

Civil Service LEADER

America's Largest Weekly for Public Employees

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Hygiene
Statistics Demanded

See Page 3

CSEA DEMANDS ROCKEFELLER ORDER PERB INVESTIGATION

'Negotiate Now!', Nassau Chap. Demands Of County

(From Leader Correspondent)

MINEOLA—Protesting any "further unnecessary delay," the Nassau chapter of the Civil Service Employees Assn. last week demanded that contract negotiations be opened Monday, September 9.

Chapter President Irving Flaumenbaum sent a telegram to County Executive Eugene Nickerson that one year and a week had elapsed since the Taylor Law went into effect.

"There is no justification for any further delay," Flaumenbaum asserted.

Nickerson's response was not known as The Leader went to press.

Flaumenbaum acted immediately after the county's Public Employment Relations Board, in a long-awaited action, issued a ruling that in effect assured the recognition of CSEA as bargaining agent for the county's 11,000 employees.

The PERB called for a representation election offering county workers a choice of representation by CSEA or no representation. No other labor organization had produced sufficient evidence of membership to be eligible for the vote.

The Board had rejected the applications of several other organizations for elections in a series of fragmented units two weeks ago, holding that one large bargaining unit was advantageous to the employees, the county and the

public. Policemen had earlier been given a separate unit and the faculty of the community college had also been expected.

CSEA has submitted evidence that 75 percent of the county workers had applied for representation by CSEA.

"We know of no reason to hold an election," Flaumenbaum said. "It doesn't make sense and it presents another unnecessary delay that could imperil the start of negotiations and the welfare of county employees."

He noted that under the Taylor Law an impasse may be called as early as Wednesday, September 11.

He also noted that the Town of Hempstead, whose PERB last

week threw out the application of the Teamsters Union for decertification of CSEA as the recognized bargaining agent, had

(Continued on Page 16)

Asks Firing Of Paul Klein And Jerome Lefkowitz Of Bd.

(Special to The Leader)

ALBANY—Labeling recent activities of the State Public Employment Relations Board as "bald attempts to break up the Civil Service Employees Assn. as the major representative of State Employees," the organization's State executive committee last week demanded that Governor Rockefeller ask the resignation of two PERB officials and also order a Moreland Act Commission investigation of all PERB activities since its inception.

The CSEA action came after recommendations by Jerome Lefkowitz, vice-chairman of PERB, to divide State workers into six separate bargaining units, and the

acceptance of those proposals by Paul Klein, PERB director of representation.

In asking the Governor to fire Lefkowitz and Klein, the Employees Association charged both men with ignorance of the needs of employees, the State and the public.

The demand for a full investigation of the PERB was based on CSEA suspicions that certain decisions were based on undue influence by competing organizations.

Statement of Policy

Substantiating its attacks on the PERB decision, the committee adopted the following policy statement:

"The decision . . . is contrary to the interest of the employees, the employer and the public, and utterly disregards the State government structure. It ignores the patterns of negotiations developed bilaterally by the employer and the employees and replaces their proven success with an ill-conceived experiment founded on

(Continued on Page 14)

Salary Comm. Ponders 'No Contract-No Work' Plan For State Aides

Informed sources say that a meeting of the salary committee of the Civil Service Employees Assn. scheduled by its chairman, Solomon Bendet, early this week, will not only hear recommendations for a wide range of employee benefits but also will propose that CSEA

adopt a "no contract-no work" attitude with the State Administration.

The latter proposal, according to Leader sources, came about as the result of the failure to date for the Rockefeller Administration and the Employees Association to complete a work contract,

(Continued on Page 16)

At Mass Meeting

Thruway Committee Formulating Demands For Aides' Benefit

(Special to The Leader)

ALBANY—Members of the special Thruway committee of the 170,000-member Civil Service Employees Assn. met yesterday (September 9) in Albany and drafted a program of wage improvements and other benefits which were presented for approval to a mass meeting of Thruway employees at CSEA headquarters at 33 Elk St. last night.

The two-pronged mass meeting also dealt with a list of numerous grievances which the Thruway Authority has refused to act upon, including failure to pay shift and geographic differentials to certain employees, cramped working quarters, separate restrooms for men and women employees, facilities for eating lunch, lunch relief for toll collectors, safety glass for toll booths and many others.

The mass meeting of the Thruway workers from the New York

The mass meeting of the Thruway workers from the New York

(Continued on Page 16)

Metro Conf. Exec. Board To Meet

A meeting of the executive board of the Metropolitan New York Conference, Civil Service Employees Assn., has been scheduled for September 12 at Gasner's Restaurant in New York City.

Conference president Randolph V. Jacobs, in announcing the meeting, said that plans will be formulated for the 1968-69 Conference year and that matters will be discussed relating to the coming convention of the Association in September.



DEMANDS INQUIRY — Dr. Theodore Wenzl, president of the Civil Service Employees Assn., is shown at a special meeting of the CSEA's State executive committee as he presented the CSEA's statement of policy on the Public Employment Relations Board in which he called for a complete inquiry into the work of the board and also for the firing of two officials of the board.

Don't Repeat This!
In New York State

GOP-Conservative Feud Making Up For Chicago Farce

WHILE oddsmakers from California to New York and from Texas to Canada are giving 7 to 5 odds that Richard Nixon will be the next President of the United States.

(Continued on Page 15)

(Adv.)
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cao in only a few hours and then go directly aboard the luxury liner S.S. Regina for a cruise that goes to Trinidad, Barbados, Martinique and St. Vincent.

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A special five-day trip to Puerto Rico for only \$154 per person is now available for bookings by members of the Civil Service Employees Assn. and members of their immediate families.

The other Fall tours—Puerto Rico in October and London and the Grand Bahamas in November—are completely sold out.

The \$154 price will include round trip jet transportation, departing from New York on Nov. 7 and returning Nov. 11; hotel rooms, ground transfers and sightseeing. An optional one-day trip to St. Thomas in the Virgin Islands is also available.

For immediate application write upstate to Deloras Fussell, 111 Winthrop St., Albany, telephone 518-482-3597. In the Metropolitan New York area write to Samuel Emmett, 1060 East 28th St., Brooklyn, telephone after 5 p.m. —212-253-4848.

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.

A PR Defeat

...BEFORE WE get into the subject of this week's column, let's make it crystal-clear that we are not passing judgment on any group or any individual in connection with the well-planned street disorders in Chicago during the recent Democratic National Convention.

THE SOLE objective of this week's column is to alert our readers to the many pitfalls today's civil servants face while trying hard to do a good job and earn good public relations.

WE DO THIS primarily to prevent a recurrence of Chicago,

where ALL civil servants, everywhere, suffered a bad public relations beating.

FIRST, WE must understand that this is a "new day," which has generated hundreds of new problems which can't be found in the old textbooks. It would seem that practically every one of these problems surfaced in Chicago streets because it was planned that way.

WE BELIEVE we were among the first to warn that the United States was being threatened with a new anarchy, which has as its sole objective blind destruction of "the establishment."

WELL, THIS comparatively tiny wrecking crew was out in full force in Chicago, intent on destroying, if possible, a national political convention, the first step in destroying a country.

FRANKLY, we're not sure they succeeded. They will certainly use every means, fair and foul, to disrupt the Presidential campaign. We won't really know what damage they caused until Election Day.

THE UNHAPPY fact is that these spoilers mouse-trapped the Chicago authorities, including the police, into overreacting to their provocations.

THE RESULT was a crushing public relations defeat for civil servants, for our political system, for our country. Mayor Daley's unilateral statement notwithstanding, the destroyers won a big battle.

NOW, THE spoilers are hoping to win the war—the war of America's streets—by causing total chaos during the Presidential campaign so that voters will never get a chance to hear the issues. We warned about this in previous columns. We reiterate the warning.

THE DESTROYERS make no bones about their plans for destruction. They talk candidly to reporters, as witness this quote in "The N.Y. Times":

"IF HE (Vice President Humphrey) tries to speak, he may be mocked and hissed and laughed at, which would put him off balance and make him lash out and

(Continued on Page 6)

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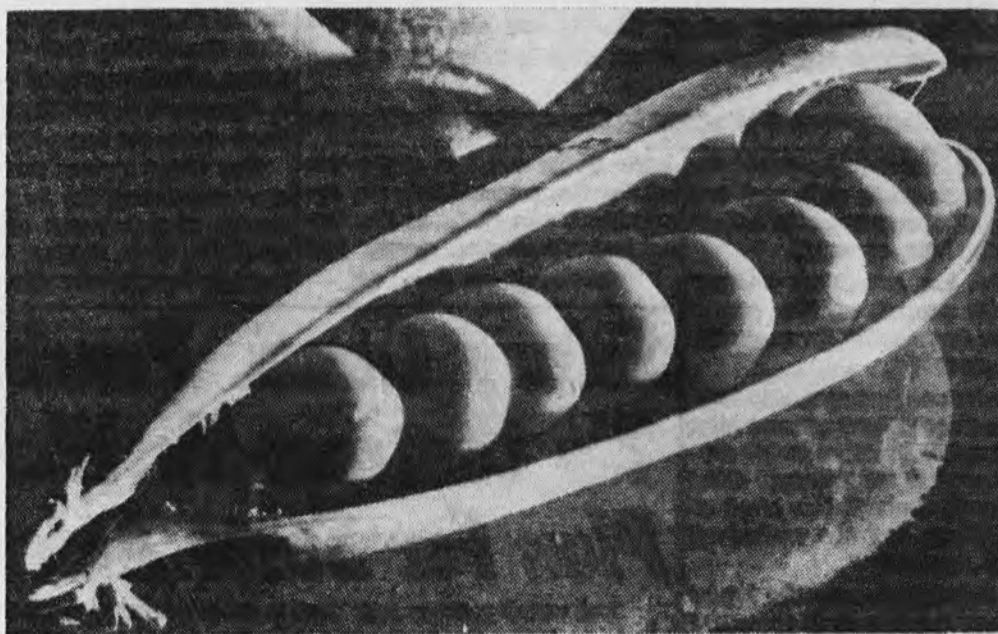
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Rites Held For Thomas Purtell, President Of Long Island Conf.

