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Civil Service LEADER

America's Largest Weekly for Public Employees
Vol. XXIX, No. 22 Tuesday, February 6, 1968 Price Ten Cents

Wage Differentials Begun

See Page 3



48 YEARS OF SERVICE — Mrs. Mildred O. Meskil who is retiring after 48 years of State service, is paid tribute at a retirement dinner in Albany by Ronald B. Peterson, left, Commissioner of the State Department of Commerce, and Dr. Theodore C. Wenzl, right, president of the Civil Service Employees Assn. Mrs. Meskil, a senior business consultant with the Commerce Department's Woman's Program for 22 years, served as a member of CSEA's board of directors for the last 23 years and for more than 25 years as a member and chairman of the Employees Association's Board of Canvassers. More than 200 co-workers and friends attended the retirement party in Albany.

Salary Committee Meets

CSEA 'Hopeful' After Talks With Brydges & Levitt; To Meet Travia

ALBANY — First meetings with Senate Majority Leader Earl W. Brydges and Comptroller Arthur Levitt — and a session scheduled this week with Assembly Speaker Anthony J. Travia — put leaders of the Civil Service Employees Assn. in a more hopeful mood as they moved to the Legislature in their fight on wage and retirement benefits for State workers.

Although the preliminary sessions with Brydges and Levitt were of "an explanatory and exploratory" nature, one CSEA spokesman said that both men gave reasons to believe that they were reaching somewhat sympathetic ears on an attempt to rewrite Governor Rockefeller's State worker pay raise proposal, which calls for an eight percent, across-the-board hike.

In the meantime, the Salary Committee of the Employees Association met in a hush-hush session last week that was barred to the press. Solomon Bendet, committee chairman, would comment only on the fact that the Committee had asked Dr. Theodore C. Wenzl, CSEA president, to call a special meeting of the organization's State executive committee and all chapter presidents on Feb. 22.

Special Meeting Set By Mental Hygiene Committee & Dept.

ALBANY — The Leader learned at presstime that a meeting has been arranged for Thursday (Feb. 8) between the Civil Service Employees Assn.'s Special Mental Hygiene Committee and Dr. Alan D. Miller, commissioner of the Department of Mental Hygiene.

A variety of issues will be aired at the meeting, scheduled for 2 p.m. CSEA, it was learned, will press for a career ladder for maintenance personnel and for review of the recreational therapy and occupational therapy career ladders.

The CSEA committee will also review its demands for reallocation in the x-ray series; reallocation of employees in the narcotics unit, and reclassification of certain attendant items.

The overtime issue and question of post staffing will also be on the agenda along with numerous other items.

The CSEA committee will be headed by Pauline Fitchpatriok, chairman.

'Return Cash Paid For Overtime,' Budget Div. Tells Transportation Dept. Aides; CSEA Says 'NO'

ALBANY—Spurred by a widespread wave of dissatisfaction with State Budget Division rules governing overtime pay for State employees, the Civil Service Employees Assn. has announced plans to press the State Administration and, if necessary, the Legislature, for liberalization of present regulations.

Employee resentment was brought to a head, according to CSEA, when State Budget Director T. Norman Hurd served notice on the Department of Transportation that it would have to recover time-and-one-half cash

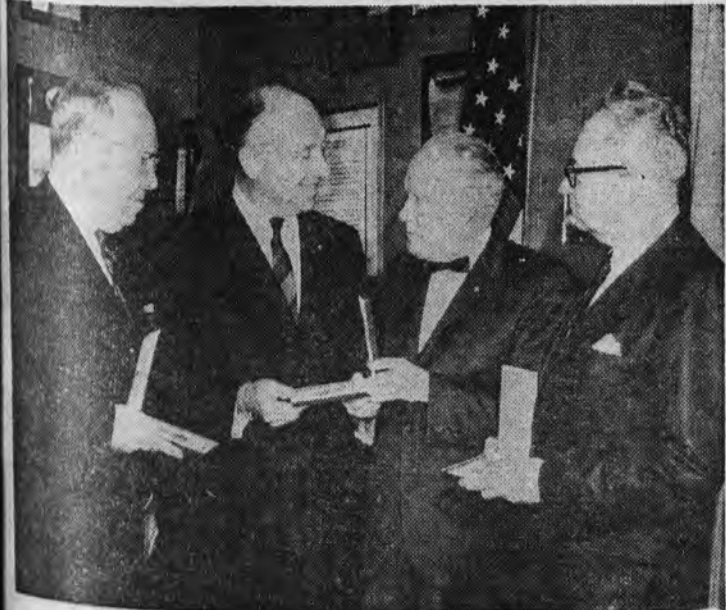
payment made to nearly 700 employees—allegedly through a misinterpretation of the rules—for working on Election Day, Columbus Day, and Thanksgiving last Fall.

