

Civil Service LEADER

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Eligible Lists

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PERB PUTS A MONKEY WRENCH IN STATE PAY NEGOTIATIONS

CSEA Wins In Suffolk County, Riverhead Town Follows Suit

(From Leader Correspondent)

SMITHTOWN—The Civil Service Employees Assn. has been selected as exclusive bargaining agent for public employees of Suffolk County.

In addition, Suffolk's first township to recognize CSEA—Riverhead Town—fell into line.

The two actions brought about 4,500 county employees and about 65 Riverhead Town employees un-

der formal protection on representation. In both municipalities, CSEA has functioned for many years as the employees' represen-

tative, but without formal recognition.

Robert Villa, president of the Suffolk chapter, asserted that the actions were "welcome recognition of the undisputed fact that CSEA represents almost all the employees."

Villa said recognitions in Suffolk's nine other townships are expected shortly.

In addition, the major village of Patchogue formally renewed earlier recognition given to the village CSEA unit. Formal and exclusive recognitions had been won earlier in school and other special districts.

Along with the county recognition action, which is to be officially adopted at the Dec. 8 meeting of the county board of supervisors, the county has agreed to a five percent, across-the-board wage boost and these items demanded by CSEA:

- Three additional salary steps, giving employees an additional five percent increase during the first 10 years employment;
- Fully-paid hospitalization for employees and shared cost for dependents;
- Time and onehalf for overtime, and
- Pay for unused sick leave up to 130 days for employees separated after five years service.

Villa said he was "not completely satisfied with the package" and was immediately preparing demands for the 1968 negotiations.

"Our major goals will be an adequate basic salary adjustment and fully-paid hospitalization,"

(Continued on Page 16)

Michael Fillippello

FLORAL PARK—Members of the Floral Park Village unit of the Nassau chapter, Civil Service Employees Assn., last week mourned the death of their president, Michael P. Fillippello.

Fillippello, 47, who lived at 62 Sycamore Ave., died Nov. 29. He is survived by his wife, Phyllis, and daughter, Rosemarie. Fillippello headed the unit several times, and helped achieve many gains for his fellow employees.

Tells Governor Not To Deal Only With CSEA

By PAUL KYER

ALBANY—Despite an earlier ruling by New York State Supreme Court Justice John H. Pennock which denied a petition by two unions to prevent the Civil Service Employees Assn. from beginning salary and fringe benefit negotiations with the State, the Public Employees Relations Board last week threw a monkey wrench into a week of such negotiations between CSEA and the Rockefeller Administration.

In a murky decision that detracted more space to proclaiming

to call off all negotiations until the board had completed its final decision—and clarified it.

The PERB appeared to shunt aside any requirement of documentation for representation, one of the basic concepts in the Taylor Law for allowing exclusive representation. The CSEA had submitted overwhelming evidence that it represents virtually all State workers.

Wenzl To Head CSEA Full-Time

Dr. Theodore Wenzl, president of the Civil Service Employees Assn., has resigned his position with the State Teachers Retirement System, and will devote full-time to the duties of running the 153,000-member organization which he heads.

Dr. Wenzl assumed full leadership of the CSEA last week after the organization's board of directors authorized a full-time presidency and named a committee to work out the full details of compensation and other matters.

The board action came as the result of a report by Dr. Wenzl that the duties of the CSEA president had become so enormous due to the problems of exclusive recognition, membership growth and other factors that it was impossible to do justice to the duties of the office and hold a State job at the same time. Dr. Wenzl then told the board he was willing to relinquish his paid position "to give this enormous organization all my time and attention during these crucial months and years to come."

the right of PERB to tell the Governor with whom he should be negotiating than why his negotiating team should not bargain only with the Employees Association, the Board in effect, ignored the provision of the Taylor Law providing for the Governor to designate a single organization to represent State workers and opened the door for a profusion of bargaining sessions between the State and any labor union of any size.

Reaction from the Governor's office, at Leader press time, was

Council 50 of the American Federation of State County and Municipal Employees, and two other unions which sought the PERB hearing, contended that recognition of the Employees Association put them in an unfair competitive position and declared that an election—not recognition by payroll deduction of dues—was the only proper basis for determining the sole bargainer for State workers. Although Council 50, over a period of two decades, has never enrolled more than 10 percent of State employees as members, the PERB ruling appeared designed to give them still another chance in the fight for recognition, despite acknowledgement by the three-member board that the ensuing interference in wage negotiations could pose serious problems.

Fuzzy

What puzzled both CSEA leaders and, reportedly, the Rockefeller Administration, was that there

(Continued on Page 16)

*Don't
Repeat This!*

VAN DEN HEUVEL SEES
WATER AS A KEY TO
PEACE IN MIDDLE EAST

POSITIVE ideas and programs for solving problems of international scope are not the sole province of the U.S. State Department. Dur-

(Continued on Page 2)

EDITORIAL PERB In Wonderland

WE do not wish to go so far as to suggest that the three-man Public Employees Relations Board is actually composed of the Mad Hatter, the March Hare and any third confused character out of "Alice in Wonderland" but the illogical ruling issued by the Board last week which ordered the Governor to stop dealing exclusively with the Civil Service Employees Assn. is based on arguments more suited to the non-sequiter conversation of Alice's famous tea party than a decision on labor relations.

What the board did, in effect, was to ignore both the basis of the Taylor Law and a Supreme Court decision confirming that basis and insist that the Governor conduct wage and fringe benefit negotiations with everybody, not as a means of providing fruitful progress for State workers in bargaining but, it seems, just to show that the PERB is going to be the final authority on labor relations for public employees.

As evidence of the PERB's jabberwocky thinking, let us merely quote its thought on a union protest that exclusive recognition of the CSEA would give CSEA a prestige that put the union in an unfair competitive position. Said the board: "Very persuasive." As far as we can make out from the darkling language of the ruling, that is the basic reason for telling the Governor to halt exclusive bargaining with the Employees Association.

The irony here is that Council 50 of the American Federation of State, County and Municipal Employees has been competing with the CSEA for over two decades and the CSEA has not needed any official, prestigious recognition to beat the pants off the union.

The Taylor Law authorized the Governor to designate the sole bargainer and the bargaining unit for representation. Exclusive recognition, says the law, can be granted on the evidence of payroll authorization of dues deductions and/or other evidence. Using submitted evidence that the Employees Association does represent the vast majority of State employees, Governor Rockefeller named them bargainers for all State workers except State Police and University faculty members. Three unions attempted to dispute the basis for recognition in a law suit, but State Supreme Court Justice John H. Pennock ruled that the Governor did exactly what the law authorized him to do.

What is most important, however, is that PERB appears to be so concerned with everyone understanding its importance that seemingly it is not aware of the possible long-range damage it has done to future labor relations and wage negotiations concerning the very people it is supposed to protect.

We are sure the Rockefeller Administration and the Civil Service Employees Assn. will bend every effort to get things back on the right track.

DON'T REPEAT THIS

(Continued from Page 1)

ing the first months of the administration of the late President John F. Kennedy, for instance, enlightened members on the staff of then Gov. Pat Brown of California created a plan to help solve some of the economic and agricultural difficulties of the Republic of Chile that would have been a genuine involvement in foreign affairs on the State level.

Basically, the plan evolved around the fact that Chile and California had almost identical geographical and climactic conditions. The Californians proposed taking their expertise on agricultural, mining and marketing to Chile to help that country deal more efficiently and profitably with its natural resources. A tangle of legal problems and some Congressional opposition balked the scheme but it is reported that the U.S. State Department still has the essential idea under study.

On a level even more individual

than a proposal by any state, William van den Heuvel, New York City lawyer who is a close associate of Sen. Robert F. Kennedy and is president of the International Rescue Committee, which deals with refugee problems the world over, has come up with three proposals that could be keys to peace in the Israeli-Arab struggle in the Middle East. The ideas deal with refugee emigration and resettlement—and with water.

Choices

Writing in the New Leader last October, van den Heuvel spelled out the human and political dilemmas caused by more than 1,000,000 Arab refugees living in the border lands of Israel. He then went on to offer choices to help, in particular, the 350,000 refugees that live in the Gaza Strip and are one of the most potential sources of trouble between Egypt and Israel. Countries such as Australia, Canada and

Argentina have expressed interest in accepting such immigrants; a limited number could be absorbed by Israel; others could be set up in the Israeli-occupied territory west of the Jordan River. In addition, an international consortium dominated by neither Arabs or Israelis would provide the needed funds and direction to carry out such resettlements.

Perhaps the most cogent thought proposed by van den Heuvel, however, is that the United States should invest some \$200,000,000 needed to build a desalination plant in an area where an abundant supply of fresh water could be shared by Israelis and Arabs alike. In the Middle East, water sources are fought over the way men in other places fight over gold. Despite grandiose dreams of becoming leader of the Arab world—and at great expense to his own people—Nasser has steadily gone ahead with construction of Egypt's Aswan Dam to bring a better life agriculturally to Egyptians. The dream of every sand-bound nation that borders the sea has been to turn salt water into fresh. An abundant supply of fresh water could cruse the whole Middle East to bloom into a garden that could provide food in sufficient quantities for everyone and would immediately bring an escalation in the standard of living.

Emphasis

van den Heuvel is emphatic, however, in underlining the point that these problems should be tackled on the humanitarian level and not await the adjustment of Arab and Israeli political pride. As a matter of fact, the creation of fresh water supplies for Middle East nations without political involvement would undoubtedly contribute much to hastening the political settlement all factions in the Middle East so desperately needed.

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.

'No Fault' Insurance

OUR READERS need no pictures drawn to understand that any malfunction of government undermines the good public relations of all civil service.

IT MAKES no difference whether that malfunction is a roll call of clogged court calendars or a sharply increased scale of parking fines while failing to provide adequate off-street parking facilities.

AS LONG AS the malfunction emphasizes government shortcomings, civil servants are bound to be the villains in the minds of people hurt by the malfunction. After all, civil servants do run the government no matter who are elected legislators or top executives.

WHEN AN IDEA comes along which may correct a government malfunction—thus helping remove an unjustifiable onus from civil service—we should take a long and serious look to determine the feasibility of the idea.

TAKE THE frightening problem of more and more traffic accidents, which are killing more than 1,000 Americans a week and jamming some court calendars into a five-year backlog.

THERE SEEMS to be an actual solution to at least one part of the problem—the jammed court calendars—and the solution seems to be working in the Canadian province of Saskatchewan.

SASKATCHEWAN has a "no-fault" insurance plan, which has

unclogged the provincial court calendar and pays death and injury benefits to auto accidents victims without regard to who is at fault. The province itself sells the insurance policies and there is an upper limit to how much will be paid out, but pay it does without lawyers and lawsuits.

THE SO-CALLED Saskatchewan plan has a strong resemblance to workmen's compensation in the U.S., under which payments are made to the injured employee whether his own or the employer's negligence caused his injury.

IN THE MONTH of September alone, traffic accidents cost Americans \$1.1 billion in lost wages, medical expenses, property damages and service costs or insurance. We doubt if the \$1.1 billion figure includes the costly time of civil service police and court personnel.

A LOT OF PRESSURE is being built up around the United States by many very influential people to junk the present auto liability system as too cumbersome, too unfair, and too costly.

TWO LAW PROFESSORS, RO-
(Continued on Page 8)

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AT CARNEGIE HALL

—Ray Lev, internationally-acclaimed pianist, will mark a triumphal return to Carnegie Hall on Dec. 13 at 8:30 p.m. to give an all-Schuman recital. Tickets may be purchased at the Carnegie Hall box office, 57th St. and Seventh Ave.

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Strong Support Given Reallocation Bid For Mental Hygiene Attendant Series By CSEA Officers And Professional Staff

(Special To The Leader)

ALBANY—Strong reasons supporting reallocation of nine titles in the Department of Mental Hygiene's attendant series were voiced by representatives of the Civil Service Employees Assn. at a Department of Civil Service hearing held last week at the State Campus here.

