

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXIII, No. 22

Tuesday, January 26, 1971

Price 15 Cents

ALBANY
33 ELK ST
PR CSEA
000001-COMP-DEMP-

M.H. Negotiations Seminar

See Page 3

CSEA FORCES STATE TO RESTORE D of T SINGLE-DAY SHIFTS

Employees Are 'Bitter'

Employees Will Work On Original Schedules

CSEA Launches Pact Grievance Against Mental Hygiene Dept. For Failure In Career Ladder Talks

ALBANY—The Civil Service Employees Assn. has initiated a contract grievance against the State on the matter of a patient care career ladder for Mental Hygiene employees, accompanying the announcement with a blistering attack on the State's refusal to consider on-the-job experience as a valid criterion for promotion.

CSEA leaders noted that several hundred CSEA Mental Hygiene delegates, convening at the

Granit Hotel in the Catskills last week end for a workshop session, had bitterly denounced the State's refusal to live up to its contract commitments, and called for appropriate action to be taken by the CSEA if the Administration refused to live up to its obligations.

CSEA, which broke off talks on the career ladder last month, is contending that the State had refused to "participate bilaterally," as the contract states, in the development of the career ladder that would affect more than 26,000 employees in ward service titles in Mental Hygiene institutions.

Detailing the charges, CSEA

president Theodore C. Wenzl said that not only does the contract for Institutional Unit employees mandate "bilateral participation" in the career ladder development, but that a supplementary Memorandum of Agreement, signed by State Office of Employee Relations representative John Hanna Jr. and having the same legal force as the contract, insures that "appropriate alternatives to the requirements for educational attainments for present incum-

(Continued on Page 16)

ALBANY—Most of the 7,000 highway and maintenance employees of the State Department of Transportation involved in snow and ice removal across the State will return to the single-day shift arrangement that was in effect prior to Dec. 24 by this week end, the Civil Service Employees Assn. announced at Leader presstime.

The order to rescind changes in shift work came after days of intense pressure from CSEA on the State to withdraw or face the rage of DOT workers who were fast getting beyond control. The indication was that these aides were determined not to work during any future snow crisis unless their demands were met.

The employees, who work out of State facilities in the various counties and are responsible in varying degrees for snow and ice removal on State and Interstate highways, were reassigned, beginning Dec. 24, to four shifts covering 24 hours a day, seven

days a week in order to eliminate payment of overtime in conformance with an Administration austerity directive issued Dec. 4 to all State departments and agencies.

Overtime Restored

The employees will return to the status quo prior to Dec. 24, which means that they will, in most instances, work a day shift again and be called out on overtime after the normal work day in case of emergencies. When the Department of Transportation announced the new shift arrangements in mid-December, CSEA registered strong protests with the Administration and called for a meeting with Governor Rockefeller. The Governor replied on Dec. 22 that he was confident that the matter "can and will be resolved" in the best interests of CSEA members and the citizens of the State, and asked that CSEA meet with the State Office of Employee Relations

(Continued on Page 16)

CSEA Acts

Judicial Conference Waives Age Limit For Aide's Exam

MINEOLA — The Nassau chapter, Civil Service Employees Assn. and the Judicial Conference have favorably resolved a dispute over the eligibility of a court employee to take a promotional examination.

The Judicial Conference, in a letter to chapter president Irving Flaumenbaum last week, waived technical objections that had barred Matthew G. Dougherty of Levittown from taking the examination, because he was three weeks over the age limit.

The chapter had argued that Dougherty would have been eligible.

(Continued on Page 16)

Niagara Victory

LOCKPORT — Nearly 800 white-collar workers employed by Niagara County have overwhelmingly ratified a work contract negotiated by the Civil Service Employees Assn. The contract, coming after seven months of frustrating and bitter talks between CSEA and County bargainers, provides for 14 percent pay raises or \$919 in raises, whichever is greater, over two years. The contract was endorsed at Leader presstime and complete details will be spelled out next week.



AGREEMENT — Helping hands are joined by Suffolk CSEA chapter president Frank J. Imholz, second from left, and Brookhaven Town Supervisor Charles W. Barraud after agreement on gains for new two-year contract. At left is George W. Harrington, president of the CSEA's town hall unit, and at right is Nicholas Boggi, president of the town highway unit. The contract brings pay boosts of 7-10 percent in each year of a two-year pact plus fringe benefits in new areas.

Don't Repeat This!

It Can Happen Again

Low Morale Among Police Triggered Angry Strike Act

THE cop on the beat has been shot at by snipers, slashed by a knife, exposed to intolerable verbal abuse and vilification, and accused of corruption. The fireman has

(Continued on Page 2)

Inside The Leader

Batavia School for the Blind

(A Special Leader Feature)

— Page 11

Eligible Lists

— Page 12

Victory on Personal Cars

— Page 3

Environmental Conservation Dept. Pact

— Page 14

DON'T REPEAT THIS!

(Continued from Page 1)

been the target of bricks and bottles, hurled at him while engaged on his dangerous mission of firefighting. Sanitation workers are made the public scapegoats for dirty streets and delays in snow removal, even when a high proportion of their equipment is in an advanced state of neglect and disrepair. Civil service employees in other classifications, no matter how dedicated, are too frequently regarded by the public as drones, even though the quality of public service is so often marred by impossible, administrative red tape not of their making.

It is not necessary to condone the job actions taken by the police and firefighters that had the City of New York precariously perched on the brink of disaster. It is necessary to understand the frustrations and the low state of morale that have driven these men to a course of action in defiance of their own better judgment and their dedication to their work and to their careers. The ruling of the Court of Appeals—that the Patrolmen's Benevolent Assn. suit for pay parity with sergeants raised an issue of fact that should be determined by a jury—was hardly the precipitating cause for the police job action. It was simply the straw that broke the camel's back, another frustrating setback that ignited the time fuse of long smoldering police anger, resentment and bitterness generated by public abuse and lack of Administration support for a policeman doing a job in

Selection Made For Sunmount Bd.

A Malone resident, Elizabeth Donovan, has been designated by the Governor to succeed Charles Murray as a board of visitors member at the Sunmount State School. Her term concludes Dec. 31, 1974.

a rapidly changing, volatile social climate.

The PBA parity suit was objectively considered in the cloistered detachment of the judiciary by a total of 13 judges—one Supreme Court Justice, five Appellate Division Justices, and the seven Judges on the Court of Appeals. Of the 13, six held that the policemen were entitled, under their collective bargaining agreements, to pay parity with sergeants. In dollars and cents, these six judges ruled that the policemen were entitled to \$2,700 in back pay, plus a regular salary increase of \$100 a month.

Seven judges, a majority of one of the 13, believed that there was sufficient doubt on the issue of a binding agreement to warrant a trial on that fact. None of the 13 judges who heard the case even remotely suggested that the PBA suit was without merit. Retroactivity in this case goes back to December 1969, and now the issue must again thread its way through the brambles of the legal structure.

The financial stakes in the lawsuit are high. The collective bargaining agreement with the police is interlaced with the agreements covering Transit Authority Police and other uniformed forces, that are estimated to total a staggering \$200 million.

Under the State Taylor Law, police who engaged in job action are subjected to a penalty loss of two days' pay for each day of wilful failure to perform duties. The PBA has demanded amnesty from the penalty. In past years, the Legislature granted amnesty to New York City teachers, Transit workers and other groups who went out on strike in violation of the Taylor Law and its predecessor Condon-Wadlin Act. Edward Kieran, the embattled president of the PBA, is known in Albany as a persuasive spokesman for

his men and his causes and may succeed in getting legislative action, even though Senate Majority Leader Earl W. Brydges has publicly predicted the possibility of legislative reluctance to grant amnesty.

Another Crisis?

In view of past legislative practices granting amnesty to other employee groups, failure to act accordingly in relation to police may well precipitate another crisis. It may indeed be that the Legislature may feel that it must at some point draw the line on amnesty. If that line is drawn adversely to the police, such action will not sit well with a cop who has been stabbed and who feels the sting of public abuse.



APPOINTED— Thomas D. Sheldon has been appointed deputy commissioner for elementary, secondary and continuing education, effective Feb. 1. In his new capacity, the 50-year-old Sheldon will supervise and coordinate all department units and activities concerned with elementary, secondary and continuing education.

Your Public Relations IQ

By LEO J. MARGOLIN



A Slice Of Revenue Pie

TO OUR CIVIL SERVICE readers, revenue sharing is not a new subject. This column discussed revenue sharing previously because it is critical to the future of civil service.

REVENUE SHARING IS the principle by which the Federal Government, the most efficient tax collecting agency in the world, shares a small percentage of its revenues with cash-short states and cities.

AS OF THIS WRITING, the nation's cities and states are short between \$20 and \$30 billion.

PRESIDENT NIXON IS making revenue sharing the major domestic thrust of his Administration for the second part of his term.

THE STATE OF NEW YORK alone is short \$1 billion. Governor Rockefeller says that industrialized states and cities would collapse without revenue sharing.

FOR EXAMPLE, the State of

New York gets back only 11.75 percent in Federal grants of what its taxpayers contribute to the U.S. Internal Revenue Service. Comparatively, Alaska gets back 51 percent.

TO BE BRUTALLY realistic—no matter what some ostriches say—revenue sharing holds the future for state and municipal civil service.

UNLESS THE HUGE bundle of Federal tax money is tapped, there is really no place states and cities in financial trouble can go for revenue.

WE HAVE SAID AGAIN and again that the bottom of the barrel for states and cities is close at hand. Real Estate Taxes (Continued on Page 12)

Suffolk Cty. C.S. Commission To Hold Promotion Exam For Supervising Probation Officer

RIVERHEAD—The first civil service examination in Suffolk Co. since 1965 for the title of supervising probation officer must be held by March 31, 1971, as the result of a favorable decision on a petition filed by the Civil Service Employees Assn. with the State Supreme Court.

The petition was filed by CSEA on behalf of some 40 Suffolk County probation officers, charging that no competitive promotional examination for supervising probation officer had been held in more than five years.

The County had stated that it requested the New York State Department of Civil Service to hold an examination; however, the Supreme Court decision states that "while the Civil Service Dept. performs the service of holding civil service examinations the responsibility for ordering and conducting examinations is on the respondent (Suffolk County)."

The decision also states that the County admits that there has been no such exam since 1965 and that the Director of Probation of Suffolk County affirmed the need for such an exam.

The decision was handed down by Justice Arthur M. Cromarty.

Vacation Bonanzas!

ROME AND FLORENCE — At Easter, April 8 to 18, only \$371 complete. Five days in Rome, three in Florence. Meals, flight, rooms, sightseeing throughout. A CSE&RA favorite. Write Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y., 11210. After 5 p.m. telephone (212) 253-4488.

AIR/SEA CARIBBEAN CRUISE — SS REGINA — Via KLM Royal Dutch Airlines New York/Curacao and sailing from Curacao — leaving Feb. 20 and returning Feb. 27, \$296.00 up. Price Includes: Cruise with all meals at minimum cabin value of \$129.00 and transfers. PORTS VISITED: Curacao, Trinidad, Barbados, Martinique, St. Vincent, La Guayra (Caracas, Venezuela). Write to Mrs. Blanche Rueth, 96 Whaley St., Freeport, N.Y. 11520. Tel.: Home (516) 546-8888 after 6:00 P.M. Office: (516) 542-2858.

Air/Sea Caribbean Cruise — SS REGINA — Via KLM Royal Dutch Airlines New York/Curacao and sailing from Curacao — leaving March 13 and returning March 20, \$296.00 up. Price Includes: Cruise with all meals at minimum cabin value of \$129.00; Transfers. PORTS VISITED: Curacao, Antigua, Guadeloupe, St. Lucia, Grenada, La Guayra (Caracas, Venezuela), Curacao. Write to Miss Emily Riordan, 1501 Broadway, Suite 709, New York, New York 10036. Tel: (212) 868-3700.

ISRAEL — March 2 to 11. Via KLM and with beautiful weather. Only \$515, plus \$20 gratuities. Visiting Tel Aviv, Jaffa, Haifa, Jerusalem, Bethlehem, Negev, Galilee, Caesarea. First class hotels, breakfast, dinner and sightseeing included. Write Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. Phone (516) 868-7715.

ARUBA — April 24 to May 1. Only \$326 complete, with flight, hotel rooms, deluxe meals, glorious beach and sun. Write Mrs. Grace Smith, R.D. Box 1195, Waterford, N.Y. Phone (518) 371-6729.

Open only to members of Civil Service Education & Recreation Assn and their immediate family. For Fall and Winter program brochure, write to CSE&RA, P.O. Box 772, Times Square Station, New York, N.Y. 10036.

MEN-WOMEN — We'll Teach You To Earn High Pay With STENOTYPE
The AUTOMATED Machine Shorthand
Uses simple ABC's—No prior steno or typing needed
CIVIL SERVICE & BUSINESS NEEDS YOU
Court Reporter—Legal-Exec. Secretary—
Free Lance Reporter
Attend Days/2 Eves./Sats. Only
FREE PLACEMENT TO OUR GRADUATES

U.S. GOVT. APPROVED FOR FEDERAL EMPLOYMENT

FREE 1971 CATALOG WO 2-0002

STENOTYPE ACADEMY
259 BROADWAY (opp. City Hall)

Prepare for next exam coming for

ADMINISTRATIVE ASSOCIATE

CLASSES MEET
WEDNESDAYS AT 6 P.M.
at 126 East 13th St., Manhattan

Course Chairman: RALPH LEONE

VISIT A FREE CLASS SESSION
for further information, call: **GR 3-6900**

DELEHANTY INSTITUTE

CIVIL SERVICE LEADER
America's Leading Weekly For Public Employees
Published Each Tuesday
669 Atlantic Street
Stamford, Conn.
Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007
Entered as Second-class matter and second-class postage paid, October 3, 1939 at the post office at Stamford, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.
Subscription Price \$5.00 Per Year
Individual Copies, 15c



GOOD PENMANSHIP — Amicable agreement in Levittown School District, providing 10 percent salary boost and decrease in hospitalization cost, is signed by school board president Mrs. Angela Rubino as Nassau CSEA chapter president Irving Flaumenbaum looks on. At right is

Mrs. Dorothy Deller, president of women's office staff association, and standing are, from left, school assistant superintendent for business Dr. John Lukinhook, CSEA negotiating team member Frank Fasano, CSEA unit president Clarkson Champney and administrative assistant for business John R. Lenz. Contract affects 600 employees.

CSEA Wins Big Breakthrough On Use Of Personal Vehicles

ALBANY—Several major changes have been made in the State's rules on employees' use of personal cars for official business, as a result of efforts by the Civil Service Employees Assn., but a CSEA official said the changes are "not enough."

CSEA executive director Joseph D. Lochner reported last week that State Budget Director T. Norman Hurd has released the revisions in the procedures for use of State cars by Albany-area State employees. The Employees Association had voiced several complaints during the last few months, charging that the policies and procedures memorandum issued by Hurd some months ago caused inconvenience, inefficiency and waste of taxpayers' money and constituted a "penny-wise and pound foolish" approach.

One major change in policy allows department and agency officials to authorize employees whose work station is at or in the vicinity of Albany, and who do not meet other specific criteria, to use their personally owned cars for State business originating from the Albany area for round trips of 50 or less miles daily (100 or less miles for two-day trips, etc.), and to be reimbursed at the maximum mileage allowance rate.

Formerly, many employees were forced to use pool cars from the Office of General Services, frequently encountering delays and thus losing valuable work time.

The revised memorandum continues:

"Thus, for trips averaging 50 miles a day and under, originating either from the official station or from the place of residence, employees may be authorized to use personal cars and obtain the maximum mileage allowance. The Office of General Services will continue to dispatch pool cars for trips averaging 50 miles or less a day when such service is requested by departments and agencies.

"In order to obtain reimbursement at the maximum mileage allowance rate for the use of personally owned vehicles an official State business originating from the Albany area for round trips of more than 50 miles a day . . . an official or employee must submit with his Travel Ex-

pense Voucher (AC-132) an Automobile Use Request (OGS Form FM-64) containing a certification that an Office of General Services pool car was not available.

