

Civil Service LEADER

America's Largest Weekly for Public Employees

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Capital Conference Report

See Page 16

Merry-Go-Round Pact Talks In Oneida Cty. Back Where They Began

(From Leader Correspondent)

UTICA — It has taken five months for the Oneida County chapter of the Civil Service Employees Assn. to find out it is back where it started in contract talks with the County government.

CSEA field representative Frank Martello has called on "PERB" to begin "super conciliation" in the dispute which rages over money. Martello charged the Oneida County Board of Legislators with "shirking its responsibility" in the matter by not giving the County bargaining team the power to negotiate a contract.

The Board met for three hours

last week and considered eight different proposals in the dispute but could not agree on any one of them. When the session was over, members instructed the bargaining team to start talking with CSEA again. In effect—according to Martello—the Board was sticking by its original offer of a two percent raise this year and next year. The CSEA is asking for a ten percent raise in 1971. The County team did come back with an offer of eight percent over two years but the Board of Legislators refused to go along with that offer.

Martello issued a lengthy statement saying the five months of talking up to this point was a waste of the taxpayers' money. He accused the Board of hiding

(Continued on Page 14)

Clarkstown Unit Wins 23% Hike Plus Benefits

CLARKSTOWN — The Clarkstown unit of the Rockland County chapter, Civil Service Employees Assn., has negotiated a contract that will give an average 23 percent salary increase to all Town employees represented by the unit.

Unit president Harold E. Aber Sr. told The Leader that the two-year contract has brought Town employees "out of the dark and into the light" as far as salaries and fringe benefits are concerned.

A new salary schedule and grade levels were negotiated that will bring employee salaries up to a par with others in the County. For example, Aber re-

(Continued on Page 8)

MH Bargainers Set For Meeting Today

The 11-member Mental Hygiene negotiating team is scheduled to meet again today, Dec. 8, at 9:30 a.m., according to Robert C. Guild, collective bargaining specialist for the Civil Service Employees Assn. CSEA Headquarters will host the session, which will continue tomorrow as well.

Inside The Leader

Promotion Tests —Pg. 3

Spring Valley Victory —Pg. 14

Eligible Lists —Pg. 11

SUNY Pact Agreement —Pg. 8

— Over 15,000 Expected —

'Super Sign-Up' Drive Called Huge Success; Returns Still Flowing

ALBANY — The Civil Service Employees Assn.'s "Super Sign-Up" nine-week membership drive, coming down the home stretch, has been billed as a "complete success" by various CSEA officials.

With the results of the final week still to be counted, the new member count was close to 14,000. CSEA officials involved in the drive estimated that well in excess of 15,000 new members will have joined CSEA's ranks as a result of the drive when the final tally is announced in mid-December.

CSEA president Theodore C. Wenzl hailed the drive as "The most successful one ever conducted in the history of CSEA. It took a lot of hard work and dedication, but CSEA members turned out and did the job." Wenzl predicted that CSEA's membership would near or surpass the 200,000 figure as a result of the drive.

Samuel Emmett, co-chairman of the Statewide membership committee, said the drawing of winners in the "Super Sign-Up Jackpot" will take place at CSEA Headquarters on Dec. 17. The presentation of prizes will be held on Dec. 22. First prize is a 1971 Camaro. Ten RCA portable color TV sets, five Panasonic stereo receivers, and 24 ladies' and men's Helros wrist watches will also be awarded.

Emmett said the response to

the drive has been excellent from both the State and County divisions. "People have really taken an interest in CSEA. The drive has had a very stimulating effect on many chapters from

the standpoint of competition and general activity."

Those members who have signed up their fellow employees during the drive received one

(Continued on Page 14)

Ballots Now In Mail For Professionals In University System

ALBANY — More than 14,000 faculty members of the professional staff of the State University of New York are voting this month to determine which of four organizations will represent them in collective negotiations with the State University administration.

Secret ballots went out in the mail Dec. 1 and are to be returned to the State Public Employment Relations Board by Dec. 29 when counting of the ballots will be held.

The Civil Service Employees Assn. is vying with the Senate

Professional Assn.; the American Assn. of University Professors, and the State University

(Continued on Page 8)

Ed. Dept. Negotiators Map Plans This A.M.

John A. Conby, collective bargaining specialist for the Civil Service Assn., will guide the meeting beginning at 10 a.m. today, Dec. 8, of the Education Dept. negotiating team, taking place at CSEA Headquarters. In the afternoon, the negotiators will meet with Department officials in Room 146 of the State Education Bldg.

White Plains, CSEA Settle On Contract

WHITE PLAINS — A new one-year contract, expiring June 30, 1971, recently was signed by the City of White Plains and the White Plains Civil Service Employees Assn.

A stipulation of settlement had been in force since the expiration of the last contract but the signing of the current contract was held up by disagreements over language.

The contract, covering all City employees except police, firemen and sanitation workers, provides for pay raises ranging from seven to 11 percent. Each employee not at the maximum for his grade receives an increase of 11 percent, or \$600, whichever is greater. Each employee at his maximum receives an increase of seven percent, or \$500, whichever is greater.

There is also a provision for the reestablishment of an incremental pay schedule in the next contract, with a joint

(Continued on Page 8)



PACT SIGNED — Seated is White Plains Mayor Richard S. Hendey. Standing are, left, James Blanco, chairman of the negotiating committee, and, right, Robert J. Doherty, president of the White Plains Civil Service Employees unit.

Don't Repeat This!

New York Wants New Revenues From U.S., Not The Taxpayers

GOVERNMENT at all levels is suffering the disastrous impact of a stagnant economy, characterized mainly by sluggish business activity, by the anomaly of rising prices and rising unemployment and unprecedented increases in

(Continued on Page 2)

Don't Repeat This!

(Continued from Page 1)

the welfare rolls. At the very moment that government costs are sharply increasing, the flow of government revenues is reducing to a trickle.

Like all other government entities, the Federal government is confronted by the twin evils of rising prices and declining revenues. According to Nixon Administration estimates, the Federal Budget for the fiscal year ending June 30, 1971, will wind up with a deficit of approximately \$2 billion. According to Congressman Wilbur Mills, chairman of the House Ways and Means Committee, the Federal Budget deficit will approach \$15 billion. Yet while the Federal tax structure has demonstrated that it is no less vulnerable than the tax structures of other governmental units to adverse economic structures, it has become the target of State and local government officials who look to Federal revenue sharing as their salvation from mounting fiscal problems.

There are a number of considerations that account for the

intensified drive by those officials to get Federal revenue sharing on the road now. The best revenue resources have already been pre-empted by the Federal government and the only resources left to States and local governments are regressive and likely to prove counter-productive. Studies on education financing over the past two years published by Assemblyman Stanley Steingut, for example, warned that local property taxes for education were approaching confiscatory levels. In addition, local government units are reluctant to increase their tax base for fear that business and industry will relocate to areas offering more attractive tax advantages.

Would Eliminate Risk

This risk is eliminated through Federal revenue sharing, since Federal taxes are uniformly applicable throughout the Nation.

Finally, local government leaders recognize that if the principle of Federal revenue sharing is to make any progress, then 1971 is the year for such progress. Any delay will detour such a program to 1972, when all members of the House and one third of the Senate is up for reelection, a year in which increased Federal taxation does not seem politically promising.

Set Steuben Meeting

At the German Sports Club, 60-60 Metropolitan Ave., Middle Village, the Steuben Assn. of the Sanitation Dept. has slated a Dec. 10 meeting. Activities will begin at 5:30 p.m.

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, Dec. 8

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

1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.

3:00 p.m. — Return to Nursing — No. 21, "Nurse-Patient Relationship." Refresher course for nurses.

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

Wednesday, Dec. 9

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

1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.

3:00 p.m. — Return to Nursing — No. 22, "Care of the Aging." Refresher course for nurses.

7:00 p.m. (color) — On the Job — "Subways 2." NYC Fire Dept. training program.

Thursday, Dec. 10

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

1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.

3:00 p.m. — Return to Nursing — No. 22, "Care of the Aging." Refresher course for nurses.

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

Friday, Dec. 11

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

11:00 p.m. (color) — Frontline, NYC — "Bureau of Child Welfare." Department of Social Services series.

1:30 p.m. (color) — Around the Clock — Physical Fitness & You." NYC Police Dept. training series.

6:30 p.m. — Continuing Education — "The Registered Nurse: Ideal & Reality."

10:00 p.m. — Urban Challenge — Bronx Borough Pres. Robert Abrams is host.

Saturday Dec. 12

6:30 p.m. — On the Job — NYC Fire Dept. training series.

Sunday, Dec. 13

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

Monday, Dec. 14

9:30 a.m. (color) — Around the Clock — "Professional Police

(Continued on Page 15)

The Transit Beat

By JOHN MAYE

President, Transit Police
Patrolmen's Benevolent Assn.



(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Imagine Cops Not Being Around

"WHEN YOU NEED a cop, they're never around . . ."

HOW MANY TIMES have you heard that remark? MARVIN BAXLEY, associate editor of this newspaper, heard these words the other day on the Grand Central station while on his way home. With a true newsman's eye, he spotted several youths assault a woman in an effort to snatch her purse and then race down the platform.

WHILE THE WOMAN screamed, a couple of passengers gave chase, catching up to the youths, as they raced to the exit stairs . . . However, it turned out that two of those passengers were really plainclothes Transit Patrolmen . . . who were around when needed.

"THE KIDS were neatly dressed, kind of resigned to the fact that they were caught," Baxley said.

THE VICTIM, quivering with fear, was assisted from the subway car. "It's interesting," Baxley said, "that in looking for witnesses, only four passengers—all women—volunteered to give their names to the police."