The hearing was conducted by J. Earl Kelly, State Director of Classification and Compensation. Kelly's approval is one of the major hurdles to be cleared before final action by the State Budget director.

Among those representing CSEA were Dr. Theodore C. Wenzl, Association president; Felice Amodio, staff attendant, and George Sullivan, attendant, both from Middletown State Hospital, Thomas Coyle and Walter Leubner, members of CSEA's Research Team.

Spokesman for the Employees Association, which represents the overwhelming majority of employees in Mental Hygiene (more than 80 percent), cited increased responsibilities on the part of attendants, low pay and growing vacancies, as among the many reasons for the reallocation requests.

Wenzl Personally Appears

Dr. Theodore C. Wenzl, CSEA president, in urging approval of the reallocations, said at the hearing:

Employees in attendant titles in the Department of Mental Hygiene are well deserving of a much higher salary grade than their present allocation to Grade 6. In his brief, submitted prior to the attendants' reallocation effective April of 1965, the Civil Service Employees Assn. adequately demonstrated the changing nature of the attendant's position in the overall scheme of things concerning advanced methods and procedures used in the care and treatment of mentally ill citizens of this state. I need not reiterate the increases in the duties and responsibilities of these positions.

I do not pretend to have a complete knowledge of the detailed functioning of each of these positions. However, we believe the same to be true of technicians from the Division of Classification and Compensation. We fail to see how they can get a true picture of the job being performed, from a random spot checking of an employee here and there, followed by a discussion with supervisory personnel.

The changing nature of the attendant positions in our State mental institutions merits more than the one-grade upward reallocation which was granted to attendants and staff attendants in April of 1965. When the attendant and staff attendant titles were reallocated by one-grade differential for TB service was narrowed to a single grade differential. We believe, that this was wrong and represents a petty move by the State to keep the cost of the reallocations to a minimum at the expense of State employees. It is the belief and experience of our member-

ship in titles of attendant, assigned to TB service, that the danger of contracting active tuberculosis is as prevalent as ever. Hence, we ask that the two-grade differential for TB service be restored immediately.

We firmly believe that the basic position of attendant should be reallocated to at least Grade 10. The effectiveness of higher-paid employees, such as psychiatrists, etc., depends to a large degree on the effectiveness and efficiency of subordinate personnel of which the attendant group is the largest segment. It is important, that we remember that without the thousands of attendants, performing many tasks of an undesirable nature, the State of New York would not have the carried out by our Department of Mental Hygiene today.

Coyle Also Speaks

Coyle, assistant director of CSEA research, representing Joseph D. Lochner, CSEA executive director, also voiced strong reasons in support of the request.

We feel this action is necessary, Coyle said, because of the increasing population in the mental institutions plus the growing vacancies in the attendant's positions. As of April 30, 1967, there were 22,375 attendant positions of which 1,432 were vacant or a percentage of 6.4 percent. As of Oct. 31, 1967, approximately six months later, there were 22,119 attendant positions of which 3,421 were vacant or a percentage of 15.5 percent. Surely this growth in vacancies demonstrates that the attendants presently working are doing

more than their fair share.

As we have mentioned before in our previous appeal the position of attendant is no longer one of custodial nature but one which engages in an active role in the administrative of therapeutic procedures in the treatment and rehabilitation of the mentally ill.

Reallocations in other nursing and medical series have taken place on the basis of a comparison to outside salaries and an extreme shortage of personnel and rightly so, but this same recognition has not been given to the attendants even though there has been a more radical change in their duties and responsibilities than in any other series. There can be little doubt that the duties and responsibilities accepted and undertaken by these people bear little resemblance to their former role. Too many people today still believe that the attendant is still just another name for a hospital orderly. The opinion of this position demonstrates the complete lack of understanding about this job.

CSEA Appeals For Vehicle Operators

ALBANY—The Civil Service Employees Assn. is in the process of filing an appeal for reallocation on behalf of motor vehicle operators employed by New York State.

The appeal, which is being handled by CSEA's Research Team, headed by William Blom, research director, will be filed with the State Division of Classification and Compensation shortly.

'Pay Raise Too Low' Flaumenbaum Protests To Nassau Supervisors

(From Leader Correspondent)

MINEOLA—Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., last week protested the county's failure to bargain in the spirit of the Taylor Law merely because the law was not in effect in time to govern this year's negotiations.

Flaumenbaum, in a speech to the County Board of Supervisors last week, called on the Republican-controlled board to participate in informal negotiations that have been conducted for six weeks with the Democratic county executive.

He protested the inclusion in the proposed 1968 budget of only three and one-half percent salary increases for county workers as well as the county's failure to formally recognize CSEA.

"The employees . . . after bargaining in good faith . . . find that an allocation of only three and one-half percent was put into the budget," Flaumenbaum protested.

"Employees are entitled to negotiations in the spirit of the Taylor law and we request that these negotiations start and be acted upon in good faith by all concerned," Flaumenbaum told the board.

Because the county's Public Employees' Relations Board has been ruled by the State PERB to be improperly established, Flaumenbaum called on the supervisors to either enter the negotiations or declare that an impasse exists and name a fact-finding body.

The Taylor law took effect Sept. 1, too late to fully govern the time periods required for negotiations before presentation of the proposed 1968 budget. The periods for bargaining have already passed, the CSEA leader noted.

He also noted that next year the bargaining will begin in July, and the Taylor law will fully protect the rights of employees.

Ray Brook Chapter Honors Emmett Durr On His Retirement

SARANAC LAKE — Emmett J. Durr, president of the Ray Brook chapter, Civil Service Employees Assn., was honored at a retirement dinner party recently at the Cedar Post Restaurant. Nearly 100 friends and co-workers gathered together to pay tribute to Durr for his many years of State service at the Ray Brook State Hospital, and his dedication to CSEA.

Dr. F. Clark White, Director of Ray Brook State Hospital, expressed his appreciation for Durr's dedicated and zealous work at the hospital and in CSEA. Donald Menges, chief of personnel services in Albany, and John Freedman of the same department, expressed Richard Mattox's regrets in being unable to attend. A letter from Mattox was read to the group by Menges, in which he expressed his thanks to Durr for his many decades of devoted service to the patients, other employees and all other State Depts. Harry Sullivan, chief of the Engineering Dept., praised Durr's work, stating the difficult job he would have in filling the void left by his retirement. Mrs. June Nash, vice-president of the Ray Brook chapter, expressed everyone's wish for a happy retirement and plenty of earned relaxation.

Durr was presented with Savings Bonds as a token of his fellow employees' appreciation. Best wishes were also received from Tom Byrum, Marion Henry, Jim Brown and Bob Barney.

Durr went to Ray Brook for his health in December 1933, from Watertown, where he was circulation manager of a local newspaper. He entered Ray Brook employ in July 1938 and for the next 29 years was employed in the Engineering and Bldg. Maintenance Department.

Durr was in large part responsible for the formation of the Ray Brook CSEA chapter, which was chartered on June 6, 1945. He was the first president of the Ray Brook chapter and served in this capacity for ten years. He has been very prominent in the State wide activities of CSEA and served for many years as Health Dept. Representative. He had served also as Chairman of the Statewide Membership Committee.

Employees Donate \$880

Employees in the New York office of the Public Service Commission contributed \$880 in a recently concluded United Charity Campaign. The Greater New York Fund and six other prominent charitable organizations were the beneficiaries of the drive.



GUEST SPEAKERS — Assemblyman Gordon Cameron draws a laugh from members and guests attending the annual dinner-dance of the Palisades Interstate Park chapter, Civil Service Employees Assn. at the Ivy Manor, Mt. Ivy. Other speakers at the dinner included Thomas Luposello, associate program specialist for the

Statewide CSEA and Joe Deasy, Jr. city editor of The Leader. Left to right, are: Jane Green, chapter secretary; Camron, Angelo J. Denato, master of ceremonies; Luposello and the Rev. Karl Rote, Protestant chaplain at Letchworth Village State Hospital.

U.S. Service News Items

By VIRGIL SWING

Senate Passes Pay Bill

Meetings are scheduled this week of a Senate-House conference committee to work out differences in the Federal civil service pay bills passed by the two bodies.

Senate passage last week of a bill raising pay by 4.5 percent for most federal workers brought larger paychecks one step closer to reality for federal employees. Post office employees would get a six percent raise. Oct. 1.

The bill calls for additional raises on July 1, 1968 and July 1, 1968—designed to bring federal employees up to the pay

level of their counterparts in private industry by 1969.

The Senate pay measure is similar to the House version—the major difference being an \$8 million increase in Federal life insurance included in the Senate version.

The pay raises were tied in with a hike in postal rates expected to

bring in about \$917 yearly. First class letters will now cost six cents, postal cards five cents, and all mail letters ten cents. The rate increases are effective Jan. 7.

The civilian pay hikes came at the same time as a military pay increase of 6.6 percent in pay and benefits. This raise will also be retroactive to Oct. 1.

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

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

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

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

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 6th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT QT and RR local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

STATE

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

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

FEDERAL

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

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

Applications are also obtainable at main post 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.

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Planning Positions Open In Nassau Cty., File Before Dec. 13

The Nassau County Civil Service Commission is seeking planners and planner aides to work on local and regional planning programs. Candidates must file by Dec. 13 for the Jan. 13, 1968 written exam for appointment. There are no residence requirements.

Planner aides receive from \$5,283 to \$6,869 and must be en-

rolled college students with at least two years completed as of next July—including course work in planning, architecture, or economics—may be appointed at \$6,656 to \$8,658.

Those with a degree and two years experience in the field may be appointed at \$8,690 to \$11,184 and persons with five years experience at \$10,296 to \$13,390.

Applications and further information may be obtained from the Commission at 140 Old Country Road, Mineola, N.Y. 11501 or by calling (516) 747-1134.

Remember—Mail Moves The Country—but Zip Code Moves The Mail!!!

Stationary Engineer

One hundred and sixty-nine candidates for stationary engineer positions with New York City were given qualifying physical and medical examinations last week.

Going Places?—See Page 2

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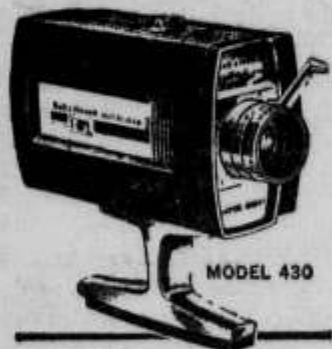
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TUESDAY, DECEMBER 5, 1967



Stop The Delay

THE New York City Civil Service Commission last week established the eligible list for sergeant, Police Department, after a wait of many, many months.

The Department waited until the end of litigation before establishing the list.

Similarly, the Commission was ordered by the Courts to change the key answers for two questions in the past test for promotion to Fire Captain mark the second part of the test and insert the successful candidates on the list in their proper order.

The order was signed by Justice Flynn on September 23 but, to date, no action has been taken. The three successful litigants are anxious to be promoted, and since the court ruled that the Civil Service Commission made a manifest error when the test was marked, there should be no further delay.

Further, any relief should be made retroactive and attorney costs returned to the litigants.

Herman Bernard

HERMAN Bernard, a former editor of this newspaper and a professional journalist for nearly six decades, died last week. In addition to his expertise as a newspaperman, Herman Bernard was a practicing lawyer, a writer and a devotee of the science of mathematics.

Prior to joining The Civil Service Leader as associate editor, he had served on various newspapers of the Hearst chain and as civil service editor of The New York Sun. Following his retirement from The Leader, he served as house counsel to Local 237, Teamsters. His erudition and personal charm earned him the respect and friendship of scores of people over these many years. He will be sorely missed.



SOCIAL SECURITY Questions and Answers

I am 67 years old and already receive social security payments. I had a stroke last month and cannot work anymore. Can I draw disability benefits?