"If the requirements set forth in the previous paragraph are not met, reimbursement for personal car use shall be based on prevailing first class railroad fare for the equivalent distance as is provided under the Comptroller's travel regulations in cases where the common carriers could have been used rather than personal cars."

Other significant revisions include the authorization of employees in official travel status to use State-owned cars for transportation to eating places and to other areas "for reasonable necessities and amenities."

Lochner commented, "This

move was a step in the right direction, since it relaxed somewhat the rigidities of the original memorandum. However, CSEA is not satisfied with these revisions—there must be more changes and we will await reactions from our members who use State cars. There is a long way to go before we will consider this matter resolved in the best interests of the employees."

Special Non-teaching Committee To Meet

ALBANY—Bernard Silberman, chairman of the special ad hoc committee on non-teaching problems for the Civil Service Employees Assn., has announced that the committee will meet Friday, Feb. 5, at 7:30 p.m. at the East Jr. High School cafeteria, 160 Robinson St., Binghamton.

Members of the committee are Francis Miller, Vincent Alessi, S. Samuel Borelly, Richard Tarmey, Edward Perrott, Frank Fasano and Irving Flaumenbaum.

Cleary Named Field Supervisor

ALBANY—Edwin J. Cleary, a field representative for the Civil Service Employees Assn. since 1967, has been promoted to regional field supervisor for Long Island. He succeeds Arnold Moses, who died last month.

In his new position, Cleary will direct the activities of nine CSEA field representatives on Long Island.

As field representative, Cleary served CSEA members in Suffolk County. Cleary, 51, was graduated from Textile High School in New York City and took courses in business administration at New York University.

Cleary's promotion was effective Jan. 18, 1971.

BUY
U.S.
BONDS

Fine Art Of Negotiations Taught To Mental Hygiene Aides At Two-Day Seminar

By PAUL KYER

GONE are the days when bargaining for State Mental Hygiene Dept. employees and other State workers was a matter of a few representatives of the Civil Service Employees Assn. and members of the Governor's Cabinet meeting in informal sessions and coming to agreements on wages, working conditions, pensions, etc. The Taylor Law—loved by some and cursed by others—has made the task of negotiating practically everyone's business these days.

Because items of negotiation now range from a State-wide level down to the individual level, the Employees Association held a two-day seminar at the Granit Hotel in the Catskills to demonstrate just how the job should be done. The task was accomplished through the professional expertise of articulate and knowledgeable CSEA staff members, which included Robert C. Guild, John M. Carey, John A. Conoby, Bernard J. Ryan and Joseph P. Reedy. CSEA president Theodore C. Wenzl later paid tribute to Guild as the innovator of the seminar idea.

Legal aspects—such as

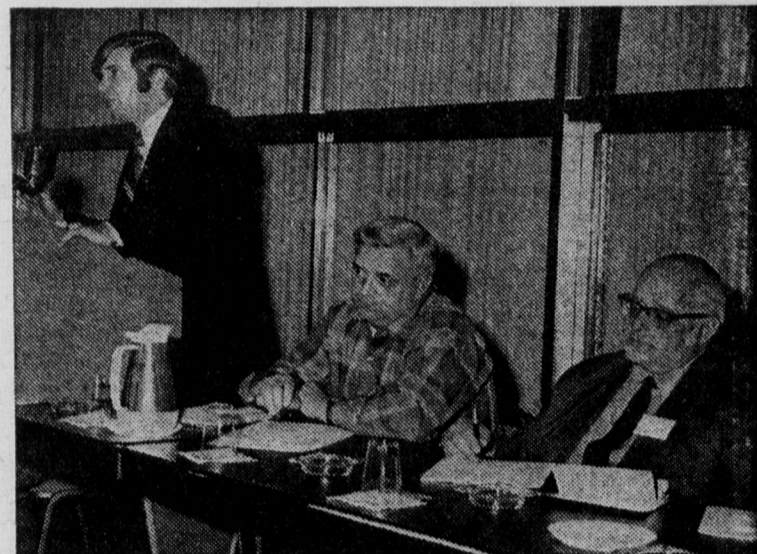
contractual grievances and disciplinary hearings—were ably handled by James Featherstonhaugh and James Roemer, members of the CSEA legal staff. Matters covered by the State Mental Hygiene Committee were detailed by Mrs. Julia Duffy and William McGowan, who are committee members and CSEA board members.

Irate on Career Ladder

The program began on an angry note for the 230 Mental Hygiene delegates who represented 33 institutions throughout the State and the source of irritation was the State's alleged refusal to live up to its patient care career ladder. (See story on Page 1.) Several spoke with unusual bitterness and called on the Employees Association to take "appropriate action" to make the State Administration live up to its obligations.

In smaller groupings, the workshop delegates learned they can bargain at their own hospitals for things ranging from the proper room temperature in laboratories and offices to day care nurseries on the grounds to criteria for job promotions in the labor and non-com-

(Continued on Page 8)



James Roemer, at microphone, a member of the CSEA legal staff, talks on disciplinary hearings as William McGowan and George DeLong, CSEA fifth vice-president listen.



John L. Carey, right of CSEA headquarters staff, explains that negotiations are now practically every member's business. Looking on are field men Felice Amodio, left, and Tom Brann.



James Featherstonhaugh talks on contractual grievances. He is a member of the CSEA legal staff.



HELPING HANDS — With right hands high, Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum, left, and County Executive Ralph G. Caso swear in officers of Plainview Division, Nassau County Medical Center unit. Taking oaths are, Doris Scherer, recording secretary, center, Mrs. Katherine Neilson, treasurer, in dark glasses, and new president Graydon Knott. Other officers are vice-president Robert Short, corresponding secretary Ann Sinclair and sergeant-at-arms Thomas Fitzpatrick.

Also Big Draw For Bldg. Guards

Eye Tremendous Turnout For Elevator Oper. Jobs

Droves of applicants are expected to answer the call for elevator operator, a State title where neither education nor experience requirements have been set. The same applies to the building guard title.

Both posts will have a \$5,520-\$6,564 pay range going into effect this April. Filing cutoff date has been announced as Feb. 22.

Prime qualifications ask only 20/40 vision in each eye plus the ability to hear adequately and to distinguish colors. Good character is sought, also, as the State may bar appointment of persons convicted of a felony or misdemeanor. A written test, tentatively planned for March 27, will pose questions on public safety situations and following directions.

Elevator operator openings are available in the following lo-

calions: Albany, Binghamton, Buffalo, Central Islip, Creedmoor, Gowanda, King's Park, Marcy, Middletown, New York City, Niagara Falls, Poughkeepsie, Rochester, Syracuse, Utica and Wingdale. Vacancies for building guards are generally fewer. Present sites include: Albany, Buffalo, Brooklyn, Jamaica, Mineola, Rochester and Syracuse.

It was pointed out that an annual geographical differential is added to base pay of those employed in Monroe County and the New York metropolitan area. The amount of the differential is \$200.

In general, elevator operators run either passenger or freight, also directing passengers to destinations and assisting patients

when in a hospital facility. Building guards are charged with maintaining order in State office structures; also, they remove disorderly persons, help the sick and injured, and make out accident reports when necessary.

Obtain Job Bulletin No. 23-393 for fuller information of job duties. These are on hand at any State Civil Service Dept. regional office. In New York City, applicants should call or visit the office at 1350 Ave. of the Americas, near 55th St. in Manhattan.

Going Full Circuit

Eleven list notices to candidates for the titles of electrician will be sent out, according to the City Personnel Dept.

Report Increase In Wage May Attract Multitudes To Security Officer Title

A hike in entrance-level salary for security officers, scheduled to take effect this April, is expected to provide added momentum to the recruitment drive currently under way. The new pay scales for this no-experience-needed post:

\$6,146-7,304. Deadline to file an application is Feb. 22, according to Exam Notice No. 23-294.

Openings occur Statewide, says the Department of Civil Service in reminding applicants that the main standards deal with physical, medical and character requirements. As with experience, the minimum for education has also been eliminated.

Wanted are males who are in strong physical shape and have

20/40 vision in each eye as well as good hearing and the ability to distinguish colors. Height must be at least 5-foot-7, while character must meet the level to be deputized as a peace officer.

The upcoming Mar. 27 exam, open to all who meet these criteria, will deal generally with areas such as using good judgment in public safety situations and following directions. The openings occur with the Division of Employment and the Workmen's Compensation Board. Most vacancies are situated in New York City and therefore subject to a \$200 geographical differential.

Duties of this post concentrate on maintaining order; protecting employees against undesirable occurrence; prevention of trespass, loitering, theft and property damage; assisting clients by providing directions, and making arrests when necessary. Further information can be gotten at the State Civil Service Dept., 1350 Ave. of the Americas in Manhattan, or at regional offices in Albany, Buffalo and Syracuse.

Help Wanted

BOOKKEEPER — A/R, experienced, hand posting, retail, salary open, pleasant surroundings. YU 6-1660.

COLLEGE CREDIT

YOU WHO HAVE NEVER STARTED COLLEGE OR HAVE LESS THAN 60 SEMESTER HOURS OF CREDIT, CAN NOW BEGIN STUDY AT HOME. WRITE FOR FREE COLLEGE BROCHURE.

HIGH SCHOOL

IF YOU ARE NOT A HIGH SCHOOL GRADUATE CHECK BELOW FOR FREE BROCHURE GET YOUR DIPLOMA See Sample Lessons

AMERICAN SCHOOL
New York Office
276 Fifth Ave., (30th St.)
New York, N.Y. 10001
Phone BR 9-2604

HIGH SCHOOL
 COLLEGE Dept. 9AP45

Name _____ Age _____
City _____ State _____ Zip _____
Address _____

On February 1st Leader subscription price goes from \$5.00 to \$7.00 a year.

If you subscribe before February 1st, you save \$2.00.

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is \$5.00. That brings you 52 issues of the Civil Service Leader, filled with the government job news you want. You can subscribe on the coupon below:

CIVIL SERVICE LEADER
11 Warren Street
New York, New York 10007

I enclose \$5.00 (check or money order for a year's subscription to the Civil Service Leader. Please enter the name listed below:

NAME _____
ADDRESS _____ Zip Code _____

SEND FOR YOUR FREE \$7.50 TUBE OF "WRINKLES AWAY"

MEN AND WOMEN Look 10 Years Younger IN JUST 10 DAYS

Send for your free trial offer of "FACIAL-GLOW" Retarder Cream today. Value \$7.50. This is a limited free introductory offer, our gift to you for trying our wonderful "FACIAL-GLOW" our wonderful "FACIAL-GLOW" Facial Cream. Take 10 years off your face and neck in just 10 DAYS. Goodbye to facial wrinkles and crows feet. Obtained by sending only \$1.00 to cover mailing and handling. Mail \$1.00 to:

FACIAL-GLOW
6022 WEST PICO BLVD.
LOS ANGELES, CA 90035.

Drivers! Compare State-Wide's Rates!

If you live anywhere in New York or New Jersey

STATE-WIDE SAVES YOU BIG MONEY ON YOUR AUTO LIABILITY INSURANCE

\$SAVE 20%

OFF BUREAU RATES

Compare!

That means you save \$20 out of every \$100 on your premium!...AND THESE SAVINGS ARE APPLIED IMMEDIATELY!

STOP WASTING MONEY!... SAVE WITH STATE-WIDE!

BROOKLYN ... \$149.00*	NASSAU
QUEENS 109.00*	HEMPSTEAD ... \$94.00*
NO. BRONX ... 120.00*	NO. HEMPSTEAD 86.00*
SO. BRONX ... 152.00*	OYSTER BAY ... 82.00*
	SUFFOLK
	EAST 77.00*
	WEST 88.00*

* FULL YEAR premium for min. requirements of New York State law for eligible 1AO residents.

State-Wide Insurance Company

QUEENS — 90-16 Sutphin Blvd., Jamaica 11435 — AX 1-3000
BROOKLYN — 2344 Flatbush Ave. (11234) — CL 8-9100

WHY PAY MORE? Get our low rates on your car NOW!

State-Wide Insurance Company CSL 126
90-16 Sutphin Boulevard, Jamaica, N.Y. 11435
Without obligation rush full information on your money-saving insurance.

Name _____
Address _____
City _____ Zip _____
Phone No. _____



Assorted Agencies Gearing Up For Mar. 27 Promotional Exam

From Banking to Transportation Depts., diverse possibilities for promotional titles loom in the offing. All are subject to a Feb. 15 deadline, with the State's test agenda calling for Mar. 27 as the tentative exam date.

The span of grade classifications, too, is quite vast. G-8 offerings include engineering technician/environmental quality, and engineering materials technician. The uppermost level is represented by a G-30 position, director of vocational rehabilitation operations.

In all cases, applicants are urged to apply directly to the Department of Civil Service well before deadline. Regional offices are set up in four locations, namely Albany, Buffalo, Syracuse and New York City.

Note Personnel Title

The biggest item in the inter-departmental post of senior personnel examiner, G-18, open to incumbents at G-14 or higher who have "duties with substantial relationship to research, administration or departmental operations." Public administration interns and administrative trainees will also be accepted as candidates.

The Banking Dept. cites vacancies for senior bank examiner, G-23, and principal bank examiner, G-27. Candidacy is open to incumbent bank examiners and senior bank examiners respectively.

Senior business consultants, at G-22, are needed at the Commerce Dept. Eligibility is confined to present business consultant and industrial consultant titleholders.

Over in Correction Services, openings exist for industrial superintendent, G-24, and assistant industrial superintendent, G-21. The former entails being an assistant superintendent; the latter, a general industrial foreman.

Environmental Conservation contains half a dozen promotional titles. For example, senior conservation educators—at G-18—are being sought from among current conservation educators. Also available are jobs as engineering materials technician at

G-8 and senior technician at G-11, open to incumbents with G-5 and G-6 engineering titles respectively. G-8 engineering and drafting titleholders may file for senior engineering technicians, G-11, with a specialty in soil conservation.

The areas of air and water pollution control each need candidates for senior engineering technician, G-11, and principal engineering technician, G-15. At the G-8 level, posts for engineering technician/environmental quality must be filled. Those now in drafting or engineering roles

in the next lowest plateau may compete for these promotional jobs.

Positions in the Executive Dept. are within the Office of Civil Defense and the Housing & Renewal Div. The CD position is for electronic equipment mechanic, G-12, eligibility limited to electronic technicians. Housing & Community Renewal jobs include: senior architectural estimator, G-23, open to G-9 engineering personnel; principal rent examiner, G-22, open to senior rent examiners; senior rent examiner, G-16, open to both rent examiners and rent inspectors and rent examiner, G-13, open to junior rent examiners and rent inspectors.

Under the Labor Dept., there are four administrative positions with the Workmen's Compensation Board: board review director, G-28; self-insurance director, G-28; disability benefits director, G-27, and assistant claims director, G-27. To be qualified, you are required to be either a principal compensation examiner or chief disability benefits examiner.

Transportation Dept. posts complete the roster. Openings exist for engineering materials technician at G-8, open to current G-5 engineers, and G-11 senior materials technician, open to G-8 titleholders. Eligibility here includes draftsmen as well as engineers in the aforementioned grades.

Generally, tenure of one year in the eligible posts is required to compete for promotion. For complete information, check the pertinent test bulletin, which also offers a detailed description of the typical job responsibilities. Contact your agency's personnel unit or the nearest State Civil Service Dept. office for making an application. A listing of State CSD units appears in the column, "Where to Apply for Public Jobs."

Select Four Judges For Elevation To Appellate Division

The Governor has made the following designations to the Appellate Division, First Judicial Department, of the State Supreme Court.

