vice presidency. His committee, said Jacobs, led a successful fight

to mandate grievance machinery for local government workers; got a 5-day time limit set on answers given by the Grievance Appeals Board from the time of hearing, and won for all members the full legal support of CSEA and counsel on grievance and disciplinary hearings. In another area, Jacobs pointed out that his chapter had formed a committee to lead the struggle for a fully-retroactive 1/60th pension plan for State workers.

Amodio pledged himself to an unending fight to lead State, county and municipal employees out of the status of second-class citizenship to an equal place with their counterparts in the business and industrial community. He said he had done his "homework" for a statewide candidacy by serving eight years as president of the Middletown State Hospital chapter and as chairman of the Special Mental Hygiene Employees Committee, as well as being active in conference and other State committee affairs.

Rowell, too, stood on the record and pointed out the action he had taken to avoid Federal taxation of maintenance and subsistence given employees at the convenience of government. Rowell said he had filed a suit against the government through CSEA and was successful in regaining the right for these allowances to be tax-free. "It is action, not talk, that is needed for leadership. I give you my promise to serve an active, forward-looking two years if elected. We are on the threshold of true greatness now — and action is the key to making that greatness come true."

Notaro said he felt strongly that a major business of the CSEA was to get clerical employees upgraded and that one good route to effective action on this was recognition as the sole bargaining agent for State workers. Notaro said his experience as a member of the Erie County Board of Supervisors could serve the Employees Association well in terms of know-

ing how to deal with managerial thinking.

Unity

Tarmey said unity in the ranks was a goal of his. "By uniting the forces of our county and State members, we can forge ahead to create a better future and solve current injustices." Tarmey declared that local aides should lend their efforts to helping their fellow State CSEA members and, in turn State members could bring many new benefits for local workers. "We must also unite to thwart the efforts of labor unions who want to take over, not for the workers but for themselves," he declared.

Miss Fussell pointed out that successful negotiations for benefits come only when an organization is able to deal from a position of strength. "We must show our strength by creating greater participation in CSEA by individual members. We must pick up the clerical reallocation fight again; this time with even more of the affected persons involved. Surely, everyone who wants a true half-pay pension should be willing to join in the fight for it." Miss Fussell described herself as "one long involved in the welfare of the CSEA and its membership and dedicated to its high principles."

Mrs. MacTavish, a former staff members at CSEA headquarters now serving with the State Court of Claims, pledged "diligence and conscientiousness" to the office of the secretary. She cited her experience on various chapter and conference committees as evidence of her "true concern for the Civil Service Employees Assn."

Hennessey offered a background in CSEA finances as his major qualification for re-election as treasurer. "This job takes time, knowledge and effort, all of which I have put into the job and shall continue to do," he said. Hennessey also urged members "not to be slapsplash about using their ballots. The second name in a candidacy is just as easy to mark as the first, particularly when you have decided that it might be for the better man. Give all the candidates fair consideration," he asked.

Sunderhaft called the office of treasurer "one of the most important in the CSEA structure." It calls for years of experience in financial matters, he said, and cited his 17 years working experience in this area. "I think I understand and know the duties of this office. I am sure that I will serve you well if elected."

On the Trail

The candidates then swept on to the Western Conference meeting at J. N. Adam Memorial Hospital in Perrysburg for a welcome from Mrs. Pauline Fitchpatrick, president, and a program arranged by Mrs. Grace Hillery, chairman of the Education Committee. Mrs. Boone, Rowell and Tarmey stayed behind because they were actively involved in the remainder of the Central Conference program.

Down the next week in Albany to be met by Max Benko, chairman of the Capital District Conference, were all the above mentioned and Irving Flaumenbaum, candidate for second vice president.

At Leader press time, Hurricane Candidate was headed for Southern Conference meeting at Rockland State Hospital. That report will appear next week.