Disability benefits are paid only to workers who become disabled before age 65. There is no increase in social security payments if a person becomes disabled after age

65. However, social security's health insurance is designed to help people over 65 with their medical expenses.

I filed for disability benefits recently and was asked if I got workmen's compensation. Why was I asked this?

Disability benefits are reduced for any month a worker receives workmen's compensation.

A friend of mine just signed up for medical insurance part of medicare. What benefits will she get for her \$3 a month.

If your friend gets sick, her medical insurance will help pay for: doctors' and surgeons' bills; other services and supplies; and home health services, such as part time nursing care, even if there has not been any previous hospitalization.

Cantor Recognize CSEA

CANTON—The village board of nearby Malone has voted to recognize the CSEA as exclusive bargaining agent under the State's Taylor law for village employees.

Village Attorney Donald Holand told the board that a majority of village workers have joined CSEA to take advantage of collective bargaining in the future.

LETTERS

Agrees With Carlo

Editor, The Leader:

In response to the letter by Gertrude R. Carlo in the Nov. 21 issue: I am in total agreement. Secretaries in New York State are the lowest paid of all employees. After all, it does require a special skill to do the work. Yet we are not remunerated for the work that we do. These positions are highly responsible and the duties involved require a high degree of exactness I resent being paid at a GR 4 when there are people with no training at all that are getting the same amount of money or more.

I recently took the senior stenographer examination and the questions contained thereon were geared for practically the professional level.

It's about time they paid stenos and senior stenos a realistic salary. We too have to live.

DANICE B. DE LEO
New York City

1/60th Report

By Louis Bussell

In our efforts to achieve a just 1/60th law that will provide full retroactivity to all civil service employees, we must, of course, consider the ability of the Pension System to bear the cost of such a program.

Let us briefly examine the financial condition of our Pension System. To do so, we refer to the comprehensive report entitled "The State of the System—1966", issued by Comptroller Arthur Levitt in June 1966. Under the capable trusteeship of Comptroller Levitt, a prudent and profitable investment policy has built the assets of the System to new heights.

Certain key figures in this report are most significant. Disbursements of benefits (including retirement allowance, death benefits and designated annuitants) were 79 plus million dollars, operating expenses were 3 plus million dollars, a total of 82 plus million dollars—yes, a sizeable sum.

However, let us examine the receipts of the system. Interest and dividends on investments alone were 96 plus million dollars. In other words, the Retirement System received 13-odd million dollars more from investments than it paid out for all benefits, without touching one penny of its assets. But that is not the end of the tale. In addition, employees (State agencies) contributed to the Retirement System 167 plus million dollars and members contributed 85 plus million dollars, a total contribution of 252 plus million dollars over and above investment income. It must be noted that these figures are for one year—1966.

While we do not profess to be knowledgeable in the actuarial science, these amazing figures make us wonder why retirement benefits are so inadequate when the assets of the Retirement System have increased 271% in the last ten years, going from 970 plus million dollars to 2½ plus billion dollars. Don't you also wonder at and contemplate this sad state of affairs?

Do something about it! Join the fight for full retroactivity for all! Write to this column, care of THE LEADER for information as to what you can do to help.

Civil Service Law & You

By WILLIAM GOFFEN



(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

Who's The Boss?

JUSTICE CHARLES G. Tierney recently reviewed an appeal by fireboat pilots from a determination by the Fire Department deleting their authority to act as Master of the fireboat (Michele Alleva and others, petitioners, against Fire Department and the Civil Service Commission, New York Law Journal, November 20, 1967).

THE PETITION was authorized by Article 78 of the Civil Practice Law and Rules. Section 7803 (3) states that a question that may be raised in such a proceeding is "whether the body or officer proceeded, is proceeding or is about to proceed without or in excess of jurisdiction."

THE FIRE Department posted in the log books of each of the eight Marine Fire Companies a document for the guidance of all personnel. It was signed by Deputy Assistant Chief of Department Joseph F. Connor. It reported on a meeting with Commander Douglas Clifton of the United States Coast Guard at which he stated that there is no violation of Coast Guard regulations when the fireboat fleet is operated so that the pilot is not the Master of the fireboat. The report included an organization chart showing the Fire Captain in the Marine Company as the superior of the pilot.

WHILE THE Fire Department pilots have never disputed the firemanic superiority of the Fire Captain who is undoubtedly in full charge of fighting fires, they sought judicial relief from Chief Connor's demotion of pilots by taking from them the authority they have had for decades as Master of the fireboat. This authority has always been expressly included in the specifications of the Civil Service Commission for the position. Such specifications further requires that the pilot have a United States Coast Guard license.

CHIEF CONNOR'S order involved demotion in the pilot's status through deletion of his authority to act as Master. More important, the order constituted a threat to the safety of the crew and fireboat because it would place unskilled, unlicensed uniformed officers in charge of the operation of the vessel. The consequent loss of the vessel and its crew may be responsible for loss of waterfront property and additional lives because of an unchecked fire.

JUSTICE EDWARD T. McCaffrey temporarily stayed the Fire Department from assigning the duties of Master to Fire Captains, and Justice Tierney continued the stay until a final decision could be reached.

INSTEAD OF interposing an answer to the petition, the respondents moved to dismiss the petition on the sole ground that only the Civil Service Commission has authority to change job specifications of Civil Service positions. In support of the motion, Solomon Hoberman, the City Personnel Director, stated unequivocally that the Fire Department had never applied to the Civil Service Commission for leave to amend the specifications for pilot.

ON THE OTHER hand, the pilots asserted that Chief Connor had announced that he had, indeed, requested the Civil Service Commission to delete from the duties of pilot the authority to act as Master. The Chief added that new Civil Service specifications in process of preparation would remove the authority of pilots to so act.

IT SHOULD BE noted that Chief Connor submitted no statement at all to dispute the petitioners' contentions. The respondents argued that the Court should not make any order that would have the effect of ousting the Civil Service Commission of its authority under the Civil Service Law over job specifications. With this contention there cannot be disagreement. However, the very fact of exclusive jurisdiction over job specifications in the Civil Service Commission supports the petitioners' position that the Fire Department acted illegally and beyond its jurisdiction in interfering with job specification for the title of pilot.

THE ACT OF the Fire Department in exceeding its jurisdiction clearly warrants judicial relief in the form of injunction. Indeed, Chief Connor's assertion that the Civil Service Commission was about to act officially to amend pilot specifications suggested that the Civil Service Commission was itself, on the verge of proceeding in excess of its jurisdiction. Yet, Justice Tierney reasoned that judicial action was premature. In accordance with his decision, the Fire Department may apparently continue to act illegally without fear of redress.

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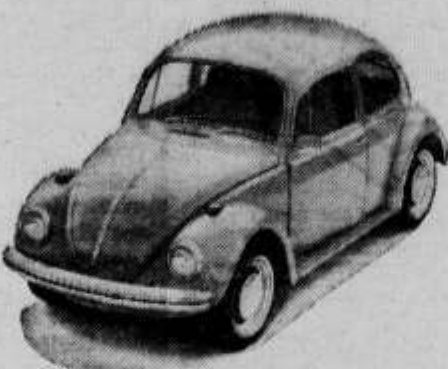
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P.R. Column

(Continued from Page 2)

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fault" plan would be run by pri-
vate insurance companies.

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these days because of his brilliant
suggestions to curb racial unrest
in the U.S., urged adoption of
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now an article in one of the most
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country, "Fortune" magazine, says
that there is a powerful case for
scrapping the present U.S. auto
insurance system altogether and

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Westchester Jobs Offered In Many Fields

A variety of openings in Westchester County have been announced by the County Personnel Office at \$4,308 to

\$7,280. Candidates must file by Dec. 15 for the Jan. 13, 1968 written exam for appointment.

A water meter reader is needed in the Village of Mount Kisco at \$4,308 to \$5,550. Candidates must have been a village resident for four months and must be

high school graduates with one year business experience or non-graduates with five years experience.

Typists and stenographers are needed for several area school districts. Candidates must be residents of Westchester, Putnam, or Fairfield (Connecticut) Counties and must be a high school graduate with five years experience.

There are also vacancies for budget clerks with the County Budget Office and hospital insurance clerks at Grasslands Hospital. Both positions pay \$5,720 to \$7,280. The budget position requires a high school diploma and three years clerical and typing experience—including two years in a budget-related field. The insurance post requires a diploma and four years clerical experience—including two years handling insurance claims.

For applications or further information, contact the County Personnel Office in Room 700, County Office Building, White Plains, N.Y.

Car Maintainer

A hundred and eight applicants for promotion to car maintainer group B were given practical examinations last week, according to the City Personnel Dept.

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- Students formally admitted to degree programs may pre-register for the Spring Semester until December 21 by making an appointment with their faculty advisers.
- Registration for all admitted students will be held at the uptown campus of State University of New York at Albany, 1400 Washington Avenue, Saturday, January 27, and Monday, January 29.

CLASSES BEGIN JANUARY 30, 1968

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MATINEES: 2:30 P.M. Wednesday	2.50	3.50	2.00
Sat., Sun. and Holi.	3.25	3.75	2.75
MATINEES DAILY, Dec. 22nd thru Jan. 1st. Holi. prices will prevail Mon. and Tues.	\$1.00	\$5.50	\$4.00
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News Of The Schools

By A. L. PETERS

Remaining Winter Examinations For Teacher Licenses Listed

Filing for tests to be given by the New York City Board of Education within the next few months remains open for the following licenses as teacher and administrators

Day High Schools

Accounting and Business Practice, Chairman	Filing Closes April 8, 1968
Related Technical Subjects (Bio and Chem.), Chairman	April 8, 1968
Related Subjects Technical Subjects (Mechanical Structural and Electrical), Chairman	April 8, 1968
Speech, Chairman	January 26, 1968
Stenography and Typwriting, Chairman	April 8, 1968

Others

Director of Bureau for Children with Retarded Mental Development	January 8, 1968
Director of Bureau for the Education of Visually Handicapped	March 4, 1968
Supervisor of Art	February 14, 1968
Supervisor of Music	April 8, 1968
Supervisor of Program Prod.—Inst. Radio	January 25, 1968
Supervisor of Program Prod.—Inst. Television	January 25, 1968
Swimming (Playgrounds)	December 4, 1967
Early Childhood Education, Supervisor	January 5, 1968

Key Answers — Recent Tests

Health Education (Men) Jr. High

1, (4); 2, (2); 3, (3); 4, (3);	59, (3); 60, (3); 61, (2); 62, (4);
5, (2); 6, (2); 7, (4); 8, (2);	63, (2); 64, (1); 65, (4); 66, (2);
9, (2); 10, (1); 11, (2); 12, (2);	67, (3); 68, (1); 69, (3); 70, (2);
13, (3); 14, (2); 15, (1); 16, (1);	71, (2); 72, (4); 73, (4); 74, (2);
17, (2); 18, (1); 19, (4); 20, (4);	75, (2).
21, (2); 22, (4); 23, (1); 24, (3);	76, (1); 77, (2); 78, (2); 79, (1);
25, (3).	80, (3); 81, (2); 82, (4); 83, (4);
26, (3); 27, (1); 28, (3); 29, (3);	84, (4); 85, (1); 86, (3); 87, (1);
30, (2); 31, (2); 32, (2); 33, (1);	88, (4); 89, (4); 90, (2); 91, (4);
34, (1); 35, (4); 36, (2); 37, (3);	92, (1); 93, (3); 94, (3); 95, (3);
38, (1); 39, (2); 40, (3); 41, (2);	96, (4); 97, (2); 98, (2); 99, (3);
42, (3); 43, (3); 44, (1); 45, (4);	100, (1).
46, (1); 47, (3); 48, (3); 49, (4);	101, (1); 102, (1); 103, (2);
50, (2).	104, (4); 105, (4); 106, (4); 107, (2);
51, (4); 52, (2); 53, (3); 54, (1);	108, (4); 109, (2); 110, (2);
55, (4); 56, (1); 57, (3); 58, (2);	111, (4); 112, (1); 113, (2); 114, (3);
59, (3); 60, (3); 61, (2); 62, (4);	115, (3); 116, (4); 117, (1);
63, (2); 64, (1); 65, (4); 66, (2);	118, (4); 119, (1); 120, (4); 121, (4);
67, (3); 68, (1); 69, (3); 70, (2);	122, (2); 123, (2); 124, (3);
71, (2); 72, (4); 73, (4); 74, (2);	125, (4).
75, (2).	126, (4); 127, (2); 128, (2);
76, (1); 77, (2); 78, (2); 79, (1);	129, (3); 130, (3); 131, (4); 132, (2);
80, (3); 81, (2); 82, (4); 83, (4);	133, (2); 134, (3); 135, (4);
84, (4); 85, (1); 86, (3); 87, (1);	136, (1); 137, (1); 138, (4); 139, (3);
88, (4); 89, (4); 90, (2); 91, (4);	140, (2); 141, (1); 142, (3);
92, (1); 93, (3); 94, (3); 95, (3);	143, (3); 144, (2); 145, (2); 146, (3);
96, (4); 97, (2); 98, (2); 99, (3);	147, (4); 148, (3); 149, (4);
100, (1).	150, (4).