BAXLEY SAID that as he continued on his way home, he noticed that fellow passengers who had seen the in-

(Continued on Page 5)

Your Public Relations IQ

By LEO J. MARGOLIN



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

Tried And Truisms

WORDS OF WISDOM are hard to come by these days of deep involvement with things economic.

WHEN SOME OLDTIME wisdom, perhaps written differently, does appear, it's good for our civil service readers to know about these elusive nuggets.

AFTER ALL, IN civil service we must be concerned with high standards and sound values. These are the basic ingredients leading to good public relations.

WORDS OF WISDOM, distilled by years of experience, help us maintain these high standards and values.

THE WISDOM-GIVER usually has no axe to grind because he's "already made it." Thus, his words have that much more force and validity.

CHARLES BROWER, chairman of the board of Batten, Barton, Durstine & Osborne, one of the largest advertising agencies

in the world, has come up with his special words of wisdom on the eve of his retirement.

WE THINK THEY are so good, we would like to share them with our civil service readers:

- HONESTY IS NOT only the best policy, it is rare enough today to make you pleasantly conspicuous.

- THE EXPEDIENT thing and the right thing are seldom the same thing.

- THE BEST WAY to get credit is to try to give it away.

- YOU CANNOT SINK someone else's end of the boat and still keep your own afloat.

- IF YOU GET A kick out of your job, others will get a kick

(Continued on Page 15)

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Vacation Bonanzas!

PORTUGAL — Feb. 11 to 15 at the luxurious Estroril Sol Hotel. Only \$199, plus \$15 gratuities. Includes round trip jet fare, breakfast, gourmet dinner and hotel room. Write to Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. 11520. Telephone (516) 868-7715.

PUERTO RICO — Feb. 11 to 15 at the glamorous Raquet Club. Only \$165, plus \$6 tax and tips. Air Fare Only—\$105. Write to Mrs. Julia Duffy, P. O. Box 43, West Brentwood, L.I., New York. Telephone after 5 p.m. (516) 273-8633.

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; Transfers. PORTS VISITED: Curacao, Trinidad, Barbados, Martinique, St. Vincent, La Guaira (Caracas, Venezuela), Curacao. Write to Mrs. Blanche Rueth, 96 Whaley St., Freeport, N. Y. 11520. Tel: Home (516) FR 9-4529; Office (516) 489-1202.

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 Guaira (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, Gaililee, Caesarea. Hotel rooms, breakfast, dinner and sightseeing included. Write Mr. Flaumenbaum (see Portugal trip).

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.

ROME AND FLORENCE — At Easter, 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) 253-4848, 4488.

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.

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Rome State School Ordered To Stop Detailing Attendants Following CSEA Complaints

ROME — As a result of action brought by the Civil Service Employees Assn., Rome State School has been ordered to stop the practice of hiring employees at an attendant's salary, and then assigning them clerical work.

CSEA collective bargaining specialist Robert C. Guild said, "This is a clear case of out-of-title work. The school claims that it needs clerical workers but doesn't have the items to supply them. The CSEA-State contract covering institutional services employees, however, contains a clause prohibiting the detailing of attendants to other shores. The school's excuse is obviously inadequate."

Guild, together with Raymond Pritchard, president of the CSEA Fort Stanwix chapter at the school, had filed a contract grievance on the case.

Dr. Frederic Grunberg, deputy commissioner for Mental Retardation, stated in a letter to the director of Rome State School that the detailing of attendants was a direct violation of Article 15.1 of the CSEA-State contract ("Prohibition of Detailing"): "It is clear, and you do not deny it, that you intended initially to allow a psychiatric attendant's item to be used by the Recreation Dept. to perform clerical functions."

Grunberg's letter continued, "It was also your declared in-

tention to fill this position on an out-of-title basis with one of the persons who applied for it. . . . I must conclude that the actions you have taken are not in the best interests of the Dept. of Mental Hygiene."

Grunberg instructed the director to inform CSEA "in writing" that a psychiatric attendant item will not be used to provide clerical services in the Recreation Therapy Dept. "The intent and spirit of the contract article . . . are clear and we must and will honor the State's commitment to the items contained in the agreement."

Guild also reported that as a result of a hearing conducted by John J. Lagatt of the Mental Hygiene Dept., the job notices entitled "Secretary-Typist (Attendant)" at Grade 6 have been withdrawn.

Guild hailed the outcome of this case as "A victory for justice." He said, "Remember, though, that there are many more people working out of title in our Mental Hygiene institutions and CSEA will go to bat for all of them to insure that they are treated fairly."



AUDIT AND CONTROL TALKS —

The Audit and Control negotiating committee of the Civil Service Employees Assn. met for the first time last week with deputy commissioner Maurice Fleishman, and other State officials. Clockwise from bottom center are: Joseph A. Husselbeck, personnel; Harold A. Conroy, administrative director, ERS; Harry Metz, administrative director, municipal affairs; John Meet, ad-

ministrative director, Audits and Accounts; Peg Williams, senior personnel administrator; Robert Donohue, OER; Edna Cloughsey; Ray Alger; Harold Ryan, vice-chairman of committee; Madelon Vitale; Larry Jimpson; Tom Linden, CSEA collective bargaining specialist; Ernest Wagner, committee chairman, and Grif Edwards, committee secretary. Not shown are Grace Fitzmaurice, Pauline McDonough, Marilee Sherry and Bernard Fleischman.

Latest State Promotionals Set To Terminate Dec. 14

Six interdepartmental titles highlight the competitive promotional series of State exams scheduled to be conducted Jan. 23. In addition, seven departmental posts face competitive tests, also subject to a filing deadline of Dec. 14.

Unless otherwise indicated, all of the following titles fall within the interdepartmental group.

Head and senior maintenance supervisor, at G-19 and G-17, will credit 0.2 points for each year of seniority, as is the general rule. The first title asks a year as senior supervisor or two as supervisor, while the second entails only three months in a maintenance supervisor's job.

Openings exist for principal, head and chief account-audit clerk. To qualify, principals must now be in titles of G-7 or higher; head clerks at G-14 or higher. A minimum rank of G-18 is needed to compete for the chief clerk title. Several administrative services aide posts at the G-18 level are also open, details to be found in Exam Notices No. 30-218 through No. 30-222.

In Transit Arena

The Department of Transportation jobs featured are for associate and senior transportation analyst and associate cartographer. The associate's post is slotted at G-27; the others at G-23.

Resolutions Panel Meeting Dec. 28

Dorothy Rabin, head of the Resolutions committee of the Civil Service Employees Assn., has requested members of the panel to attend the next meeting at CSEA Headquarters, set for Monday, Dec. 28. The committee consists of 15 members.

Applicants for senior draftsman, architectural, are being sought by the Office of Local Government.

The State Law Dept. has an Albany vacancy for head stenographer, G-15, with a one-year experience proviso for current principal stenos. Also in Albany, the Social Services Dept. notes the G-22 title of group work consultant, adult institutions. Only G-18 incumbents will be considered, with background in recreation, social work, rehabilitation or education covering one year.

The last of the series is for building maintenance supervisor, a G-17 job with the Thruway Authority open to tenured maintenance foremen. All the titles noted require at least one full year in the next lowest rank excepting the pair of transportation analyst jobs, which each call for 16 months.

Full details can be gained by consulting your agency's personnel officer or writing the State Civil Service Dept., 1220 Washington Ave., Albany 12226.

Assumes PERB Post

ALBANY—After 21 years of service in the State Labor Dept.'s personnel office, principal clerk Virginia Surlano has resigned to take a new post with the Public Employment Relations Board.

Expanded Retirement Benefits CSEA Won For State Aides Extended By Rensselaer Cty.

TROY—The Rensselaer County Board of Supervisors has approved, for County employees, the adoption of three retirement benefits which were won for State employees by the Civil Service Employees Assn., and which are contained in the State contracts effective April 1, 1970.

At the time the CSEA-State contract was signed, CSEA pressed for a recommendation from the State Legislature that political subdivisions (local governments) be allowed to adopt these benefits for their employees, and the recommendation was effected.

The benefits include: (1) Retirement credit for certain World War II service, (2) The transfer of retirement credit from other retirement systems in the State, and (3) Retirement credit for employees eligible for credit under provisions of the military law.

World War II Credit

Credit for World War II service up to three years may be purchased by an employee who was on the payroll as of March 31, 1970, who was a resident of New York State (but not necessarily an employee of the jurisdiction for which he now works) at the time of entry into the Armed Forces and who is not receiving a full military pension (other than for disability). An employee who fulfills these qualifications is eligible to apply to the Retirement System for credit for active duty rendered in the Armed Forces between July 1, 1940, and Dec. 31, 1946.

To obtain this WW II retirement credit, an employee must pay the required annuity and pension contributions for the period of military service claimed, plus regular interest on both. The required annuity contributions will be computed by multiplying the employee's nor-

mal rate of contribution by his annual salary when he began his employment and the amount of military service being claimed. The required pension contribution will be computed in the same manner, except that the employee's normal contribution rate is used instead of the employee's rate of contribution.

An employee may make payments for this credit over a pe-

riod of time; however, the period of repayment may not exceed the amount of time for which credit is being claimed. For instance, if an employee claimed credit for two years of military service, he must complete his total payments within two years from the date on which credit was granted.

Employees who commence employment on or after April 1, 1970 and prior to April, 1972, shall have one year from the date of employment to apply for this World War II credit.

Transfer of Credit

An employee who is on the payroll as of March 31, 1970, who would have been eligible to transfer service credit from another retirement system within the State, had he done so within the statutory time limit, will be given another opportunity to obtain such credit by depositing in the Employees Retirement System an amount equal to the contribution withdrawn from the retirement system of which he had previously been a member, plus the regular interest on such contributions.

Employees who are eligible for this transfer of credit may make payments over a period of time provided that the period of repayment does not exceed the amount of time for which credit is being claimed. Such payments must begin no later than March 31, 1971.