WHIRLWIND — Pictured here at the Western Conference meeting in Perrysburg are some of the candidates seeking Statewide office in forthcoming elections of the Civil Service Employees Assn. Seated are, from left, Mrs. Dorothy MacTavish and Deloras Fussell, candidates as secretary; Mrs. Grace Hillery, who arranged the speakers program for the Conference, and Mrs. Pauline Fitchpatrick, Conference president. Standing, from left, are Arthur Kasson, second vice president candidate; A. Victor Costa, first vice president candidate; A. Samuel Notaro, fifth vice president candidate; Ted Wenzl, presidential candidate; Randolph V. Jacobs, third vice president candidate; John Hennessey, candidate for treasurer; Felice Amodio, candidate for fourth vice president, and Edward Sorenson, candidate for president. Absent because of other activities were Raymond G. Castle, candidate for first vice president; Irving Flaumenbaum, candidate for second vice president; Richard Tarmey, candidate for fifth vice president; Louie Sunderhaft, candidate for treasurer, and Mrs. Clara Boone, candidate for secretary.

Warren Kells Retires From Thruway Post

ALBANY—The State Thruway Authority has announced the retirement of General Manager Warren M. Kells and the promotion of Philip B. Lee to a new post of deputy executive director. Lee will work with Executive Director John A. Tiesler as a deputy director. In other staff changes:

William E. Tinney, now assistant general manager of employee relations, becomes assistant executive director of employee relations and Arnold G. Fisch is the new acting director of the Traffic Department.

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- Skyline Drive, Virginia — Oct. 21-25 92.50**
Fall Foliage Tour Oct. 21-25. View the splendor of Virginia in the autumn. Overnite at Winchester, Va., Natural Bridge, Richmond and Philadelphia. Tour includes hotels, smorgasbord, plus sightseeing in Richmond and Phila.

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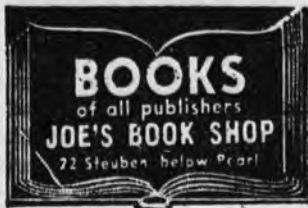
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CSEA Documents Exclusive Bargaining Claim To State

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Retirement,
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Attendance Rules,
Overtime,
Job Classification and Allocation Rules,
Job Security and Disciplinary Procedures,
Grievance and Arbitration Machinery (i.e., local level dispute resolution),
Sick Leave,
Vacations, and
Holidays.

This list includes all of the primary items involved in negotiations in employer-employee relations in both the private and public sectors. Resolution of issues after negotiations on each of these matters will require action on a Statewide basis, either through legislation, or rules and regulations promulgated and established on a Statewide basis. Moreover, Statewide applicability on each is essential for maintenance of a rational relationship among various State positions.

The differences existing in local institutional or departmental situations are relatively insignificant when weighed against this long list of common denominators. In addition, resolution of problems arising out of local situations, where they exist, should be under a Statewide appeals procedure, with ultimate determinations made by authorities above the local administrator. As a result, local differences (in such areas as work shifts, "safe place to work" provisions, scheduling of vacations, and other implementation of Statewide provisions), all would be ultimately resolved on the basis of Statewide standards, with review provided by Statewide grievance or arbitration machinery, to maintain equitable treatment of employees throughout the State.

B. OFFICIALS HAVING POWER TO AGREE. The requirement that the officials at the level of the unit have power to agree or make effective recommendations is a practical recognition of the necessity for meaningful commitments to be made as a result of negotiations.

The fiscal implications of the great majority of the matters of employee concern and the necessity for legislative action, after budgetary consideration, to implement agreement between employer and employee organization obviously requires the top level administrative involvement represented by the Governor's negotiating committee and, as a natural concomitant, the broadly based, forceful representation of an employee organization dealing for a Statewide unit.

Similarly, the meaningful discussion of those problems not involving fiscal considerations (for example, appointments and promotions) involve constitutional, statutory and Statewide departmental provisions.

The Governor's memorandum of Aug. 16, 1967 to department and agency heads lends support to our argument for Statewide

recognition under this statutory standard. It recognizes a Statewide basis for recognition, and "all negotiations on salaries, fringe benefits, conditions of employment".

C. JOINT RESPONSIBILITY TO SERVE THE PUBLIC. Rational relationships among departments and titles necessitates a Statewide unit, this eliminating fragmentation. Clearly the type of "pressure negotiations" existing in jurisdictions where fragmentation exists is not in line with responsibility to the public.