Regular and Trainee Teacher Psychology

1, (3); 2, (3); 3, (4); 4, (2);	59, (2); 60, (2).
5, (1); 6, (1); 7, (4); 8, (1);	
9, (1); 10, (1); 11, (2); 12, (4);	
13, (3); 14, (4); 15, (4); 16, (4);	
17, (1); 18, (2); 19, (2); 20, (3);	
21, (1); 22, (2); 23, (4); 24, (1);	
25, (1).	
26, (2); 27, (4); 28, (3); 29, (4);	
30, (4); 31, (1); 32, (2); 33, (4);	
34, (3); 35, (4); 36, (3); 37, (1);	
38, (1); 39, (3); 40, (3); 41, (3);	
42, (3); 43, (1); 44, (4); 45, (3);	
46, (1); 47, (3); 48, (3); 49, (1);	
50, (2).	
51, (1); 52, (2); 53, (2); 54, (4);	
55, (2); 56, (4); 57, (2); 58, (3);	

Negro Artists Exhibit

Pupils from New York City's public schools viewed an exhibition of some 200 paintings and pieces of sculpture by Negro artists in this country through Nov. 5 at City College, 138 Street and Convent Avenue, Manhattan.

This comprehensive historical survey of work by Afro-American artists comprises work covering a span of 150 years from 1800 to 1950.

UFT Prepares To . . . Collect Own Dues . . .

Elimination of the check-off for the United Federation of Teachers will place the burden of dues collection on the Teachers Union beginning January 1.

Union officials foresaw no great difficulty in maintaining membership but foresaw substantial added clerical expense. They pointed out, however, that the union now pays approximately \$30,000 a year to the Board of Education for bookkeeping expenses and that this would provide a substantial portion of the new costs.

The union has not yet received November or December deductions but expects them to be paid.

U.F.T. spokesmen view the penalty as undeserved, in view of the Board's stand that no money was available until the strike was called. Legislation to absolve the Union from penalties has been filed in Albany.

Board Provides 12 Advisers For Project

The Board of Education will give a helping hand to an ongoing project of the Urban League known as Street Academies and Student Advisers.

The Board announced that it will provide 12 adult advisers to give on-the-scene guidance and motivation for pupils attending Manhattan's Benjamin Franklin HS and its feeder school Wadleigh JHS 88.

The student advisers live in the immediate community, are familiar with the special problems of the area and are prepared to give round-the-clock seven-day-a-week assistance to pupils who need it, including potential drop-outs. Each advisor will serve about ten students.

The 12 advisers will be recommended by the Urban League and approved by the principals. Salaries will range from \$5,200 to \$6,000 a year. They will be financed from federal funds.

9200 Subs File For License Under 810

Almost 9,200 substitute teachers have filed applications for regular license in the special examination arranged for substitutes under Chapter 810 of the Laws of 1967. The final date for filing was November 13.

Arthur Klein, Chairman of the Board of Examiners, said that the target date to complete the examinations is for appointment in the fall of 1968. However, the large numbers involved in the examination on top of the normally heavy testing schedule poses serious problems, Klein added.

Nursing Science Program

Queens College of The City University of New York will initiate a four-year program in Nursing Science this February leading to a Bachelor of Arts degree, according to President Joseph P. McMurray.

TEACHER APPOINTMENTS

The following list of transfer appointments was released recently. This list was made effective on August 1, 1967, but many of the transfers indicated below were not accepted. The Leader has learned.

Barbara Gerstein, CB, 19-149-K; Carol Berkof, CB, 11-105-K; Joanne Bader, CB, 19-149-K; Diana Booth, CB, 345-K; Dianne Gorsky, CB, 345-K; Eileen Weber, CB, 328-K; Estelle Brier, CB, 23-148-Q; Morton L. Green, CB, 29-138-Q; Arlene I. Sachs, CB, 19-149-K; Melodye Paul, CB, 19-149-K; Roslyn Novick, CB, 19-149-K; Barbara Klein, CB, 19-149-K; Sharyn Kenney, CB, 19-149-K; Herbert Decker, CB, 19-149-K; Marco Levine, CB, 9-11-K; Sandra Alkase, CB, 21-80-K.

Ann Black, CB, 23-151-Q; Judith Anzelowitz, CB, 11-105-K; Kathryn Triste, CB, 11-41-X; Stephen Fazio, CB, 181-M; Gail M. Schwartz, CB, 5-19-M; Margaret A. Sheridan, CB, 20-105-K; Janice S. Stone, CB, 23-149-Q; Lawrence Lazarus, CB, 21-199-K; Sandra Rubin, CB, 2-6-M; Edward Halpern, CB, 13-133-K; Pearl Breslow, CB, 24-75-Q; Dorothy A. Whelan, CB, 20-85-K; Mildred A. Gray, CB, 28-72-Q; Theresa Kinsky, CB, 18-7-252-K; Barbara E. Minch, CB, 27-42-Q; Helen Sokol, CB, 30-35-R; Norma Sinsman, CB, 11-11-X.

Bess Carlin, CB, 9-28-X; Shirley Seligman, CB, 22-269-K; Emanuel Wollman, CB, 22-217-K; Bebe R. Buckvar, CB, 22-108-K; Jeanne Roche, CB, 22-255-K; Dorothy Sontoff, CB, 22-203-K; Helen Berman, CB, 22-183-K; Rita Rotman, CB, 22-52-K; Maureen Kelly, CB, 22-152-K; Edna P. Brannover, CB, 22-198-K; Shirley Rose, CB, 22-104-K; Margaret G. McCormick, CB, 22-152-K; Gertrude B. Parker, CB, 22-139-K; Irene Rubens, CB, 2-108-M; Joan M. Sussman, CB, 25-20, 13-9-K; Warren C. Jacoby, CB, 23-4-Q; Lillie Remack, CB, 23-17-Q.

Dorothy Danton, CB, 23-17-Q; Judith Cantor, CB, 23-84-Q; Dorothy Britton, CB, 23-166-Q; Anna DeBella, CB, 23-70-Q; Linda Gabler, CB, 23-84-Q; Elizabeth Poggenburg, CB, 23-84-Q; Adelaide Liberty, CB, 23-166-Q; Sheila Tabachnik, CB, 23-11-Q; Joyce McLean, CB, 23-11-Q; Elizabeth Ripper, CB, 23-11-Q; Anna I. Benson, CB, 23-52-Q; Teresa V. Pacelli, CB, 26-46-Q; Marianne Feeley, CB, 23-166-Q; Germaine Kian, CB, 23-11-Q; Veronica M. Smith, CB, 27-100-Q; Jane Leksus, CB, 22-146-Q; Michael Friedman, CB, 4-101-M.

Anne Goldmann, CB, 26-213-Q; Lucille A. Chambers, CB, 28-40-Q; Pearl R. Shumaker, CB, 23-156-Q; Stella A. Rizzo, CB, 4-161-M; Laurel A. Hawkins, CB, 26-179-Q; Goldie Katz, CB, 25-154-Q; Henrietta Rimerman, CB, 28-101-Q; Lionel Friedman, CB, 406-M; Florence Athey, CB, 229-Q; Elizabeth Barrett, CB, 229-Q; Eleanor Bowen, CB, 229-Q; Anne Calder, CB, 229-Q; Conceita Cleaves, CB, 229-Q; John Coppinger, CB, 229-Q; Marie Dick, CB, 229-Q; Rachel F. Glasser, CB, 25-219-Q; Stella Lomax, CB, 25-193-Q.

Eleanor R. Heffernan, CB, 2-121-M; Linda Field, CB, 229-Q; Edith Garrison, CB, 229-Q; Karen Heffer, CB, 229-Q; Sarah Lambert, CB, 229-Q; Mary Mulholland, CB, 229-Q; Raymond Ring, CB, 229-Q; Joe Raymond Ring, CB, 229-Q; Josephine Paolino, CB, 229-Q; Rubia Ott, CB, 229-Q; Marjorie A. Krentz, CB, 30-48-R; Helen Navel, CB, 24-49-Q; Barbara R. Goldberg, CB, 4-184-M; Evelyn T. Blume, CB, 3-42-M; Christine A. Ruzanto, CB, 11-112-X; Catherine Dean, CB, Dist. 3; Laura Eberberger, CB, 26-205-Q; Vincenza M. Micucci, CB, 27-100-Q.

Vincenza M. Micucci, CB, 27-100-Q; Beverly Y. Miller, CB, 26-213-Q; Florence A. Widmer, CB, 29-195-Q; Yetta S. Harnick, CB, 28-72-Q; Alfred Felton, CB, 26-77-Q; Eleanor Lodato, CB, 27-47-Q; Royster B. Andrews, CB, 27-207-Q; Gertrude Krupen, CB, 27-207-Q; Mary C. Atherley, CB, 26-115-Q; Phyllis Bauman, CB, 26-159-Q; Marsha Bradburn, CB, 28-40-Q; Aviva Tepper, CB, 22-207-K; Lila Schwartz, CB, 30-21-R; Samuel E. Alexander, CB, 224-Q; Abraham Spatz, CB, 27-17-M; Dorothy Goldberg, CB, 27-114-Q; Anna P. Urigel, CB, 25-160-Q.

Celia Fan, CB, 27-108-Q; Rita C. Joseph, CB, 28-160-Q; Clyde W. Rebeck, CB, 205-M; Janet C. Cooper, CB, 17-138-K; Alfred Bernstein, CB, 26-94-Q; Rita Schmuckler, CB, 224-Q; Gertrude Goodfriend, CB, 27-400-Q; John E. Lorio, CB, 19-182-K; Sonia S. Friedland, CB, 27-45-Q; Irving Liss, CB, 25-193-Q; Audrey Satlin, CB, 4-39-M; Marion B. Lawrence, CB, 20-135-Q; Frank Samuels, CB, 29-150-Q; John R. Henley, CB, 28-72-Q; Ardythe R. Fichtelberg, CB, 26-213-Q; Regina Hecarty, CB, 19-63-K; Josephine B. Alsea, CB, 26-98-Q; Alfred Grunman, CB, Bar. of Radio & TV.

Melville Harris, CB, 27-123-Q; Irwin Seidman, CB, 28-80-Q; Alice L. Kodet, CB, 24-213-Q; Harry Olkin, CB, 27-45-Q; Marilyn Freedner, CB, 10-86-X; Ethel Arkin.

Appointments

Ralph Hugo Rodgers was selected an Acting Principal for the Ocean Hill-Brownsville Demonstration Project School; P.S. 144, Brooklyn.