The money was to be recovered, according to a Transportation Dept. (Continued on Page 3)

Avoid Penalizing
Bendet said the setting of the meeting on Washington's Birthday, a legal holiday, was "to avoid our members being penalized because of an order by Mrs. Ersa Poston, chairman of the State Civil Service Commission, which directs that time at these meetings be deducted from personal leave."

In the meantime, CSEA officials let it be known that their attitude had hardened on Governor Rockefeller's failure to negotiate with the Employees Association and his consequent unilateral wage proposals in the 1968 State budget. Rockefeller dropped negotia-

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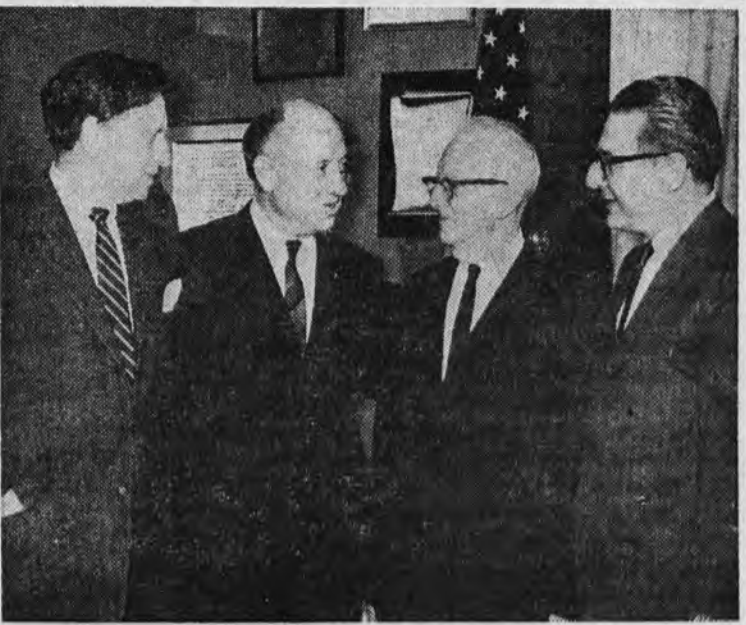


THE WINNERS — The three outstanding civil service employees in the City, State and Federal service were honored last week during presentation ceremonies of the Civil Service Leader's Annual Gold Medal Awards. The winners are shown with Senator Jacob Javits, who presided over the ceremonies. Left to right, are: Ellis T. Riker, administrative director of the New York State Department of Motor Vehicles; Myron F. Blakeney, Buffalo postmaster and Max S. Saslow, director of personnel relations for the New York City Department of Personnel.

Don't
Repeat This!
Podell or Dubin

Testing Ground For LBJ Is Brooklyn, Not New Hampshire?

PRESIDENT Lyndon B. Johnson's hold on public support will be tested first not on the frozen farm lands of New Hampshire but on the icy beaches of Brighton and Coney Island, in a Special Congressional election, to be held on February (Continued on Page 2)



THE JUDGES — Senator Jacob Javits who presided over the 1967 Civil Service Leader Gold Medal Award ceremony last week, discusses the ceremonies with judges in the annual presentation. Left to right, are: Solomon Hoberman, City Personnel Director; Senator Javits; Lawrence Baer, Regional Director of the U.S. Civil Service Commission and Dr. Theodore H. Lang, Deputy Superintendent of Schools for Personnel.

DON'T REPEAT THIS

(Continued from Page 1)

20, in the 13th Congressional District in Brooklyn, embracing generally the Flatbush, Bensonhurst, Manhattan Beach, Brighton Beach and Coney Island areas.

Leading contenders in the election to fill the seat vacated by Congressman Abraham Multer upon his selection as a State Supreme Court Justice are Assemblyman Bertram L. Podell, running on the Democratic Party line and Melvin Dubin, running as an Independent. The most powerful telescope in the Palomar Observatory would find it difficult indeed to distinguish the postures taken by both Podell and Dubin on the war in Vietnam. In the prevailing ornithological classification of Americans, both candidates may appropriately be classified as Doves. Both want to stop the bombing; both favor a political rather than a military resolution of the Vietnam difficulty; both favor negotiations which would permit the National Liberation Front to sit at the bargaining table as a real party in interest.