—Justice Theodore R. Kupferman of Manhattan as an Associate Justice to fill the vacancy created when Justice Harold A. Stevens was appointed Presiding Justice of the Appellate Division—First Department; and

—Justice Aron Steuer of Manhattan as a supernumerary, to continue service; and

—Justice James B. M. McNally of Manhattan as a supernumerary, to continue service; and

—Justice Samuel W. Eager of Middletown as a supernumerary, to continue service. Justice Eager is retiring as a regular member of the Court upon reaching mandatory retirement age at the end of the year.

Wrong Button

The City Personnel Dept. points out that two aspirants for the supervising computer operator's post were rated not eligible in meeting job qualifications.



GRADUATES— Ten employees of the Electrical Maintenance and Engineering Divisions of the St. Lawrence State Hospital have received certificates upon the successful completion of continuing education courses at the State University of New York at Canton. Being congratulated, with their instructors, are from left, George Wil-

liams; Everett Thompson; Ronald Pitts; John Schnebly, plant superintendent; Amos Groulx; Gladys Kotz, instructor; Stanley Rogers; James Webb; James Robinson; Dr. Margarette B. Rogler, chief of education services and training, and Howard Quinn. Absent were Charles Williams and Chester Chetkowski.

THE
DELEHANTY INSTITUTE
57 Years of educating over one half million students

POLICE CAPT.

CLASS NOW BEING ORGANIZED

Examination expected in Spring 1971

N. Y. C. **BUS DRIVER**
\$178 TO \$19730 PER WEEK IN 1 YEAR

(Salary schedule effective July 1, 1971)

ENROLLMENT NOW OPEN

CLASSES MEET:

Jamaica — Mondays, 7 P.M.
Manhattan — Tuesdays, 7 P.M.

Enrollment open for next exam

PATROLMAN (N.Y.P.D.)

CORRECTION OFFICER & TRAINEE
HOUSING PATROLMAN

Class Meets Mondays at 5:30 p.m. or 7:30 p.m.

Examination has been ordered for March 20th for

FIREMAN (N.Y.F.D.)

CLASSES MEET:

Jamaica—Wednesdays, 5:45 PM, 7:45 PM
Manhattan—Thursdays, 1:15 PM, 5:30 PM, 7:30 PM

Examination has been ordered for

SUPERVISING CLERK-STENO

CLASSES MEET IN JAMAICA AND MANHATTAN

ADMINISTRATIVE ASSOCIATE EXAM

Expected in June — Classes Meet Wed. 6 P.M.

License classes enrollment now open for
Stationary Engineer • Master Electrician
Refrigeration Mach. Oper.

For information on all courses phone **GR 3-6900**

MANHATTAN: 115 East 15 St., Nr. 4th Ave. (All Subways)
JAMAICA: 89-25 Merrick Blvd., bet Jamaica & Hillside Aves
OFFICE HOURS: Monday to Friday, 9 A.M. to 8 P.M.

GOURMET'S GUIDE

JAMAICA QUEENS AMERICAN

JIM'S STEAK HOUSE 147-12 HILLSIDE AVE. JAMAICA — SUTPHIN BLVD. IND SUBWAY STA. — CUCUMBERS — COLE SLAW — ONION RINGS — BREAD & BUTTER — \$5.50 — 526-9187

• STATEN ISLAND • AMERICAN •

DEMYAN'S 130 Van Duzer St., Stapleton, S.I. Gl 8-7337 Prime Steak Dinner for Two Persons, \$8.95 Banquets to 300, Luncheons, Too. Jack & Frank Hosts.

NASSAU

BROWNS LOBSTER HOUSE — CHET, ELAINE, JIM BROWN ... UNEXCELLED SEAFOOD. BEEF & FOWL. — BAYSIDE DRIVE POINT LOOKOUT, L.I. Tel. 516 GE 1-3196 — 3198.

PERSIAN • ITALIAN • AMERICAN

TEHERAN 45 W. 44TH ST. NEW YORK'S No. 1 COCKTAIL LOUNGE FOR FREE HORS D'OEUVRES — LUNCHEON-DINNER.

BUY US BONDS

Wanted - Original Plays
NEW YORK theatre producer seeks original play for off-Broadway presentation. Do NOT send script but forward brief resume. Box 100, C.S.L., 11 Warren St., NY City, N.Y. 10007.

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 669 Atlantic Street, Stamford, Conn. 06902

Business & Editorial Office 11 Warren Street, New York, N.Y. 10007

212-BEeckman 3-6010

Bronx Office: 406 East 49th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

Marvin Baxley, Associate Editor

Barry Lee Coyne, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y.—Charles Andrews—239 Wall St., FEderal 8-8350

15c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, JANUARY 26, 1971

A Sensible Move

WE applaud the Rockefeller Administration for its action last week that will restore State highway and maintenance workers in the Department of Transportation to their single-day shifts and the right to pay for overtime work.

The Civil Service Employees Assn. proved to the State without doubt that new shift schedules which had been put into effect—mainly to eliminate overtime—were not only a threat to public safety but to employees' lives. Furthermore, Transportation Department aides were so angry about the work burden placed on them, there is little doubt that the next severe snow storm would have seen few, if any, of them on the job.

While recognizing the State's right to effectuate justifiable economies, the Employees Association was correct in denouncing this particularly economy as foolish and dangerous.

Now we call upon the State to review other aspects of its current freeze on new hirings, promotions and overtime pay. The safety and well-being of the public and the workers who serve them must still take top priorities.

Clear Thinking

WE must congratulate members of the New York City Patrolmens Benevolent Assn. who abandoned their "job action" last week, returning to their posts while their leadership went to court in order to gain back pay won in collective bargaining negotiations.

The cool-headed and clear thinking delegates who led their fellow patrolmen back to their full duties following an explanation of the PBA's position and plans showed responsible leadership and courage in the face of an angry membership whose morale is at a low ebb.

Right and justice are on the side of the patrolmen. The initialing of a contract by the City's head of labor relations shows intent and the Courts, in recent decisions, have held that intent is as strong as the law.

We urge the courts—appeals will no doubt be made of lower court decisions—to act without delay to finalize their decisions.

Letters To The Editor

Spoils System Reappears

Editor, The Leader:

Your article, "Spoils System still a threat to Civil Service," puts it very mildly.

The Department of Transportation has recently been employing some very unusual methods for filling key positions. The normal procedures of civil service appear to have been abandoned and "Favoritism" substituted. Perhaps some member of your staff would like to investigate some of the strange events.

What kind of arm twisting, threats or etc. permitted a can-

didate who was No. 24 on the list to be appointed to a director's position?

What method is used to advance some favored personnel as many as two promotions without taking civil service exams, while lists are in existence from which eligible personnel could be selected?

When interdepartmental lists are established, it has been the practice of the Department of Transportation to make appointments from their own department's list before using the list from other departments.

(Continued on Page 15)

CIVIL SERVICE TELEVISION

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

Tuesday, Jan. 26

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 9, "Peptic Ulcer: Nursing Care." Refresher course for nurses.

7:00 p.m. (color)—Around the Clock — "Personal Safety." NYC Police Dept. training series.

Wednesday, Jan. 27

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.

1:30 p.m. (color)—Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 10, "Fluid & Electrolytes." Refresher course for nurses.

7:00 p.m. (color)—On the Job—"Brush Fires." NYC Fire Dept. training program.

Thursday, Jan. 28

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 10, "Fluid & Electrolytes." Refresher course for nurses.

7:00 p.m. (color)—Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

Friday, Jan. 29

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.

11:00 p.m. (color)—Frontline—NYC Social Services Dept. series.

1:30 p.m. (color)—Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

6:30 p.m.—Continuing Education—Course for nurses and hospital personnel.

10:00 p.m.—Urban Challenge—Guests are Assemblymen Koppell and Stella. Bronx Borough Pres. Robert Abrams is host.

Saturday, Jan. 29

7:00 p.m.—On the Job—"Siamese & Gates." NYC Fire Dept. training series

Sunday, Jan. 31

1:30 p.m. (color)—Staten Island Today: Developments in the Boro of Richmond.

10:30 p.m. (color) — With Mayor Lindsay—Weekly interview with the Mayor and guests.

Monday, Feb. 1

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 11, "Intravenous Therapy." Refresher course for nurses.

7:00 p.m.—On the Job—"Siamese & Gates." NYC Fire Dept training series.

9:00 p.m.—New York Report—Lester Smith hosts interviews with City officials.

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Notice Of Strike Penalties

THE CONSTITUTIONALITY of section 210, subdivisions (1) and (2) of the Civil Service Law was upheld by the Appellate Division, Third Department, last November in **Matter of Lawson v. Board of Education of Vestal Central School District No. 1, 315 NYS 2d 877.** This decision affirmed the judgment of the Supreme Court, Broome County, which dismissed the petition of the Teachers' Association in an Article 78 proceeding.

ON OCTOBER 2, 6 and 7, 1969, teachers employed by the Vestal School District engaged in a strike against the Board of Education. Under section 210.2(e) of the Civil Service Law, the School District sent a letter to each teacher for the purpose of giving him notice of his violation of the law. That section provides:

"NOTICE. The chief executive officer shall forthwith notify each employee that he has been found to have committed such violation and the dates thereof; he shall also notify the chief fiscal officer of the names of all such employees and of the total number of days, or part thereof, on which it has been determined that such violation occurred. Notice to each employee shall be by personal service or by certified mail to his last address filed by him with his employer."

IN THIS CASE, the district sent the following notice to the employees who went on strike:

"PLEASE TREAT this letter as notice under section 210.2(e) of the New York State Civil Service Law (Taylor Law) that as Chief Executive Officer of Central School District No. 1 of the Town of Vestal, Broome County, New York (commonly known as Vestal Central Schools), I have found that you as an employee of said District on October 2, 1969, have committed a violation of the 'Prohibition of Strikes' as set forth in said law by your absence from work and abstinence from full performance of your duties at your designated school in the normal manner without permission.

"I HAVE NO other choice but to notify the Chief Fiscal Officer of the District that said section has been violated and thus, one day's compensation will be immediately withheld from your salary for this pay period."

AN IDENTICAL letter was sent covering the subsequent strike dates of October 6 and 7, 1969.

SECTION 210.2(h) provides for administrative review of this determination. In this case, however, the teachers did not avail themselves of this procedure. The statutory scheme is to provide for a hearing after the punitive action is taken, rather than before.

THE COURT FOUND that the form of notice sent to the teachers by the chief executive officer was in compliance with the law. "Conceivably the phraseology of the notice might have been more artfully phrased, but it is sufficiently clear and unambiguous so as to constitute a compliance with the statute." The court went on to say, "It does not appear that the system of review by objection is necessarily inadequate to satisfy the requirements of due process, and the statute expressly provides for review by the courts in an Article 78 (CPLR) proceeding. The failure to seek administrative review forecloses any consideration in this court as to whether or not there was any strike and whether or not the individual teachers given such notice participated therein.

"WE DO NOT perceive any merit as to the appellant's contentions in regard to the constitutionality of prohibiting public employees' strikes and imposing administrative sanctions in the form of salary reductions."

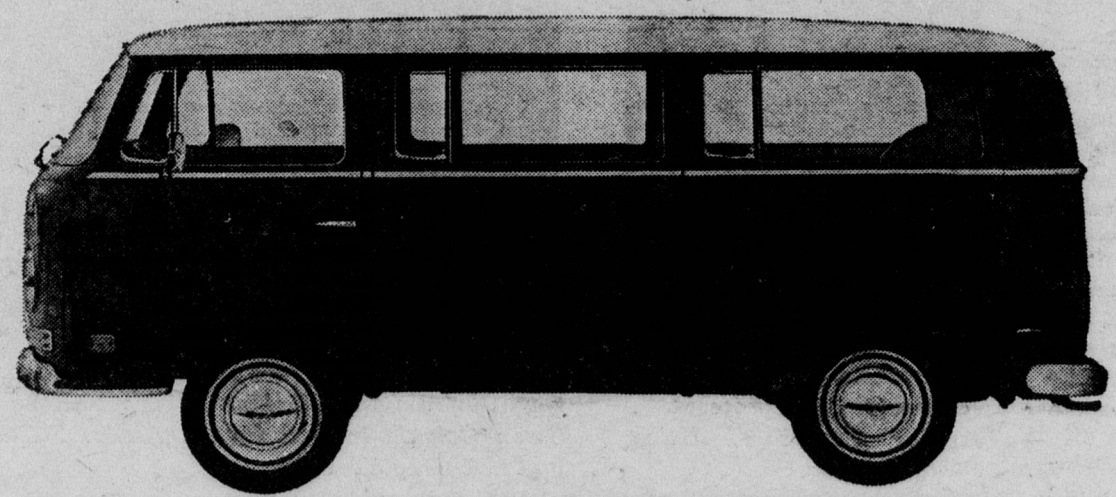
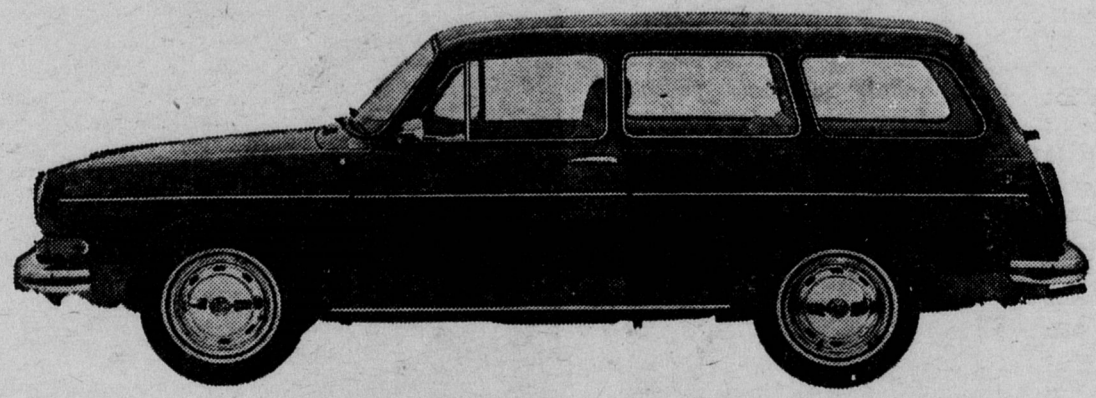
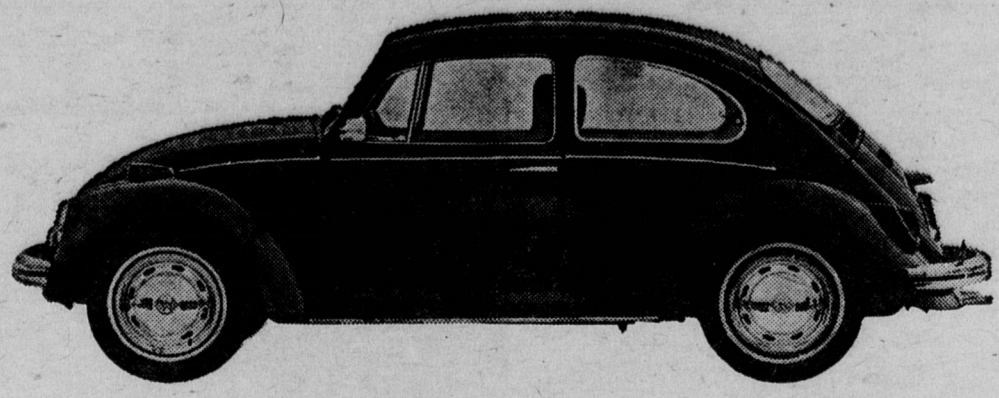
IN A FUTURE column, the question of whether the designation in section 35 of the Civil Service Law of certain positions as "Unclassified" runs afoul of the "Merit and Fitness" clause in Article V, section 6, of the New York State Constitution, and whether the dismissal of such employees without charges and a hearing violates the rights guaranteed them under the "Due Process" and "Equal Protection" clause contained in section 1 of the Fourteenth Amendment to the United States Constitution.

**New Board Member
For Veterans Home**

A New Berlin resident, Charles R. Kroeger, has been named by the Governor as a board of visitors members for the State Home for Veterans at Oxford. His term will expire in 1975.

© VOLKSWAGEN OF AMERICA, INC.