He was appointed to the post on the nomination of Superintendent of Schools Dr. Bernard E. Donovan, who acted on the recommendations of Rhody McCoy, Acting Administrator of the Project, with the approval of the Governing Board of the Ocean Hill-Brownsville - Demonstration District.

Mr. Rodgers is eligible for State certification for secondary school principalship, according to the State Education Department.

CB, 26-170-Q; Marilyn O. Rothbaum, CB, 26-133-Q; Joan B. Stangel, CB, 12-150-X; Theresa M. Hoffmann, CB, 27-100-Q; Muriel Glaser, CB, 29-15, 59-Q; Melvin Selznick, CB, 30-27-R; Louis DeSario, CB, Dist. 30; Caroline V. McCabe, CB, 30-16-R; Carroll J. Nugent, CB, 30-26-R; Edith F. Lawrence, CB, 30-12-R; Phyllis L. Holly, CB, 30-3-R; Joyce Lazarus, CB, 30-18-R.

Marilyn Waldman, CB, 30-50-R; Joan H. Lange, CB, 23-150-Q; Susan Scheingarten, CB, 21-216-K; Denise Porcell, CB, 30-44-R; Joan C. O'Hare, CB, 30-14-R; Joana Napolitano, CB, 30-50-R; Janet Greaves, CB, 30-50-R; Daniel Mack, CB, 30-15, 7-R; Robert Schwarz, CB, 30-15, 7-R; Frances De-Marco, CB, Special Reading Services; Marguerite A. Martin, CB, 19-45-K.

Lee S. Kellin, ECC, 2-168-M; Lorraine L. Hoff, ECC, 21-80-K; Susan P. Charow, ECC, 8-14-X; Muriel Pagan, ECC, 6-189-M; Violette D. Strachan, ECC, 5-198-M; Estelle Baraz, ECC, 3-134-M; Endora M. Ward, ECC, 5-113-M; Rita Frank, ECC, 5-51-M; Joyce H. Raborg, ECC, 23-171-Q; Ethel B. Weismann, ECC, Special Reading Services; Rosalind Rosen, ECC, 1-07-M; Carole Abzug, ECC, 26-31-Q; Ruth H. Donahue, ECC, 25-20-Q; Lois Schlossberg, ECC, 5-87-M; Carolyn Kohn, ECC, 224-Q; Margaret Waldron, ECC, 138-M; Helen Fioretti, ECC, 7-40-X.

Leola Palmer, ECC, 7-40-X; Myra Ribin, ECC, 7-40-X; Sheila G. Berman, ECC, 7-137-X; Shirley Cohen, ECC, 7-137-X; Eva Vizman, ECC, 7-157-X; Sandra Rosenberg, ECC, 7-40-X; Rachel Silver, ECC, 7-40-X; Frankie R. Eldridge, ECC, 181-M; Ellen E. Lachman, ECC, 11-106-X; Elaine Shapiro, ECC, 9-55-X; Rita McGuire, ECC, 9-55-X; Beverly Pasik, ECC, 10-122-X; Edythe Goldenberg, ECC, 9-55-X; Susan Weiss, ECC, 9-55-X; Harriet L. Susman, ECC, 7-51-X; Caryn Berman, ECC, 9-55-X; Lillie R. Weiner, ECC, 2-3148-Q.

Madeline Dorn, ECC, Dist. 10; Zora Miller, ECC, 29-132-Q; Ruth A. Portney, ECC, 29-116-Q; Carol R. Porter, ECC, 9-90-X; Doris Gold, ECC, 30-1-R; Esther F. Schor, ECC, 13-9-K; Enid L. Smith, ECC, 20-163-K; Dorion Plicker, ECC, 12-134-X; Beverly Levine, ECC, 20-37-Q; Margaret J. Moore, ECC, 26-191-Q; Edith M. Reilly, ECC, 29-35-Q; Phyllis Kivel, ECC, 13-11-K; Rosalind Descher, ECC, 16-120-K; Lucille Malka, ECC, 3-51-M; Dorothy Rosenblatt, ECC, 21-288-K; Elaine R. Cohen, ECC, 9-132-X; Frances W. Newman, ECC, 22-203-K; Sheila L. Wiern, ECC, 6-28-M.

Roslyn Hochman, ECC, 25-219-Q; Norma P. Matuszewicz, ECC, 5-75-M; Fern Kahn, ECC, 22-222-K; Ida L. Berk, ECC, 22-52-K; Harriet Sussman, ECC, 7-51-X; Anne Marri, ECC, 25-164-Q; Barbara Berman, ECC, 345-K; Rebecca Lipton, ECC, 345-K; Edith M. Reilly, ECC, 24-91-Q; Pauline Washington, ECC, 27-00-Q; Carole A. Busby, ECC, 15-94-K; Judith Gottlieb, ECC, 19-149-K; Catherine C. O'Brien, ECC, 22-168-K; Gertrude S. Swahn, ECC, 29-181-Q; Rose T. Sallinger, ECC, 23-149-Q; Constance A. Lieberman, ECC, 345-K; Ellen Lachman, ECC, 11-106-X.

Minna Smith, ECC, 23-236-K; Mary M. O'Shea, ECC, 30-8-R; Phyllis Kanman, ECC, 21-80-K; Rosalie Wadman, ECC, 26-221-Q; Marilyn Laak, ECC, 22-269-K; Irene Freeman, ECC, 5-75-M; Edith Sallinger, ECC, 23-139-Q; Marianne Feeley, ECC, 23-166-Q; Dorothy Britton, ECC, 23-166-Q; Phyllis Kivel, ECC, 13-11-K; Mary P. Vitte, ECC, 8-140-X; Lucille A. Chambers, ECC, 28-40-Q; Shirley Perry, ECC, 24-78-Q; Shirley Perry, ECC, 229-Q; Fannie Schneider, ECC, 24-89-Q; Sandra Brown, ECC, 229-Q; Esther Enzer, ECC, 229-Q; Eleanor Lydon, ECC, 229-Q.

Joan L. Wilner, ECC, 26-213-Q; Nancy R. Thonal, ECC, 27-96-Q; Rosalyn Stolin, ECC, 28-220-Q; Daphne S. Diergrais, ECC, 23-76-Q; Annette M. Wieselberg, ECC, 25-184-Q; Blossom Gelernter, ECC, 2-146-M; Gertrude C. Davison, ECC, 30-53-R; Flo Jack Witt, CB, 18-114-K; Robin Tamkay, CB, 18-276-K; Gloria Odick, CB, 18-276-K; Ann Manierre, CB, 16-120-K; Doris Leberbaum, CB, 18-242-K; Beatrice B. Sherman, CB, 16-120-K; Bernard J. Brown, CB, 26-221-Q; Daniel Jacobs, CB, 29-181-Q; Sherry Rosenberg, CB, 332-K; Frances Maida, CB, 332-K; Leif Giddin, CB, 332-K; Edythe Edelman, CB, 332-K; Jordan Friedman, CB, 332-K; Ruth Lehen, CB, 27-183-Q; Jean Salmon, CB, 26-177-Q; Natalie Caputo, CB, 19-149-K; Irma B. Wesley, CB, 24-14-Q.

Edith Ginsberg, CB, 23-255-K; Thaddeus Toomer, CB, 1-91-M; Arthur Schneider, CB, 21-370-K; Joel Strobing, CB, 145-K; Blaise Snyder, CB, 345-K; Alan Weber, CB, 345-K; Madeline Guralnick, CB, 345-K; Arline Flischer, CB, 345-K; Mollie Fox, CB, 345-K; Fred Garbowitz, CB, 345-K; Ronald Schaefer, CB, 345-K; Bluma Rose, CB, 345-K; Jordan Kupperberg, CB, 345-K; Rebecca Leby, CB, 345-K; Barbara Cain, CB, 345-K; Ann Lishowitz, CB, 345-K; Georganne Ahnener, CB, 345-K.

Arthur Hirshon, CB, 345-K; Norma Brewer, CB, 345-K; Shirley Lubcher, CB, 345-K; Albert Isaacs, CB, 327-K; Minna Friedman, CB, 345-K; Rose Resnick, CB, 345-K; Randy Diner, CB, 345-K; Sophie Sefti, CB, 345-K; Irwin Jacobs, CB, 345-K; Ruth Kaufman, CB, 345-K; Robert Fox, CB, 345-K; Benita Bayers, CB, 345-K; Jean Kozrzewski, CB, 345-K; Beatrice Lord, CB, 345-K; Ruth Devine, CB, 19-149-K; Ida Kott, CB, 345-K; Cecelia Shapiro, CB, 345-K.

Phyllis Sherman, CB, 19-149-K; Barbara Goldstein, CB, 3-33-M; Elberta Yates, CB, 345-K; Ruth Leshen, CB, 27-183-Q; Helen M. O'Kane, CB, 2-109-M; Sylvia Anapol, CB, 28-72-Q; Arthur Rosenberg, CB, 19-149-K; Diane Coddington, CB, 345-K; Sonora Tracy, CB, 19-149-K; Alphonse McGruder, CB, 19-149-K; Nina R. Spevack, CB, 13-7-8-K; Vivien N. Biss, CB, 4-102-M; Cecile Seewald, CB, 19-149-K; Lynne Cohen, CB, 19-149-K; Jane Barton, CB, 19-149-K; Sheldon Goldsmith, CB, 19-149-K; Janet Hershfield, CB, 19-149-K.

(More Next Week)

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Civil Service Television

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

Monday, December 11

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program: "The Universal Summons Project."

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

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

with City officials.

Tuesday, December 12

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

4:30-5:30 p.m.—U.N. General Assembly—Afternoon session (when held).

7:00 p.m.—What's New In Your School? Current information about the City's schools.

Wednesday, December 13

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

4:30-5:30 p.m.—U.N. General As-

sembly—Afternoon session (when held).

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

9:00 p.m.—New York's Revised Penal Law—Discussion of differences of guilt.

Thursday, December 14

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

4:30 p.m. to 5:30 p.m.—UN General Assembly (when held).

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

10:30 p.m.—Community Action—Ted Thackrey hosts program: "How the 'Can Do Poverty Op-

eration' kept Jersey City Calm and Cool".

Friday, December 15

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

10:00 p.m.—New York's Revised Penal Law—Anticipatory Crimes.

Saturday, December 16

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

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

31 Tested

Thirty-one persons were tested last week for the open competitive statistician test.