II. Local Negotiations

Resolution of local or departmental issues is, we submit, distinguishable from Statewide negotiations for several reasons, and therefore, requires handling within the context of a Statewide unit by a single Statewide representative.

Local issues can only be resolved by appeal to a broader Statewide agency when an insoluble dispute arises between the local administrator and local representative. The determination of an appropriate representative at various levels would lead to countless jurisdictional disputes. In addition, resolution of local matters, at one institution or in one department by a Statewide authority, can have broad applicability. Therefore, the Statewide representative must, to protect the interests of all employees, often participate at local levels as much for the benefit of those indirectly affected, as those directly affected.

Negotiations on neither the State or the local level necessarily involve subtle relationships between the two. Problems at the local level will naturally result in provisions of the Statewide contract. The two are inseparable.

III. CSEA'S Legal Right To Recognition

A. THE STATUTORY REQUIREMENTS. We have previously submitted evidence of membership of 101,300 State employees, by 97,726 duly executed payroll deduction dues authority cards, and 3,574 employees paying their dues directly to the Association. The membership of 101,300 State employees of 131,760 employees of State departments and agencies, as indicated by the official records of the State Civil Service Department, constitutes the designation of the Association by the overwhelming majority of all employees, as their agent for collective negotiations. In fact, our State employee membership now is over 103,000.

We have also filed with you our Affirmation of No-Strike, as required by Section 207, Subdivision 3, of the Public Employees' Fair Employment Act, as authorized by a resolution of our Board of Directors on Aug. 17, 1967.

The Association's representation of all State employees on a Statewide basis for several decades, is also part of the record before you. The very factors which now so clearly indicate the necessity for a Statewide unit compelled negotiations on a sim-

ilar basis under the prior, less formal procedures, with several administrations representing both of the major political parties. These former procedures gave CSEA de facto recognition as the negotiating agent for all State employees in a single Statewide unit.

This pattern of negotiations, renewed annually with each successive administration, has established precedents followed in public employee negotiations throughout the entire country. The Association's membership is a manifestation of its success in representation of State employees on this basis.

On your ascertainment of the employees' choice (clearly demonstrated by their membership in the Association and the other evidence of past negotiations), the law further requires recognition upon the determination that the organization represents the employees it claims to represent and the organization's affirmation that it does not assert the right to strike against any government, to assist or participate in any such strike, or to impose an obligation to conduct, assist or participate in such a strike (Section 207, Subdivision 3).

The payroll deduction authorizations on file with you, our Secretary's affidavit of members, and the "no-strike" affirmation, thus fully meet the statutory requirements.

B. ESTABLISHMENT OF CONTRACT NEGOTIATIONS AND LOCAL NEGOTIATION PROCEDURES. Section 204, Subdivision 2 of the law, requires the employer to negotiate and to enter into written agreements with a recognized employee organization. We have listed all those items which must be included in Statewide negotiations under this provision. Upon resolution, each of these items would be included in a Statewide contract between your negotiating team and our Association.

The contract should deal directly with issues like salaries, retirement benefits, health insurance, etc., and subsequent implementation by legislation or rules or regulations, as the case may be, should follow.

At the departmental level, our departmental committees will negotiate issues. The result of their agreements could be set forth in memoranda-of-understanding, or by establishment or revision of work rules by the department.

Institutional and work location issues could be resolved by our chapters with a procedure similar to those departmental arrangements.

Issues involving specific titles could also be handled under such a procedure.

All of these negotiations, as we have indicated, should be subject to review, on appeal by the employee organization, under a procedure prescribed by the Statewide contract.

In the field of local conditions, the Statewide contract should provide standards applicable to all to insure fair and equitable treatment throughout the State and to preclude unfair variations

Mt. Vernon Unit Installs Officers

The Civil Service Employees Assn.'s non-teaching unit of the Board of Education of Mt. Vernon, installed officers at a dinner meeting at the Knolls Inn, recently. Eighty members and guests attended.