CIVIL SERVICE LEADER, Tuesday, January 26, 1971



**If our bug is too small and our box is too big,
how about something in-between?**

The Volkswagen Squareback.
It's as economical to run as our little bug.
And just about as easy to park. Because outside, it's about the same size as our bug.
But inside, it's more like our box.
It can seat 4. Plus hold just about 50% more luggage than the biggest domestic sedan.
(Over twice as much if you fold down its back seat.)
The Volkswagen Squareback: Not too small, not too big. Just right.



*Love means
never having to say
you're sorry.*

PARAMOUNT PICTURES PRESENTS
Ali MacGraw • Ryan O'Neal



A HOWARD G. MINSKY - ARTHUR HILLER Production
John Marley & Ray Milland
Directed by ERICH SEGAL ARTHUR HILLER Produced by HOWARD G. MINSKY
Executive Producer DAVID GOLDEN Music Score by FRANCIS LAI IN COLOR
A PARAMOUNT PICTURE

SOUND TRACK ALBUM AVAILABLE ON PARAMOUNT RECORDS
WORLD PREMIERE ENGAGEMENT
ON THE EAST SIDE
LOEWS TOWER EAST
72ND STREET AND 3RD AVE. • 879-1313
ON THE WEST SIDE
LOEWS STATE 1
BROADWAY AT 45TH STREET • 582-5070

THIS AD + \$7 PER PERSON
Double Occupancy
ENTITLES YOU to real VALUE in New York. Next time try the Century - Paramount Hotel; convenient to theatres and everything; 650 Rooms with bath, TV, air-conditioning. Singles from \$10. Doubles from \$14. Reserve now! This is a "sleeper" in every sense!

Phone 212 246-5500
**CENTURY
PARAMOUNT HOTEL**
235 West 46th St., N.Y.C.

See What Man Has Wrought in 60 Centuries!
BIGGER
MORE FASCINATING
FAMILY HOUR
Shop or Browse

27th National
**ANTIQUES
SHOW**

AT THE NEW MADISON SQUARE GARDEN
33rd St. & 8th Ave.
Sat., Feb 20 - Sun., Feb 28
Appraisal Service by the Appraisers Association of America
OPEN 11 - 11 P.M. Sundays 1 - 7 P.M.
Admission: \$2.50

- Amityville Peter Motors, Ltd.
- Auburn Berry Volkswagen, Inc.
- Batavia Bob Hawkes, Inc.
- Bay Shore Trans-Island Automobiles Corp.
- Bayside Bay Volkswagen Corp.
- Binghamton Roger Kresge, Inc.
- Bronx Avoxe Corporation
- Bronx Bruckner Volkswagen, Inc.
- Bronx Jerome Volkswagen, Inc.
- Brooklyn Aldan Volkswagen, Inc.
- Brooklyn Economy Volkswagen, Inc.
- Brooklyn Kingsboro Motors Corp.
- Brooklyn Volkswagen of Bay Ridge, Inc.
- Buffalo Butler Volkswagen, Inc.
- Buffalo Jim Kelly's, Inc.
- Cortland Cortland Foreign Motors
- Elmsford Howard Holmes, Inc.
- Forest Hills Luby Volkswagen, Inc.
- Fulton Fulton Volkswagen, Inc.
- Geneva Dochak Motors, Inc.
- 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 G. C. McLeod, Inc.

- Hudson Colonial Volkswagen, Inc.
- Huntington Fearn Motors, Inc.
- Ithaca Ripley Motor Corp.
- Jamaica Manes Volkswagen, Inc.
- Jamestown Stateside Motors, Inc.
- Johnstown Vant Volkswagen, Inc.
- Kingston Amerling Volkswagen, Inc.
- LaGrangeville R. E. Ahmed Volkswagen, Ltd.
- Latham Academy Motors, Inc.
- Lockport Volkswagen Village, Inc.
- Massena Seaway Volkswagen, Inc.
- Merrick Saker Motor Corp., Ltd.
- Middle Island Robert Weiss Volkswagen, Inc.
- Middletown Glen Volkswagen Corp.
- Monticello Philipp Volkswagen, Ltd.
- 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.
- Newburgh F & C Motors, Inc.
- Niagara Falls Amendola Motors, Inc.
- No. Lawrence Volkswagen Five Towns, Inc.
- Oceanside Island Volkswagen, Inc.
- Olean Volkswagen of Olean, Inc.
- Oneonta John Eckert, Inc.
- Plattsburgh Celeste Motors, Inc.
- Queens Village Weis Volkswagen, Inc.

- Rensselaer Cooley Volkswagen Corp.
- Riverhead Don Wald's Autohaus
- Rochester Ridge East Volkswagen, Inc.
- Rochester F. A. Motors, Inc.
- Rochester Mt. Read Volkswagen, Inc.
- East Rochester Imer Volkswagen, Inc.
- Rome Seth Huntley and Sons, Inc.
- Roslyn Dor Motors, Ltd.
- Saratoga Spa Volkswagen, Inc.
- Sayville Bianco Motors, Inc.
- Schenectady Colonie Motors, Inc.
- Smithtown George and Dalton Volkswagen, Inc.
- Southampton Lester Kaye Volkswagen, Inc.
- Spring Valley C. A. Haigh, Inc.
- Staten Island Staten Island Small Cars, Ltd.
- Syracuse Dan Cain Volkswagen, Inc.
- East Syracuse Precision Autos, Inc.
- North Syracuse Finnegan Volkswagen, Inc.
- Tonawanda Granville Motors, Inc.
- Utica Martin Volkswagen, Inc.
- Valley Stream Val-Stream Volkswagen, Inc.
- Watertown Harblin Motors, Inc.
- West Nyack Foreign Cars of Rockland, Inc.
- Woodbury Courtesy Volkswagen, Inc.
- Woodside Queensboro Volkswagen, Inc.
- Yonkers Dunwoodie Motor Corp.
- Yorktown Mohegan Volkswagen, Inc.



Seminar Held In Catskills

(Continued from Page 3)

petitive classes to recognizing ethnic appetites and demanding cafeterias provide "soul" food, Spanish cooking or Kosher meals if the desire is strong enough.

They learned also where to go and what to do when contractual grievances or disciplinary hearings arose; they learned in great detail of the vast number of items being negotiated for them on a department-wide basis by the State mental hygiene committee. They asked a lot of questions and got a lot of answers and there was little doubt that the seminar served its purpose of education in the techniques in negotiations and the rights of employees. An added benefit was that the seminar appeared to bind CSEA's Mental Hygiene members even closer together.

Wenzl, Rice Speak

CSEA president Theodore Wenzl, in remarks during the banquet closing the session, paid special tribute to Robert Guild, CSEA collective bargaining specialist for the chapters within the Mental Hygiene Dept. and the innovator of the seminar idea.

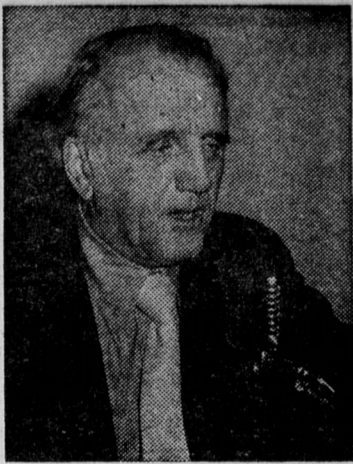
"Working together like this, staff and member side by side, will result in a large victory by CSEA," Wenzl said.

The Employees Association's associate counsel, John C. Rice, was the principal speaker at the banquet at which Marvin Nailor, assistant director of public relations for CSEA, was toastmaster.

Rice noted that the convocation was the first departmental-wide meeting of a group of CSEA chapters, meeting separate and apart from a general delegates meeting.

He explained the role of the law firm which represents CSEA and the role of some 16 other firms that serve in the various areas of the State. Citing the needs of the membership due to the CSEA's "tremendous growth" over the year, he paid tribute to Wenzl for his leadership under which employees won salary boosts and rejected attempts to raid the membership ranks by other unions.

"Quoting from the late Dr. Martin Luther King, president of the Southern Christian Leadership Conference, "... I had a dream ...," Rice said "We, too, have a dream, a dream for the betterment of the conditions of employment of public employees. Delegates from the Department of Mental Hygiene are working here for that same end. This is an obligation entrusted to you by your fellow employees and one which you will do well, I know."



Dr. Theodore C. Wenzl, CSEA president, lauded the Mental Hygiene chapter delegates for their dedication and deep involvement in behalf of their fellow workers.



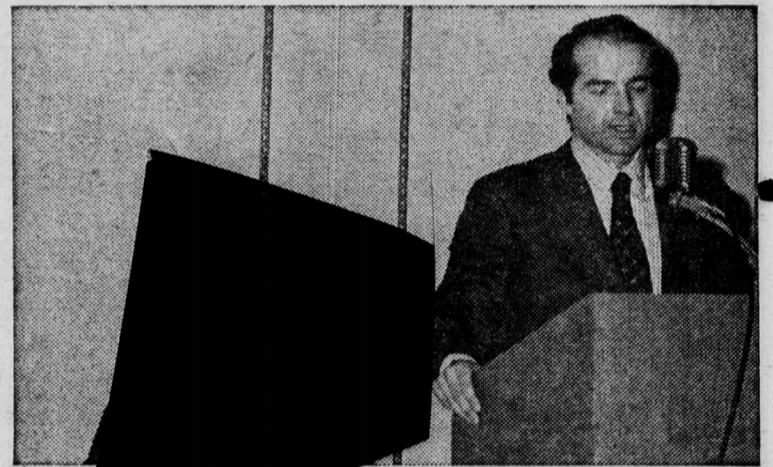
Listening attentively to an explanation of handling contractual grievances is J. Arthur Tennis of Utica State chapter.



These members of Kings Park and Northeast Nassau Psychiatric discuss what they have learned from the sessions on negotiations and bargaining. Seated are Linda Schwarz, Gwen Colquhoun and Joseph Aiello. Standing, from left, are John Cuneo, John Corrigan and Greg Szurnick.



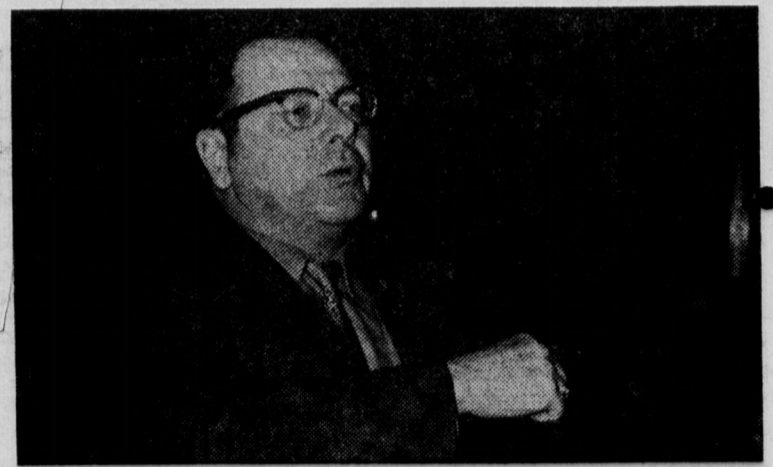
Nellie Davis and Marie Pollard of Hudson River State review some of the study material provided for the two-day session on negotiations within the Mental Hygiene Department.



John C. Rice, telephone, counsel to the Civil Service Employees Association, was principal speaker at the banquet that closed the two-day seminar on Mental Hygiene negotiations, held at the Granit Hotel. Seated is Marvin Nailor, assistant public relations director for CSEA, who served as toastmaster.



Irene Hillis of Willowbrook and John Gallagher, CSEA treasurer, exchange some friendly words prior to a session on disciplinary hearings.



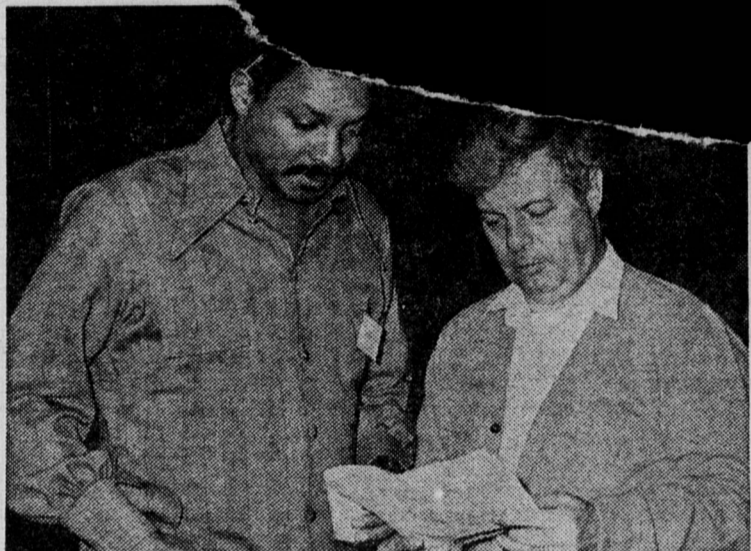
A sometimes uncooperative management does not always make negotiations easier, Joseph Keppler of Central Islip declares. He urged delegates to remember they were equals at the bargaining table.



This quartet of delegates discovers the p... them with plenty to study and listen to during... Seated, from left, are Mr. and Mrs. Gregory... Cleo Patra Ransom. At back is Thelma Ramsey.



Gus Menzel of Suffolk State School points out that personnel shortages create a negotiating problem because of out-of-title work, extra heavy work loads, etc.



Ronnie Smith, left, and Tom Delaney, of Willowbrook chapter, study the day's agenda.



Mrs. Terry Dawson of Creedmoor gets some professional advice from CSEA staffers John Corcoran, right, and William Farrell.



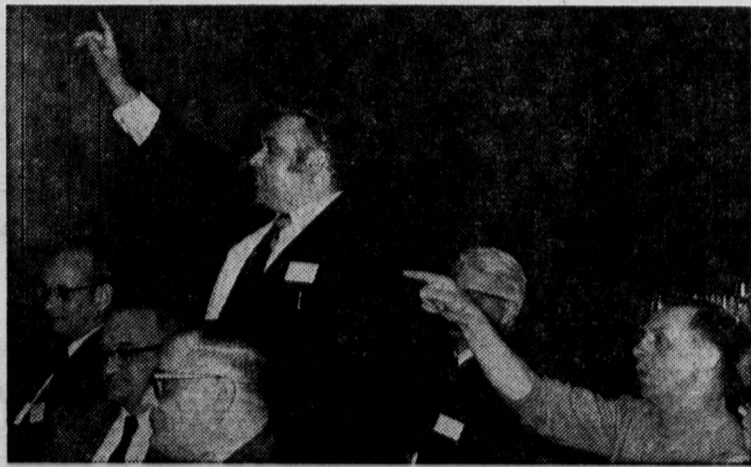
Taking a breather from the seminar sessions are, from left, Arthur Sauter, Nicholas Puzziferri and John Deyo.



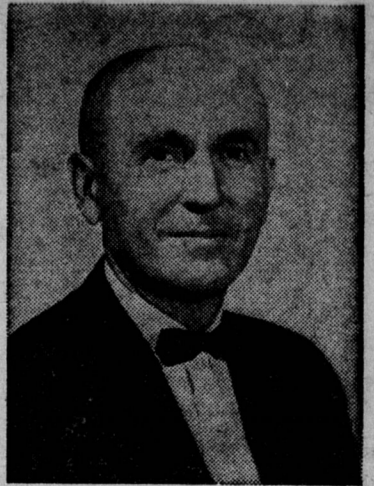
A point in the fine art of negotiations is made by Bernard Ryan, standing, CSEA collective bargaining specialist. Other participants in the panel seated at the table are, from left, George Bispham, Edward Sherker, William Farrell, Ann Chandler and Adele West, all of the CSEA field staff.



These attentive faces reflect the deep interest with which Mental Hygiene members listened to descriptions of negotiating techniques while attending a two-day seminar on the subject at the Granit Hotel.