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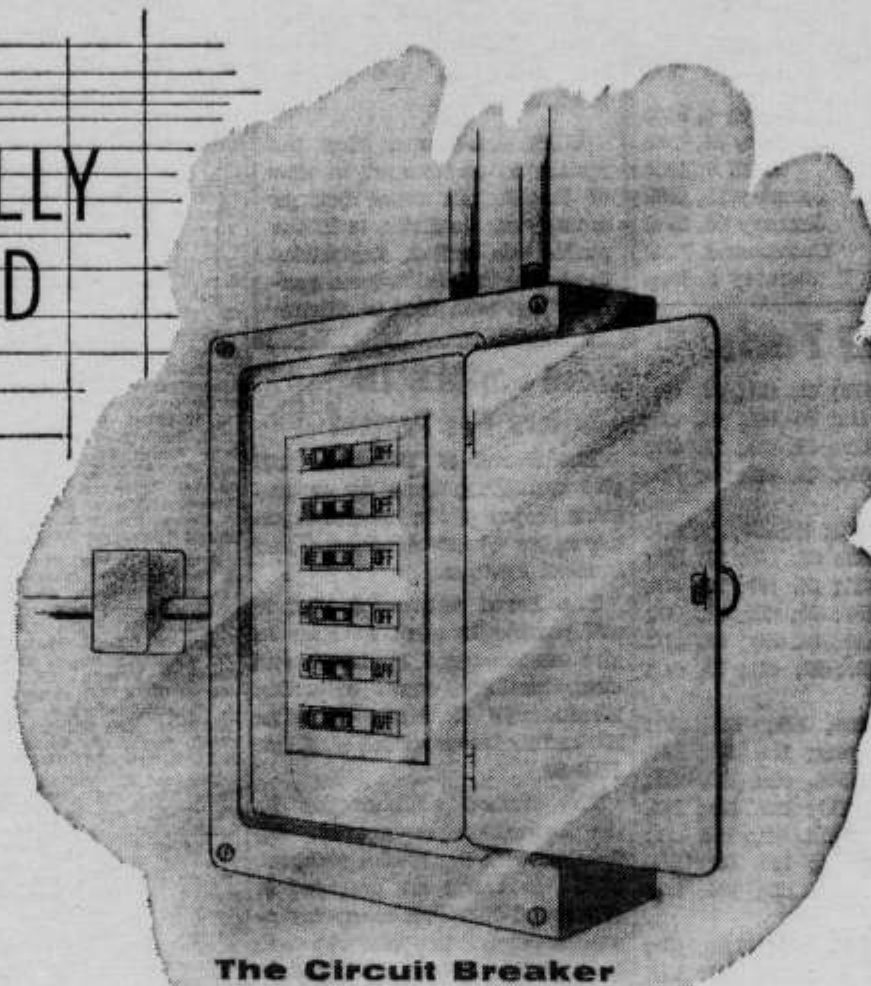
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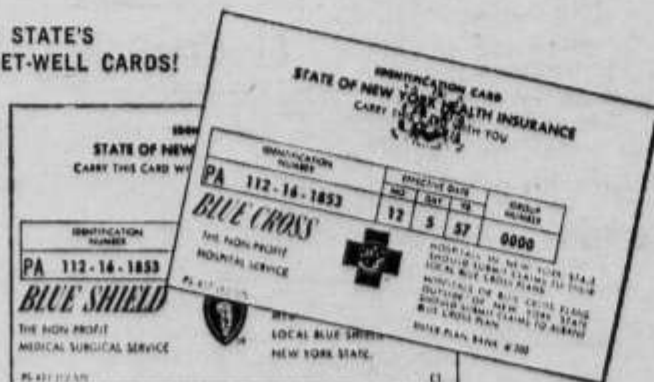
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Matteawan State Hospital Cites Aides For Longevity

BEACON — One hundred and nine employees of Matteawan State Hospital here were cited recently by Dr. W. C. Johnston, hospital superintendent, for longevity.

Those presented with awards included:

50 Years of Service

Joseph L. Walsh (retired).

40 Years and Over

Anna Dunn and William Norman.

35 to 40 Years

John Devine (retired), Ellsworth Carpenter, and Henry Proer.

30 to 35 Years

Floyd Langdon, Joseph Rogers, Allen Rundell, Nicholas Ferrone, John Hupey, Harold Conway (retired), Edward Rogers, George Roux, Francis Fisher, William Crosby, Harold Peattie, Jane McCullough, Paul Shevetone, Kenneth Jeronsky, Joseph Catalano, John Rogers (retired), Ralph Peattie, Nicholas D'Onofrio, Edward Kleist, William Booth, Joseph Sovik, Foster Way, Edward King, Joseph Ferrone, Nicholas D'Tullo, Douglas Ostrander, James Corcoran, Joseph Petrus, Jacob Kacur, Russell Smith, John Senchack, Henry Hurliman, James P. Conley, Anthony Giordano, Clarence Carr, James Phillips, Edward Garrison, Frank Paskey, Louis Ferrone (retired), Benjamin Strenkowski, Theodore Schoemburg, John J. Dougherty, Edward Salzig, John Oris, Robert Tompkins, and William Provost.

25 to 30 Years

Vernon Beaumont, Loyola Rusch, Gorge Dombrowski, Leonilda Nerrie, Claude M. Wolfe, Joseph Strang, Arthur Bolander, John Steffanci, Joseph Hayden, John J. Collins, William Ambury, Louis Ebling, Kenneth Gonyea, Stanley Dahowski, James Post, William Stephens, Chester Burnah, Helen MacAvery (retired), Wilbert Bennett, and Veronica Bolander.

20 to 25 Years

Andrew Jackson, Peter D. Hay, Augustus Feldman, Anthony Monahan, Victor Pavelock, John Zick, Donald Betterton, John Corcoran, Henry Provost, Wesley Tompkins, Frank Cunningham, Charles Murphy, Frank Fredericks, Robert Stephens, Catherine Rogers, John Komisar, Jeremiah McCarthy, James P. Crawford, Charles Polhemus, Charles Johnson, Robert McGinnis, Stephen Drusk, Thomas Keenan, Henry J. Hughes, Ludwig Adams, Howard Cassidy, Arthur Van Slyke, Joseph Christopher, Stanley Pavelock, Arthur

Thorn, Mabel Tully, Roy E. Dickson, Douglas Ackerman, Ralph Gibney, Henry Ager, George Lewis, Elizabeth Haight.

At the same ceremonies the Psychiatric Award of the Year was presented to Michael Carufe by Mrs. Barbara Steeves, executive secretary of the Dutchess County Mental Health Society.

Carufe, who is married and the father of three children, started to work at Matteawan State Hospital as a correction hospital officer in September, 1956. As a result of his artistic skills and abilities along statistical lines, he has been assigned to special projects which have enabled the administration to better assess the nature of the hospital population, the individual and group characteristics of various diagnostic categories, and a better means of evaluating the gains made by individual patients in the course of treatment at Matteawan. In the process of gathering the necessary information, he has gained the confidence of patients and has proven effective in endeavoring to interpret

patient's needs to hospital staff and visiting psychiatrists from the New York State Department of Mental Hygiene. This has resulted in improved treatment of these patients, quicker recovery, and earlier release to the community as productive citizens.

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Jan. 13, 9:00-11:30 A.M.

Undergraduate: Science Hall, 432 Western Avenue
Jan. 13 and Jan. 20, 9:00-11:30 A.M.

CLASSES BEGIN JANUARY 29

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Needs Planers

Filing will close Dec. 13 for planning positions with Suffolk County at \$125 to \$287 weekly. Residence requirements have been waived for the Jan. 13, 1968 written exam.

Candidates with a degree in planning, landscape architecture, civil engineering, or one of the social sciences are eligible for appointment at \$125 to \$152 weekly.

Persons with a degree and one year community or regional planning experience may be appointed at \$152 to \$185 weekly. Those with three years experience may receive \$175 to \$214 weekly and those with five years experience—including two years supervisory background—may get \$236 to \$287 weekly.

For applications and further information, contact the County Civil Service Commission at County Center, Riverhead, N.Y.

Who Are The City's Professional Trainees?

WHAT sort of person becomes a trainee in the City of New York's Professional Trainee Program?

At 28, Jay Russek, a native New Yorker, is a graduate of that program and a junior planner with the Bureau of Planning and Program Research in the Housing and Development Administration.

In 1960, he was awarded a Bachelor of Arts degree in government from Columbia University where he was a member of the managing board of the University's radio station and was awarded the Gold King's Crown for outstanding extracurricular activity.

He then pursued graduate studies in political science on a Rockefeller Fund grant at the University of Massachusetts, where he received his M.A. and was elected to Pi Sigma Alpha, the national honor fraternity in political science.

Jay, who is a bachelor, enjoys much that New York offers. He plays a good game of tennis and enjoys ice-skating and good music. ("I know an A Flat from a B Minor.") And he jumps at the chance to discuss any subject from sports to politics.

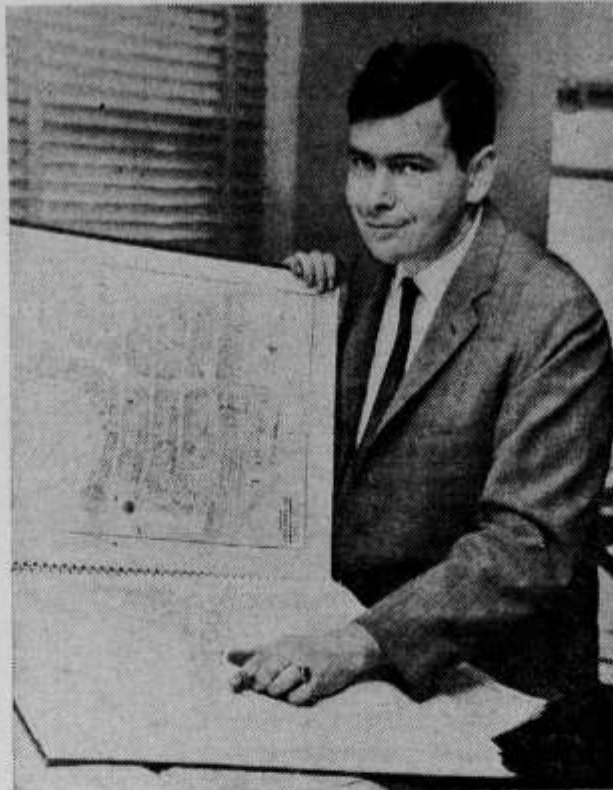
During 1962 and 1963, he worked for the New York State Employment Service, where he interviewed job seekers and called on prospective employers to sell them on the idea of hiring his clients. He takes rightful pride in having convinced many employers of the good sense of hiring minority group members.

Jay's low-keyed personality belies his enthusiasm and the energy with which he throws himself into his work.

"When I became a New York City trainee," he said, "I got a solid variety of experience with the Housing and Development Administration. The most valuable was probably in the area east of Tompkins Square, which is badly run down. I had the chance to help people with their housing problems and learn a lot about them and their aspirations—in short, all the things that planners must consider if renewal is going to be something more than substituting new buildings for old."

"Each day with H.D.A., as a matter of fact, has its own challenging problems that require new solutions and approaches."

Jay is very much aware there are 500,000 families who cannot find housing to fit their needs. He knows there are 800,000 people residing in de-



JAY RUSSEK SHOWS HIS WORK

teriorating areas where government aid is needed to restore a sound environment. He speaks with excitement about doing "my part to eliminate the dismal conditions that make up the day-to-day existence of too many New Yorkers."

Jay is currently with the Bureau of Planning and Program Research, where his first assignment involved work on renewal and redevelopment projects in City-owned properties. He is now on social and economic research related to the renewal and development of City neighborhoods.

He describes his varied experiences with H.D.A. as "invaluable," and the sense of "personal satisfaction" he gets as "one of the job benefits."

"I had a number of jobs before coming to the City," said Jay, "and all I can say is I'm happy with the move I made and happy to be with H.D.A."

The feeling is mutual. H.D.A. likes having him.

Jay Russek is one of hundreds who have successfully graduated from the ranks of professional

trainees since the City's Professional Trainee Program was instituted in 1961.

This year's professional trainee test will be held on Saturday, Dec. 16 at Seward Park High School, Grand and Ludlow Streets, Manhattan, at 9 a.m. Plans also are being made to conduct simultaneous tests in Boston and Washington, D.C. for qualified students and resident in those areas.

The test is open to all baccalaureate degree holders and to those who expect to complete all course work for the degree by no later than Sept. 1968. It will be a "walk-in" test requiring no advance filing.

In addition to qualifying for housing, planning and redevelopment aide, the test also can lead to appointments as:

- Personnel examining trainee—a traineeship in the many aspects of municipal personnel management;
- Management analysis trainee—a traineeship in municipal administrative management; and
- Real estate management trainee—a traineeship in the management of the City's many real property holdings.

At 2 p.m. on Dec. 16, also at Seward Park High School, a separate test also will be held for computer programming trainee. Requirements are the same and all those who participate in the morning test are welcome to take the afternoon test as well.