CENTRAL ISLIP—Thomas Purtell, president of the 40,000-member Long Island Conference of the Civil Service Employees Assn., died Thursday.

Mr. Purtell, 62, who had retired last month from his job at Central Islip State Hospital, had served as president of the hospital's CSEA chapter from 1950 to 1967, and had been installed as president of the regional conference on June 14.

A Requiem Mass was sung yesterday (Monday), at St. John of



THOMAS PURTELL

God R.C. Church, followed by interment in the church cemetery.

He is survived by his wife, Bridget, and two daughters, Mrs. Elizabeth Helf of Centereach and Mrs. Mary Downey of Amityville, and eight grandchildren.

"Mr. Purtell's enthusiasm and distinctive brogue made a deep impression on his fellow employees and on CSEA activities throughout Long Island," according to CSEA officials on Long Island. He was active in many community organizations as well as CSEA.

He was a trustee of the Central Islip Public Library, and served on the advisory committee and registration board of the local school district. He was a past president of the Holy Name Society, and was a Fourth Degree Knight of Columbus.

He had helped to organize the credit union for fellow employees at the hospital, and was its president several times.

In CSEA affairs, he had also

Upgrading Urged For Electrical Aides By Employees Assn.

ALBANY—An application for a two-grade reallocation has been submitted to the Director of Classification and Compensation by the Civil Service Employees Assn. on behalf of maintenance man electricians, electricians, and electrician foremen.

Should the reallocation be approved, it would mean a hike from grade 8 to grade 10 for maintenance man electricians, grade 12 to grade 14 for electricians and grade 14 to 18 for electrician foremen.

The application was prompted by meetings of the CSEA Special Department of Transportation Committee.

served as a vice-president of the Metropolitan Conference.

"We have lost a hard worker and a true believer in the welfare of all," commented State CSEA second vice-president Irving Flaumenbaum whom Mr. Purtell succeeded as president of the conference. "But we will keep in our hearts his example of devotion to the welfare of his fellow men."

Buffalo Sewer Auth. Agrees To Negotiate

(From Leader Correspondent)

BUFFALO — Pressed by Civil Service Employees Assn. representatives, officials of the Buffalo Sewer Authority agreed last week to negotiate grievance procedures, a safety program, pay for overtime and other fringe benefits.

Daniel Tattenbaum, president of the Sewer Authority unit, Erie chapter, Civil Service Employees Assn. said the unit negotiators agreed to sign a collective bargaining contract "only after we had rock-bound assurance that the fringes would be negotiated."

The contract, approved by the unit June 27, calls for a minimum \$800 pay increase for about 245 employees. The total wage package is \$267,000.

"But the fringes are very important," Tattenbaum said, "and we intend to get them."

Other fringe benefits the CSEA group want to discuss are leaves of absence, bereavement time and classification.

James McCabe

LONG BEACH — Funeral services were held here recently for James McCabe, founder and president of the Long Beach unit, Civil Service Employees Assn.

Over 1,000 friends and fellow employees attended the Requiem Mass which was celebrated in St. Ignatius R.C. Church.

The assistant superintendent of recreation for the City of Long Beach, Mr. McCabe, 51, is survived by his wife, Mary, and two sons, James III and Michael.

Under his direction, the unit grew to full potential with 280 members—the entire roster of City employees.

Nassau chapter president Irving Flaumenbaum called Mr. McCabe "A man to remember," adding, "there was not a public official who did not come to pay his respects."

A graduate and all-around sports star at Long Beach High School, McCabe later served as assistant football and basketball coach at his alma mater. He attended New York University and served in World War II. In 1947, he helped organize and became assistant superintendent for the City recreation program which has drawn praise as a model.

CSEA Demands Statistics On Patient-Employee Ratio From Mental Hygiene Dept.

(Special To The Leader)

ALBANY—The 170,000-member Civil Service Employees Assn., recognized bargaining agent for most State employees including more than 45,000 Mental Hygiene workers, demanded last week that the State Department of Mental Hygiene provide it with statistics on the staff to patient ratio forward service in the various department-operated hospitals and schools throughout the State.

In demanding the figures, CSEA president Dr. Theodore C. Wenzl said: "We have received numerous reports from our Mental Hygiene members of serious understaffing problems and patient overcrowding in many institutions in the State.

"This information we request is a matter of public record and should not be kept confidential as it has been for years. CSEA as the bargaining agent for these employees, and especially the public, have a right to know whether these deplorable conditions do, in fact, exist.

"There is," said Wenzl, "a certified patient capacity for each institution and we have good reason to believe that this is being disregarded in many of the facilities operated by the Department of Mental Hygiene.

"The understaffing problem is nothing new," Wenzl stated, referring to a "freeze" on hiring of lower grade employees put into effect by the department last spring because of reported budget cutbacks. "Institution heads were told at that time that they could not fill vacancies in the lower grades unless their individual staffing fell below 80 percent of authorized strength," the CSEA chief noted. "At our insistence, the freeze subsequently was lifted, but the department still has been experiencing extreme difficulty in recruiting personnel, particularly those in the attendant titles who

work closely with the patients. "Most of the institutions are understaffed and this problem, coupled with the overcrowding, has resulted in an extremely perilous situation, posing a danger to patient care and undermining the morale of the employees.

"Partial correction of understaffing is being denied by the State's refusal to pay overtime. Instead of money for overtime worked, the employees are forced to take equivalent time off during the same pay period. This latter practice, condemned in a recent finding by the State Grievance Appeals Board, adds to the understaffing woes by creating a chain reaction." Explaining, Wenzl cited an example whereby one employee was out sick and another was called to take his place. The latter worker was given equivalent time off for the overtime he worked, thus leaving his job unattended "Cash payment of overtime would virtually eliminate this particular discrepancy," Wenzl pointed out.

"CSEA has insisted right along that the State overtime pay rules and procedures are oppressive and are used by the State with complete disregard for the Mental Hygiene ward employees, as well as other State workers," Wenzl concluded.

The Association is requesting

Delegate

Frank G. Krivo, director of admissions at State University of New York at Albany, was elected recently to the National Assembly of the Association of College Admission Counselors as a delegate from New York State.

another meeting with the State Budget Director, T. Norman Hurd, at the earliest possible date in the hope that this and other conditions can be corrected.

'Arm Campus Security Staff,' Lochner Urges

(Special To The Leader)

ALBANY—Joseph D. Lochner, executive director of the Civil Service Employees Assn. has wired Martin Myerson, president of the State University at Buffalo, urging that immediate action be taken to properly arm campus security officers.

According to Edward Dudek, State University chapter president, "prompt action must be taken to give these officers the protection they need." Dudek related a recent incident in which an Officer Lauricella was seriously beaten while inspecting a campus warehouse. He said, "In such instances a man should be armed so that he may defend himself. Right now, security officers are even guarding large sums of money in transport from the bursar's office to the bank."

Charles Fogel, assistant to the executive vice-president of the University, informed Dudek that a committee was formed to study the possibility of arming the security officers, and a recommendation will be made to the faculty senate by September 16.

In his telegram, Lochner asked for an immediate and cooperative solution to the problem.

Reallocation Hearing Opens This Week On Institution Teachers

(Special To The Leader)

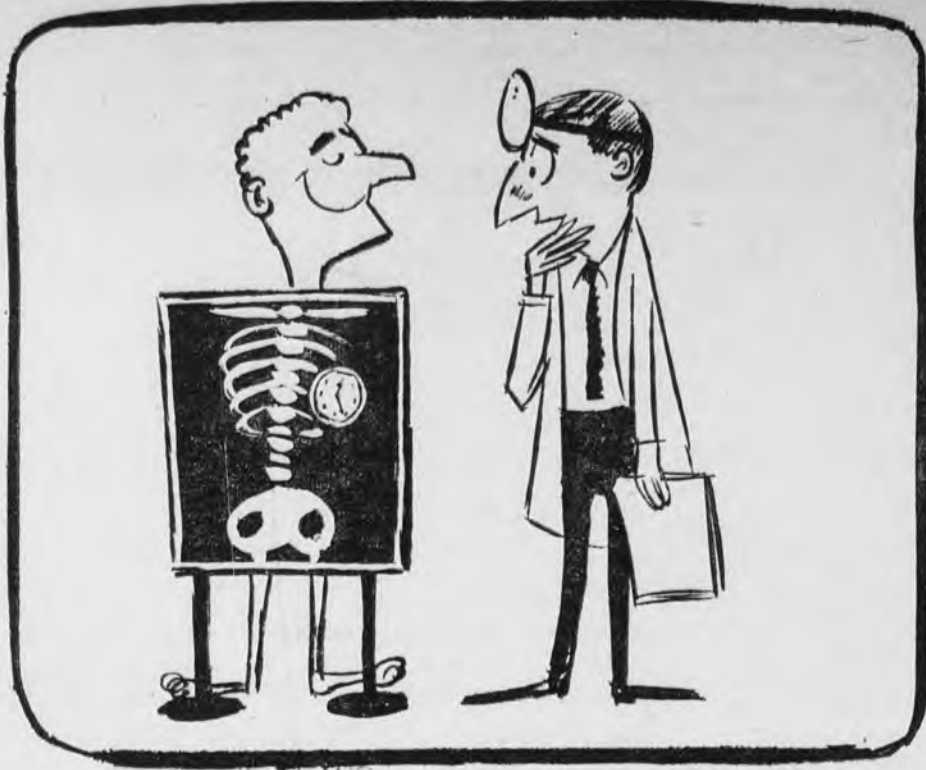
ALBANY—The Civil Service Commission will conduct a hearing at 3 p.m. Thursday, September 12 on the appeal for reallocation of institution teachers, senior institution teachers, institution education supervisors, and institution education directors, at department headquarters in Albany.