An employee on the payroll as of March 31, 1970, who failed to make application within the pre-

Gruppo Installed By Niagra Falls CSEA School Unit

NIAGARA FALLS — The newly elected officers of the Niagara Fall School unit of Niagara chapter, Civil Service Employees Assn. were installed by William M. Doyle, Niagara chapter president, at a dinner meeting held at the Crown and Anchor Inn here last week.

More than 200 members and guests were in attendance. Henry Kalfus, school superintendent, and the entire school board including the president of the Board of Education Joseph Chille were guests of the unit.

Neil Gruppo is the unit president; Robert Hughes, first vice-president; Dominic Spacone, second vice-president; Gae Oz-zimo, third vice president; Jean Morton, secretary, and Vince:t

(Continued on Page 14)

(Continued on Page 14)

State To Spur Big Hunt For More LPNs

Extensive efforts to locate and hire licensed practical

nurses will soon be renewed by the State Department of Civil Service to staff the various hospitals and other health facilities situated about the State. Salary levels, now put at \$5,546-6,891, are slated to increase by 6 percent in April of next year.

Training traditionally takes up a year of intensive study, after which you gain eligibility for the LPN license. Write for the exam bulletin to learn more about the sort of study necessary.

Job locations stretch across the expanse of the State, taking in Mental Hygiene hospitals, schools, clinics and other institutions. Geographical pay differ-

entials, coming in total to an annual \$200, are offered to those employed within the areas of metropolitan New York or Monroe County.

In applying, acquaint yourself with Exam Notice No. 20-351. It can be gotten at the various offices of the State Civil Service Dept., located in Albany, Buffalo, New York City and Rochester respectively.

Pulaski Parley

On Dec. 10, the Pulaski Assn. of the Department of Sanitation will meet at its Maspeth Hall; the address is: 61-60 56th Rd., Maspeth.

Maint. Jobs In Forefront Of 16 State Titles Slated To Close Entries Dec. 22

Out of the 18 State posts presently subject to a December deadline, some five involve supervisory roles in the building maintenance field. In general, the background requirement demands a substantial amount of trade experience.

Most of the pertinent titles list a Dec. 21 deadline, with exams scheduled for Jan. 23. Notable exceptions are the \$14,445 post of chief planner and the title of associate cartographer, with wages of \$14,915. Both indicate a cutoff point of Dec. 28 to allow more applicants to file.

The maintenance posts spotlight vacancies for building maintenance foreman, \$8,284; building maintenance supervisor, \$9,814; maintenance supervisor, \$8,773; senior maintenance supervisor, \$9,814; and head maintenance supervisor, \$10,959. The building maintenance jobs entail four years of experience in the trades, with additional supervisory experience of one and two years for the respective titles.

Maintenance supervisory posts ask three and two years of job exposure, supplemented by a choice of being a building trade apprentice, completing a technical institute program and having two years in the building trades, or graduating from technical high school and having a relevant three-year work history.

Two years in the care of trees will pave your way to tree pruner foreman, paying \$6,575. To become a senior draftsman (architectural), you'll need one year on architectural projects plus two others of drafting experience or training. For this \$6,972 opening, the State will also accept three years' completion toward a bachelor's in an applicable area.

At \$14M Level

Both starting at \$14,915, the jobs of associate cartographer and associate engineering examiner require a basic bachelor's degree. Candidates for cartographer must also supply three credit hours in the subject and

at least four years of practical experience or related graduate study. Requisite to the examiner post is a professional engineer's license; also, three years of full-time experience—either in civil engineering duties, teaching courses in the field or preparing engineering exams.

A baccalaureate degree is also desired for the quartet of supervisor posts in transportation surveys. They are principal, \$13,383; associate, \$14,915; senior, \$12,103; and assistant, \$10,255. Four, three, two and one years of survey experience are needed for these Albany-based positions.

The other openings are situated in Erie County and include: epidemiologist, \$11,380; supervising clinical psychologist, \$14,300; clinical psychologist, \$13,000; clinical teacher, \$8,620, and nursing supervisor, \$9,600. All these titles ask a college degree or professional certification and at least a year in a supervisory role. For more details, consult the exam notice as issued by the State Civil Service Dept.

The Department maintains headquarters at the State Office Building Campus, Albany 12226, and will mail an application and exam notice upon request.

Strand Selected Head Of MH Children's Bur.

ALBANY—Peter G. Strand of Glenmont is the new chief program analyst for the State Mental Hygiene Dept.'s Bureau of Children's Services. The salary is \$25,310 a year. Strand will direct a four-member team responsible for assisting in children services and working with institution personnel.

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The Transit Beat

(Continued from Page 2)

cident appeared little shocked at this event in the life-stream of our City.

A GREAT CITY, but increasingly more dismaying to those who grew up here. Changes have been subtle but none the less real. Not venturing forth for an evening's walk without taking the chance of being assaulted, mugged and robbed. Making certain doors and windows are securely locked. Keeping a dog whose barking annoys the neighbors and chews up the best chair in the apartment.

FRUSTRATION HAS inevitably to result from these developments. The citizen of this City has always taken it for granted that, no matter what, there would be the reassuring presence of the police not far off to prevent trouble or provide speedy aid in the event of problem.

THE AVERAGE citizen doesn't live with his head in the sand and realizes that maintenance of vital police and other emergency forces costs money. The average man and woman of this City may grumble when taxes are raised, when prices soar and when it costs more and more to live in this town.

THE NEW YORKER can understand, however, that belts must be tightened in times of need. He knows that some of the frills, the fat and the non-vital services must be trimmed.

TO SUGGEST that the public submit to a reduction of police protection at a time in the City's history when crime is at an all-time high is utterly irresponsible and more—dangerous to the point of disaster.

MAY WE SUGGEST that those who advocate this type of fiscal economy explain their ideas to the passengers on the subway station during the rush hours a few days ago? They scrambled in terror as gunshots tore through the tiled station as Transit Policemen battled to capture two men armed with a sawed-off shotgun, pistol and switch-blade knife

EXPLAIN TO these passengers that maybe these policemen were being paid enough for laying their lives on the line to protect other lives—the lives of decent citizens—from the likes of criminals, degenerates and parasites who prey on the public in this City.

EXPLAIN TO Mrs. Patrick Townsend that her husband can patrol alone in some of the most dangerous areas of this City—the crowded—criminal infested—transit system of the City.

EXPLAIN TO the two young children of Transit Patrolman Pat Townsend why their dad was away so long in a hospital and why he had to spend two hours in an operating room while doctors probed for the bullet that almost left them without a father

THESE YOUNGSTERS might better understand, with some liberties, an old rhyme:

"For want of a shoe a horse was lost
For want of a policeman a life was lost
For want of common sense a City was lost."

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Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

Marvin Baxley, Associate Editor

Barry L. Coyne, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

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TUESDAY, DECEMBER 8, 1970

Mockery of Justice

LAWS are only as good as they are enforced. And so it is with the Taylor Law.

The law was enacted to bring public employees closer to their employer in collective bargaining.

However, the law will die a sure death if employers such as Oneida County fail to bargain in good faith. When the Civil Service Employees Assn. chapter there issued a set of demands which included a 10 percent salary increase, the County Legislators countered with a "two percent this year, two percent next" reply.

This was five months ago.

Since then, the County's negotiating team held hearings and recommended an eight percent increase—still insufficient, we think—but the Board of Legislators turned the matter down cold and parroted its original offer—"two percent this year, two next."

This is bargaining in good faith?

We think not and we call upon the Public Employment Relations Board to step into this matter quickly and put a stop to this mockery of justice.

Trial By Newspaper

THE action of the Knapp Commission in releasing to the daily press charges—unsubstantiated in their text—against policemen in general, has been condemned by the president of the Patrolmen's Benevolent Assn.

And we must agree, wholeheartedly.

The American system of jurisprudence has never tolerated trial by newspaper.

The wholesale condemnation of policemen by unproven charges—on a precinct, division, borough or department level—serves no other purpose but to undermine the morale of and the trust in our first line of defense in the continuing war against crime.

In the release of blind allegations against a large, unnamed group of policemen, the Commission is not performing the task to which it had been committed.

If the Commission has concrete evidence of malfeasance by specific members of the department, let it be produced. But to lump innocent members of New York's Finest in a general smear campaign is a violation of the high principles of American journalistic ethics.

New Trustees Named For Nature Preserve

Appointments of four members of the Board of Trustees of the State Nature and Historical Preserve Trust have been announced by Governor Rockefeller. The Trust reviews and recommends the acquisition and designation of lands outside the Forest Preserve which have unique historical or natural value.

The Governor's appointees are: Joseph Frederick Cullman III of Briarcliff Manor; Howard H. Kimball, Jr. of Elmira; State Education Commissioner

Ewald B. Nyquist of Selkirk, and Martin A. Turner of Eden.

Career Aide Named

ALBANY—A civil service career parole officer since 1949 has been named to the State Board of Parole.

Governor Rockefeller has named William J. Barnwell of Yonkers to the board post, succeeding Howard A. Jones, who resigned recently to accept appointment to the State Narcotics Control Commission.

LETTERS TO THE EDITOR

Musters Out in N.J., Loses Pension Credits

Editor, The Leader:

I read with interest the plight of Mr. Lupo and his co-workers. My husband, too, is a veteran denied his pension credits. The reason that he was rejected? Although he enlisted (he didn't wait for Pearl Harbor either) from the City of New York, he mustered out in Ft. Dix, N.J.

Why, you might ask did he muster out there if he enlisted from New York? Simply because I was unable to find an apartment anywhere in New York and, out of dire necessity, moved into a cold water flat in New Jersey that a friend was vacating.

In the over-five years my husband was in the service, I travelled with him and set up housekeeping in many States. When we learned that he was going to ship out overseas, I headed back to New York, which was our hometown and where our families and friends were. Having one baby and another on the way I had to find an apartment for us, since my parents had only a small apartment and it would be too cramped.