Vying to get the attention of the panel chairman at one of the sessions are Phillip Del Pizzo, standing, of Middletown, and Henry Meznick, of St. Lawrence.



RETIRES — Since '23, Marion L. Henry has been in State service, starting as a Tax Dept. page and rising to the rank of assistant commissioner for health planning with the State Health Dept. His initial pay was \$540 a year. Friends recently gathered at Albany's Aurania Club to honor him with a festive retirement dinner. The addresses included a talk by Robert Russom, who heads the Department's chapter of the Civil Service Employees Assn.

LENGTHY SERVICE — Celebrating a quarter-century with the New York State Division of Parole are some of the 38 employees who were honored at a recent dinner in Albany. The occasion also marked the 40th anniversary of the State agency. Pictured are recipients of outstanding service awards and officials from the Division of Parole. Seated from left to right are: Harry Feldman,

Anne Morgan, Rose Capuciatl, Elizabeth Donovan, Geraldine Walters, Marion Kelsey, Lily Fine, Paul Regan and Joseph Maxwell. First row standing, left to right, are: Percy Lilly, Don Pearl, Frank Mullane, Andrew McDevitt, R. G. Oswald, William Baker, Al Friedman, George Shivery and William O'Morrissey. Second row standing, left to right: Art Finkel, Irving Levy, Peter Andrealis, John Halligan, John Kark, George Klonsky, Jerome Feldman, Lawrence Kavanaugh and James Quinn. Also receiving service awards, but not in attendance were: Faye Bensman, Barnett Bittner, Minna Black, Teresa Bucca, Helen Byer, Katherine Grogan, Reginald Jackson, Mary Kratzer, Clarence Lee, Roselle Loring, James O'Neil, Dorothy Roberts and Vivian Weissblum.

PD Patrol Chief Taylor Retiring After 35 Years

Police Commissioner Patrick V. Murphy announced the retirement of Chief of Patrol Harry Taylor.

Chief Taylor is closing out a 35-year career which began as a patrolman on June 1, 1936. He is joining the Franklin National Bank as a vice-president.

During the past three years, as the Department's chief of patrol, Chief Taylor was in command of the operations of more than 20,000 police officers from the rank of patrolman to assistant chief inspector.

Chief Taylor has served in patrol, detective and plainclothes

commands. His assignments included the Riverfront Squad, as commanding officer; the Narcotics Squad, commanding officer, Patrol Borough Manhattan North, and detective commander, Manhattan North.

He received twelve awards during his police career. He was cited for exceptional merit for capturing two armed holdup men following a gun battle. Six of the citations were for meritorious duty.

Tapped As Trustee For Building Fund

A Slingerlands resident, Dr. Ernest L. Boyers, has been named by the Governor as a trustee of the State University Construction Fund. He succeeds James Gaynor in filling that post.

Men, Women—Easily Learn to

INVESTIGATE ACCIDENTS

Low cost course, 2 nights w/ky for 12 wks. (Sat. classes also) Exciting secure future. No age or education requirements. Call now.

FREE BOOKLET - BE 3-5910

ADVANCE BUSINESS INSTITUTE
851 Broadway, N.Y. 1, N.Y.

**T
Y
P
E
W
R
I
T
E
R
S**

\$20

MIMEOS ADDRESSERS, STENOTYPES STENOGRAPHS for sale and rent. 1,000 others.

ALL LANGUAGES TYPEWRITER CO., Inc.
119 W. 23 St. (W. of 6th Ave.) NY, NY
Chelsea 3-8086

**A
D
D
R
E
S
S
E
R
S**

DROP-OUTS! HOME STUDY DIPLOMA COURSE, 5 WEEKS

Earn a High School Equivalency Diploma through a special State approved course. Complete at home in 5 weeks or less. Class sessions also available. Cost \$60. Be among the more than 100,000 High School Drop-Outs who earn

Equivalency Diplomas each year. Licensed by N.Y. Dept. of Education. Approved for Vets, FREE BOOKLET. ROBERTS SCHOOLS, Dept. L, 517 West 57 St., N.Y., N.Y. (PL 7-0300). No salesman will call.

Do You Need A

High School Equivalency Diploma

for civil service
for personal satisfaction
8 Weeks Course Approved by
N.Y. State Education Dept.

Write or Phone for Information

Eastern School AL 4-5029
721 Broadway, N.Y. 3 (at 8 St.)

Please write me free about the High School Equivalency class.

Name
Address
Born PA...LI

HIGH SCHOOL Equivalency DIPLOMA

This N.Y. State diploma is the legal equivalent of graduation from a 4-year High School. It is valuable to non-graduates of High School for:

- Employment
- Promotion
- Advanced Educational Training
- Personal Satisfaction.

Our Special Intensive 5-Week Course prepares for official exams conducted at regular intervals by N.Y. State Dept. of Education.

ENROLL NOW! Classes Meet:
IN MANHATTAN,
Mon. & Wed., 5:30 or 7:30 P.M.
IN JAMAICA,
Tues. & Thurs., 5:45 or 7:45 P.M.

Phone: GR 3-6900

DELEHANTY INSTITUTE
115 East 15 St., Manhattan
91-01 Merrick Blvd., Jamaica

EVENING COURSES FOR CITY EMPLOYEES MUNICIPAL PERSONNEL PROGRAM

Sponsored by
NEW YORK CITY DEPARTMENT OF PERSONNEL

Spring Semester Starts February 22 — Registration starts February 8
Low-cost evening courses to improve your job skills and help prepare you for advancement

- Public Speaking
- Effective Writing in City Government
- Building Your Vocabulary
- Improving Your Reading Ability
- Accounting for Non-Accountants
- American English Grammar and Usage
- Speed Reading
- Essential Principles of Supervision
- Law for the Layman
- Defensive Driving
- Developing Your Ability to Take a Civil Service Examination
- Arithmetic Needed for Charts, Graphs and Tables
- Developing Supervisory Skills in Administration
- Automated Data Processing for Non-Data Processing Managers
- Criminal Law and Court Procedure
- Intermediate Conversational Spanish
- Beginning Conversational Spanish

MOST COURSES MEET FOR 10 WEEKLY SESSIONS, FROM 6-8 P.M., IN THE CITY HALL AREA

FEE: \$20 per course (\$30 for Spanish courses, \$10 for Defensive Driving). Tuition free for City employees holding civil service titles covered by certain union agreements.

FREE FLYER AVAILABLE

Register in person or by mail at the Training Division, New York City Department of Personnel, Room 422, 220 Church St., New York, N. Y. 10013
Phone 566-8815

SCHOOL DIRECTORY

MONROE INSTITUTE — IBM COURSES Computer Programming, Key-punch, IBM-360, Special PREPARATION FOR CIVIL SERVICE TESTS, Switchboard, NCR Bookkeeping machine, H.S. EQUIVALENCY, Day & Eve Classes, EAST TREMONT AVE. & BOSTON RD., BRONX — KI 2-5600, 115 EAST FORDHAM ROAD, BRONX — 933-6700

Approved for Vets and Foreign Students. Accred. N.Y. State Dept. of Education.

BATAVIA—Where The Blind Learn To Lead

By LEE COPOLLA

CLOSE your eyes for a second. Dark, wasn't it?

That's the kind of darkness Civil Service Employees Assn. members try to combat each day at a small, university-looking school in Batavia, New York.

At the school, the Batavia State School for the Blind, sightless children faced with spending all their seconds in that darkness work without vision to learn the ways of a seeing world.

Besides the education and training the school accomplishes each year, it stands unique in two other

ways. From the standpoint of State citizens, it is the only State-funded of three schools for the blind in New York.

From the CSEA standpoint, it employs nearly 129 workers to teach and care for the children and the school. All belong to the CSEA.

"We figure anything worth doing is worth doing 100 percent," explains Anthony L. Cimino about the CSEA role at the school.

Cimino, guidance counselor, and, incidentally, blind, says the CSEA "seems like the logical way to promote the welfare of the staff."

He also tells a spell-binding tale

of the school's work with the sightless youngster, a job that begins when a child reaches five and must end when he reaches 21, or anywhere along the way the school feels the student knows enough to fend for himself in the outside world.

Stress Daily Living

"In every phase of our school program, we stress daily living," Cimino relates. "The skills of daily living, taking care of themselves and the places they live," earns, along with classroom work, the passing grades at the school, he says.

Students at the Batavia school, he added, must be taught the skills their sighted counterparts learn at early ages through observation.

"Each meal becomes a lesson in daily living skill," explains Cimino, while noting the students also learn the basic rudiments of dressing, personal grooming and self-care.

But mobility and vocational or college preparatory instruction form the nucleus of the school, especially mobility.

"We have a regular and complete course in mobility," Cimino explains. It starts when the child first arrives and is taught how to find dropped objects and travel among the complex of buildings that form the campus.

Learn To Navigate

Next, the student learns how to navigate in the vicinity of the campus, in the world of sight. He's taught traffic patterns, curbing, how to cross streets in straight lines by positioning his feet on the curb, how to use the cane properly, how to ask for directions and how to use public transportation.

"It's very important that every sense is used in teaching travel," Cimino notes. "You must use your smell to know a restaurant is near, or your hearing to listen for traffic."

"Some kids don't get off campus," Cimino notes, "but some cracker-jacks are downtown in two months."

The school, accredited by the State to award both elementary and high school diplomas, also plays a major part in determining the work future of the students.



Frank Eberle, 13, of Buffalo, is blind, but he does have light perception. The camera catches him in a candid moment as he jumps to touch a hallway dome light at the Batavia State School for the Blind. "I always go around jumping for the lights, that's all I can see," Frank says.

Various vocational courses, from the traditional piano technology to secretarial and machine-shop work all dot the school's curriculum.

The school has 175 students. Cimino figures about 110 will make it to the end of high school, where 18, the most in the school's history, were graduated last year.

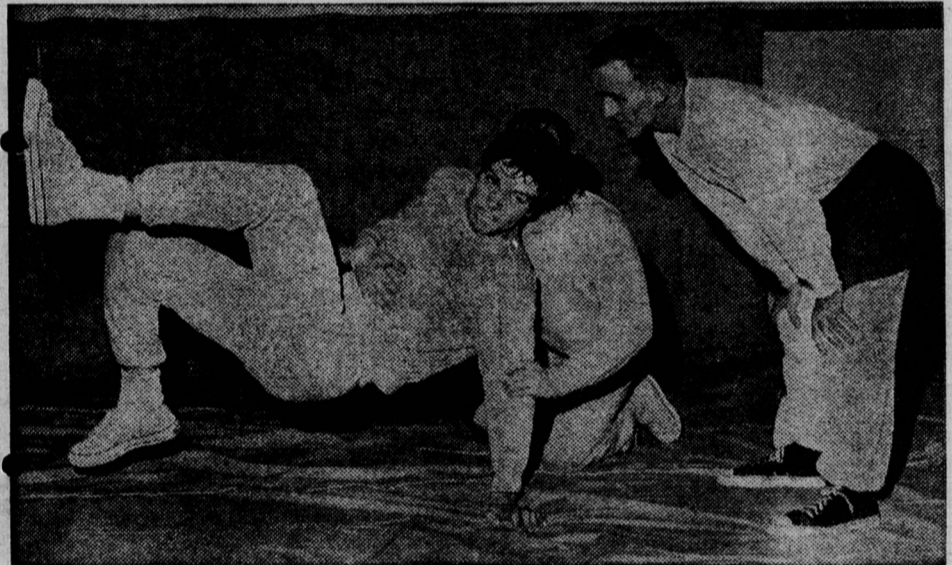
Of the 18, ten went on to college. The others went into stand concessions, office work and further in piano technology.

Unique Problems

The school offers problems, but it offers unique statistics about young persons.

"We have no discipline problems. Our kids have never caused any vandalism and we've never, never had a case of drug involvement," Cimino brags.

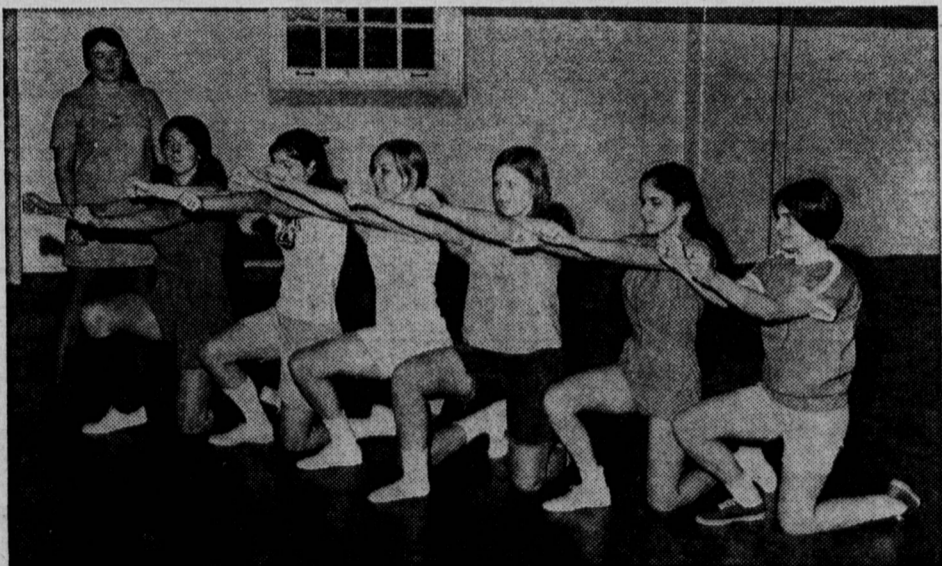
(Continued on Page 12)



Robert Kennedy, 16, of Lockport, practices a wrestling sit-out while working out with Milt Dimon, 20, of Philadelphia, N. Y., in preparation for a wrestling match between their school, the Batavia State School for the Blind, and a neighboring high school. Coach Donald C. Gugel, a physical education teacher and one of 40 faculty members belonging to the CSEA chapter at the school, watches.



Kevin McCarthy, right, in his fourth year as president of the CSEA chapter at the Batavia State School for the Blind, helps lower the flag at the end of the day with Julius Miklinski, a fellow member of the custodial staff at the school. "I don't know exactly how many employees we have at the school, but I know they all belong to CSEA," boasts McCarthy about the school staff's 100 percent CSEA membership.



The girls of Margaret Spittler's physical education class at the Batavia State School for the Blind, practice a cheer for a wrestling match the school faces against a neighboring high school. That's Miss Spittler, a CSEA member, watching at left.