All of the traineeships begin at \$6,500 annually, with a promotion to higher responsibilities and automatic increases of up to \$8,200 after one year on-the-job training. City employees also enjoy a variety of generous fringe benefits, including four weeks of paid annual vacation, paid holidays, sick leave cumulative to 180 days, free health and hospital insurance, optional membership in a blood credit program at nominal cost, and membership in a generous retirement and pension program.

The one-year trainee period has been waived entirely for those who hold masters or higher degrees in fields related to those covered by the traineeships.

Further details on the City's professional traineeships are available at the City Personnel Department, Recruitment Division, 220 Church St., Room M-4, New York, N.Y. 10013 or by calling (212) 566-8700.

Eligibles on State and County Lists

CASHIER 100

1 Lisowski S Utica	100.3	58 Seibetta L Buffalo	80.4	117 Martin O Bklyn	83.0	176 Ranta E Huntington	79.3	206 Gabor C Pt Jhrn St	77.6
2 Tokarski S Saratoga Lk	98.5	59 Sinclair M Averill Ph	80.2	118 Eldred B Schirck	83.7	177 Kennedy M Cossachis	79.2	207 Yarnes E Buffalo	77.5
3 Colleton T Nassau	98.2	60 Vantassell H Greene	80.2	119 Lano M Binghamton	83.5	178 White Ann Oswego	79.2	208 Raducha B Staten Is	77.5
4 Palmer H Silver Cl	87.0	61 Papa M Oneonta	89.1	120 Shields M Scotia	83.5	179 Krull L Middletown	79.7	209 Hogerty L Val Stream	77.5
5 Sager M Buffalo	97.8	62 Howe S Ballston	89.0	121 Hawkins W Albany	83.4	180 Wilkie J Schenectady	79.1	210 Flindt V Menands	77.5
6 Nisco F Dorset Pl	97.7	63 Conover W Schenectady	88.6	122 Dan J Toney Pt	83.2	181 Sullivan A Massapequa	79.1	211 Jones M Albany	77.5
7 Breston C Albany	97.6	64 Foshay M Putnam	88.5	123 Schafan G Northport	83.2	182 Wright B Ballston Spa	79.1	212 Mortimer T Albany	77.4
8 Raymo C Ogdensburg	97.4	65 Evans M Syracuse	88.5	124 Lemire R Troy	83.1	183 Marchitto J Schenectady	79.1	213 Snyder R Amsterdam	77.3
9 Wolfstoczky A Orchard Ph	95.8	66 Colelli M Binghamton	88.5	125 Kigoodroff E Bklyn	83.1	184 Rowe J Troy	79.0	214 Zerling D Jamaica	77.3
10 Stawickis J Amsterdam	95.8	67 Sporer B Ilion	88.4	126 Beyer M Delmar	83.0	185 Chausanto M Rochester	78.9	215 Gaura W Scotia	77.3
11 Skilnaz H Albany	95.8	68 Mears G Albany	88.4	127 Costello V Mexico	83.0	186 Keeley K Petersburg	78.9	216 Kienle E Jamaica	77.3
12 Skilnaz H Albany	95.7	69 Dornblum E Albany	88.4	128 Roberts M Cohoes	82.9	187 Vazman I Mt Sinai	78.9	217 Bunche Bklyn	77.3
13 Friedman B Chalon Sigs	95.7	70 Bailey P Troy	88.3	129 Behr W NYC	82.9	188 Truscott H Oneonta	78.9	218 Varney S Potsdam	77.1
14 Park N Schenectady	95.6	71 Cooper D Saratoga	88.2	130 Bullock A Cohoes	82.7	189 Koert A Auburn	78.8	219 Tarsa M Mechanicvll	77.0
15 Kall M Jamaica	95.6	72 Puro K NYC	88.1	131 King S Levittown	82.6	190 Johnson D Hollis	78.8	220 Marinsky R Troy	76.9
16 Branch G Syracuse	95.0	73 Vanborne F Ft Edward	88.1	132 Rogers E Laurelton	82.6	191 Baran J Cohoes	78.7	221 Glenn D Broadalbin	76.5
17 Raenzel R Albany	94.9	74 Luppert M E Amherst	88.1	133 Bilotti P Rochester	82.6	192 Healy M Utica	78.6	222 Pagel H Buffalo	76.4
18 Permitt J Silver Cl	94.7	75 Fulton L Jackson Hts	87.7	134 Schwaab V Astoria	82.5	193 Zeldin P Little Neck	78.5	223 Snowden J Bount Lk	76.4
19 Swale T Schenectady	94.6	76 Baloot S Syracuse	87.7	135 McTavish S NYC	82.4	194 Canuto D Ft Edward	78.5	224 Spaulding S Bklyn	76.3
20 Daniels O Watertord	93.9	77 Distasio C Schenectady	87.5	136 Margul B Bklyn	82.2	195 Reed E Rensselaer	78.4	225 Williams J Rensselaer	76.3
21 Mackey T Waterchiet	93.8	78 Ormsby F Albany	87.4	137 Bellus M Albany	82.1	196 Johnston D Albany	78.3	226 Carter S Yorktown Hts	76.3
22 Kuhn A Albany	93.8	79 Travis M Campbell	87.3	138 Hanson J Delmar	82.1	197 Pomerance W Bklyn	78.3	227 Flood J Pearl Rye	76.2
23 Furbur D Middletown	93.7	80 Paige N Schenectady	87.2	139 Deucher H Bklyn	82.1	198 Lacovella A Utica	78.3	228 Carver V Yonkers	76.2
24 Kayanash M Albany	93.6	81 Wilkie L Albany	87.2	140 Welsh P Schenectady	82.1	199 Bernardi K Queens Vill	78.2	229 Winglosky S Watervlies	75.6
25 Mesiano M Albany	93.5	82 Hillness M Surprise	87.2	141 Rockwell S Troy	82.1	200 Eisenberg L Flushing	78.2	230 Johnson A Troy	75.4
26 Chusman V Cobleskill	93.5	83 Kraushoff D Malverne	87.2	142 Shubda B Waterford	82.1	201 Knebel J Webster	78.1	231 Smith M Albany	75.4
27 Patrick L Leicester	93.2	84 Weyler R Chester	87.2	143 Goodman S Hicksville	82.0	202 Vrooman L Scotia	78.1	232 Oszeguk C Mastic	75.3
28 Simon G Bayville	93.2	85 Schulse S Williamson	87.1	144 Niemiec M Sand Lk	81.5	203 Bourdignon A Havana	78.1	233 Flamm R Bayside	75.3
29 Tomoski B Albany	92.9	86 Brown I Mt Morris	86.9	145 Carosone J Albany	81.3	204 Freudigman P Schenectady	78.1	234 Klein E Lindenhurst	75.3
30 Duesberg H Plattsburgh	92.7	87 Graber B Bklyn	86.7	146 Tidmarsh A Tuckahoe	81.3	205 Miller P Altamont	77.9	235 Harlan J Altamont	75.1
31 Paronho E Bx	92.7	88 Purdy L Binghamton	86.6	147 Seamon S Hempstead	81.2				
32 Green B Flushing	92.7	89 Brown E Johnstown	86.5	148 Archambault G Albany	81.1				
33 Spuss P Buffalo	92.6	90 Jaffe R Schenectady	86.5	149 Nadler R Bklyn	81.1				
34 Oakley A Haverstraw	92.5	91 Havi Woodside	86.5	150 McAtee M Albany	81.1				
35 Corcia M Albany	92.4	92 DeSantis G Bx	86.5	151 White T Albany	81.1				
36 Steier M Oneonta	92.3	93 Wagner D Vernon Ctr	86.4	152 Dawdell D Rochester	81.0				
37 Rieth A Amsterdam	92.3	94 Rinaldi F Troy	86.4	153 Gilhesa S Albany	81.0				
38 Mason D Troy	92.2	95 Shurtliff J Schenectady	86.2	154 Wheeler S Utica	80.6				
39 Lee V Bklyn	92.2	96 Schaffer M Hightstown	86.2	155 Garcon A Utica	80.6				
40 Williams C Albany	92.1	97 Nilsen L Staten Isl	86.2	156 Rayship H Webster	80.5				
41 Griffith E Syracuse	92.1	98 Adams J Binghamton	86.2	157 Long E Binghamton	80.4				
42 Guthrie A Canton	92.0	99 Bernstein F Albany	86.1	158 Elwood P Binghamton	80.3				
43 Abrams E Newark	91.9	100 Borgersen M Troy	86.1	159 Seale D Albany	80.3				
44 Corkins J Ogdensburg	91.6	101 Diamond B Middleburgh	85.9	160 Nopper R Albany	80.3				
45 Everett D Binghamton	91.6	102 Gogel C Conisague	85.9	161 Nadler E Bklyn	80.2				
46 Wallace T Troy	91.4	103 Pryor H Schenectady	85.4	162 Smith V Troy	80.2				
47 DePasquale V Syracuse	91.3	104 Meln R Troy	85.3	163 Fairclough E Jamaica	80.2				
48 O'Brien D Utica	91.3	105 Robinson A Schenectady	85.2	164 Small M New Rochelle	80.1				
49 Hoffman D Merrick	91.2	106 Dragen F E Meadow	85.1	165 Drake T Albany	80.1				
50 DeLong G Cortland	91.2	107 Daly E Smithtown	85.1	166 Szary E Albany	80.1				
51 Talbot M Albany	91.1	108 Drake G Bklyn	84.9	167 Sheehan M Orchard Ph	79.8				
52 Biffar H Islip Ter	90.2	109 Klingner P Albany	84.5	168 Lacy M St Albans	79.8				
53 Greenstein S Yonkers	90.2	110 Cavallieri R Buffalo	84.4	169 O'Brien J Binghamton	79.7				
54 O'Brien M Albany	89.7	111 Holland S Bx	84.4	170 Cusack S Elora	79.6				
55 Asher H Brentwood	89.5	112 Cudazzo J Ridgewood	84.2	171 Juliano J Lindenhurst	79.0				
56 Cooke M Utica	89.4	113 Smith B Oneonta	84.2	172 Bleadow R Castleton	79.0				
57 Reynolds C Albany	89.4	114 Wray B Schenectady	84.1	173 Moreno A Carle Place	79.0				
		115 Fredericks M Schenectady	84.1	174 Casey J Latham	79.4				
		116 Reynolds M Oswego	84.1	175 Kapala M Bayside	79.3				

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Miami Beach At Christmas Time

A family trip to Miami for the Christmas holidays is now open for bookings and a few choice accommodations are still available.

The vacation trip—running from Dec. 23 to Jan. 1 includes round trip jet fare, hotel room, two deluxe meals and many extras for only \$295. Tour members will stay at the Agiers Hotel.

Apply for remaining space by writing to Jerry DeLuise, 711

Eighth Ave., New York, N.Y. or telephone CIRCLE 7-7780.

Therapist Jobs

Erie County has openings for occupational and physical therapists in hospital service, public health, and geriatric service fields. Occupational therapists receive from \$6,120 to \$8,660 and physical therapists from \$6,120 to \$9,450.

Applications and further information may be received from Donald M. Neff, personnel commissioner, 45 Church St., Buffalo, N.Y. 14202.

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One hundred and thirty-seven candidates for promotion to road car inspector were given written tests last week.

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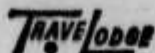
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Jan. 13-14. "Hello Dolly". Hotel, trans. & orchestra seats **30.25**

Jan. 13 (1 day) "Cabaret" Matinee. Trans & orchestra seats **15.50**

Jan. 20-21 "Fiddler On The Roof". Hotel, trans & orchestra seats. Topped off with Latin Quarter for snack, cocktail & midnight show. Complete **41.50**

Jan. 27 (1 day) "Hello Dolly" Matinee. Trans., & orchestra seats **15.50**

Feb. 9-10 "Mame". Hotel, trans. & orchestra seats, **30.25**

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Broome County CSEA Recognition Expected Soon From Supervisors

(From Leader Correspondent)

BINGHAMTON—The Broome chapter of the Civil Service Employees Assn. apparently has won its battle to become sole bargaining agent for Broome's 1,200 employees.