I was unable to find a place anywhere, it being wartime and rooms of any sort were at a premium. In desperation I moved to New Jersey when friends vacated their "flat." I set up temporary housekeeping there until his return.

When he mustered out, he mustered out from Ft. Dix simply because of its close proximity to where the children and I lived. My husband had never even seen the place let alone live there and, when being mustered out, he stated our address, never realizing it was given as his permanent address.

I dare say many other GI's in the excitement of returning home paid little attention to such details either. The main thought to get Out and get HOME . . . to wherever home was at the moment.

Very shortly after that we returned to New York and took a room in his mother's apartment, left vacated by a brother, and then shortly thereafter were fortunate in finding an apartment of our own. The point I'm trying to make is this . . . No matter what state I would have been in, that's where he would have mustered out . . . a matter of simple geography . . . until we could formulate plans for our future.

Why would I have moved to a three-room cold water flat where I knew no one, if I had been able to find a place in New York? This happened to many others besides us. I'm sure but now all of a sudden it's where a GI mustered out from . . . never mind where he enlisted from . . . or where he served . . . or how he served. What's that got to do with it? Here's a man, born and raised and living in New York all his life with the exception of time spent in the C.C.C.'s and in the Service and he's denied his pension credits, after over 20 years of working for the State. I'm sure there are other ex-GI's in the same situation.

I hope the Legislators will soon remedy the situation. If as Mr. Lupo points out, enough people call it to their attention, they'll straighten things out.

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.

Improper Practices

THE TAYLOR LAW as originally enacted made no reference to improper practices either by a public employer or by public employee organizations. However, the 1969 Legislature added section 209-a to the Civil Service Law for the purpose of setting forth certain practices that are deemed improper within the context of the Taylor Law and what it seeks to accomplish, that is, "harmonious and cooperative relationships between government and its employees . . ." (sec. 200 C.S.L.) In future articles, various aspects of section 209-a will be discussed. At this time, however, reference will be to that portion of section 209-a which makes it an improper practice for an employer or a union to refuse to negotiate in good faith.

THE OBLIGATION of the employer to negotiate in good faith arises only after an employee organization has been duly recognized or certified as the representative of the employees. On the other hand, the union assumes the obligation to negotiate in good faith with the employer only after it has been recognized or certified as the bargaining agent.

IN A RECENT PERB case, the union charged the employer with a violation of section 209-a (1) (d) of the Civil Service Law (refusal to negotiate in good faith). The parties had been negotiating for a few months and an impasse was deemed to exist. In accordance with section 209 the dispute was mediated, but no agreement was reached. It went to fact-finding which resulted in the fact-finder issuing his recommendations for settlement. Both parties accepted the wage recommendation, but still had a difference of opinion as to its interpretation. A legislative hearing was called for the purpose of determining the dispute, but the fact-finder was unable to appear to explain what his recommendation meant. Following this, the legislative body prepared its preliminary budget, and at a public meeting, without notice to the union, passed a resolution adopting the budget, including the fact-finder's recommendation on wages, in a manner consistent with the interpretation that had been advanced by the chief executive officer at the legislative hearing.

IN RECOMMENDING the charge be dismissed, the hearing officer made several very interesting points. He stated that the legislative body (the Town Board in this case) is an impartial body within the set-up of the PERB impasse procedures. The Town negotiates through its chief executive officer, the supervisor. That officer and the union present their respective positions to the legislative body, which is the guardian of the public interest. Therefore, the legislative body does not "negotiate" and cannot be guilty of refusing to negotiate in good faith.

THIS ARGUMENT is further supported by reference to the definition of the term "agreement" in section 201.13 CSL.

"The term 'agreement' means the result of the exchange of mutual promise between the chief executive officer of a public employer and an employee organization which becomes a binding contract, for the period set forth therein, except as to any provisions therein which require approval by a legislative body, and as to those provisions, shall become binding when the appropriate legislative body gives its approval."

IT WOULD appear, therefore, that in order to support a charge against a public employer of refusal to negotiate in good faith, the charging party must be able to demonstrate that the chief executive officer is guilty of improper conduct . . . where there is a separate chief executive officer. (Matter of Town of Huntington, Case No. U-0038.)

THERE IS in the Huntington case the beginning of a dangerous precedent, since the legislative body is not bound to pass the ordinances or resolutions required to implement the agreements made by the chief executive officer. In practice, the chief executive officer does not negotiate in a vacuum, completely cut off from the legislative body. To hold that the legislative body is an impartial agency and cannot be guilty of a refusal to negotiate in good faith, stretches one's credulity somewhat. However, there is a bright spot in the Huntington case too—the recognition that the chief executive officer is the one who makes binding agreements with the employee organization as to all those matters that do not require legislative approval for their implementation.

After all weren't most of them GI's themselves?

MRS. JOSEPH A. LUTZ
Huntington, N.Y.

You And The Draft

By H. R. KOCH

Registration with the Selective Service System is for the new registrant the beginning of a combination of obligations, duties and responsibilities to country and fellow citizens, counter-balanced by personal privileges and rights. The combination is the result of decades of study to produce the greatest possible degree of personal equity consistent with the national interest.

If the needs of the armed services for men are high, the chances of a registrant being called for military service will be greater even though his circumstances are the same. Conversely, when military manpower needs are low, the chances of a registrant being called will be less. The Selective Service System does not determine how many men are to serve. That is decided by the Department of Defense subject to restrictions fixed by Congress.

The law says it is a privilege to serve in the Armed Forces of the United States, and it is. Most of the men in the armed forces volunteered for enlistment to exercise that privilege.

The difference between too few volunteers for current needs for military manpower is met by the Selective Service System. It has flexibility to meet the month to month changes in requirements, which the Department of Defense is unable to eliminate.

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Jobs for men and women from 17 to 65, ranging from messengers, vault attendants, clerks of all kinds, typists, bookkeepers, teller trainees, guards, secretaries, stenographers, accountants, refrigeration engineers, are offered by Bankers Trust Company, one of the country's largest and most progressive banks. It is engaged in an extensive recruitment program. The bank has 11,000 employees in New York City and thus provides opportunities for advancement. It conducts a 7-week training course in St. Albans Naval Hospital under the name of "Project Transition" for personnel scheduled to leave the military service in six months. Courses cover such subjects as stocks and bonds and basic bank accounting.

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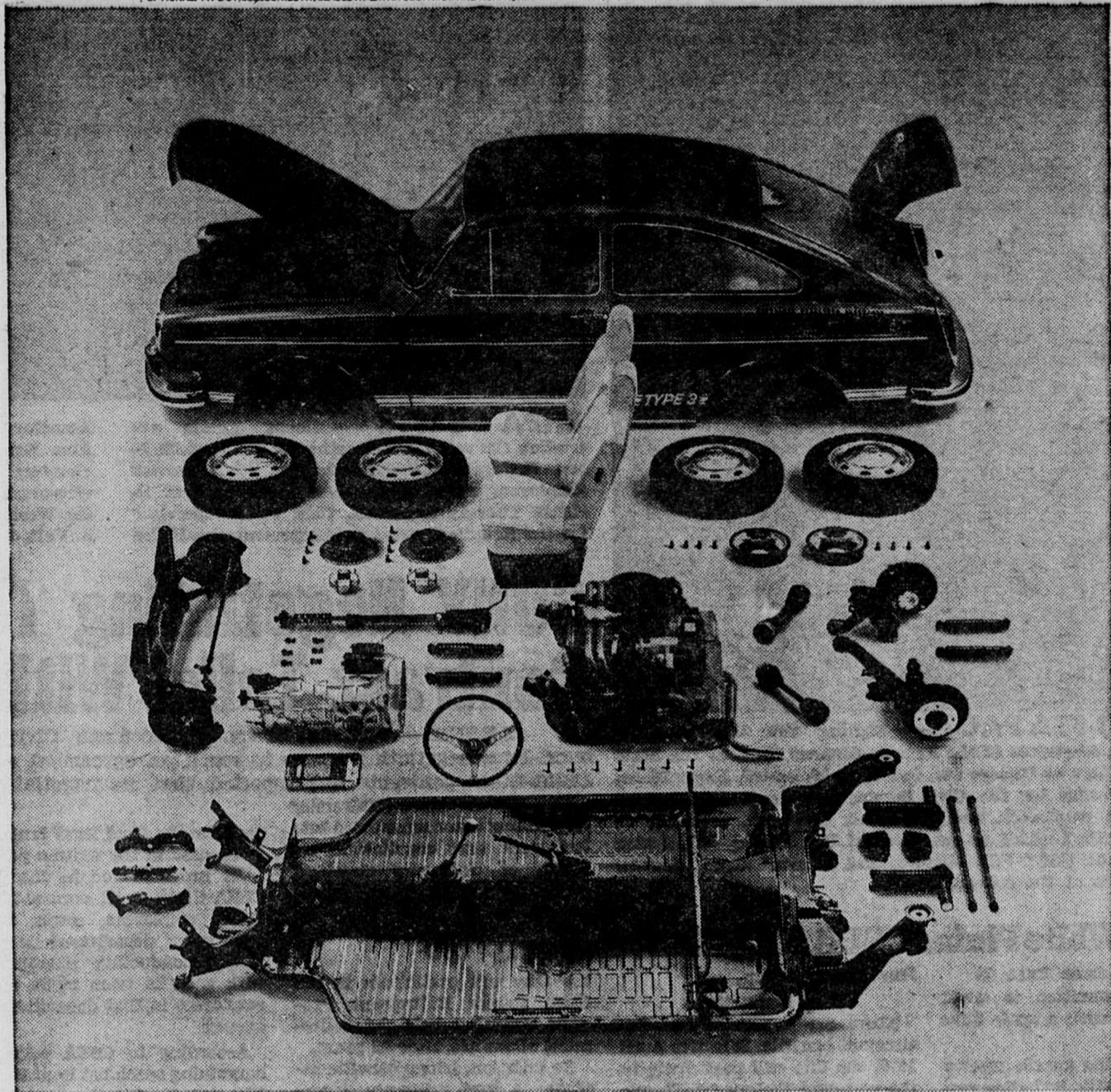


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OSWEGO-FSA PACT — Signing the first contract negotiated for employees of the Faculty Student Assn. at the State University College at Oswego are, left to right, seated, Roger Kane, field representative for the Civil Service Employees Assn., which represents the employees, and Dr. Frank Robinson, president of the Oswego FSA. Looking on are Michael Van Patten, left, acting president of the CSEA-FSA chapter, and Leonard Cipra, director of food services at the college.