Representatives of the Civil Service Employees Assn., as well as the New York State Teachers Assn., Institution Education Assn., and other departmental organizations of teachers will present data supporting the reallocation of all involved titles.

Thomas Coyle, CSEA assistant director of research, stated that the "vital function of these skilled professionals has been ignored in determining their pay grade. The time has come for a change for the better and we're going to see that things are justified."



DEDICATION DISCUSSED — William Hennessy, chairman of the September 17 dedication of the new Civil Service Employees Assn. Headquarters Building in Albany, discusses arrangements for the event with Miss Delois Fussell, chairman of CSEA's social committee. The formal dedication ceremony will begin at 8 p.m. Tours of the new facility at 37 Elk St. will be held throughout the afternoon, Hennessy announced.



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Seek Consultants For Public Health Social Work

Filing is now open for a New York City Department of Personnel examination for the title of consultant (public health social work). The Department of Health has several immediate vacancies for the job, which pays from \$9,400 to \$11,500 per year.

Qualifications for the position include a baccalaureate degree issued after completion of a four-year course in an accredited college or university and graduation from an accredited school of social work as evidenced by a master's degree or a certificate. In addition, candidates must have four years of full-time, satisfactory experience in social work as follows:

(A) Two years of casework experience in a health, medical or psychiatric care agency adhering to acceptable standards;

(B) Two years of experience in a supervisory, administrative or consultative capacity in any area of social work, or in teaching in an accredited school of social work;

(C) A satisfactory equivalent of (A) and (B).

Promotions are accorded to the title of senior consultant (public health social work) when the employee is eligible.

Further information and applications may be obtained at the Application Section of the Department of Personnel, 49 Thomas St., New York City. For mail requests, enclose a 9 1/2-inch envelope.

Punch & Judy Fan? This Job's For You

Applications will be received through September 24 for a New York City job as a puppeteer in the Department of Parks. There are several vacancies.

Qualifications include a baccalaureate degree showing completion of a four-year course in an accredited college or university, including or supplemented by 18 credits in dramatics, crafts or related fields; or graduation from an accredited professional art or dramatic school and two years of recent, satisfactory professional experience as a puppeteer or in a related field; or graduation from a senior high school and three years of recent, satisfactory professional experience as a puppeteer or in a related field; or a satisfactory equivalent.

Typical tasks of the puppeteer are: constructs and assembles marionettes by use of models, casts, papier mache and paint; makes wigs for marionettes; sews costumes, curtains and sundry items; constructs and paints props and scenery; gives marionette performances, both indoor and outdoor, involving dramatizing of a script through voice and manipulative skill; uses and makes simple repairs to electrical apparatus such as public address systems, switchboards, turntables and tape recorders.

If you have these talents and qualifications, go or write to the Department of Personnel, Application Section, 49 Thomas St., New York City.

To Keep Informed,
Follow The Leader.

Where to Apply For Public Jobs

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

CITY

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

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

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

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

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

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

STATE

STATE—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, Federal Bldg., Federal Plaza at Duane St. and Broadway, New York, N.Y. 10007. Take the IRT Lexington Ave. Line to City Hall and walk two blocks north, or take any other train to Chambers St. at Broadway Stations.

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

Applications are also obtainable at main post offices 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.

Two Receive Awards; Save City \$1 Million

Deputy Mayor-City Administrator Timothy W. Costello presented awards of \$1,000 each to two City employees for suggestions which they submitted through the City's Employees' Suggestion Program.

The award winners, each of whom received the City's highest award for an employee's suggestion, are Hyman Goldstein, an administrative assistant with the Department of Sanitation, and Harold Levine, a senior accountant with the Department of Social Services.

Goldstein received his award for suggesting that private physicians who treat Department of Sanitation employees for injuries received in line of duty be requested to refer them to the department's clinic for x-rays required for treatment. It was the practice of the physicians to refer the injured employees to private x-ray laboratories and the City was required to pay the costs involved. Goldstein felt that this was unnecessarily increasing costs for the City because the department has the facilities and a competent staff capable of providing the necessary x-ray services at significantly reduced cost. Goldstein's suggestion has been adopted and expenditures for x-

rays have been reduced by more than \$30,000 annually.

Levine received his award for suggesting the use of an improved procedure he developed for collecting the amount of money which responsible relatives have agreed to contribute toward the support of neglected or dependent children who are receiving public assistance. His procedure, which involves the use of electronic data equipment, provides for the monthly billing of the responsible relative and the issuance of receipts for payments made. It also provides for an immediate follow-up on any overdue suggestion, a result of Levin's suggestion, collecting from responsible relatives as increased by more than

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\$200,000 annually.

Thomas Jefferson Miley, the chairman of the City's Suggestion Award Board stated that as a result of employees' suggestions, the City realized \$1,000,000 in economies in 1967. He explained that the estimated economies were computed on the basis of only one year's use of each approved suggestion and that the cumulative value of the economies from the suggestions approved last year would far exceed that figure.

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Exam Scheduled for Dec. 14th
Classes meet TUESDAYS 5:15 PM

SENIOR CLERK-STENO
Exam Scheduled for Feb. 8, 1969
Classes Meet MONS. - Jamaica 6:30 PM
Meet MONS. - Jamaica 6:30 PM
and WEDS. - Manh. 6 PM

STATIONARY ENGINEERS LICENSE
Exam Scheduled for March 8, 1969
Classes Meet MONDAYS 7 PM

REFRIG. MACHINE OPER. LICENSE
Exam Scheduled April 19, 1969
Classes Meet WEDNESDAYS 7 PM

MASTER ELECTRICIAN LICENSE
Exam Scheduled April 19, 1969
Classes Meet THURSDAYS 7 PM

MASTER PLUMBERS LICENSE
Exam Scheduled Jan. 18, 1969
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TUESDAY, SEPTEMBER 10, 1968



Experts And Messiahs

THE Civil Service Employees Assn. has called upon Governor Rockefeller to fire two officials of the State Public Employment Relations Board and to order a full investigation of that agency.

The action was asked after Jerome Lefkowitz, PERB vice-chairman, recommended that State employees be divided into six separate bargaining units instead of the one major and two lesser units asked by the Rockefeller Administration and after Paul Klein, PERB representation director, accepted Lefkowitz's proposals.

CSEA spokesmen have charged that the recommendations were made out of ignorance, bias or both, and that implementation of the proposals would seriously damage the Employees Association as an effective bargaining representative; would destroy the unity and bargaining strength of State workers; would be impossible to administer and would, in the long run, serve neither employee, the State or the public.

It turns out, for instance, that certain employees could come under three or four different bargaining units. In another instance, the PERB proposals would put Long Island Park Commission employees into one separate unit while failing to provide a unit for workers similarly employed in other areas of the State.

Allegations of prejudice are based on reports that a competing organization had information as to the creation of the proposed units weeks before the recommendations were formally announced.

The most dangerous thing, however, appears to be that Mr. Lefkowitz has seemingly ignored the wishes of both the employers and the employees in this matter and has taken upon himself the creation of a plan that will be forced upon the State for its own good—whether it's wanted or not. This is not the way things are done in this country and the very appearance of such an attitude seems to us grounds enough for Governor Rockefeller asking for the resignations of Messrs. Lefkowitz and Klein and ordering a formal inquiry into just what PERB is and what it has been up to. Labor experts are one thing. Labor Messiahs are another.

Federal Cutbacks

IT seems clear now that Congress will enforce the imposition of personnel cutbacks on Federal agencies. Approximately three out of every ten jobs that are vacated are now slated to be eliminated from the government's payroll as a belt-tightening measure improvised a few months ago to take the onus off the Administration's much sought-after tax surcharge bill.

The Post Office, the FBI, the TVA, and the Federal Aviation Administration have been exempted, wholly or in part, from the edict after successfully pointing out to Congress that such cutbacks would seriously impair their operation in the public's benefit.

It must have been a serious blow to the Congress' pride of authorship to see such a well-thought-out and useful

(Continued on Page 13)

LETTERS TO THE EDITOR

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

Thank You

Editor, The Leader:

The Peekskill Civil Service Commission wishes to take this opportunity to thank you for publishing in your paper our various job openings and examination notices.

It is quite evident from the applications received from all over the State that the Civil Service Leader is widely read.