TO HELP YOU PASS GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	5.00
Administrative Assistant Officer	5.00
Assessor Appraiser (Real Estate)	5.00
Attendant	3.00
Attorney	5.00
Auto Machinist	4.00
Auto Mechanic	5.00
Beginning Office Worker	5.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	4.00
Bridge & Tunnel Officer	4.00
Bus Maintainers - Group B	4.00
Bus Operator	5.00
Buyer Purchasing Agent	4.00
Captain Fire Dept.	6.00
Captain P.D.	6.00
City Planner	4.00
Civil Engineer	5.00
Civil Service Arith. & Vocabulary	3.00
Civil Service Handbook	1.00
Clerk N.Y. City	4.00
Clerk G.S. 4-7	5.00
Complete Guide to C.S. Jobs	1.00
Const. Supv. & Inspec.	4.00
Correction Officer	4.00
Court Officer	5.00
Dietitian	5.00
Electrician	5.00
Electrical Engineer	5.00
Engineering Aide	4.00
Federal Service Ent. Exam	4.00
Fingerprint Technician	4.00
Fireman, F.D.	4.00
Fireman in All States	4.00
Foreman	5.00
General Test Pract. for 92 U.S. Jobs	4.00
H.S. Diploma Tests	4.00
High School Entrance & Scholarship Test	3.00
H.S. Entrance Examinations	3.00
Homestudy Course for C.S.	4.00
How to get a job Overseas	3.00
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Janitor Custodian	5.00
Laboratory Aide	4.00
Lt. Fire Dept.	5.00
Lt. Police Dept.	6.00
Librarian	4.00
Machinists Helper	5.00
Maintenance Man	4.00
Maintainer Helper A & C	4.00
Maintainer Helper Group B	4.00
Maintainer Helper Group D	5.00
Management & Administration Quizzer	5.00
Mechanical Engineer	4.00
Motor Vehicle License Examiner	5.00
Motor Vehicle Operator	4.00
Notary Public	4.00
Nurse (Practical & Public Health)	5.00
Parking Enforcement Agent	4.00
Prob. & Parole Officer	6.00
Patrolman (Police Dept. Trainee)	6.00
Personnel Assistant	4.00
Pharmacists License Test	4.00
Playground Director - Recreation Leader	4.00
Policewomans	4.00
Postmaster	4.00
Post Office Clerk Carrier	4.00
Post Office Motor Vehicle Operator	4.00
Preliminary Practice for the H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Probation & Parole Officer	6.00
Professional Career Tests N.Y.S.	5.00
Professional Trainee Adm. Aide	5.00
Public Health Sanitarian	5.00
Railroad Clerk	4.00
Real Estate Manager	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	5.00
Senior Clerical Series	5.00
Social Case Worker	5.00
Staff Attendant & Sr. Attendant	4.00
Stationary Eng. & Fireman	4.00
Storekeeper Stockman	4.00

Contains Previous Questions and Answers and
Other Suitable Study Material for Coming Exams

ORDER DIRECT - MAIL COUPON

65c for 24 hours special delivery
C.O.D.'s 40c extra

LEADER BOOK STORE
11 Warren St., New York, N.Y. 10007

Please send me _____ copies of books checked above.

I enclose check or money order for \$ _____

Name _____

Address _____

City _____ State _____

Be sure to include 6% Sales Tax

Sightless? Yes; Blind? No!

(Continued from Page 11)

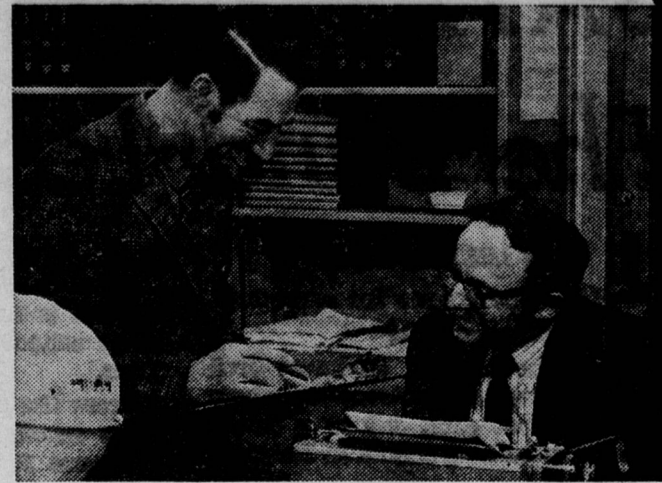
"We have a tremendous recreational program," he adds, explaining it provides swimming, skating, sledding, Scouting, music, dancing, dramatics, wrestling and cheer-leading.

The students return home once each month, when the school closes on a Friday for a long week end. The students also spend all holidays and Spring and Summer vacations at their homes.

"Their communication contacts are much greater than they ever have been," explains Cimino.

"It's difficult to describe," he adds, the surge of self-confidence the students feel when they realize they can move about freely and with assurance."

"It's all helps," he thinks, to wipe out the "someone-selling-pencils-on-a-street-corner" stereotype that tended to restrict the sightless to a separate day-to-day world.



Anthony L. Cimino, left, blind guidance counselor at the Batavia State School for the Blind, and Richard I. Lowenthal, a teacher of the multiply impaired, chuckle during a tete-a-tete about overcoming social function. Both men, part of a faculty of 40 at the school, belong to the Civil Service Employees Assn.

Eligibles On State and County Lists

HD CLERK PURCHS		CORR LT F		CORR LT M	
1 Debyah G Dannemora	97.6	9 Farrier H Bedford Hls	81.5	1 Zelinski W New Paltz	98.5
2 Silver F Chaumont	95.5	10 McNully M Bedford Hls	81.0	2 Drown C Grahamsville	98.0
3 Cook C Whitesboro	93.9	11 Walkley R Bedford Hls	79.0	3 Bellnier P Auburn	96.0
4 Jarnot D Cheektowaga	92.0	12 Burns M Yorktown Hts	78.5	4 Metz P Poughkeepsie	95.9
5 MacDonald M Lake George	91.5	13 Vannstrand L Albion	76.6	5 Steinbaugh N Attica	95.0
6 Bates W Interlaken	90.2	14 Tyler Bronx	76.0	6 Kane J Albany	94.2
7 Terwilliger G Poughkeepsie	90.0	15 Hughes R Bronx	75.7	7 Ripley B Whitehall	93.7
8 Kopra E Buffalo	89.2			8 Jones E Hudson Falls	93.2
9 Dee N Rochester	89.0			9 Doyle J Earlville	92.0
10 Satz Norman Bronx	88.5			10 Curran J Comstock	92.0
11 Helmerci S Watertown	87.0			11 Stone H Plattsburgh	91.7
12 Miller W Troy	86.5			12 Lippold A Attica	91.7
13 Howe W Cohoes	86.4			13 Kelloo H Woodbourne	91.5
14 Davenport R Albany	86.0			14 Wooding C Auburn	91.5
15 Primm K Glendale	85.1			15 Lerner D Sherburne	91.0
16 Fricke H Albany	85.0			16 Harris D Albany	90.4
17 Hopkins R Johnstown	85.0			17 Crowley J Elmira Hts	89.8
18 Gradoni E Cohoes	84.6			18 Martin A Liberty	89.8
19 Bonesteel B Troy	84.2			19 Demskie J Napanoch	89.1
20 Moore B Gloversville	84.0			20 Hazelton K Coxsackie	89.1
21 Colloton T Nassau	83.7			21 Reger G Alden	88.8
22 Yanson O Albany	83.7			22 Harrison J Poughkeepsie	88.8
23 Austin H Rensselaer	83.5			23 Smith W Attica	87.5
24 Tillman L New York	83.0			24 Doren R Watkins Glen	87.4
25 Santomauro B West Seneca	83.0			25 Miles N Hudson Falls	87.2
26 Zell B Albany	82.1			26 Fuller R Plattsburgh	86.5
27 Welsh M Albany	81.0			27 Bell R Saranac	86.2
28 Davis A Slingerlands	80.9			28 Habeck R Elmira	86.0
29 Klyczek W Buffalo	80.5			29 Preuse E Hopewell Jet	85.7
30 Vautrin N Cohoes	80.0			30 Kanneziser L Wawarsing	85.3
31 Gorko H Latham	80.0			31 Carroll R Walden	85.3
32 Mahar W Troy	79.9			32 Egger R Fishkill	84.6
33 Fitzgerald E Troy	79.9			33 Dillon H Hopewell Jet	84.5
34 Fort R Cohoes	79.8			34 Payton J Yorktown	84.5
35 Rauscher J Nassau	79.7			35 Rock J Wappingrs Fls	84.4
36 Bartkowski T Scotia	79.6			36 Bodmer W Beacon	84.2
37 Hart W Albany	79.3			37 Fessenden E Horseheads	84.0
38 Taylor V Schenectady	79.0			38 Madden H Montrose	83.5
39 Smith K Flushing	78.6			39 Sperbeck H Poughaug	83.2
40 Davis R Adams Center	77.8			40 Scully C S Glens Fls	83.1
41 Szumachowski R Ballston Spa	77.8			41 Cirus W Elmira	83.1
42 Mance F Albany	77.6			42 DeLuca H Whitehall	83.0
43 Gundrum R Averill Park	77.4			43 Nelepovitz R Auburn	83.0
44 Williams H Albany	77.3			44 Ritchie W Grahamsville	82.7
45 Fitzpatrick M Albany	76.9			45 Jamalkowski S Auburn	82.5
46 Piercy R East Chatham	76.8			46 Novak H Horseheads	82.5
47 Weinberg J Schenectady	76.8			47 Bischer E Attica	82.1
48 Albright A Selkirk	75.9			48 Montana R Wappingrs Fls	81.7
				49 Duffy T Maybrook	81.5
				50 Brown C Lagrangevil	81.5
				51 Norris S Scipio Ctr	81.2
				52 McMahon M Carmel	80.0
				53 Canning B Dannemora	80.0
				54 Crippen S Pine City	80.0
				55 Edwards D Auburn	79.5
				56 Torrey J Bath	79.0
				57 Ryan W Valley Falls	78.7
				58 Baxter D Mountindale	78.7
				59 Blades F Phillipsport	78.5
				60 Cunningham E Attica	78.5
				61 Hill C Glenham	78.2
				62 Galazzo L Pine Bush	77.8
				63 Lyons J Whitehall	77.2
				64 Thompson W Wappingrs Fls	76.8
				65 Evans W Hudson Falls	76.7
				66 Scott L Wappingr Fls	76.7

P. R. Column

(Continued from Page 2)

have reached a critical point. And who wants more nuisance taxes or seven, eight or nine percent sales taxes which everyone pays for?

CIVIL SERVANTS must be realistic when looking into their futures:

WHAT SALARY raises can we expect and where is the money coming from?

WHAT HAPPENS WHEN the cities and states run out of money they can collect?

WHERE DOES THAT leave civil servants who find inflation and the cost of living eroding every salary increase they get?

THE ANSWER FOR the time being is revenue sharing, and it can't come too soon.

OPTION A ASSOC SPEC TAX INVESTIG		OPTION B ASSOC SPEC TAX INVESTIG	
1 Weber M Bayside	95.0	1 Steiner I Cambria Hts	101.0
2 Silfen E Forest Hills	93.5	2 Rosenfeld A Brooklyn	92.0
3 Nowak J New York	91.8	3 Guzik G New Hyde Pk	87.5
4 Valk D Brooklyn	91.3	4 Negrin L Brooklyn	85.9
5 Lieberman H Brooklyn	89.0	5 Friedman I Flushing	87.3
6 Friedman S Bronxville	86.0	7 Friedman S Bronxville	86.0
8 Diamond A New York	80.0	8 Reimann J Watervliet	84.0
9 Karger L Little Neck	80.0	7 Sizzi B Schenectady	81.8

studying for promotion?

The Dictionary of Administration & Supervision is your latest & most useful guide to all the terms & concepts used in planning - directing - reporting - budgeting, etc., by modern Supervisors, Foremen & Dept. Heads in the Civil Service. It boosts your leadership vocabulary & perfects your skills in managerial communication. It helps you score high on your promotional exams & interviews. \$4.78 Postpaid.

Systems Research, Box 74524
Los Angeles, Cal. 90004

Please rush me a copy. Check/Money order for \$4.78 is enclosed.

Name _____

Address _____ Zip _____

We understand.



Lower Funeral Prices

Have Always Been Traditional At

Walter B. Cooke, Inc.

FUNERAL HOMES

Call 628-8700 to reach any of our affiliated Walter B. Cooke neighborhood funeral homes.

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.

NEW YORK CITY—The Application 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 566-8700.

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 Application 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's QT, RR local's stop is City Hall. Both lines have exits near Chamber Street, a short walk from the Personnel Department.

STATE — Department of Civil Service has regional offices at: 1350 Ave. of Americas, N.Y. 10019, phone 765-3811; The State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse 13202; 500 Midtown Tower, Rochester 14604 (Wednesdays only). Not open Saturdays.

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

Candidates may obtain applications only in person at the offices of the New York State Employment Service.

FEDERAL—New York Region, U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 6 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

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.

After Legal Battle CSEA Gets Job Survey In West Seneca Town

WEST SENECA—A legal battle that began last Spring has resulted in the inception of a job survey study in the Town of West Seneca.

The battle began after the newly negotiated work agreement between the Civil Service Employees Assn. and the Town had been signed, with a provision indicating that the Town would institute a job survey study. The Town had paid \$5,000 for a wage survey last Spring initiated under the last CSEA contract. But when the Town claimed that a study of the survey would be too costly, CSEA started legal action to implement a further study.

Robert A. Milling, CSEA field representative in Erie and Niagara Counties, explained what the survey study means to West Seneca employees: "After a great deal of work and urging by CSEA and Bob Dobstaff, president of the West Seneca unit of the CSEA Erie County chapter, the Town of West Seneca adopted a resolution for a wage survey study.

"Employees got a seven percent raise in the new contract. Now, in addition to that, they will receive raises according to the new salary schedule retroactive to Jan. 1, 1971. Each will

be brought up to the next step in the wage survey. This can mean \$150 to \$200 for some employees. And, now for the first time, employees will have longevity steps; provision for this was included in the CSEA-negotiated contract.

"This wage survey has obliterated some of the gross inequities and wage disparities in given job classifications. Others, however, still remain. CSEA and the Town Board have agreed that further modifications to the wage survey will be worked on in the coming months."

Milling and Dobstaff worked closely to get the Board to pass the resolution for the adoption of the study.

Dobstaff commented that the survey is "definitely a milestone for the employees of the Town of West Seneca. Now they have a 'floor' and an outlined progression to the top of their salary grade in an orderly fashion, all of which they never had before."

Jefferson Chapter Wins New One-Year Contract

(From Leader Correspondent)

WATERTOWN—Members of the Jefferson chapter, Civil Service Employees Assn., have voted 132-5 to accept a one-year Taylor Law contract with the Jefferson County Board of Supervisors, including, among other things, an across-the-board six percent pay boost for 1971.

The new contract, ratified by the chapter membership, pending Board acceptance of its committee's recommendations, also provide for:

- Retirement plan improvement, i.e., retirement at half-pay after 25 years of service (formerly 30) and, if desired, at age 55 if the employee qualified under the new 25-year service rule.

- Longevity benefits of five percent of base pay after ten

years and similar amounts at 15 and 20 years.

- Four weeks vacation after 15 years, now 20.

The agreement, when approved by the Board, would become effective retroactive to Jan. 1. The last Taylor Law contract expired at midnight Dec. 31.

Heading negotiations for the CSEA was Mrs. Eleanor S. Percy, president of the chapter. Negotiations were carried on for nearly two months with officials of the board and its personnel committee.

Poughkeepsie School Unit Sets New Grievance Plan

(From Leader Correspondent)

POUGHKEEPSIE—A new grievance procedure has been adopted and a new grievance committee named by the Poughkeepsie City School District non-teaching unit, Civil Service Employees Assn.

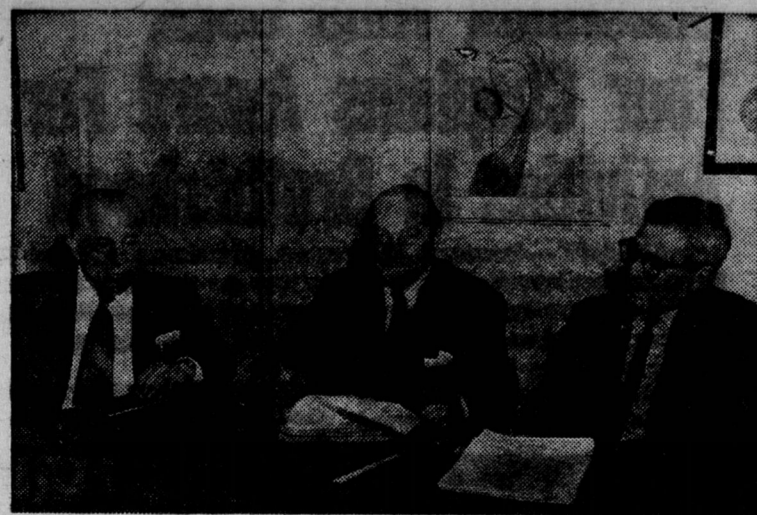
According to Anthony Canora, unit president, "The purpose of the procedure is to resolve fairly and equitably, at the lowest possible administrative level, problems which may arise under the new 1970-71 contract. Both parties believe that proceedings should be kept as informal and confidential as the various stages of this procedure permit."