EHPA GUESTS — Among guests attending the recent get-together of the East Hudson Parkway Authority chapter, Civil Service Employees Assn., were these notables, left to right: Thomas Luposello, field staff supervisor for the New York area; field representative Felice

Amodio; EHPA chapter president James Lennon; Alex Bozza, first vice-president of the Nassau chapter; Irving Flaumenbaum, Statewide first vice-president, and Michael Del Vecchio, head of the Westchester chapter. The meeting took place in Valhalla's American Legion Hall.

SUNY Negotiating Team Ends Contract Talks With Agreement

ALBANY — The first of some three dozen Civil Service Employees Assn. department-level negotiating teams to reach an agreement with the State employees beyond the CSEA-State contracts has reported that its negotiations are tentatively complete.

The CSEA State University negotiating team announced late last week that negotiations on behalf of University classified employees are wrapped up ex-

cept for the final legal language to be used in the written pact.

As provided for in the four CSEA-State work contracts for State employees, each State agency or department is currently conducting negotiations with a CSEA team made up of employees in that department or agency.

According to CSEA collective bargaining specialist Paul Burch, who coordinated the bargaining talks, some items have been referred to local negotiations because, according to Burch, "We felt that many of these issues are best settled at the local level, because they apply to conditions of employment that differ from campus to campus, and the employees directly involved are best able to settle them satisfactorily with the local administration."

A highlight of the tentative agreements is a definitive safety program for the SUNY employees in the event of campus unrest.

"The problem here," Burch outlined, "is one of deciding a uniform policy for the employees

to follow in the event of a crisis involving physical danger to the employees. Examples of the need for a uniform policy were evident during the campus take-over attempts on several campuses last Spring. At that time, no one knew what his responsibilities were.

"The policy mandated by our negotiations will be a definite one, proposed by the administration and participated in by the local CSEA chapters. The results should be that a recurrence of the dangerous situations of last year will be avoided in the future."

Negotiating team chairman Albert Varacchi and vice-chairman Mary Galliher said that they were "quite pleased with the results of the negotiations. We can say that we got just about everything SUNY employees wanted."

A full report on the provisions of the agreement will be released as soon as the final legal language has been reached and the agreement has been signed.

White Plains CSEA Negotiations Complete

(Continued from Page 1)

CSEA-City committee to work on setting up such a scale during this year.

School crossing guards receive many new benefits including pay raises, clothing allowances, additional paid holidays and sick

leave accumulation.

Gains For Retirees

There are important new retirement benefits. Effective April 1970, the City will participate in the non-contributory 1/60th retroactive to 1938, State Retirement Plan. Effective April 1971,

the City will participate in the State Career Retirement Program granting half-pay retirement allowance after 25 years.

In addition, fringe benefits include: a new grievance procedure; an additional pay holiday, Dr. Martin Luther King's birthday, bringing the total number of days to 12; a sick leave accumulation of 150 days; three excused leave days, to be granted for specified reasons; administrative leave of 12 days for the CSEA bargaining unit for meetings and conferences; improved overtime and holiday pay schedule; improved night differential payments; free health insurance for employees with 75 percent of the cost for dependents covered by the City.

The negotiating committee was chaired by James Blanco. Other members were Stanley Boguski, Betty Huntington, Leonora Mariner and Walter Palamar. The committee was assisted by Emanuele Vitalli, a CSEA bargaining specialist assigned from the Albany office.

Clarkstown Unit

(Continued from Page 1)

ported, a typist-clerk's salary in 1971 will be \$5,330 to \$6,786, with longevity increments in the eighth, twelfth and sixteenth years.

Other contract provisions include increased vacation schedules; 1/50th retirement plan similar to that negotiated by CSEA for State workers; a \$500 across the board cost-of-living raise plus normal increments in 1972, and many other benefits.

Aber praised CSEA field representative Leon Van Deusen for his assistance in the unit's negotiations.

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Inside Fire Lines



by Michael J. Maye

President, Uniformed Firefighters Assn.

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Marie Antoinette Was A Fink

IT HAS BEEN recorded in the annals of history that, when Marie Antoinette was told that the people of France were on the brink of breaking because they had no bread, she replied.

"LET THEM eat cake."

● **MARSHALL McCLUHAN** notwithstanding, she obviously was one of the first exponents of the thought that the message is the medium.

NOW A LATTER-DAY labor fink—for that's exactly what Marie Antoinette was, inasmuch as French society of the day was made up of 98 percent working people and two percent who ate chocolates and drank champagne without a care for the working stiffs—is advising the City to goad the firefighters into a work stoppage.

RALPH GROSS, of the City's Commerce and Industry Assn., which supposedly represents some of the most responsible and prestigious firms in town, has urged the City to tell the firefighters that, if they haven't the wherewithal to buy bread, let 'em eat cake.

ORDINARILY, a person like Ralph Gross making statements attributed to him on the City's current labor strife should not be taken seriously by a rational person. After all, he's the front man for management at the highest level. It is his job to beat down the working man; you don't hear him advising those who supply his bread that he—or they—should be making some meaningful sacrifice to set examples of belt-tightening.

● **HOWEVER**, Ralph Gross' remarks become worrisome in light of some disturbing facts:

THE UNIFORMED Firefighters Assn., Local 94, AFL-CIO, presented new contract proposals on behalf of 12,000 members to the city on Oct. 9.

AT THIS DATE, there has been virtually no meaningful bargaining. Not that we haven't been ready, willing and able. Oh, no! We said a long time ago that there was no need to play the Perils of Pauline on contract talks. Let's sit down now, we urged the City, and bargain across the table without waiting for 11:30 p.m. of Dec. 31, a half-hour before the current agreement expires.

● **BUT THE CITY** was having none of this and I can't help but wonder whose advice was being followed. The City's tactic certainly was in line with what the impatient Mr. Gross—unable to contain himself quietly before unleashing his inflammatory and senseless remarks—would suggest.

THE FIREFIGHTERS submitted their contract proposals on Oct. 9, but, instead of sitting down to negotiate, the City went public with a hue and cry of payless paydays, fiscal crisis, impending chaos, etc. The City went so far as to announce that 500 provisional employees of 300,000 civil servants would be cut. Nothing was said about the whopping raises given all kinds of high-salaried officials over recent years.

BUT BEHIND THIS, the City was looking at the firefighters and right past them at the same time—for standing outside the door, waiting for the outcome of our contract talks, are 77 other union locals representing some 86,000 City employees.

WELL, FIREFIGHTERS consider themselves the City's only total and instant emergency force. With the police, we represent the City's first line of defense. Without any reflection on the work of any other civil servant, it is ridiculous and incongruous to lump us with anyone else who wears a uniform.

THE CITY'S delaying tactics, the harassment of outsiders with silly Gross remarks and other inanities of the last two months have served to stiffen the backs of the firefighters. Increased militancy at the bargaining table will be the result.

WE WILL NOT bargain for anyone else except the firefighter.

WE ARE DETERMINED not to be shut out, ignored, overlooked or otherwise treated unfairly.

● **AND THE SOONER** the City recognizes this and agrees to sit down with us across the bargaining table, the sooner we will be on the road to a new contract, negotiated in good faith and good will.

Railroad Stock Assistant Eligibles

GROUP 5

1 John J Hnath, Frank Lobe-meier, David S Marcus, Stephen J Fedorcik, Albert Mistretta, Joseph P Parke, Thomas Delguidice, Robert L Ryan, Coley P Brooks, John A Sanchez, Anthony A Fontano, Norris Minns, Irving L Cohen, Henry A Rhines, Paul J Perrone, Joseph Payne, James C Banagan, Vincent J Mannino Jr, Rafael V Arroyo, Frederick Heimberger.

21 Joseph V Cox, Thomas De-Maria, Raymond A Ploss, Theodore W Scheffler, Francis J Plaine, Albert J Heizman, Allen D Majors, Robert P Libertelli, Patrick J McLaughlin, Shaun P Burkel, Richard J Delucia, Robert A Heinson.

GROUP 6

1 Frank Iovino, Kenneth M Jones, Robert J Salvini, Richard J Mangels, Joseph E McCarthy, Santo Fumando, Vin-

cent J Lepre, Robert W Lacy, William F Boss, Salvatore Aglato, Alfred Montuori, Sam L Grande, Rocco Simione, John H Crump, Hector A Alvarez, Anthony F Ascioia, William Lobell, Robert H Little, Peter P DeLuca, John J Coughlin.

21 George F Koslab, Charles A Sanacore, Abraham Profsky, Dominick Rizzo, Leo Bistrowitz, William A Smith, Peter C Cavaliere, Lawrence Jaskolkowsky, David Alterowitz, Sbastian Bila, John L Stepinski, Steven Kaufman, Richard Erber, Joseph Amda, Rudy Zapata, Stanley L Barry, Eugene J Tuttle, John Collins, William T Jackson, William W Smith.