L.W. LANDRUM, Chairman
Civil Service Commission

P. R. Column

(Continued from Page 2)
reveal what he really feels."

THESE ANARCHISTS set out to put Chicago off balance and they succeeded.

FOR CIVIL servants everywhere, particularly the police, we have some words of advice:

- Beef up your Intelligence Corps to obtain first-hand information on the plans within the ranks of the destroyers. You are up against a highly intelligent enemy, full of cunning and vivid imagination. You can't fight them by seat-of-the-pants techniques or by losing your cool.

- Beware of booby traps which the spotters are constantly thinking up to harass and provoke you.

- Don't try to cover up street disorders by turning on news people. You'll lose the good will of the press and all the publics who would normally support you. (The spotters were gleeful when the Chicago police lost their heads and went after newsmen.)

- Don't say there were no disorders when everyone with working vision can see for themselves on TV what happened.

- Train seasoned, cool-headed superior officers to work with newspapermen during demonstrations to make certain the reporters do their work without harassment and that they understand what the police are doing and why. Remember newsmen are under emotional pressures, too.

- Send every police officer of every department to briefing sessions where they can be brought up to date on the new problems they face, particularly from the blind destructionists of the new left of left.

WE HAVE said before and we say it again:

KEEPING the fabric of our country together and strong depends on how intelligently civil servants perform their duties in the turbulent days to come.

Civil Service Law & You

By WILLIAM GOFFEN



Termination Of Probationers

THE PROBATIONER may be severed from his civil service position if it is determined in good faith that his conduct and competency were not satisfactory. Such termination may even be without any hearing, because the probationer does not have tenure rights.

AN EXAMPLE of removal of a probationary employee is Windsor v. Barry (New York Law Journal, June 19, 1968). The petitioner, a probationary patrolman of the Suffolk County Police Department, moved under Article 78 to annul a decision terminating his employment. As correctly noted by Justice Jack Stanislaw, the issue was whether the termination was arbitrary, capricious and illegal.

THE PETITIONER passed the physical and mental examinations conducted by the Suffolk County Civil Service Commission. He was admitted for training along with 50 other probationary patrolmen to the Suffolk County Police Academy. Each recruit received a police training record card indicating that the instructor of the Academy would be required to certify whether the trainee has met the specific requirements of each of five enumerated categories. The categories were: "Notebook; Attendance; Firearms; Examinations; and Supervised Field Training."

EACH RECRUIT was supplied with a 35-page brochure which included a detailed description of each of the five requirements. Several pages of the brochure were devoted to detailed instructions for notetaking on the lectures comprising the course. The brochure said:

The future success of an officer in the field of law enforcement can often be predicted on the basis of his well-written and well-organized notes.

The recruits were advised that notes must be taken on subjects and that notebooks would be graded.

EVERY RECRUIT but the petitioner received a passing grade on his notebook. The petitioner's notes were inserted upside down and backwards. His notes covered only 5 pages dealing with a single lecture although 47 different subjects were taught. He explained the deficiency by the fact that his typewriter was broken.

PETITIONER was given an additional week to bring his notebook up to grade, but a second inspection found that it was still inadequate. Examination of his classroom notebook from which material should have been taken for his permanent notebook revealed that it was blank.

ALTHOUGH the petitioner completed successfully all the requirements other than the notebook, he was relieved from duty and his employment terminated. The petitioner contended that his dismissal was arbitrary and capricious because his notebook was evidently adequate as proven by his success in preparing for the written examination. He assumed that the issue of the notebook had been resolved when he passed the examination.

JUSTICE STANISLAW agreed with the petitioner that his failure to maintain an adequate notebook was not deliberate and could well have been due to a misunderstanding. However, the instructions pertaining to maintenance of notes were fully spelled out in the Manual.

ALTHOUGH THE petitioner could not claim a hearing as a matter of right, such a hearing was held at his request. The Commissioner stated at the hearing that while the petitioner had been given ample time to complete his notebook, there is no time for a regular patrolman to redo his work. The Commissioner denied the petitioner's request to redo the notebook because otherwise those who failed other categories of the program must likewise be allowed that privilege. As the department required men with ability to perform assignments adequately the first time, this could not be permitted.

WHILE IT IS undoubtedly true that an administrative agency must have competent personnel, competency initially determined by evaluation of merit and fitness on the basis of written competitive examination. Once an employee has been deemed qualified on this basis, it is a tragic trauma to be barred from continuing in chosen employment with the concomitant personal and economic frustration. Still, the Court may not interfere with a determination discharging a probationer when his unsatisfactory performance has been established in good faith.

52 State Employees Get Suggestion Awards

ALBANY—Cash awards for 52 State employees for ideas submitted to the State Employee Suggestion Program have been announced by Mrs. Ersa H. Poston, president of the New York State Civil Service Commission.

The top award of \$500 went to Jacob J. Ovrutsky, Loudonville, Department of Transportation, who developed the concept of using compaction control curves for various families of soils. Establishing these curves eliminates the need to perform full compaction tests on every soil type encountered on every construction project. The fact that New York is one of the few states to use this technique is due largely to the efforts of Ovrutsky.

A \$200 award was presented to Anne L. Cotrofeld, Albany, Department of Transportation, who suggested a time-saving change in the procedure of preparing maps which show private roads.

An award of \$125 was earned by Edwin C. Wells, Albany, Division of Employment, who submitted a way to eliminate two monthly statistical tabulations by adding routine information to computerized office reports.

Leonard Freeman, Troy, Department of Education, received a \$75 award for suggesting that

a raised printing process, instead of engraving, be used for certain professional certificates. This process saves \$1,325 per thousand.

State employees receiving \$50 awards were Warren O. Curtis, Athens, Division of State Police;

Rudolph W. Reavis, New Rochelle, Division of Employment; Virginia M. Boland, Guilderland, Department of Civil Service; Dr. Jerome Payton, Morris, Department of Agriculture and Markets, and Anne Marie Bird, Watervliet, Department of Education.

A \$40 award was earned by Elizabeth S. Tallmudge, Albany, Department of Taxation and Finance, and a \$35 award was earned by Patrick J. Cea, Brooklyn, Department of State.

Two joint awards of \$25 each were presented to Nancy O'Brien, Troy, and Walter Koltko, Cohoes, Division of Employment; Thelma Chamberlain, Wynantskill, and Simon Kahian, Watervliet, Workmen's Compensation Board.

Eleven employees received \$25 awards. They were Marion Hudson, Jamaica, Division of Employment; Frank Knapp, Cobleskill, Lyman A. Pageau, Cadyville, and Charles W. Mallery, Watervliet, all from State Uni-

versity; Ella W. Dwulitt, Albany, Department of Taxation and Finance; William I. Wattenberg, Brooklyn, and Louis M. Cibulas, Clinton Park, Rensselaer, both from the Department of State; Robert Crarshaw, Lockport, Department of Transportation; Edmund R. Burns, Johnson City, Samuel Jaffe, Maspeth, and Ella Walter, Bronx, all from Workmen's Compensation Board.

Twenty-dollar awards were (Continued on Page 10)

A special time of year:

During the next two months, communities across New York State will be seeking public support of their United Funds. This follows the traditional American system of neighbor helping neighbor. Because of the constant encroachment of government in the fields of health, education and welfare, many are now asking if the funds raised during the joint appeals really count. They do.

As government develops and expands its services in these fields, the voluntary sector is called upon to do the same . . . and more of it. In a real sense, voluntary efforts are initiators for human services being provided by government bodies.

In addition to the sound principle of the balance provided by the private sector, dollars given to the voluntary sector have a practical benefit. Funds received by many agencies are matched by "Public" funds. Under the matching principle, most of this money would not be available without the voluntary dollar. Though government is becoming more committed to the areas pioneered by the voluntary agency, the voluntary dollar is needed more than ever to sustain and increase the community's total commitment.

Support your local United Fund or Community Chest this year.

A special kind of protection:

More than 824,000 state and local government employees and their dependents are enrolled in the New York State program for health insurance. All have the unique benefits of Blue Cross. Over 83.5% selected the STATEWIDE PLAN; Blue Cross-Blue Shield-Metropolitan Major Medical.

Why such overwhelming preference for the STATEWIDE PLAN? One important reason is that the Statewide Plan is backed by the pioneers in hospitalization and medical protection (Blue Cross-Blue Shield).

In addition to the broader basic benefits of Blue Cross and Blue Shield, there is the additional protection of a realistic Major Medical which protects against the day-to-day expenses of medical care, such as home and office visits, drugs, nursing, etc. in or out of the hospital.

Another important reason is that the Statewide Plan is tailored to the needs of public service employees.

Find out why eligible employees are choosing the STATEWIDE PLAN over other options by more than 5½ to 1. Get all the facts.

Write to: The Statewide Plan Coordinating Office, 1215 Western Avenue, Albany, N. Y. 12203. Do it now.



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Cashier Jobs In Onondaga

Onondaga County has announced an examination on October 19 for county cashier. Applications will be accepted up to September 18 for the job, which pays \$4,184 to \$5,824 per year. There are presently three vacancies in the Onondaga County clerk's office.

Required for application is graduation from a standard high school and two years of experience in handling large sums of money, or satisfactory equivalent education and experience.

Duties consist of receiving receipts and depositing cash and checks, maintaining routine financial records, and performing related work as required.

The written examination will cover account keeping, arithmetic, and office practices.