The Committee appointed by Canora is headed by John Farnelle, chairman, and Roy F. Rasmus, co-chairman. Other members are Anthony Canora Sr., Kenneth Quick, Peter Haynes and Gary L. Marquette.

Reporting to the Committee will be stewards: Anthony Canora Jr., Alexander J. Detmer, William Sutka, Joseph Romano, Swanson Braxton, David Taylor, Jerry Gusmano, Joseph Ringwood and Cliff Alexander.

Genesee Transit Unit Gets New Appointees

Two new members have been picked by the Governor for the Rochester - Genesee Regional Transportation Authority, both to terms ending July, 1975. The appointees are: Harold A. Shay of Dansville, and Robert T. Carrier of Corfu.



WESTCHESTER PACT—Westchester County Executive Edwin G. Michaelian, center, signs new contract, effective retroactive to Jan. 4, 1971, between the County and the County Civil Service Employees Assn. unit. At left is Victor D. Modugno of Harrison, chairman of the CSEA negotiating committee, and at right is unit president Carmine Lamagna of Yonkers.

REAL ESTATE VALUES

QUEENS VILLAGE
\$27,990
DUTCH COLONIAL
7 rooms, 1½ baths, 4 bedrooms, finished attic, enclosed new patio-porch, aluminum siding; new, modern up-to-date kitchen with built-in wall cabinets. Gas heat, screens, storms, refrigerator, wall-to-wall carpeting, garage, new cyclone fence. Exceptionally quiet, tree-shaded street. Low down payment. FHA & GI mortgages available.

LAURELTON
\$30,900
BRICK RANCH
This beautiful house is only 12 years young—50x100 landscaped grounds—all rooms on 1 floor—3 huge bedrooms—eat-in kitchen—20 ft living room, wall-to-wall carpeting, refrigerator, washing machine and loads of other extras. GI FHA mortgages available.

BUTTERLY & GREEN
168-25 Hillside Ave
JA 6-6300

Sub-Let
2 ROOM office. 160 sq. ft. total. 1697 Broadway at 53 St. \$165 mo. Avail Jan. 15. Call Mr. Honig, WO 4-9400.

MT. VERNON VICINITY
Detached 2 fam frame. \$190 inc plus 6 rms for owner. Only \$1500 down.

FIRST-MET REALTY
1250 Castle Hill Ave, Bronx
597-6200

CAMBRIA HTS \$28,500
WIDOW SACRIFICE
Det all brick tudor, lg rms, garage. Modern. Semi-finished basement. No waiting.

LAURELTON \$28,500
5 BEDRMS-2 BATHS
Det Dutch colonial. All mod. Fireplace, FHA approved. Vacant. No waiting.

ROSEDALE \$38,990
LEGAL 2-FAM
Builders own home up for sale. Consists of 5 & 4½ rms. Up to date apts. Nice club fin bsmt. No waiting.

MANY OTHER 1 & 2 FAM
QUEENS HOMES
170-13 Hillside Ave Jamaica
OL 8-7510

HOLLIS \$22,990
Scarifice sale! Owner must sell! All brick 6 rm Colonial. All king-sized bedrms, 22' livrm, dinrm, 2 tone col. tile bath, ultra modern eat-in kitchen, basement, garage, beautiful garden plot on tree-lined st. Loaded with extras. Move-in condition. Low down payment, GI or FHA mtge arranged.

LONG ISLAND HOMES
168-12 Hillside Ave., Jam. RE 9-7300

Farms & Country Homes, New York State
NEW WINTER Catalog and Hundreds of Real Estate & Business Bargains. All Types, Sizes & Prices. Dahl Realty, Cobleskill, N.Y.

Farms & Country Homes, Orange County
Bulk Acreage — Retirement Homes Business in the Tri-State Area
GOLDMAN AGENCY REALTORS
88 Pike Post Jervis, NY (914) 856-5228

Enjoy Your Golden Days in **Florida**

JOBS
FLORIDA JOBS? City, County, State, Florida Civil Service Bulletin. Subscription \$3 year - 12 Issues. P.O. Box 846 L, N. Miami, Fla. 33161.

SAVE ON YOUR MOVE TO FLORIDA
Compare our cost per 4,000 lbs to St. Petersburg from New York City, \$438; Philadelphia, \$412.80; Albany, \$469.20. For an estimate to any destination in Florida

Stuart, Florida
RETIREMENT HOMES — \$8,000 up EVERYTHING IN REAL ESTATE L FULFORD, STUART, FLA.
WRITE REQUIREMENTS. Ph. 287-1288

Write SOUTHERN TRANSFER and STORAGE CO. INC.
DEPT. C, BOX 10217
ST PETERSBURG, FLORIDA. 33733

Homes For Sale (Out of State)
FLORIDA AWAITS YOU.
Make it a reality. SEE Highland Village Mobile Home Park on the Gold Coast near the tropical Atlantic. The "good life" is yours for as little as \$9,200 in prestige adult community built by people who care about people. You pick from 30 homes. Complete recreation and LOW taxes! Write for free literature: Highland Village, 4900 NE 2nd Ave., Pompano Beach, Fla. 33064.

VENICE FLA. — INTERESTED? SEE H. N. WIMMERS, REALTOR
EVP CODE 33595

Retirement Homes - Florida
STUART, FLORIDA RETIREMENT HOMES. All price ranges, where the fishing is good "And the people are friendly." Bruner's House of Real Estate, Box 1672, Phone 287-1297. "While on Earth own part of it"

Silberman Wins CSEA Four Chaplains Award For Activities In Brotherhood

ALBANY—Bernard Silberman, chairman of the Civil Service Employees Assn.'s committee on revision of constitution and by-laws, has been awarded the Four Chaplains Brotherhood Award, it was announced here last week.

Silberman, who has also been appointed chairman of the Four Chaplains Brotherhood Award

national problems. He is assistant director of licenses in the Department of State.



BERNARD SILBERMAN

committee for 1971, is a graduate of St. John's University and a member of both Albany's Temple Israel and Jewish Community Center. He has a long record of public service activities.

Dr. Theodore C. Wenzl, State-wide president of CSEA, lauded Silberman, saying, "I extend my heartfelt congratulations to Bernie. It is always a fine experience to see the recognition of a person who has devoted his life to humanitarian interests."

The award, which commemorates the sacrifices of four chaplains who gave their lives in the sinking of the military transport *Dorchester* on Feb. 3, 1943, was established six years ago in an effort to "extend the spirit of National Brotherhood Week over the entire year."

Silberman also chairs CSEA's special ad hoc committee on non-teaching school employee organi-

Lindenhurst CSEA Calls Pact Impasse

SMITHTOWN — Negotiators for the Civil Service Employees Assn. declared an impasse in talks with the Village of Lindenhurst last week.

Unit negotiators said the Village "refuses to recognize that we are barely existing on sub-standard wages." The stand was supported by the Suffolk County chapter, whose first vice-president, Peter D'Albert, had attempted to get the Village to make a serious effort to resolve the talks.

A mediator was being assigned by PERB, and, if necessary, the issue will go to fact-finding.

Name Spath To Head OGS Purchase Unit

John Spath of Rensselaer has been designated as the new division of purchasing director of the Office of General Services, reports C. V. R. Schuyler, OGS commissioner.

Colonie Town Aides Ratify First Contract

COLONIE—The Town of Colonie unit of the Civil Service Employees Assn. has ratified a new contract with the Town of Colonie—the first for Colonie employees and the first contract to be negotiated under the Taylor Law for a town in Albany County.

The one-year contract, which provides a five percent across-the-board raise plus increments, is "a giant step in local government contracts," according to Pat Monachino, CSEA collective bargaining specialist who assisted the CSEA negotiating team.

"In this first formally negotiated contract for Colonie employees," he said, "they set many precedents that will prove extremely beneficial not only to them in future negotiations, but to other towns in Albany County and in the surrounding counties as well."

Besides the five percent increase, which is in addition to the five percent increase granted by the Town Council in July, the major new provisions include paid sick leave plus disability, five percent shift differential for second and third shifts at 24-hour operating plants, and paid life insurance policies for both individual and family plans.

Other provisions include:

- Longevity after 10 years in the amount of 2½ percent of the hourly rate, plus an additional 2½ percent after 15 years;
- The three local government options on retirement, including applied sick leave, purchase of World War II retirement credit, and guaranteed ordinary death benefit equal to three times the annual salary, a \$20,000 maximum;
- Eleven paid holidays per year;
- Two-hour guaranteed call-in at time-and-one-half;
- Unscheduled overtime not to exceed 12 hours per week, after which the consent of the employee is required;
- Sixteen-hour limit for emergency call-in, after which the consent of the employee is required;
- Three paid days funeral leave for death in immediate family or member of household.

- A new grievance procedure and
- A damaged or destroyed personal property clause.

In addition to Monachino, members of the negotiating team were: Louis Granito, Colonie unit president; Howard Cropsey, Albany County chapter president; Larry Cramer; William Franklin; Edward Reamer, and Marshall Burke.

Environmental Conserv. Dept. Negotiations Completed By CSEA

ALBANY — The Civil Service Employees Assn. has announced that negotiations have been completed between the Department of Environmental Conservation and a CSEA bargaining team made up of department employees.

CSEA collective bargaining specialist Paul T. Burch, who assisted the CSEA team in negotiations, said tentative agreement on 23 negotiable items was reached last week.

Three other unresolved issues—one involving political considerations for hiring, promotion, discharge and transfer of employees, and the other two regarding use of carpool assignment cars on State business—will go through special procedures set up by CSEA and the State for unresolved issues, and will be handled by a special CSEA-State committee, respectively.

Highlights of the tentative agreement include:

- Establishment of a labor-management committee to work on providing adequate sanitary and drinking facilities at all work locations;
- A labor-management committee to consider the use of uniforms for identification of employees, and

to provide adequate protective clothing and safety equipment for field employees;

- A general labor-management committee composed of representatives from the department and CSEA members employed by the department, to meet at least four times a year on employee problems;
- The department will employ a safety officer for the Lands and Forest Division. It will be his duty to train supervisory personnel and employees in safety methods, use of safety equipment, clothing; and to inform them of employee rights and supervisory responsibilities for Workmen's Compensation benefits;
- A special labor-management committee will develop a career ladder for de-

partment employees;

- The work week for all employees will be Monday through Sunday. All employees in the field will work on a five-consecutive-days-on, two-consecutive-days-off cycle. State rules on overtime will be followed.

Burch praised the CSEA bargaining team for its successful efforts, and added: "The department is now in the process of reorganizing its total field services. If the reorganization lives up to expectations, all employees in the field will have a new, consolidated supervisory chain of command—affording them better opportunities to communicate with the hierarchy. We expect that this reorganization will eliminate many of the problems that exist today as a result of the overlapping of the different regions and districts supervised by the department."

Members of the CSEA negotiating team were Shirley Fokker, Josephine Sirianni, James Gamble, Norman Drapeau, Robert E. Smith, Robert L. Smith, Daniel Larkin, Arthur Stanton and George Seeley. CSEA research assistant Aaron Wagner also aided the negotiators.

In Nassau

CSEA-Won Pay Scale Would Be Cut Under City Union's Program

(From Leader Correspondent)

MINEOLA—The stated objective of a New York City union seeking to sign up personnel of the courts in Nassau would cost employees \$606 to \$2,033, it was noted this week.

Those are differences in the starting pay for court officers and the top pay for senior court officers in the New York City and the Nassau labor contracts. The higher scale is found in the Nassau contract negotiated by the Nassau chapter of the Civil Service Employees Assn.

Chapter president Irving Flaumenbaum observed that officials of the New York City union, quoted in a recent newspaper article as seeking an alliance with Nassau court workers, had stated their objective was "standardization" of employment practices, job qualifications and pay scales.

"Whatever we may need, it certainly isn't standardization with New York City," chapter president Irving Flaumenbaum stated. "The City is virtually bankrupt."

He noted the \$3,600 to \$11,000 scale for court officers in the New York City contract, which does not provide for any increments. The Nassau contract provides \$9,206 to start and increments to \$11,930, with two longevity steps bringing the career man to \$13,033. A similar scale keeps the senior court officer in Nassau ahead of his City brother.

Other scales keep various court titles in Nassau ahead of the City.

Flaumenbaum said the New

Tap Park Commissioner

Nominated by the Governor as commissioner of parks and recreation is Dr. Sal J. Prezioso. His appointment is pursuant to Chapter 140 of the Laws of 1970.

Select Major Emden To Head Troop K Of State Police

WHITE PLAINS—Major Phillip G. Emden, new commandant of Troop K, New York State Police, has been appointed by County Executive Edwin G. Michaelian as a member of the Westchester County Regional Crime Control Planning Board as the replacement for Major G. Richard Samson, former commanding officer of Troop K.

Fill Parole Bd. Post

Selected by the Governor as a State Board of Parole member is A. Luis Rivera of the Bronx. His appointment, extending to 1975, fills a vacancy created by a member's death.



43 YEARS OF SERVICE — Mae Mahoney, second from left, beams as she accepts congratulations on her retirement from the State Motor Vehicle Dept. after 43 years of State service from, left to right, Dr. Basil Scott, administrative director of the department; Al Pearlman, holding "diploma"; Thomas McDonough, president of the Motor Vehicle chapter of the Civil Service Employees Assn., and Alfred Weissbard, senior administrative assistant in the department's Office of Operations.

PAY RATES OF THE GENERAL SCHEDULE (5 U.S.C. 5322) AS ADJUSTED BY EXECUTIVE ORDER, JANUARY 8, 1971

(These rates are effective on the first day of the first pay period beginning on or after January 1, 1971.)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$4,326	\$4,470	\$4,614	\$4,758	\$4,902	\$5,046	\$5,190	\$5,334	\$5,478	\$5,622
GS-2	4,897	5,060	5,223	5,386	5,549	5,712	5,875	6,038	6,201	6,364
GS-3	5,524	5,708	5,892	6,076	6,260	6,444	6,628	6,812	6,996	7,180
GS-4	6,202	6,409	6,616	6,823	7,030	7,237	7,444	7,651	7,858	8,065
GS-5	6,938	7,169	7,400	7,631	7,862	8,093	8,324	8,555	8,786	9,017
GS-6	7,727	7,985	8,243	8,501	8,759	9,017	9,275	9,533	9,791	10,049
GS-7	8,582	8,868	9,154	9,440	9,726	10,012	10,298	10,584	10,870	11,156
GS-8	9,493	9,809	10,125	10,441	10,757	11,073	11,389	11,705	12,021	12,337
GS-9	10,470	10,819	11,168	11,517	11,866	12,215	12,564	12,913	13,262	13,611
GS-10	11,517	11,901	12,285	12,669	13,053	13,437	13,821	14,205	14,589	14,973
GS-11	12,615	13,036	13,457	13,878	14,299	14,720	15,141	15,562	15,983	16,404
GS-12	15,040	15,541	16,042	16,543	17,044	17,545	18,046	18,547	19,048	19,549
GS-13	17,761	18,353	18,945	19,537	20,129	20,721	21,313	21,905	22,497	23,089
GS-14	20,815	21,509	22,203	22,897	23,591	24,285	24,979	25,673	26,367	27,061
GS-15	24,251	25,059	25,867	26,675	27,483	28,291	29,099	29,907	30,715	31,523
GS-16	28,129	29,067	30,005	30,943	31,881	32,819	33,757	34,695	35,633	
GS-17	32,546	33,631	34,716	35,801	36,886*					
GS-18	37,624*									

*The rate of basic pay for employees at these rates is limited by section 5308 of title 5 of the United States Code, as added by the Federal Pay Comparability Act of 1970, to the rate for level V of the Executive Schedule (as of the effective date of this salary adjustment, \$36,000).

U.S. Service News Items

By HANK ROSE

BILL SPEEDS RETIREMENT FOR SOME

Earlier-than-expected retirement and increased annuity payments are in store for thousands of present and former Federal employees as a result of a bill recently signed by President Nixon.