41 Gilberto Rivera, Hipolito Olivo, Michael Fuentes, William E Brown, Gasper A Larocca, Lamuel Cooper, James E Hill, Curtis Abney, Robert J McNamara, Leonard Reedy, Alonzo Stallworth, Raffaele Russo, Noel

Arce, Leo Boros, Thomas D Tomasello, Alfred Spinetti, Joseph Gibson Jr, Robert L Walsh, William P Mansfield.

GROUP 7

1 Esmeraldo DeJesus Jr, George Aloisi, Clyde F Grant, Walter J Spencer, Noel A Stewart, David S Marcus, William V Badalucco, William Siegee, James L Shannon, Leonard Battista, Michael Scalice, William E Eisele, Aaron Brown, George William E Eisele, Aaron Brown, George Williams, Earnest L James, Raymond W Bishop, John P O'Shea, Benedict A Flynn, Perry W Gore, Meyer L Katzman.

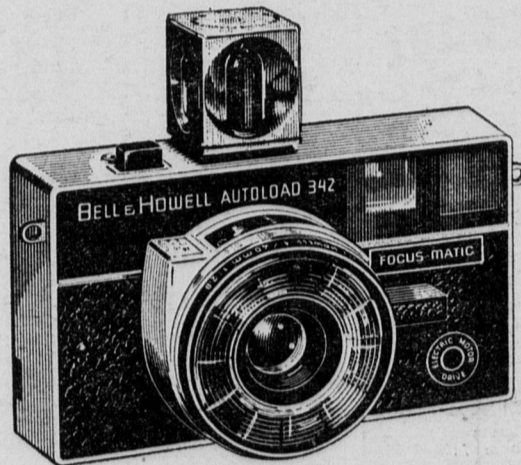
21 Freddie A Lee, Albert Dezinna, John Pinnavaia, Gary Gadson, Lawrence Pabon, Harold L Bregman, Felix E Perez, Carlos W Byron, Robert Mal-lory, Daniel R Darby.

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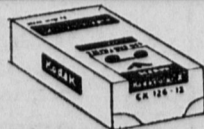


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2801 John R Scanna, Joseph Cordero, Donald Cusumano, Lewis J Mildren, Leonard Palazzo, Michael P Quinn, Joseph A Dazzo, Robert J Gianl, Rosario Mauro, Leonard N Dandrea, Charles J Allen, Michael Callfano, Warren S Lawston, Richard R Restaino, Fred

Smith Jr, George T Vandina, Raymond Cruz, Louis R Conzo, Emil J Adinolfi, John M Brown, Eugene A Liacola, Dennis P Grace, Antonio Camacho, Robert J Manzo, Pearlle L Williams Jr, John Schlosser, Dan P Bonanno, John J Lombardo, Lawrence P Flood, Albert V Orlando, John E Terriberry, Ralph Russo, Anthony J Blanculll, Leonard T Simone Jr, John P Washkowitz, Andrew Defelice, Thomas V Mulvaney, Herman Hodrick, Joseph J Pagni, Billy R Bowden.

2841 Alfred Pagnotta Jr, Rochne D Butler, Kenneth J Pelletier, Dennis A Strianese, Manuel Tubens, Anthony C Dazzo, John W McDermott, Ralph V Corbino, Charles D Lenhait, Carl Testa, Anthony Sereno, Raymond M Noeth, Richard R Berzler, Robert Pasquale, Ralph C Santoro, Kermit A Holloway, Bruce T Barillo, Vincent R Dechico, Marlo A Marrama, Anthony R Ardisson, Paul J Garbarino, Richard J Freitag, Edward V Sheehan, John A Guiliari, Carmine A Dambrosio, Richard J Minetello, Ronald Csluyels, Juan F Cepeda, Andrew J Jaworsky, Alfred F Costabile, Raymond E Clancy Jr, Enrico Bassno, Philip A Nargl, Nicholas M Romanello, Michael F Curran, James B Thompson, Joseph Galan, Nicholas Island, Anthony Monteleone, Jerome Forrest.

(To Be Continued)

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SERVICE PLAQUE — Jack Weisz, left, president of the New York Parole chapter of the Civil Service Employees Assn., presents organizational service award plaque to former parole officer Arthur E. Lewis, Jr., as vice-president George Shivery looks on. Lewis, who resigned after 12 years of service, is now pursuing studies in both law and graduate business administration.

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With residence exempted from the requirements, key punch operator positions continue to be open for filing without deadline. Suffolk County is the location, and applicants are asked to compete at frequent intervals in a five-part exam.

In the aftermath, you can take option A to be scheduled for the performance test as soon as possible. Those who pass this will be put on a continuous eligible list in order of grade. Option B permits successful written test candidates to be appointed and have up to ten weeks to take the performance test, calling for a speed of 53 strokes per minute. Written tests are given the first and third Mondays each month in Riverhead.

The usual starting salary for these jobs is a biweekly \$194. Pay does vary by jurisdiction, however. Legal residence is not required, nor is any minimum education or experience. Contact the Department at the County Center, Riverhead, for further details.

Anchor Get-Together

A meeting of the Sanitation Dept, Anchor Club, Branch 39, will take place today at 8 p.m. The location is 127 West 17th St., New York City.

White Plains Maps Campaign To Find Traffic Engineer

The City of White Plains wants to track down an assistant traffic engineer for its traffic planning and control operations. Either an advanced certificate is required or two years' experience above a college degree.

Starting salary is flexible within the \$12-15,000 area. For further details, contact John M. Gapco, personnel director, 255 Main St., White Plains. The phone number is 914-WH 9-4800.

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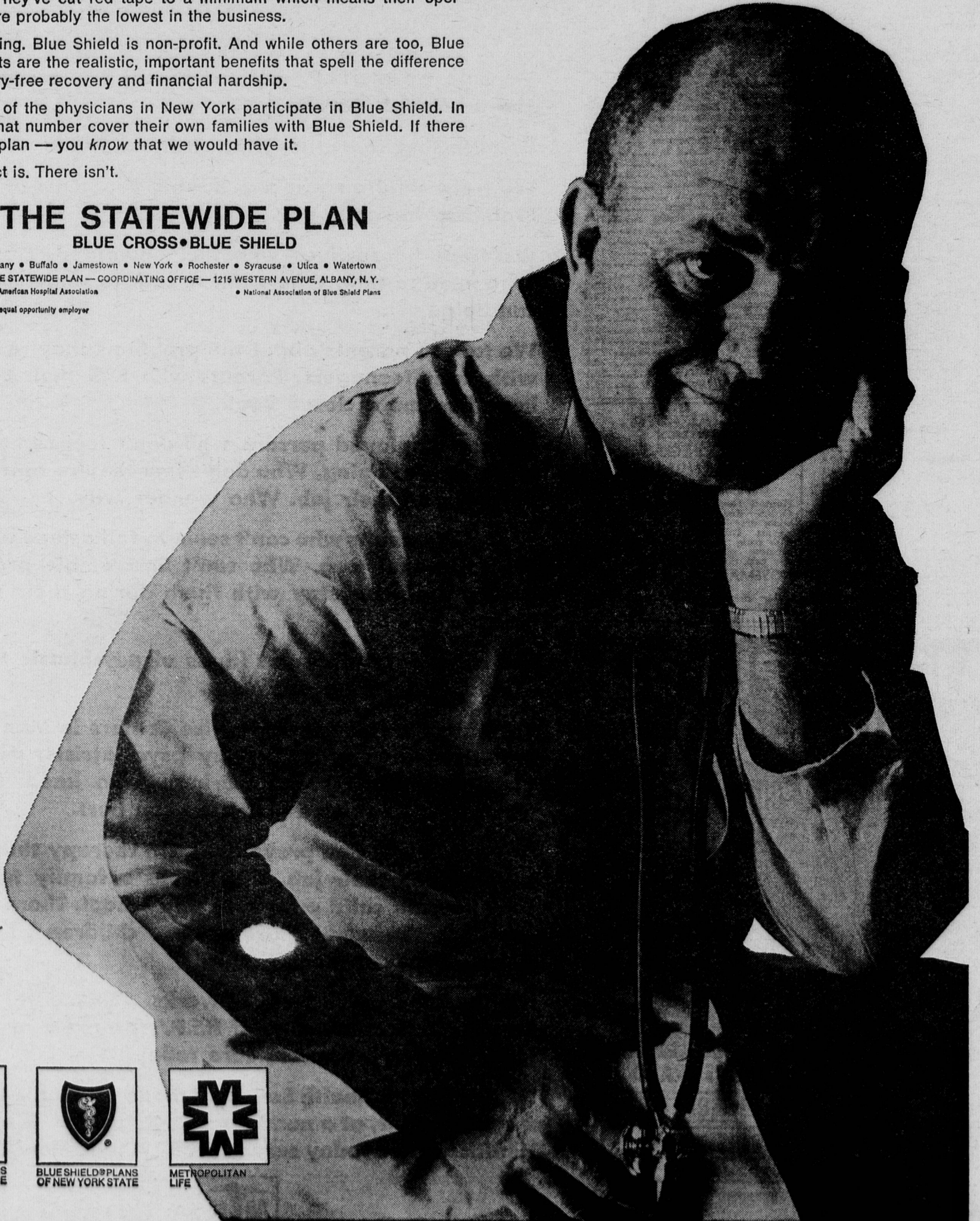
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(To Be Continued)

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FLU IN FLIGHT — Administering flu shots to employees at the Bronx district office of the State Motor Vehicles Dept., is Dr. Walter J. Gerstle. The anti-flu immunization drive was prompted by the efforts of the Motor Vehicle unit, New York City chapter of the Civil Service Employees Assn. Many employees participated.

REAL ESTATE VALUES

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GOURMET'S GUIDE

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NASSAU

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

QUEENS — CONTINENTAL

JEANTET'S 112-13 ROOSEVELT AVE. Less Than A Home Run From Shea Stadium. 64th YEARS IN FOOD and CATERING. HA. 4-0965.