For more information and applications contact the Onondaga County Department of Personnel, 204 Public Safety Building, Syracuse, N.Y.

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK.—JOAN MANCINI MCKINNON, Plaintiff, against ROBERT MCKINNON, Defendant.—Index No. 32817/1968.—Plaintiff designates New York County as the place of trial.—The basis of the venue is Plaintiff's Residence.—Summons with Notice.—Plaintiff resides at 364 6th Avenue, 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 Attorneys 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, July 24, 1968.

ROSENBAUM & ROSENBAUM, Attorneys for Plaintiff, Office and Post Office Address: 350 Broadway, New York, N.Y. 10013. Canal 6-1045-6.

Notice: the object: ACTION FOR AN ABSOLUTE DIVORCE.

TO: ROBERT MCKINNON: The foregoing summons is served upon you by publication pursuant to an Order of HON. FREDERICK BACKER, a Justice of the Supreme Court of the State of New York, dated August 20, 1968, filed with the complaint and other papers in the office of the Clerk of the County of New York at 60 Centre Street, Borough of Manhattan, City of New York.

The object of the action is for a divorce. Dated: New York, N. Y., August 20, 1968.

ROSENBAUM & ROSENBAUM, Attorneys for Plaintiff, 350 Broadway, New York, N. Y. 10013. Canal 6-1045-6.

Filing Open For Assistant Mech. Engineer

Applications for a New York City examination for assistant mechanical engineer will be accepted continuously, the Department of Personnel announced recently.

Requirements for this job are (1) a baccalaureate degree in mechanical engineering issued after completion of a four-year course in an accredited college or university and two years of satisfactory practical experience in mechanical engineering work, or (2) graduation from a senior high school and six years of the experience described above, or (3) a satisfactory equivalent.

Salary for this job ranges from \$9,000 to \$11,100 per year. There are annual increments and a longevity increment of \$350 each.

Under supervision, the assistant mechanical engineer performs mechanical engineering work of moderate difficulty and responsib-

ly, and he may supervise subordinate employees. He may also do related work. Information and applications are available at the application section of the Department of Personnel, 40 Thomas St., New York City.

Promotion to Senior Clerk-Steno

Exam Scheduled for Feb. 8, 1969

Our course in preparation for this test will start on Monday, September 9, 1969 and will meet each week as follows:

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*Frank Friedel

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NOW! 30 DAYS OF DRIVING ON A SINGLE TANK OF GAS!

— even more startling, now save up to \$16 a month, up to 50 gallons of gas each month, without changing a single part on your car!

Laboratory reports... PLUS road tests conducted on Indianapolis proving grounds reveal you may now get as much as 37 miles of driving from each gallon of gas... save up to 50 gallons of gas each month... save up to \$200 on your car each year!

Six months ago, for perhaps the first time in history, the United States Government issued patent protection to an invention that has been classified ILLEGAL! Sound strange? Not really here's why: I'm sure you're familiar with the famous gasoline-economy tests run by all the major oil companies. Well, do you know that the remarkable new invention described on this page is actually banned from these tests because it is TOO EFFECTIVE! Do you know that because this invention saves so much gasoline... that because it gives so much economy... it is actually ILLEGAL for a test-driver to fit one on his car! And do you know that because it boosts gasoline mileage up to 11 more miles per gallon... it has actually been OUTLAWED in every recognized cross-country economy run... simply because the officials who conduct these tests were forced to rule that it gives all cars that have it AN UNFAIR ADVANTAGE!

In other words, if you are a person planning on entering one of these cross-country economy runs... then this message is not for you. YOU JUST WON'T BE ALLOWED TO USE THIS NEW INVENTION—SORRY, BUT IT'S SIMPLY ILLEGAL. BUT — if you are a person who is not interested in setting any records... who is only interested in getting more miles per gallon than you ever dreamed possible — and doing it the very same way that many of America's leading corporations are doing at this very moment — then what you are about to read is perhaps the most thrilling and exciting news in automotive history.

TEST DRIVERS REPORT UP TO 11 MORE MILES PER GALLON —
The name of this great new invention is the G.T. ENERGY CHAMBER... and there is no better way to describe to you the increased performance and economy it will give you... than to tell you of the "bombshell effect" it had on research scientists and test-drivers, who simply refused to believe their own gasoline gauges when they first tried it out. Look:

CUTS GASOLINE COSTS TO AS LITTLE AS 1¢ A MILE
1. When the G.T. ENERGY CHAMBER was first tested by the same research laboratories used by Ford, General Motors and Chrysler... results were so overwhelming, (a staggering increase of up to

68 per cent)... it actually lowered gasoline costs to as little as ONE CENT A MILE.
2. When tests were made by the world's leading auto rental system with this incredible money saving invention... and then test-run on the road and on such world famous proving grounds as the Indianapolis Speedway... the test-drivers of these vehicles were absolutely amazed to see big 8 cylinder sedans get better gas-mileage than small European economy cars!
3. When large fleet owners and some of the nation's largest taxi fleets tested this great new invention to determine just how much gas it would save them... the results were so dramatic that within 30 days they reported savings of not hundreds... but thousands of gallons of gas the very first month alone!

UP TO 500 MILES OF DRIVING FROM A SINGLE TANK OF GAS
Yes, from test after test... road tests, laboratory tests, tests by some of the world's most famous drivers... come re-

BEST PROOF OF ALL!
World's Leading Rent-A-Car Company Road-Tests Amazing New Invention For 3 Solid Months... Then Orders Fleet Of Cars IMMEDIATELY EQUIPPED!
they report "Savings of up to 54 gallons a month per car"
Yes, from one of the nation's largest automobile fleet owners comes the most dramatic proof of all... A company that spends more money on gasoline in one weekend than the average person spends in a lifetime... they tested this incredible new invention and here is what they found: **WHOPPING 32% ON ALL CARS TESTED. Wouldn't you like to save up to \$200 a year on your car? For full details read the rest of this page!**

ports of cars that drive for hundreds and hundreds of miles ON A SINGLE TANK OF GAS! Reports of test cars from Ford, General Motors, Chrysler that get more miles per gallon today than when they were brand new! Reports of big, luxury sedans that weigh 2½ times more than small European cars... yet get better mileage, better performance and huge dollar savings thanks to this new miracle invention.

IF IT WORKS SUCH MILEAGE-MIRACLES, HOW COME THE CAR MANUFACTURERS HAVEN'T INSTALLED THIS TYPE UNIT IN THEIR CARS? — THE ANSWER IS THAT TWO ALREADY HAVE!

By now you are probably wondering just what is the G.T. ENERGY CHAMBER... and how does it work? Well, to make a long story short... if you were to look under the hood of one of those \$20,000 European luxury cars like the Maserati or the Aston-Martin, you would see sitting in those engines... a special gasoline unit... especially designed to extract more blazing power, more energy from each gallon of gasoline. This remarkable booster-unit is what gives these cars such magnificent performance... such TOTAL POWER... such increased energy efficiency. And this is precisely what the G.T. ENERGY CHAMBER is designed to do — enable your engine to extract more piston-driving power, more raw, blazing energy and more gasoline economy... e-



HERE IT IS — IN ACTION — The miracle G.T. ENERGY CHAMBER, caught by the eye of ultra high-speed cameras at one of the world's most famous proving grounds. Yes, here on the big viewing console you see dramatic picture-proof of tests conducted by leading automotive authorities at the Indianapolis Speedway... tests that PROVE you can now actually take ordinary gasoline... feed it into your engine in a new and different way... trigger it into piston-driving energy... and unleash a blazing source of power for your car. For full documented proof of just how this amazing new discovery can save you up to \$200 in gasoline bills in the next 12 months... read the rest of this page. (tests performed by official Indianapolis test driver.)

ONLY, instead of costing \$100 to \$150 (like the European booster-units)... the G.T. ENERGY CHAMBER costs but a mere fraction.
That's because after years of intensive research automotive experts have finally found a way to simplify these booster units... reduce the number of parts in each unit... mass produce them... and slash costs to a mere fraction... and make them available at a price so low it's almost too ridiculous to mention. Why do you realize what this means to you if you are a person who is determined to save yourself up to \$16 a month on your gas bills... up to 50 gallons of gas each month... yes, up to \$200 a year on wasted gasoline.

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It means that no matter what kind of car you now have... no matter how old that car may be... no matter what condition it is in... no matter how many miles you pile on each month... here at last is the automotive discovery you've long dreamed about... and has now come true. Because, from this day on you too can now save up to 500 gallons of gas each and every year. NOW you too can drive for weeks and weeks on end without ever stopping at a service station. Now you too can drive across 6 states of the union on just a single tank of gas, blaze a trail from New York to Chicago on just 2 or 3

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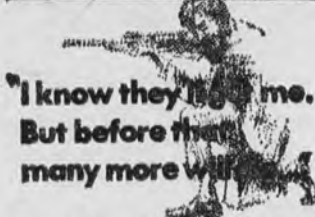
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Nov. Applications For Appliance Operators

It is expected that the New York City Department of Personnel will open filing in November for the \$4,050-\$5,205 per year position as office appliance operator. A final test date has not yet been announced.

The office appliance operator examination was last given in

April, 1966. At that time, requirements were three months of recent, satisfactory, full-time, paid experience at the job or recent, satisfactory training in the operation of one of the following machines: multilith, mimeograph, addressograph, ditto, microfilm, inserting and mailing, or any equivalent amount of experience.