Board of Supervisors Chairman Edwin L. Crawford has urged his colleagues to designate the Broome CSEA group exclusive agent at a meeting in December.

He has the backing of the Board's key employees Committee headed by Earle D. Ridley, Binghamton Sixth Ward, Republican.

The victory came in the aftermath of a defeat for the chapter.

Although the CSEA won most of its objectives in fringe benefit increases for 1968, it lost the major struggle for an across-the-board cost of living increase.

The chapter at first asked for a special six percent increase for every employee and later reduced its request to \$250 per employee.

John E. Herrick, chapter president, said after the Broome board rejected the raise that it would have been approved by the full board had the Ridley committee endorsed it.

He said the pay raise rejection will make the chapter even more determined in its negotiations for a contract giving substantial pay raises next year.

Crawford said that after months of study of the new Taylor Law, he had decided to follow the lead of Gov. Nelson A. Rockefeller and recommend that CSEA be designated sole bargaining agent.

His comments brought threats of court action from the American Federation of State, County and Municipal Employees, Council 30, which claims it has a majority of

Highway Department laborers and equipment operators as members.

Crawford gave these reasons for picking CSEA as exclusive bargaining agent:

- The chapter has a "demonstrated majority" of the county workers, proved by payroll deduction for dues.

- It has represented all the county employees for 21 years, while the union was not active until a few weeks ago.

- The board has never had complaints that CSEA is not adequately representing any segment of the county work force.

- He hopes to avoid proliferation of bargaining units.

Crawford said he understood the county CSEA chapter will organize subcommittees to make sure each group of county employees—probation workers, nurses, community college professional personnel, highway workers, etc.—has the best representation possible.

Resolutions were being prepared for action by the board in December to name CSEA bargaining agent and to create a local public employment relations board.

"It isn't that I'm against any group," Crawford explained in making his recommendation. "But

I think it is true that there is a demonstrated majority of employees who favor CSEA.

"Over the past 21 years, CSEA has demonstrated it can represent all employees.

"I can see where we would have innumerable problems if, in the future, each segment of the county work force broke off to be represented by a separate bargaining agent.

"It would not be to the best interest of the county.

"If we were to grant special recognition to a group of employees in the Department of Public Works, what answer could we give to professional people at Broome Technical Community College or to nurses or probation workers?" he said.

The CSEA chapter won its fight for a fully-paid \$2,000 life insurance policy for each worker and for increased payments of health insurance premiums to match the State plan. It already has fully-paid retirement benefits.

The CSEA salary campaign this year included a new tactic—a "show of concern" by sign-carrying chapter members who urged the supervisors to hold a public hearing on the budget at night to make it possible for more employees and members of the general public to attend.

Crawford said he hopes for CSEA designation immediately "so we can go into the new year with a recognized bargaining agent for the employees."

While the Broome employees did not get the desired cost of living raise, nearly all received increments of about six percent. Special increases, above the increments, were given to about 320 employees.

Pass your Leader on to a non-member.

East Hudson Pkwy. Chapter Re-elects James Lennon

James J. Lennon was re-elected recently to another two-year term as president of the East Hudson Parkway Authority chapter of the Civil Service Employees Assn.

Other officers elected for two years were Mike Blasie, first vice president; Elton Smalley, second vice president; Joseph Le Pore, treasurer; Joseph Ozarowski, secretary; and Val Maliborski, sgt.-

at-arms. Jim Lennon and Elton Smalley were elected delegates.

Named to the Board of Directors were Phil Allegrante, Roy Minnerly and Elton Smalley from the Taconic section, Martin Fillo, Milton Fay and Vince Januzzi from the Westchester section, Mike Blasie from Headquarters; and James De Paul from the toll section.

Voting was supervised by Ed Dee and Frank Bennett. The new officers were installed Nov. 8. Installing officer was Irving Flaumenbaum, Association second vice president. A buffet dinner will be served.

Among the expected guests are Nick Puzfari, president of the New York Southern Conference; Westchester County Supervisor James D. O'Brien; Joseph R. Pisanelli, Assemblyman; Senator John Flynn; and guests from the Authority.

Bridge Authority OK's CSEA

(From Leader Correspondent)

ATLANTIC BEACH — The Atlantic Beach Bridge Authority has joined the trend in Nassau by recognizing the bridge unit of the Nassau chapter, Civil Service Employees Assn. Authority chairman Nathan Kalikow announced approval of a formal, exclusive bargaining agreement for the 39 employees in the unit. Kalikow said Nassau chapter president Irving Flaumenbaum furnished evidence that 87 percent of the employees wanted CSEA representation. It was the 78th exclusive recognition agreement achieved by the Nassau chapter.

On the negotiating team were: Flaumenbaum, unit president; Andrew McCloud, unit officers; Arthur Reeves, Anthony Silvio and Gertrude Murphy, and regional attorney Richard Gaba.

Suffolk Chapter Wins Reallocation of 4 Titles

SMITHOWN — The Suffolk chapter, Civil Service Employees Assn., last week won reallocation of four positions after strenuous protests to the County appeals board.

Titles advanced one grade each were: engineering aide, draftsman, food service worker and laundry worker. About 125 employees are affected.

Suffolk CSEA

(Continued from Page 1)

Villa said, adding that the chapter was working with the county charter revision commission to bring job protection to all employees and strengthen the Civil Service Commission so that it can be truly a personnel department. He noted especially employees of the Sheriff's office and Board of Elections among those lacking job protection.

The Suffolk recognition excludes only the police department and a small unit at the Suffolk Community College.

In Riverhead Town, 100 percent of town employees belong to CSEA.

In Patchogue Village, CSEA was continuing negotiations for a benefit package and was aided by submission by the county chapter headquarters of a study of salaries. The unit last week installed as officers: Peter Poulos, president; Ruth Padham, vice president; Pamela Van Cleef, secretary, and Harry Farides, treasurer.

Capital District Conference Art Show Plans Underway; Opens January 3 In Capitol

ALBANY—The art committee of the Capital District Conference, Civil Service Employees Assn., met recently in the State Capitol, to initiate plans for the Fifth Annual Art Show under the auspices of the conference. Edwin Becker of the Civil Service Department is chairman of the committee.

Becker, who is a well known area artist, is assisted by Estelle Rogers, Law Department; Mary Masterson, Office for Local Government; Harry Applebaum, Office of General Services; Matt LoRusso, Office of Transportation, and Margaret Fleming of the Department of Correction, second vice-president of the Conference. Miss Rogers, Miss Masterson and Applebaum will be in charge of hospitality and refreshments. LoRusso will be in charge of the program and Miss Fleming the invitations.

The exhibit will be held in the third floor gallery from January 8 through January 31 and will be open to the public, without charge, during the hours that the building is open.

Exhibits will include oils, water colors, pastels, pen and ink, and showing will be limited to CSEA members and members of their immediate families. Prize competition will be limited to CSEA members and there will be classes including the member who considers

himself an amateur artist as well as classes for the professional artist in the CSEA membership group. No sales will be permitted at the exhibit; prospective purchasers must make individual arrangements with the exhibitors. Each artist will be permitted to show two exhibits and paintings may not be larger than approximately four feet, including frame, because of space limitations.

Traditionally, Governor Nelson Rockefeller has formally opened the show each year and has awarded the prizes to the artists judged the best in the various categories. Although it is not known whether the governor's schedule will permit him to follow this tradition in the 1968 show, the art committee is hopeful that the show will be graced by his enthusiastic and encouraging presence, as in the past.

Becker stated that the Committee will meet again in a few weeks to make final plans for the delivery of the works to be shown, preparing the display, and to arrange for judging by an impartial panel.

was no clear-cut directive from PERB on just what either the Employees Association or the State was to do. This fuzzy decision still has the effect, however, of revoking the Governor's exclusive recognition of the Employees Association and creates the burden of multitudinous bargaining sessions between the State and any employee organization with pretenses of representing employees.

Utica Hospital Chapter Plans Christmas Party

UTICA—The Utica State Hospital chapter, Civil Service Employees Assn., will have its Christmas party at 7:30 Dec. 8 in the Elks Club, Utica.

Members and guests will have a choice of turkey or steak. Dancing will follow the dinner.

Those who bring a dollar gift for the grab bag will receive a gift from Santa Claus.

Serving on the ticket committee are Betty Butts, Virginia Burke, Gene Rondeau, George Collins, Edward Zucker and Howard Shanley.

The chapter will conduct its business meeting Dec. 7 in the Safety Department at the hospital.

Another important question posed by the PERB action was the board's legal authority to make such a ruling. Justice Pennock noted that "Governor Rockefeller has done exactly what the statute had authorized him to do i.e., ascertain the public employees' choice of employee organizations as their representative on the basis of dues deduction authorization and other evidence." The PERB has ignored this ruling but has actually not explained why, except to say that the union's arguments about the enormous prestige to be gained by the CSEA with such recognition were "persuasive." It did not deal with the persuasive evidence of tens of thousands of CSEA dues deduction authorizations.

In a mildly-qualifying statement, the PERB did say that the

decision was an "interim" one and that hearings on the issue would continue this week.

Pope Retires After 30 Years State Service

KINGSTON—John Pope who retired recently after 30 years as the area bus inspector for the Department of Public Service, compiled a perfect attendance record during his long service to the State. Pope did not lose one sick day during his entire career.

Pope was honored at a surprise dinner party upon his retirement. Twenty-one bus operators and nine of his fellow inspectors arranged the dinner.

Pope will continue to make his home at 69 Highland Avenue in Kingston.

Brower Named

Percy Brower, long-time promotion manager for New York and suburban developments, has been elected president of the newly incorporated National Association of Real Estate Appraisers.

PERB Ruling Halts Pay Talks

(Continued from Page 1)

PERB on just what either the Employees Association or the State was to do. This fuzzy decision still has the effect, however, of revoking the Governor's exclusive recognition of the Employees Association and creates the burden of multitudinous bargaining sessions between the State and any employee organization with pretenses of representing employees.

Utica Hospital Chapter Plans Christmas Party

UTICA—The Utica State Hospital chapter, Civil Service Employees Assn., will have its Christmas party at 7:30 Dec. 8 in the Elks Club, Utica.

Members and guests will have a choice of turkey or steak. Dancing will follow the dinner.

Those who bring a dollar gift for the grab bag will receive a gift from Santa Claus.

Serving on the ticket committee are Betty Butts, Virginia Burke, Gene Rondeau, George Collins, Edward Zucker and Howard Shanley.

The chapter will conduct its business meeting Dec. 7 in the Safety Department at the hospital.

Another important question posed by the PERB action was the board's legal authority to make such a ruling. Justice Pennock noted that "Governor Rockefeller has done exactly what the statute had authorized him to do i.e., ascertain the public employees' choice of employee organizations as their representative on the basis of dues deduction authorization and other evidence." The PERB has ignored this ruling but has actually not explained why, except to say that the union's arguments about the enormous prestige to be gained by the CSEA with such recognition were "persuasive." It did not deal with the persuasive evidence of tens of thousands of CSEA dues deduction authorizations.

In a mildly-qualifying statement, the PERB did say that the

decision was an "interim" one and that hearings on the issue would continue this week.

Pope Retires After 30 Years State Service

KINGSTON—John Pope who retired recently after 30 years as the area bus inspector for the Department of Public Service, compiled a perfect attendance record during his long service to the State. Pope did not lose one sick day during his entire career.

Pope was honored at a surprise dinner party upon his retirement. Twenty-one bus operators and nine of his fellow inspectors arranged the dinner.

Pope will continue to make his home at 69 Highland Avenue in Kingston.

Brower Named

Percy Brower, long-time promotion manager for New York and suburban developments, has been elected president of the newly incorporated National Association of Real Estate Appraisers.