Spring Valley D of E Office 'Clean-Up, Fix-Up Program Won Through CSEA Efforts

SPRING VALLEY—Efforts by the Civil Service Employees Assn. have resulted in certain significant improvements in working conditions at the State Division of Employment office here.

CSEA took up the cudgel in behalf of D or E employees several months ago when the employees complained of inadequate working conditions stemming from the physical makeup of the Spring Valley office.

A CSEA team headed by field representative Felice Amodio and collective bargaining specialist Bernard J. Ryan met with D of E officials last month to resolve the problems, and now report that several concessions have been exacted from the D of E.

Word came this week from David Zaron, director of the Bureau of Training, Personnel and Employee Relations for the D of E, that the State Office of General Services has placed the landlord of the building on notice that the following work is to be completed on or before Dec. 20:

- Reserved parking areas—the Division will furnish the necessary signs to provide for reserved parking for all employees.
- Installation of bank-screen partitions—the landlord is now getting cost estimates and installation of partitions is expected within two weeks.
- Air-conditioning—an air-conditioning contractor will prepare specifications indicating what steps must be taken to provide adequate air-conditioning throughout the premises and also to provide air-conditioning in the back rooms. Provisions will also be made for

fresh air intake and exhaust as needed. State architect engineers will check these plans.

- Drapes—the materials previously provided will be replaced and samples of materials to be used will be approved by CSEA and the D of E.

- Electric outlets in the test room—the landlord will activate the electrical outlets which are not now working.

- Public toilets—the landlord will repair the exhaust fan which is now inoperative in the men's public toilets.

- Rear door—the landlord will install panic hardware as is provided for in the lease.

- Cleaning of premises—the landlord will seek improvements in cleaning from his cleaners.

- The landlord will see that the necessary modification to the heating system is

done to insure even temperature throughout the office.

- Tiles in the entrance steps will be repaired and replaced where necessary.

The landlord has also been informed, Zaron said, that all drapes are to be installed within 30 days of the date of approval of the plans and specifications.

Amodio praised the CSEA members for their perseverance. Those employees who participated in the talks were Mary Kirson, Shirley Nixon, Donald Shore, Pamela Schatten and Ruth Brooks. Representing the D of E were Zaron; Joseph Redling, assistant director of business administration; Leonard Stohl, district superintendent, and Joseph Stessel, district office manager.

"We are well on our way to making this office a decent, even pleasant place to work," Amodio said, "and CSEA will keep on fighting until all of the necessary improvements are made here."

Sign-Up Drive Success

(Continued from Page 1)
book of S & H Green Stamps for each recruit. A list of Stamp Redemption centers appears on this page.

The top ten State chapters in terms of total new members gained as of the seventh week are as follows:

- New York City chapter—533 new members;
- Creedmoor State Hospital chapter—398 new members;
- Willowbrook State School chapter—200 new members;
- Department of Taxation and Finance, Albany chapter—195 new members;
- Metropolitan Division of Employment chapter—170 new members;
- Education Dept. chapter—166 new members;
- Suffolk State School chapter—148 new members;
- Central Islip State Hospital chapter—142 new members, and
- Pilgrim State Hospital chapter—141 new members.

In the County division, the following chapters were among the leaders:

- Nassau chapter—335 new members;
- Erie chapter—259 new members;
- Westchester chapter—252 new members;

Suffolk chapter—198 new members;

Monroe chapter—174 new members;

Oneida chapter—147 new members;

St. Lawrence chapter—122 new members;

Albany chapter—98 new members;

Dutchess chapter—98 new members;

Chautauqua chapter—84 new members, and Rensselaer chapter—78 new members.

Niagara Falls

(Continued from Page 3)
Spadorica, treasurer.

Doyle spoke briefly on current problems involving the Taylor Law and had high praise for Gruppo and the unit and commended them for their zeal and enthusiasm for CSEA. The Niagara Falls School unit had recently negotiated a very excellent contract with the School Board.

School Superintendent Henry Kalfus praised president Gruppo and his officers for their tact and understanding during the bargaining sessions.

Merry-Go-Round

(Continued from Page 1)
its head in the sand and said the attitude was typical of the "worker be damned" attitude that persisted in cases where public employees were involved.

If PERB gets back into the dispute it has the power to hold public hearings on the matter and has the power to subpoena.

**BONDS
U.S.
BUY**

Retirement Plan Is Expanded

(Continued from Page 3)

scribed period of time in order to obtain credit for time during which he was on military duty, will be given another opportunity to obtain such credit by depositing in the Retirement System an amount equal to the contributions he would have made had he been in civil service at the time. Payments for this credit may be made over a period of time, provided that the period of repayment does not exceed the amount of time for which credit is being claimed. Such payments must begin on or before March 31, 1971.

It should be noted that World War II credit is separate from Military Credit, and employees should make sure that they are applying for the right type of credit.

The Rensselaer County CSEA's chief negotiator, Joseph Lazaron, hailed the new benefit. "Because of CSEA's forethought and efforts, Rensselaer County employees can now enjoy this benefit. It is a real credit to CSEA for making this benefit available, not only to State employees, for whom it was originally negotiated, but to local government employees as well. I am sure that every Rensselaer County employee is grateful to CSEA for this new benefit."

Farrell Says Thanks For Hospital Mail

William Farrell, a representative for the Civil Service Employees Assn. covering the Metropolitan Area, has expressed his gratitude to the many friends and supporter who sent him greetings while he was confined to Manhasset Hospital for a recent illness. Farrell was released last week and is now back at his old duties.



LEI-ING ONE ON — From the smiles, it would seem that everyone had a hula of a good time at a Luau party sponsored in Northport by the State University at Stony Brook chapter of the Civil Service Employees Assn. Dark-haired Libby Lorio and blonde Millie Gregory, as dinner chairmen, provided some of that famous Hawaiian hospitality to, from left, Dr. John Toll, the college's president; George Koch, Long Island Conference president, and Al Varacchi, SUNY-Stony Brook chapter president.

Redemption Centers In New York State

CITY	STREET	ZIP
Albany	321 Central Avenue	12206
Auburn	135 Genesee Street	13021
Batavia	13 Bank Street	14020
Binghamton	1 Alice Street	13901
Buffalo	L. B. Smith Plaza	14218
(Abbott)	(Hens & Kelly)	
Buffalo	478 Main Street	14203
(Downtown)	(Hens & Kelly)	
Buffalo	Northtown Plaza	14226
(Northtown)	(Hens & Kelly)	
Buffalo	Transitown Plaza	14221
(Transitown)	(Hens & Kelly)	
Buffalo	So. Shore Plaza	14075
(Hamburg)	(Hens & Kelly)	
Corning	11 W. Market Street	14830
Elmira	240 W. Water Street	14902
Geneva	427 Exchange Street	14456
Glens Falls	Lake George Road	12801
Hornell	14 Seneca Street	14843
Hudson	Hudson Plaza Center	12534
	(Simmon's)	
Huntington		
Station (L.I.)	604 Broad Hollow Road	11746
Ithaca	Hancock & 3rd Streets	14850
	(Victory Market)	
Jamestown	567 Fairmont Avenue	14701
Johnstown	22 So. Perry Street	12095
Liberty	261 No. Main Street	12754
Lockport	54 Pine Street	14094
	(Korff's Furniture Store)	
Malone	Box 372	12953
Middletown	150 North Street	10940
New York		
(Bronx-Parkchester)	1528-34 Unionport Road	10462
New York		
(Flushing)	42-25 Main Street	11355
New York		
(Staten Island)	1410 Forrest Avenue	10302
Niagara Falls	931 Niagara Avenue	14300
Norwich	3 Mitchell Street	13815
Ogdensburg	106 Ford Street	13669
Olean	112 W. State Street	14760
Oneonta	38 Chestnut Street	13820
Oswego	207 W. 1st Street	13126
Plattsburgh	95 Bridge Street	12901
Poughkeepsie	49 Market Street	12601
Rochester		
(Irondequoit)	2109 Hudson Avenue	14617
Rochester		
(Monroe)	3191 Monroe Avenue	14618
Rochester		
(Ridgemont Plaza)	2899 Ridge Road	14626
Rome	1919 Black River Road	13440
Schenectady	1610 Eastern Parkway	12309
Syracuse	Box 98, Mattydale Stat.	13211
Syracuse	2425 James Street	13206
Troy	82 Second Avenue	12182
Utica	53 Franklin Square	13503
Watertown	122 Court Street	13601
White Plains	20 Tarrytown Road	10606

The Job Market

By BARRY LEE COYNE

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

Here is a special message to mothers, housewives and students over 18 years of age who seek day or evening jobs through the Christmas holidays. Department and retail stores need Salespersons, Cashiers, Checkers, Stock Clerks, Markers and Packers. Depending on experience, the pay is about \$2 per hour and most firms offer discount privileges to their employees. Applicants should apply in person Monday through Friday between 8:30 a.m. and 4:30 p.m. at the Christmas Job Center, 16 East 42nd St., 6th floor, Manhattan. Those who prefer to work in Brooklyn should go to the Sales & Merchandising Placement Office on the 3rd floor at 175 Remsen St., near Borough Hall, Brooklyn. For work on Staten Island, apply at the Office at 25 Hyatt St., St. George.