The bill, S. 2984, will give retirement credit for temporary and indefinite employment previously excluded from civil service retirement computation.

According to a report by the House Ways and Means Committee, about 345,000 Postal Service employees have about 2½ years each of temporary employment that became creditable toward retirement the moment the President signed the bill. The committee was not able to determine how many other Federal employees would be affected, but the number was believed to be small.

The Civil Service Commission planned to mail letters to personnel offices containing instructions on how to implement the new law.

There should not be much difficulty for employees now working for the government to have this temporary or indefinite service credited.

However, employees will have to make a deposit to the civil service retirement fund equal to retirement deductions for the period of temporary or indefinite service plus interest. If an employee fails to make this deposit, his retirement annuity will be reduced by 10 percent of the amount owned as deposit. But the time would still count toward fulfilling the employee's minimum service requirement for retirement.

COMMERCE DEPT. OPENS 2 OFFICES

Recent opening of two new field offices in Brooklyn brought to five the total number of such neighborhood offices operated by the State Commerce Department in New York City.

Commerce Commissioner Moylan officiated at the office openings—one at 543 Nostrand Ave., the other at 204 Broadway.

Other field offices, opened in 1968, are located in Central Harlem, East Harlem and South Bronx.

George Washington is director of the Nostrand Ave. office, while James Mercado heads the Broadway operation. The Central Harlem office has Herman Whaley as director, the East Harlem office is headed by Domingo Alvarado and Gabriel Guardarramas is director of the South Bronx facility.

Speaking at opening ceremonies, Commissioner Moylan said that the purpose of the offices is to assist neighborhood business firms, help initiate on-the-job training and educational programs, provide counseling services, conduct business workshops and provide information on loan programs available to minority-owned businesses.

He noted that the Department has instituted a cooperative program with the U.S. Small Business Administration whereby loan officers are available at the offices to answer questions and to help process applications.

This program resulted in 90 small business loans totaling \$2,300,000 being granted through the first seven months of this year, far surpassing the total for the entire year of 1969 when 70 loans totaling \$1,200,000 were approved.

The field officers are supervised by the Department's Division of Metropolitan Area Operations, 230 Park Ave., New York City.

Grant To Roswell For Leukemia Study

A \$5,031 supplementary grant was recently awarded Dr. Juan Minowada of the staff at Roswell Park Memorial Institute, who heads a research project to determine whether a certain virus can be traced to leukemia and lymphoma. The grant was made by the U. S. Public Health Service.

Pair Reappointed To Saratoga Comm.

Two members have been re-named by the Governor for the Saratoga Springs Commission for terms ending in June 1975. The reappointees are: Maurice Rosenfeld of New York City, and James Taylor, Jr., a Fayetteville resident.

LETTERS TO THE EDITOR

(Continued on Page 6)

How is it then, that a candidate from another department in 14th position can be appointed to a key position ahead of other candidates in the Department of Transportation?

The above cases are only a few of the many unorthodox "arrangements" that have been made in recent years. Unless some of the loop-holes are plugged or some additional controls are instituted, the "spoils system" will soon be back in full force and civil service will be in name only to be used only when convenient.

NAME WITHHELD

TOWN HOUSE MOTOR HOTEL

NORTHERN BLVD. and SHAKER RD.

ADJACENT TO PANETTA'S REST.
Only 5 Minutes From Downtown
ALBANY

\$10⁵⁰
SINGLE

- QUIET, SUBURBAN ATMOSPHERE
- PARKING AT YOUR DOOR
- REFRIGERATORS, T.V.
- 24 HOUR TELEPHONE
- STATE VOUCHERS ACCEPTED

RESERVATIONS:

TEL: 462-5562

MEAT LOVER'S PARADISE!

Thousands of homemakers depend on Albany Public for the finest beef for their dinner table... every cut of beef is government inspected and graded USDA choice.



Solid Structure

Five list notices to candidates for the title of electrician will be sent out, according to the City Personnel Dept.

International Camper & Trailer Show

JANUARY 23-31, 1971

DAILY 12 NOON - 10 P.M. - SUNDAY 1 P.M. - 7 P.M.
ADULTS \$2.50 - CHILDREN UNDER 16, \$1.50

Madison Square Garden Center
Exposition Rotunda



HAMILTON MOTEL

UTICA, N.Y.

A MODERN MOTEL
OF 75 UNITS

Exit 31 on N.Y.S. Thruway

Driving To New York?

Stop At The
SKY-TOP MOTEL
At KINGSTON, N.Y.

At Exit 19 N.Y. Thruway

As Modern As Tomorrow
RESERVE

N.Y. OFF. CE: 212 Ci 6-3920

20% OFF TO STATE WORKERS

ON ALL MUSICAL INSTRUMENTS

HILTON MUSIC CENTER

346 CENTRAL AVE. Opp. State Bank
ALBANY HO 2-0945

ARCO

CIVIL SERVICE BOOKS

and all tests
PLAZA BOOK SHOP
380 Broadway
Albany, N. Y.

Mail & Phone Orders Filled

ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertisement. Please write or call:

JOSEPH T BELLEW

303 SO. MANNING BLVD.

ALBANY, N. Y. Phone IV 2-5474

MAYFLOWER - ROYAL COURT
APARTMENTS—Furnished, Unfurnished, and Rooms. Phone HE 4-1994. (Albany).

SPECIAL RATES for Civil Service Employees



Wellington

DRIVE-IN GARAGE
AIR CONDITIONING • TV

No parking problems at Albany's largest hotel... with Albany's only drive-in garage. You'll like the comfort and convenience, too! Family rates. Cocktail lounge.

136 STATE STREET
OPPOSITE STATE CAPITOL

See your friendly travel agent.

SPECIAL WEEKLY RATES FOR EXTENDED STAYS

Buy U.S. Savings Bonds.

In Transportation Dept.

CSEA Members Prove Fallacy Of Relocating Hamburg Facility

HAMBURG—The Civil Service Employees Assn. said last week that steps taken to prevent the relocation of a State Department of Transportation equipment management shop from here have resulted in an agreement from Department officials not to relocate the shop.

CSEA president Theodore C. Wenzl credited the employees at the Hamburg shop and local CSEA chapter officials with spearheading the drive to keep the shop, which is slated for expansion and modernization, in the Hamburg area. More than 300 employees signed a petition protesting the move and citing their reasons.

Wenzl said that the DOT, after studying the employees' reasons for protesting the relocation and having several discussions with CSEA officials and Hamburg chapter leaders, agreed not to relocate the shop to the Batavia area, some 60 miles from Hamburg.

Among the reasons detailed by F. P. Roberts, a CSEA member and an employee at the shop, for maintaining the shop in the Hamburg area were:

- Approximately 1,500 pieces of various types of equipment are maintained in this region and the Hamburg shop is centrally located as to the placement of this equipment.
- A fully equipped shop is needed in the Hamburg area since the most heavily traveled roads in Western New York are nearby.

• The Hamburg area contains the "snow belt," making it mandatory for an equipment shop to be in the vicinity.

• All major vendors are within a half-hour's drive of the Hamburg shop.

• Hamburg has immediate access to the New York State Thruway, making the transporting of equipment and personnel extremely quick and easy.

• The present shop has stable, reliable, career employees and in all probability a large portion of these people would be lost to the State if the shop were to be relocated.

• Many additional expressways have opened in this region, and others are being

built, making the need of a shop in this area stronger now than ever before.

• There would be severe financial loss and hardships to the shop employees and their families should the shop be moved from the Hamburg area.

Wenzl praised Roberts and Hamburg chapter president Edward McGreevy for their "invaluable assistance to CSEA in researching and resolving this matter. Everyone in CSEA can be proud of the dedication of these and other Hamburg chapter members who gave of their time and effort to see that this problem was resolved satisfactorily for all employees at Hamburg."

CSEA collective bargaining specialist Joseph P. Reedy also assisted in the talks with Department officials.

State Refuses Time Off For Draft Board Duties

(From Leader Correspondent)

BUFFALO — A Civil Service Employees Assn. member on the staff of Roswell Park Memorial Institute, here, has been forced to resign her post on a local draft board rather than lose personal or vacation time from work.

Mrs. John H. Mayes, the second woman ever appointed to a seat on Selective Service Board, submitted her resignation after attempts by the CSEA to intercede for her in Albany failed.

But John S. Adamski, Roswell Park CSEA chapter president and president of the CSEA's Western Conference, said efforts to get Mrs. Mayes time off for her draft board duties have not ended.

"We've talked to and will continue to talk to people here locally and in personnel administration in the Health Department in Albany," Adamski vowed.

Mrs. Mayes, a licensed practical nurse at Roswell, where she

has worked for 12 years, had taken one afternoon a month to meet with her fellow members on the draft board.

The Civil Service Commission, she said in resigning, had informed her that time taken for draft board duties must be deducted from vacation days or her five days personal leave.

Mrs. Mayes, who said she would have preferred to stay on the board, described her seven months' service as "quite interesting."

She said in resigning that the Civil Service representative had informed her the commission never "had been faced with this problem."

Judicial Conference

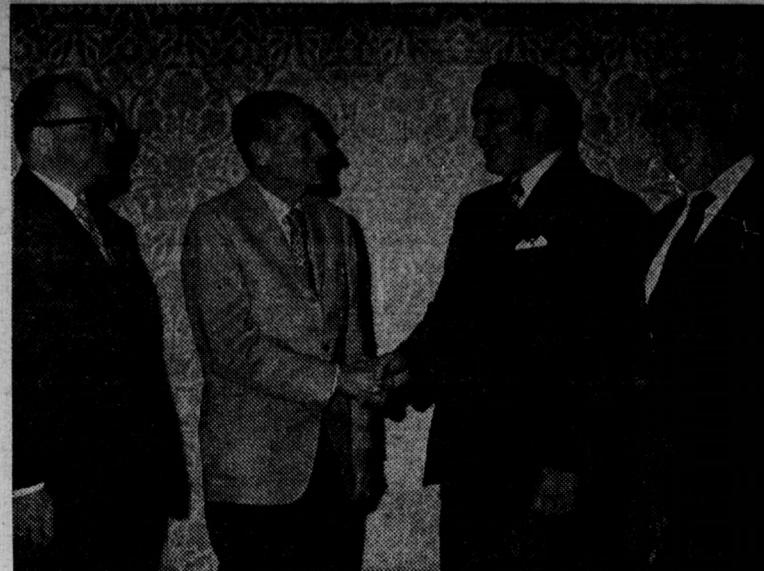
(Continued from Page 1)

gible had he served out his three-year hitch in the military service and that his service had been cut short involuntarily, because of a medical disability developed while on duty.

"The Judicial Conference has ordered that Dougherty be permitted to take the examination," Flaumenbaum said, "in the interest of substantial justice rather than a slavish interpretation. We are pleased with their considerate response."

Mrs. Fannie Smith Recuperating at Home

WATERTOWN — Mrs. Fannie W. Smith, former president of the Jefferson chapter, Civil Service Employees Assn., and long active in local and State CSEA affairs, is recuperating at home following surgery. Her address is 1036 State St., Watertown, 13601.



HEALTHY HAND — Carl Fugliese, new president of Health Department unit of Nassau chapter, Civil Service Employees Assn., receives handshake from Commissioner Joseph H. Kinnaman, in light jacket, at recent installation luncheon. Looking on are outgoing president Jerry Jernow, left, and chapter president Irving Flaumenbaum, right. Crowd of 250 members at luncheon saw Fugliese installed with other unit officers: vice-president Thomas Muscarella, treasurer Robert Bigwood, secretary Mrs. Gwen Battell and delegates Mrs. Lillian Berg and Mrs. Betsy Shepard.

Under 2-Yr. Pact

Brookhaven Unit

Gains 7-10% Hike

SMITHTOWN—The Brookhaven Town unit of the Suffolk chapter, Civil Service Employees Assn. has gained pay boosts of seven to ten percent in each year of a two-year contract in addition to fringe benefit gains in new areas.

The pact was hailed as "one of the best in New York State" by George W. Harrington, president of the Town Hall Division, and Nicholas Boggi, president of the Highway Division, who asserted that Brookhaven is the leader.

The two-year agreement boosts salaries by providing both a one-step and a one-grade boost for all employees in each year. The officials said that employees would gain seven to ten percent in new money each year.

Hourly-rated employees would get similar boosts via a 35-cent-an-hour boost next year.

In addition, the Town's 700-plus employees benefit from brand-new provisions for a \$5,000 minimum salary, \$20,000 death benefit, fully paid optical plan and double-time for Sunday work.

Improved fringe benefits pro-

Flaumenbaum Hails Victory For Aides

Irving Flaumenbaum, first vice-president of CSEA, after attending numerous meetings with the Department of Transportation on Long Island, stayed a potential walk-out, job-action, and held a strike-minded membership for a one-week moratorium.

Based on a meeting with CSEA officials in Albany and Governor Rockefeller's staff, Flaumenbaum resolved a problem that could have tied up all of the commuters and residents in the Southern part of the State from Montauk Point to Westchester to Staten Island.

"With all the labor disputes going on involving public employees, the Civil Service Employees Assn. has gained its contractual rights as guaranteed by the Taylor Law, although we did go to the brink of being forced into job action," Flaumenbaum said.

"I'm proud of the trust placed in CSEA officials by the membership within the Department of Transportation who gave us the tools and time to resolve the problem. I know their frustration and morale was at a low ebb last week, but the frustration is gone and morale has zoomed."

vide an extension of dental insurance 30 days vacation after 15 years and a three-hour call-out guarantee.

Single-Shift Restored

(Continued from Page 1)

(OER) in an attempt to resolve this dispute.

CSEA then met with OER representatives on numerous occasions and following a session last week, received a commitment from the Governor's office that the former status quo would be restored by this week end.

Wenzl Cites Efforts

CSEA president Theodore C. Wenzl said: "The determination of CSEA leaders, the support of the affected workers and the State commitment to its employees, resulted in a rescission of this departmental order. It was a collective effort.

Workers from numerous areas of the State including Long Island, the Albany area, Poughkeepsie, Watertown, Binghamton,

Syracuse and Buffalo, conducted meetings to demonstrate their unhappiness with cutbacks. "The unwavering determination of the employees involved gave us the support we needed to convince the State through bilateral discussion, of the serious nature of the problem," said Wenzl.

"Both the State and CSEA agree that it was in everyone's best interest to resolve the problems to the satisfaction of both parties in order to maintain the atmosphere of bilateral involvement in employee matters which has prevailed in recent years," the CSEA leader commented. "Both the employer and the employee organization recognized their commitment and lived up to it."

Attention M.H. Aides

The Civil Service Employees Assn. has urged those Mental Hygiene Dept. employees in institutions to submit items they feel can be negotiated by their own institution's negotiating team.

A CSEA official said that the mid-February deadline for such negotiating proposals is nearing and all proposals should be sent in now. If an employee does not know who his or her unit representative is for the institution's CSEA bargaining team, he should ask his CSEA chapter president or representative.

Career Ladder Failure

(Continued from Page 1)

bents" in the ward service job series will be included in any career ladder developed.

"The State's latest proposal for a career ladder completely disregards this provision of the Memorandum of Agreement by emphasizing education as a criterion for advancing in the job series," Wenzl said, "and thus leaves CSEA with no alternative other than to charge the State with refusing to live up to its own written commitments."

He further said that the State's proposals, which differ vastly from CSEA's own proposals for such a career ladder, "are a virtual death knell for the majority of the present employees, who lack a high school diploma but who have, through years of experience on the job, proved be-

yond a doubt that they are more capable of handling ward service jobs and, thus, entitled to promotion.

"The State's career ladder proposals directly contradict written promises they have made to CSEA, by refusing to recognize the training and invaluable experience gained on the job by Mental Hygiene ward service personnel who are currently carrying the load of patient therapy and rehabilitation. These proposals are a dead-end for the employees who are doing the job and who prove every day that they are capable of doing it; and they cannot and will not be accepted by CSEA."

The fourth-stage contractual grievance calls for a formal hearing before the Office of Employee Relations.