Further information will be printed in The Leader as it be-

comes available from the Department of Personnel.

Jefferson County Seeks Policemen

The Jefferson County Civil Service Commission has announced that an open competitive examination will be held October 19 for police patrolmen. Vacancies exist in the villages of Clayton and Alexandria Bay, N.Y.

Applications may be filed until September 18 at the Commission office at 173 Arsenal St., Watertown, N.Y. 13601. Salaries are from \$4,800 to \$7,000 in Clayton and \$102 per week at Alexandria Bay.

There is no residence requirement for taking the test. Candidates must be not less than 19 years of age and must not have reached their 29th birthday. Eligibility for appointment begins when a candidate reaches his 20th birthday and ends when he reaches his 29th birthday.

A high school education or a State equivalency diploma is required. Height requirement is five feet eight inches to six feet five inches, and weight should be between 140 and 235 pounds, and in proportion to height.

Further information can be obtained from the Jefferson County Civil Service Commission.

State Needs Canal Men

Applications will be accepted up to September 30 by New York State for a test for canal structure operator at \$5,200 to \$6,440 per year, to be held on November 2.

Candidates must have had two years of satisfactory experience in the operation and maintenance of mechanical and electrical machinery.

Duties include maintaining and operating canal structures and equipment to permit passage of canal and bridge traffic and to regulate the water level and flow. The canal structure operator also is responsible for checking for seepage and navigational hazards and for preventing trespassing and vandalism.

Further information and applications may be obtained from any of the following New York State Department of Civil Service offices: State Office Building Campus, Albany; Room 1100, 270 Broadway, New York City; Suite 750, 1 West Genesee St., Buffalo, or Room 818, State Office Building, 333 East Washington St., Syracuse.

Corr. Courses At Geneseo State

Twenty-five correspondence courses, in such fields as English, economics, psychology, philosophy, mathematics, history, foreign languages, education and anthropology, taught by Geneseo State faculty members and comparable to curriculum offerings on the Geneseo campus, will be offered by the State University College at Geneseo this fall.

Designed to be "challenging and rewarding," the correspondence courses, according to Dr. Nicholas P. LaGattuta, director of Continuing Education, "offer an opportunity for an individual to begin or continue his college

AWARDS

(Continued from Page 7)
earned by Robert Rosendahl, Selden, Department of Transportation; and Aaron H. Levin, Brooklyn, Division of Employment.

Recipients of \$15 awards were Pearl S. Rinzler, Uniondale, Department of Motor Vehicles; John G. Panucci, Albany, Office of Local Government; Edward O. Lynch, Seneca Falls, Department of State; Edmund R. Burns, Johnson City and Sylvia Galman, Brooklyn, both from Workmen's Compensation Board.


A joins award of \$10 went to Evelyn F. Schlein, Lawrence, and Karen Roll, Levittown, both from Workmen's Compensation Board.

Ten-dollar award winners were all from the Division of Employment. They were William Lenkowsky, Brooklyn (2 awards); John O'Brien, Hempstead; Mitchell D. Simon, Kenmore; and Max Fehder, Woodside.

Employees receiving certificates of merit without cash grants were John Console, Rensselaer, Department of Conservation; Irene R. Keebler, Albany, Department of Motor Vehicles; Alois J. Sumlgray, Amsterdam, Department of Labor; Anita C. Thoun, Schenectady, Department of State; Mary Demming, Little Falls, Anna O. Pedrick, Gloversville, Edward M. Exler, Williamsville, Anthony A. Christiano, New York; Max Fehder, Woodside, John DiBlasi, Latham (2 awards) and Mitchell D. Simon, Kenmore, all from the Division of Employment. John Guzy, Troy, Robert C. Schindler, New York Mills, Norman Aaronson, Bronx, and Frieda Blemenfeld, White Plains, all from the Department of Taxation and Finance, also received certificates of merit.

education wherever he may be." Further information may be obtained by contacting Dr. LaGattuta, Room 202A, Erwin Administration Building, State University College at Geneseo, New York 14454.

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Insurance License Course Opens Sept. 30

The next term in Insurance Brokerage for men and women who want to qualify for state license opens, Sept. 30 at Eastern School, 721 Broadway, N.Y. 3, AL 4-5029.

This evening course is approved by the States of New York and New Jersey as fulfilling the requirements for admission to the state examination for insurance broker's licenses. No other experience or education is needed.

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Gilbert Appointed

ALBANY—William Gilbert of Rye has been appointed a member of the Passenger Tramway Advisory Council of the State Labor Department. He succeeds the late Robert B. Stubbs. Gilbert is the operator of the ski slope concessions at Fahnestock State Park.

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Real Estate License Course Opens Oct. 3

The next term in "Principles and Practices of Real Estates," for men and women interested in buying and selling property, opens Thursday, October 3, at Eastern School, 721 Broadway, N.Y. 3, AL 4-5029. This 3 months' evening course is approved by the State Division on Licensing Services as equal to one year's experience towards the broker's license.

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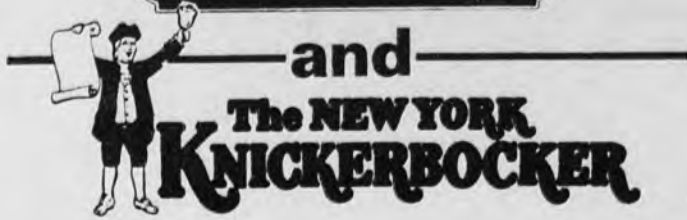


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PERB Settles Disputes In 155 Jurisdictions

ALBANY — One hundred fifty-five representation disputes have been settled under the auspices of the New York State Public Employment Relations Board since it was established last year.

Paul E. Klein, PERB's director of representation, said that 58 of the settled disputes involved school districts and 97 concerned local or State governments. In addition, he said elections were held in 37 involving 17,617 employees.

Klein said that in the 11-month period from September 1, 1967 to August 15, 1968 the agency has received 298 petitions from employee organizations for certification as the negotiating agent for units of public employees or for decertification of organizations already recognized.

Of this number, 53 petitions were from organizations on the State level, 104 from school districts and 141 from local governments or public authorities.

Dr. Robert D. Helsby, PERB's chairman, said that the representation section's record is indicative of the successful implementation of the Taylor Law. He said that representation disputes are often the most complex issues arising under the Law, yet there has not been a single instance of a strike or work stoppage arising from a dispute of this

nature.

Under the provisions of the Taylor Law an employee organization may be recognized as the negotiating representative of a unit of employees by the public employer or certified as the negotiating representative for a unit of employees by PERB. The Law further provides that certification may be accomplished either by an election or without an election if one of the organizations involved in the proceeding can supply sufficient dues deduction authorizations and other evidence to meet the Board's procedures for certification without an election.

Elmhurst Hosp. Sets Course For Nurses

A free refresher course, as an inducement to join the staff of City Hospital Center at Elmhurst, is being offered to inactive professional nurses.

The four-week course in medical nursing will stress the latest concepts of treatment and rehabilitation and the newest drugs used in the care of medical conditions. It will also demonstrate the use of new treatment devices, such as hypothermia, cardia monitors and pacemakers.

The course will be given from October 14 to November 7, 1968, Monday through Thursday from 9 a.m. to 1 p.m. at the hospital.

Applicants may contact Mrs. L. E. Dobbs, Assistant Director of Nurses, Staff Education at City Hospital at Elmhurst, 79-01 Broadway, Elmhurst, N.Y. 11373 or phone 830-1096, 1097. Applications must be in by September 27.

Prospective enrollees should bring current New York State license or temporary permit when reporting for an interview.

Defense Jobs Open In New York Area

Defense Contract Administration Services Region, New York, announces that various openings are available at Region Headquarters in New York City, and in district offices at Garden City, N.Y. and Springfield, New Jersey.

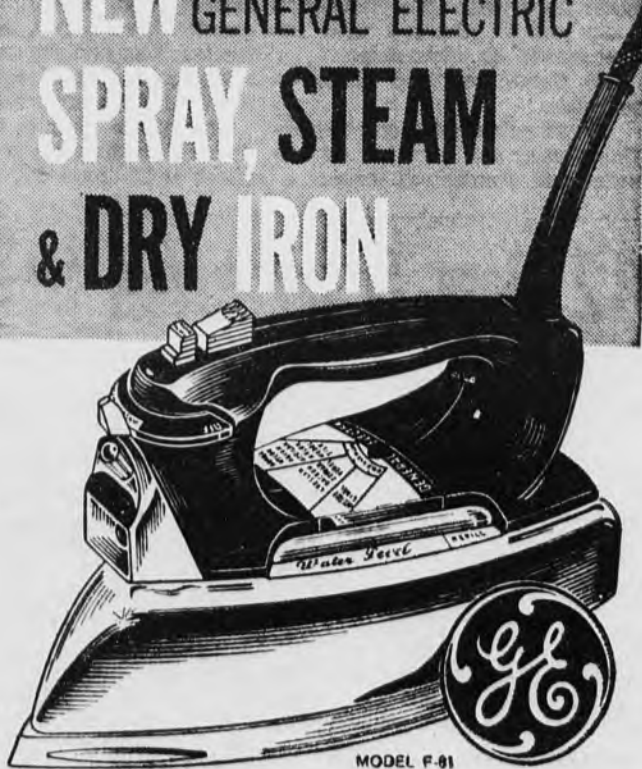
Openings for management analysts at \$8,462 to \$10,203 per year, card punch operators, \$4,600 per year, clerk-stenographers, \$4,600 to \$5,145 per year, and clerk-typists, \$4,231 to \$4,600 per year.