The demand for competent office workers continues to be heavy. There are many openings for Secretaries and Stenographers with good skills and a minimum of one year experience . . . Secretaries can fill very interesting jobs paying from \$130 to \$165 a week and Stenographers can make from \$110 to \$140 a week . . . Beginning Secretary-Stenographers, with no experience and able to pass an employer's test taking dictation from 70 to 80 words per minute, can find jobs in all types of offices. They must be able to type 35 to 45 words per minute. The salary range is \$90 to \$110 a week . . . Thoroughly experienced Full Charge Bookkeepers can make from \$150 to \$200 a week and Assistant Bookkeepers, \$100 to \$150 a week . . . Also wanted are Accounting Clerks who know keyoffs, work with vouchers and are able to prepare various material for electric data processing. Some college accounting credits preferred and must speak English. The pay rate is \$90 to \$135 a week . . . There are also jobs for Bookkeeping Machine Operators with some knowledge of bookkeeping and typing. Garment experience helpful but not necessary. It is preferred that applicants have knowledge of NCR or Burroughs Sensimatic Machine. The pay rate is \$100 to \$135 a week . . . There are also a few openings for beginning Assistant Bookkeepers with two years of high school, bookkeeping course and able to do light typing. The pay rate for these beginners is \$80 to \$90 a week . . . Apply at the Office Personnel Placement Center, 575 Lexington Ave., Manhattan.

In Manhattan there are openings for experienced Cabinet Makers at \$3 to \$5.50 per hour . . . Experienced Upholsterers can earn \$3 to \$4.50 per hour working on new furniture or re-upholstery . . . There are a number of openings for Pressworkers experienced in setting up and operating such presses as Chief, Esco, Harris, Heidelberg, Kelly, Kluge and Michle. The pay is \$125 a week . . . Sewing Machine Repairers are wanted at \$100 to \$150 a week and TV Repairers with a driver's license and experienced on black and white and color TV can earn from \$110 to \$200 a week . . . Office Machine Servicemen with experience are needed to repair manual and electric typewriters, adding machines, calculators and photocopiers. The pay range is \$100 to \$150 a week . . . Apply at the Manhattan Industrial Office, 255 West 54th St., Manhattan.

Police Trainee, Patrolman List

(Con't. from Previous Editions)

511 Joseph A Casatelli, Edward W Reysen, George Rodriguez, Steven A Espis, Michael L Jacowsky, Phillip Balzano, Charles J Clark, Miguel A Rodriguezperez, Edward B Maron, Martin F Collins, Dennis J Chalinor, Wayne W Miller, Eugene A Hermanski, Eric A Padilla, David Melendez, Leonard Giasi, Robert E Lakowski, Ronald E Tolkin, John P Dugan, Paul A Howard, William J Carlsen, Michael A Ferrugio, Ali M Hussin, Gerard Erckert, Paul E Gartland, Thomas E Costanzo, Edward A Bolne, Lindsay J Dunne, Walter J Fabisinski, Dennis A Downie.

541 Vincent Scandole, Charles A Burgess, Juan R Hernandez, Richard A Dolejs, Thomas A Urso, Dennis J Calcaterra, James C Kelly, George J Tomlinson, Edman D Lyons, Paul M Minerly, Charles McHale, Michael J Donigan, Warren V Rogers, Douglas A Dean, Roy R Hannawalt, Jack Elchinger, Bruce Svrowiec, William Cruz, Robert G Klopfer, Richard T Lentz, William H Langdon, Ruslan D Hoffmann, James R Vighlotti, Sandro G Sartori, Brian H Cioli, Frederick Sherman, John J Guze, Russell P Markman, Gerald A Brienza, Joseph M Lenehan.

571 Bruce F Murray, Frank J Pugliese, Nicholas V Leone, William E Dearman, Eugene A Short, John E Gately Jr, MI-

chael Tullo Jr, Steven T Dormani, Ferdinand Irizarry Jr, Dennis W Reheler, Richard J Early, Phillip W Payne, Wendell P Westray Jr, Kenneth W Thomas, John M Romani, Bart A Galloto, Alexander Vellucci, James J Cully, Andrew A Rivera, John A Pelliccia, Gregory J Levine, Andrew J Quinn, Daniel L Immediato, Paul G Althoff, Kenneth E McMillan, Victor W Berson, Edward P Hamill, Daniel V Visco, Joseph M Jasinski. (To Be Continued)

PR Column

(Continued from Page 2)

- out of working for you.
- **IT IS NOT** important that you come in early and work late. The important thing is why?
- **NO ONE SHOULD** knock research who has ever been helped by a road map.
- **A MAN OF STATURE** has no need of status.
- **NEVER TRUST** A man who is Dr. Jekyll to those above him and Mr. Hyde to those under him.
- **YOU LEARN MORE** from your defeats than from your victories.
- **FEW PEOPLE ARE** successful unless a lot of other people want them to be.

REAL ESTATE

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SUPPLEMENTAL CITATION. — FILE NO. 1391A 1966. — THE PEOPLE OF THE STATE OF NEW YORK, By The Grace of God, Free and Independent.

TO ATTORNEY GENERAL OF THE STATE OF NEW YORK and All heirs at law, next of kin, devisees, legatees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of EILEEN KATZ, deceased, and the respective heirs at law, next of kin, devisees, legatees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of aforesaid person, and if they or any if them be dead, their, respective husbands, wives, widowers or widows, if any, all of whom and whose names and places of residence are unknown to petitioner.

And to all persons interested as creditors, distributees or otherwise, in the Estate of Eileen Katz, deceased, who at the time of her death resided at 1721 Hobart Avenue, Bronx, New York.

SEND GREETING: On the petition of ABRAHAM D. LEVY, Public Administrator of the County of Bronx, residing at 1020 Grand Concourse, Borough and County of Bronx, City of New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of the County of Bronx, held at the Bronx County Building, No. 851 Grand Concourse, at 161st Street in the Borough of The Bronx, City of New York, on the 6th day of January, 1971, at 9:30 o'clock in the forenoon of that day, why the Account of ABRAHAM D. LEVY, Public Administrator of the County of Bronx, as Administrator of the Goods, Chattels and Credits of said deceased, should not be judicially settled and allowed.

In Testimony Whereof, We have caused the Seal of the Surrogate's Court of the said County of Bronx to be hereunto affixed.

(WITNESS, HON. CHRISTOPHER C. McGRATH, Surrogate of the said County of Bronx, at the County of Bronx, the 12th day of November, in the year of our Lord one thousand nine hundred and seventy.

John J. Sullivan, Clerk of the Surrogate's Court Attorney ALBERT W. CORNACHIO, ESQ. Tel. No. (212) 293-7660. Address of Attorney 851 Grand Concourse, Bronx, New York 10451. This Citation is served upon you as required by law. You are not obliged to appear in person. If you fail to appear it will be assumed that you do not object to the relief requested. You have a right to have an attorney-at-law appear for you.

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Hebrew Group Meets

A 5:30 p.m. meeting on Dec. 16 is slated for the Hebrew Spiritual Society of the Sanitation Dept. Members are invited to the clubrooms at 325 Broadway on that date.

Civil Service T.V.

(Continued from Page 2)

Attitudes." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 21, "The Nurse-Patient Relationship." Refresher course for nurses.

5:00 p.m.—American Government—"Political Executives."

7:00 p.m.—On the Job—"Subways 2." NYC Fire Dept. training series.

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

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Capital Conf. Calls for End To 'Freeloaders' Benefits



John Dougherty of the Tax chapter and his wife Irene of the Correction chapter react to discussion of fringe benefits for non-members.



Max Benko, right, immediate past president of the conference and Abraham Kranker, listen intently to discussion of increased reimbursement of funds to conferences.



Dorothy Honeywell discusses plans for a bus trip to New York City during the Easter holidays.

By JOE DEASY, Jr.

ALBANY — Calling non-CSEA members who participate in CSEA-won benefits "Freeloaders who have been riding our coattails long enough," Harold Ryan, Audit and Control delegate to the Civil Service Employees Assn.'s Capital District Conference, urged his fellow delegates to find ways to end the practice.

"It's bad enough we have to win raises for these freeloaders," Ryan told delegates at the recent conference meeting, "but we've dragged them far enough in the field of dental plans, education advantages and other benefits.

Ryan drew a thunderous response when he called, "Let's stop this damn practice and stop it now!"

Also strongly supported at the meeting was first vice-president Thomas McDonough, who called for unity among member chapters. He referred to action by the CSEA's Long Island Conference, as reported by The Leader, in which George Koch, president of that conference called on his member chapters "to speak with one voice."

Handbook, Sites

It was reported at the meeting that the Conference's annual handbook would be ready for distribution shortly, according to A. Victor Costa, in charge of preparation of the manual. The site for the annual meeting of the conference will be selected at the next meeting, according to Mrs. Jean Gray, president of the Thruway Authority Headquarters chapter and chairman of the site committee. She will have recommendations on at least three potential sites, she reported.

The conference's annual "Ice Capades" program will take place on Tuesday, March 30. Reservations forms are to be mailed to chapter presidents very shortly, according to Ernest Wagner, conference president.

The perennial problem of parking for State employees at the various off-campus facilities can be solved, according to McDonough, if departmental negotiators make the matter a subject of departmental negotiations.

Pact Violations

Joseph McDermott, coordinator of agency negotiations, is seeking complaints on contract violations, he reported to conference members and urged any aggrieved CSEA member to contact him at the Department of Transportation, Building 4, State Campus, Room 213.

Ryan also received strong support for a resolution in which he called for the increase from \$1,500 to \$2,500 a year, the conference reimbursement from CSEA headquarters

In other action, the conference:

- Heard from Dorothy Honeywell on plans for a trip to New York City around Easter;
- Admitted the Headquarters chapter, Division of State Police, into Conference membership, and
- Heard plans for the appointment of a nominating committee at the January meeting. The conference's bi-annual election of officers is slated for the annual June workshop.



Harold Ryan of Audit and Control and Mary Lynch of the Court of Claims await action on Ryan's proposal to have reimbursement to conferences increased by \$1,000 annually.



Jean Gray discusses possible sites for the conference annual meeting while Ernest Strobel of the Health Dept. listens to the proposals.



Conference president Ernest Wagner and secretary Marian Farrelly, seem amused by a comment made by a conference member.