W. Reuben Goring, of New Rochelle, field representative of the State CSEA was the installing officer. The following slate was installed by Goring:

William J. Geberth, president; Mrs. Irving Dickman, first vice president; Torquato Casagrande, second vice president; Mrs. Dominic Merrole, recording secretary; Mrs. Belle Fabel, corresponding secretary; and Harvey Brandon, treasurer.

Also installed was the Board of Trustees, including Mrs. Helen Goodwin, James Kearns, and Henry Delz.

Mrs. Helen Goodwin and Joseph Tuccillo were co-chairman of the dinner.

Erie Chapter Asks Exclusive Recognition

BUFFALO — Members of Erie chapter, Civil Service Employees Assn. heard an impassioned plea this week that they work diligently to achieve recognition as bargaining agent for Erie County employees.

Neil V. Cummings, chapter president, made the plea as the chapter opened its 196768 series of monthly meetings at Leonard VFW Post in Cheektowaga.

Cummings noted that the chapter has formally petitioned the Erie County Board of Supervisors that the Board recognize the CSEA unit as the bargaining agent.

"As a matter of fact," Cummings said, "the CSEA has represented Erie County workers for many years. What we're asking the Board to do is merely to formalize, put into law, something that has been and is the case already."

He urged all chapter members to "do all you can as individuals" to persuade the Board of Supervisors to grant recognition to the CSEA.

which exist from work location to work location.

The Statewide contract should also provide for procedures for review of disputes at the local level between employer representatives and management. The grievance or arbitration machinery thus established, should give broad, objective review to such issues.

IV. Conclusion

Such a new pattern of negotiations would give the State's employees new, more effective machinery for achievement of fair and equitable salaries, fringe benefits and working conditions and preserve the previously enjoyed advantages of unified, strong representation.

The law contemplates this, and we urge immediate action recognizing our Association so that we may proceed with the negotiation of employee benefits as the statute requires.

Flaumenbaum Remarks On Teachers' Strike Stirs Controversy

Controversy was stirred in New York City last week when an acting officer of the Civil Service Employees Assn. referred to the City's teacher strike at a hearing on the new Public Employees Relations Board.

After presenting the CSEA views on the new Taylor Act, along with Seth Towse, assistant CSEA counsel, Irving Flaumenbaum, acting second vice president, asked to deliver a personal opinion on a matter and then declared "If the teachers' strike is not punished by the \$10,000-a-day fine, as prescribed by the Taylor Law, then to all intents and purposes the Taylor Law is dead this morning and anything that is done here is purposeless and without effect."

Flaumenbaum's remarks, which were later carried on television, caused Jerome Lefkowitz, chairman of the deputy chairman of the PERB, said to say that "We must absolutely rule out of order any mention of this (teachers) case here."

Flaumenbaum said later that he did not intend his remarks to be understood as condemning the teachers or their union. "What I wanted known" he said, "was whether this new law is going to be enforced in all its parts or just those that suit government. If the teachers union is not punished, then it will be clear that government intends to use this law exactly as it pleases and the really important parts of the law to public employees — the grievance procedure clauses and so on — will not be worth the paper they are written on."

Exception

Later that day, another CSEA member took exception to Flaumenbaum's remarks.

Solomon Bendet appeared at the hearing in the role of chairman of the CSEA Salary Committee and as a member of its Negotiating Committee. He told the PERB members that the teachers strike had never been under discussion at any time by the CSEA Board of Directors, of which he is also a member, and that any statements made by any CSEA member concerning the strike were "totally unauthorized."

Lefkowitz then asked Bendet if he had "anything constructive" to suggest to the committee.

Said Bendet: "I have—and that is that the CSEA be immediately recognized as the sole representative of the State workers so that we can get on with the business of negotiating salary increases and other benefits due right now to State employees."

Commenting at an Albany PERB meeting, a CSEA spokesman said that "CSEA has taken no position with respect to the applicability of the Public Employees Fair Employment Act or its procedures to teachers' strike in New York City, regardless of any comments reported in the press."

Reappointed

ALBANY—Mrs. Louis Brodlo of New York City has been reappointed to a new term on the Council of the Downstate Medical Center of the State University.