Interested candidates may call 212-264-0954 in New York City, or contact Leonard Weiser, Office of Civilian Personnel, Defense Contract Administration Services Region, 4th floor, 60 Hudson St., New York, N.Y. 10013.

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EDITORIAL

(Continued from Page 6)

bit of legislation as this one being so liberally edited by cold fact, for they have stopped listening. The parade of agency heads and officials armed to the teeth with good, solid economical reasons why such cutbacks in personnel were not only disruptive to the agencies' appointed duties but, in many cases potentially the cause of enormous revenue losses, was just beginning when the legislators cut off all such testimony.

The Internal Revenue department, for example, is reported to have evidence to the effect that the cutbacks slated for their personnel would most likely cost the Federal budget \$400 million in uncollected taxes a year.

This would seem to indicate a large gap in the reasoning that personnel cutbacks in Federal agencies is a fine, if rather punitive, first step toward eliminating Washington's fiscal problems.

In light of this, combined with the questionable effect of eliminating so many jobs at a time when creation of employment is widely recognized as one of our nation's greatest domestic problems, the over-all economic meaningfulness of the cutback measure should be carefully examined before it becomes just another fiasco compounded.

Shorthand Reporter Exam In November

The New York City Department of Personnel has announced a November test for the position of shorthand reporter, with a salary of \$5,800 per year. There are several immediate vacancies.

Applications will be available at the Application Section, Department of Personnel, 49 Thomas St. New York City, from September 4 through September 24.

Requirements for the job are graduation from a four-year senior high school course, or possession of an equivalency diploma, or certification of having passed the New York State high school equivalency examination, or a G.E.D. certificate issued by the Armed Forces.

Duties include performing difficult and responsible verbatim reporting work under supervision, and supervising subordinate employees. Related work may also be performed by the shorthand reporter.

In the practical examination, candidates will be required to take dictation, which may consist of legal and financial matter, at the rate of 150 words per minute for five minutes, and to transcribe their notes satisfactorily on a typewriter within a specified

File By Sept. 24 For Electrical Insp.

The New York City Department of Personnel has announced an October 19 date for an examination for electrical inspector at \$8,300 per year. Eleven immediate openings are available. Filing closes September 24.

Requirements include (A) five years of satisfactory experience acquired within the last 15 years as an electrician or inspector of electrical installations for light, heat and/or power in or on buildings, or (B) not less than three years of the satisfactory experience listed above plus sufficient approved educational training to make a total of five years' acceptable experience.

For applications and further information, contact the Application Section of the Department of Personnel, 49 Thomas St., New York City.

time. Candidates will be required to furnish their own typewriting machines, notebooks, pencils, pens and ink.

Sept. Filing For 13 State Exams

New York State has announced that applications will be accepted up to September 18 for the following examinations to be held October 19:

- Capital police officer, \$5,500-\$6,800
- Civil engineer, sr. (Erie County), exam no. 40-764, \$12,635
- Director, office of allied health manpower, asst., exam no. 22-056, \$13,355-\$15,955
- Drafting aide, exam no. 21-762, \$4,395-\$5,485
- Draftsman, exam no. 22-013, \$6,020-\$6,800
- Electric inspector, exam no. 22-015, \$6,535-\$8,010
- Engineering technician (environmental health), exam no. 22-074, \$5,696-\$6,440
- Engineering technician (air pollution control), sr., exam no. 22-075, \$6,175-\$7,585
- Engineering technician (water pollution control), sr., exam no. 22-076, \$6,185-\$7,585
- Hearing reporter, exam no. 21-984, \$7,770-\$9,450
- Labor Accountants auditor, sr., exam no. 22-063, \$9,200-\$11,140
- Mortgage administrator, exam no. 21-952, \$11,985-\$14,390
- Stationary engineer, exam no. 22-020, \$6,535-\$8,010

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PUBLIC NOTICE

NOTICE TO CONTRACTORS: STATE DEPARTMENT OF TRANSPORTATION, ALBANY, N.Y. — Sealed proposals will be received until ten-thirty o'clock A.M., on Oct. 17, 1968, by Director of Contracts and Claims Bureau, Department of Transportation, Administration and Engineering Building, 1220 Washington Avenue, State Campus, Albany, New York 12226 for the projects described below. Any projects in this letting that are on the Federal Aid highway systems are subject to the provisions of Title 23, U.S. Code, as amended, and are also subject to the applicable New York State statutes. In compliance with the provisions of Section 113, Title 23, U.S.C., the minimum wages to be paid laborers and mechanics are included in wage schedules that are set out in the bid proposal. Maps, plans, specifications and proposal forms may be seen and obtained at the office of the Director of Contracts and Claims, State Department of Transportation, Albany, N.Y., at the office of the State Office of General Services, 270 Broadway, New York City, and at the office of the District Engineers noted below. Proposal for each contract must be submitted in a separate sealed envelope with the name and number of the contract plainly endorsed on the outside of the envelope. Each proposal must be accompanied by certified check payable to the order of the "State of New York, Department of Transportation" for the sum as specified in the advertisement and the proposal. The retention and disposal of the bid deposit, the execution of the contract and bonds shall conform to the provisions of the Highway Law and the Specifications. The right is reserved to reject any or all bids.

District 5, N. W. Krapp, Dist. Engr., 125 Main St., Buffalo, N.Y. 14203, Erie County, FINT 68-1, F.A. Project I-190-1(83), 2.50 miles of concrete pavement and structures connecting Buell Avenue and the Peace Bridge with the Niagara Section of the Thruway in the City of Buffalo. Bid Deposit \$295,000.00. Plans \$10.00. Engineer's Estimate \$5,359,000.00.

District 6, W. J. Dennis, Dist. Engr., 30 W. Main St., Hornell, N.Y. 14843, Steuben County, FARC 68-108, F.A. Project F-U-477(4), 3.59 miles of asphalt pavement on Route 36 between Hornell and Canisteo. Bid Deposit \$235,000.00. Plans \$5.00. Engineer's Estimate \$4,285,000.00.

District 10, A. M. Sarr, Dist. Engr., 325 W. Main St., Babylon, N.Y. 11702, Suffolk County, FALIE 68-4, F.A. Project F-882(49), 7.36 miles of concrete and asphalt pavement and structures on the Long Island Expressway between Toppings Path and Old Country Road. Bid Deposit \$700,000.00. Plans \$10.00. Engineer's Estimate \$12,667,000.00. J. BURCH McMORRAN, Commissioner of Transportation



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PERB Proposals Labeled As Attempts To Break Up Employees Association

(Continued from Page 1)

misunderstanding and ignorance.

"Five of the six bargaining units cut across every State agency. For example, in each of the State's more than 60 mental, health, social service, and correctional institutes there are employees who would be in each of the five bargaining units. There are over 200 State agencies in which the same situations exist.

"The decision would destroy the unity of State employees and in each State agency would pit the employees of one bargaining unit against the other. The whip saw thus created can only prove a disservice to the employees, the State and the public. . . . Statewide uniting recognizes the common interests which formulate the basis for the interdepartmental uniting as demanded by CSEA and defined by the Governor without the artificial intradepartmental lines drawn by Mr. Klein.

Confusion, Chaos

"It would foster mass confusion, conflict and chaos. The decision completely rejects the requests of various employee organizations which State employees support by membership and disregards the testimony given by representatives of these organizations and of the State throughout the eight-month hearing conducted by PERB vice-chairman Lefkowitz, who substituted his own individual opinion for that of a number of experts in State government. The eight-month hearing conducted at high cost to the State was thus a total waste of the taxpayer's money. . . .

"Almost each one of the 200 local State employee chapters of CSEA, located at each State institution and in each city, and each effectively representing a large concentration of State employees would have to be separated into five chapters or into five units of a single chapter in order to represent employees in each of the five Statewide bargaining units established by the PERB decision.

"Mr. Lefkowitz and Mr. Klein completely ignore the disastrous experiment in New York City, where employees have been fragmented into between 300 and 400 separate collective bargaining units. . . . During the last year, to overcome the ill effects of such fragmentation, the New York City government has insisted that negotiable items be identified as to whether they can be bargained for on a Citywide basis, a departmental basis or an occupational basis. Messrs. Lefkowitz and Klein ignore the need of identifying items of a Statewide nature or departmental-wide nature and establish five bargaining units which cut across all agencies.

"Messrs. Lefkowitz and Klein show their total ignorance of employee desires for improved terms of employment when they indicate that various types of employees have various basic desires for improvements. In the long experience of CSEA we are convinced that professional, technical and all other types of employees have

the same basic desires for improved wages. The same is true as to fringe benefits.

"It is true that certain employee groups who feel they perform hazardous work have special arguments for early retirement, and adequate attention has been given in the past to these feelings. With reference to retirement generally, it is the experience of CSEA that older employees are more interested in retirement improvements than younger employees are. The hearing officers might have established further uniting on the basis of age with as much logic as the personal experiment in this recent decision insofar as making progress within one's own profession is concerned. Professional employees advised CSEA that their efforts in this area have consumed many of their off-duty hours.

"The CSEA representatives who attended the eight-month hearing conducted by Mr. Lefkowitz heard no testimony which would support the action taken by PERB vice-chairman Lefkowitz and director of representation Klein in setting up the six Statewide bargaining units composed of State employees exclusive of State Police and State University faculty.

"The opinion proves that Mr. Lefkowitz did not even know the size of the bargaining unit he was considering during the eight-month hearing even though, in the opinion, he charges that others are unaware of the size of the unit. For Mr. Lefkowitz's information, the size of the bargaining unit is not 140,000-plus employees. He forgot to subtract the number of vacancies in the State service, though the 124,000 bargaining unit in which CSEA was recognized last November covered employees actually employed and did not include vacancies.

Poor Representation

"Mr. Lefkowitz refers to the American Federation of State, County and Municipal Employees union (AFSCME) in Philadelphia. Apparently the white-collar workers employed by the City of Philadelphia will not join the AFSCME because the union does such a poor job. Last year the AFSCME local in Philadelphia agreed to a salary increase of eight percent for employees receiving \$5,800 or less per year and completely abandoned all the city employees receiving a higher annual salary. They have settled on other terms and conditions of employment which have shown a disregard for the employees other than those who specifically pay dues in their organization although it is generally understood that a union should represent all the employees in a bargaining unit in which it is certified whether they are members or not.

"In the hearing conducted by Mr. Lefkowitz, testimony was given by an AFSCME representative with reference to the city of Rochester where the AFSCME local is certified to represent all city employees except police, teachers, firemen, professionals, and supervisors. In this instance,

the local has done such a poor job that only the garbage collectors and laboring groups have joined the AFSCME. The Philadelphia and Rochester situations do not prove that professional, scientific, and white-collar workers cannot work with blue-collar workers in the same organization as the decision infers. Instead, the Philadelphia and Rochester situations prove that the AFSCME locals are unable to give adequate representation to their members."

CSEA-Busters?

"It is obvious that the staff of the Public Employment Relations Board with the approval of the Board itself, rather than acting as an 'impartial' body, is intent on 'busting up' the Statewide unity of the CSEA in favor of the various competing labor groups representing small segments of the State employees under the Taylor Law. This conclusion results from the fact that the decision to set up the five Statewide bargaining units and the unit for the Long Island Park Commission lifeguards is completely illogical and not supported by any testimony during the long eight-month hearing conducted by Mr. Lefkowitz.

"The State executive committee is also persuaded to this conclusion because of the rules issue by PERB which de-emphasized the importance of membership in an organization throughout the years during which dues were paid by payroll deduction every two weeks, as indicative of an employee's selection of that organization to represent him.

"Is it pure coincidence that representatives of Council 50 had circulated information three weeks before the decision rendered by Mr. Klein stating that there would be five units?

"Is it pure coincidence that those statements reflect with remarkable accuracy the contents of the decision?

Some More Questions

"The newspapers on Long Island reported that the Jones Beach lifeguards were to strike on a designated holiday, thereby preventing thousands from use of the beach. It was reported that to prevent this, representatives of the Long Island State Park Commission met with union representatives who allegedly represented the lifeguards; thereafter numerous rumors persisted on Long Island that a deal was made to prevent the strike. Why were last year's striking employees of the Commission employed again this year?

"Now comes Mr. Lefkowitz's decision which provides a separate negotiating unit for the seasonal lifeguards employed by the Long Island State Parks Commission only. Totally ignored is the fact that there are seasonal employees employed by various State Parks throughout the State. Contrary to Mr. Lefkowitz's opinion, seasonal employees of State Parks, other than Long Island State Parks, are re-employed each year.

"Why are the employees of the



READIES PROPOSAL — A 16-point proposal ranging from increased wages to more fringe benefits, was discussed by the Oneida County chapter, Civil Service Employees Assn., at a meeting recently in the Polish Legion of American Veterans Hall in Utica. Taking part were, from the left, Alfred Kuchler, negotiating chairman; Joseph P. Reedy, collective bargaining specialist, and Roger Solimando, chapter president. CSEA will negotiate soon with Oneida County in behalf of county employees.

East Hudson Parkway Auth. Signs 2-Yr. Pact With CSEA

YONKERS—James J. Lennon, president of the East Hudson Parkway Authority chapter of the Civil Service Employees Assn., has announced that a contract has been signed with the Authority Board, retroactive to July 12, 1968.

It was also made known that the Authority has recognized the chapter as the sole and exclusive bargaining agent for the next two years.

The new contract agreement, which was negotiated by a team headed by Lennon, included Mike Blasie, first vice-president, Elton Smalley, second vice-president, Martin Fillo, and Phil Allegrante from the maintenance division and James De Paul, tolls. CSEA representatives were Tom Luposello, Manny Vitale and W. Reuben Goring. The contract provides these new benefits:

- A 105 percent raise with a minimum of \$600;
- 1/60th retirement retroactive till 1938;
- Four hours' emergency call-out time, which will be paid at the rate of time and one-half;
- Pay for out-of-title work, (employees who work for at least two weeks will be paid at the higher grade);
- Holidays which fall on Saturday will be granted on Friday;
- Birthday off for all employees who are scheduled to work;
- Change in the meal unit

Long Island State Park treated in such a singular manner?

"Does the Board shrink from the threat of strike?

"Does phony militancy and toughness pay off and reduce the degree of the Board's 'impartiality'?"

"Do the answers to the above relate to the decision of Messrs. Lefkowitz and Klein?"

"Could Mr. Lefkowitz and others have become so deeply oriented by reason of prior employment relations as to diminish their capacity for broad and impartial thinking?"

"Or have they become so myopic that they cannot see the forest for the trees?"

schedule:

- Lockers for all maintenance employees;
- Air conditioning of locker room and offices at the toll stations;
- Revised work schedule for toll collectors;
- The contract shall spell out a method of settling disputes;
- A diminutive clause to prevent reduction of present benefits;
- A member of the personnel dept. will visit all work locations;
- All titles which become available in the Authority will be posted in all work locations so that qualified people may bid on them;
- Meal units be paid every three months;
- All permanent employees will be called first for overtime;
- Pay checks contain a statement on chages;
- A statement on seniority;
- All pay checks be given out at 12 noon on payday;
- The practice of moving from station to station be abolished for toll collectors;
- The chapter president attends all safety meeting in the Authority;
- All credits be posted bi-weekly;
- Existing holiday check agreement be continued;
- chapter delegates be granted time off to attend all special, annual, and delegates' meetings of the Employees Association with pay.
- Emergency doors be installed in toll booths and stations; and
- The officers of the chapter be given time off to adjust grievances arising out of the contract.

The Authority negotiating team included Ernest T. Perkins, Executive director; John L. Beers, asst. executive director, and Ar-

(Continued on Page 16)

DON'T REPEAT THIS!

(Continued from Page 1)

locally, the contest is even-steven at the present time.

The Republican ticket has two drawbacks—Spiro Agnew, the unknown former mayor of Baltimore and governor of Maryland, whose appeal to powerful minority groups is nil, and the feud between GOP leaders Rockefeller and Javits and Conservative leaders Dan Mahoney and the Buckley brothers on the State level.

The Democratic ticket has its drawback, too—Richard Daley of Chicago who permitted his armed guards to run amuck against the hippies, yuppies and the sincere Viet Nam War protesters who had traveled to Chicago to attract the attention of convention followers on nationwide television.

A Lot of Sewing

Presidential nominee Hubert H. Humphrey will have a lot of sewing to do to mend the wide split in the Democratic ranks between

the pro and con Viet Nam factions. The conduct of Daley's security officers during the convention widened the gap completely.

Actually, the GOP should run movies of the Democratic Convention as political advertisements—it was that bad.

James A. Farley still feels that his party will retain the White House after the November elections. Farley remembers when political conventions were long, drawn-out sessions with their fights kept within the party. Even after 103 ballots in 1924, the party immediately joined ranks to show unity. However, Senate candidate Paul O'Dwyer thinks the peace people aren't about to forget this convention.

Up to now disunity among the Democrats is strong.

And who will be helped by this disunity? Nobody.

Who will be hurt? All the local candidates who are hurting from the dirty wash that came from Chicago while the Republicans stand aside and watch the Democrats cut themselves apart.

Rocky 10 to 1

While Nelson A. Rockefeller would have been 10 to 1 favorite to carry New York State and its 43 electoral votes, Richard Nixon will not have that easy a time, even if he does pull through. But Hubert Humphrey's running mates in local contests will be fighting harder because they can't depend on Humphrey as a strong head of the ticket and the Vice President will be too busy mending the holes in the party to think too seriously about these candidates—and this still hurts them.

Conservative-GOP Feud

However, Republican State leaders have refused the support—and election line—of the State

Conservative Party, now number three in membership and support in New York State, and this will weigh heavily against the Nixon-Agnew Ticket here.

While many local candidates have accepted this support, Governor Rockefeller and Senator Javits have turned down a bid to provide a common list of electors with the New York State Conservatives.

At this writing, the election on the national level seems to be a toss-up in New York State. The problems faced by both sides are numerous and complicated.

Conwell Appointed

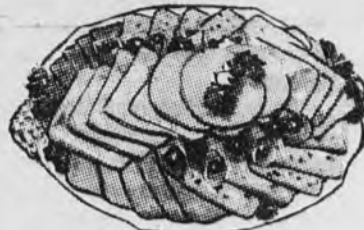
Dr. Donald P. Conwell has been named assistant commissioner for preventable and chronic disease services for the New York City Health Department.



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