But there the similarity ends. Podell is for the nomination and re-election of Lyndon Johnson. Dubin is an avowed supporter of Senator Eugene McCarthy for the Democratic Nomination for President. So crucial is this distinction in the District, that the Liberal Party, beset with dissension at top levels between Doves and Hawks, between pro-Johnsonites and Pro-McCarthyites, decided not to field a candidate in this Special Election.

Both the Republican and Conservative Parties have nominated candidates for the Congressional seat, but neither is given a chance to win, and their candidacies can

have but peripheral impact upon the major race between Podell and Dubin.

While the Johnson-McCarthy difference clearly marks the distinction between the candidacies of Podell and Dubin, as usual in campaigns the decisive factor is obscured by personalities and by local issues. Assemblyman Bert Podell has been a member of the Legislature for 14 years, during which he achieved a solid record as a legislator. His interest in the rights of civil service workers throughout the years has won him the support of teachers, sanitationmen, police and firemen, the Transport Workers Union, and civil service employees generally.

In contrast Mel Dubin is a newcomer to the area, having moved into the District within the last year. On the other hand, Dubin has going for him the fact that in the Democratic Party Primary in June, 1966, he barely lost to Abraham Multer by 50 votes, out of a total of 40,000 votes cast. Thus Dubin, a Reform Democrat, has his big campaign guns trained on Kings County Democratic Leader Stanley Steingut and on the Regular County Democratic organization. Strangely enough, in the confusion which marks Democratic Party politics this year, the Committee for Democratic Voters, the parent organization of the Democratic Reform Movement in the City, refused by a ratio of 2-1 to endorse the independent candidacy of Dubin.

Observers of the political scene in the 13th Congressional District are convinced that Senator Eugene McCarthy's campaign for the Democratic Party Presidential nomination has not caught fire in the area. In fact, Senator Mc-

Carthy's complaints about the failure of Senator Robert F. Kennedy to support his candidacy may have backfired in a district which reveres the memory of President John F. Kennedy and whose younger brother, as a Senator, has captured their admiration and affection.

Based upon his many years of active community leadership and the failure of the McCarthy campaign to take fire, Assemblyman Bertram L. Podell is predictably the winner in the Special Congressional election. In fact, most political observers are more seriously interested in Podell's margin of victory than in the fact of his victory. That margin may well determine whether local anti-Johnson forces will field a peace candidate for the Democratic nomination for United States Senate this coming June.

Frank O'Marah

MIAMI SPRINGS, Fla.—Funeral services were held recently in this Florida community for Frank O'Marah, retired State worker who played an instrumental role in the acquisition of the former Civil Service Employees Assn. headquarters at 8 Elk Street in Albany.

Mr. O'Marah, who died at the age of 91, retired about 17 years ago from the State Department of Public Works, now the Department of Transportation. He was named the first director of the DPW's Rights of Way Bureau and held that position at that time of retirement.

Mr. O'Marah had been living in Florida since his retirement, but had been a resident of Albany most of his life. He was an active CSEA member for many years, having served on the Employees Association's Board of Directors and various committees, including the committee which arranged for the purchase of the four-story building at 8 Elk Street approximately 20 years ago.

The Association recently moved to its new headquarters at 33 Elk Street in the State Capital.

Caribbean Gala Jet 'N Cruise

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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.

Civil Servants & The Consumer

MEMORANDUM to all in civil service—with a special alert to those in Law, Agriculture, Health, Education, Insurance, Banking, Public Service, Commerce, Motor Vehicles and the Judiciary:

ALL ARROWS point to 1968 as the year of the consumer.

YOU CAN look forward to a very busy year in behalf of the consumer—not that you haven't been in previous years. The fact is you all have been most diligent in the consumer's behalf for many, many years—and quite effectively, too.

BUT THE consumer won't remember that because he is being rediscovered anew as if he never existed before.

THERE IS very good reason for this rediscovery, which will make the consumer No. 1 on the political hit parade in 1968. This is an important election year with the Presidency at stake as well as other important elective offices down the line.

THE CONSUMER will be No. 1 in the hearts and minds of every aspirant for election or re-election to public office this year.

WHILE ALL in civil service who have been helping consumers for all these years go dutifully about their work, the politicians will be knocking themselves out to outdo one another for the consumer.

AS A CIVIL servant doing your job, you have protected and helped the consumer with his special problems because you like to help people. But in this election year, the vote-hungry politico equates consumers with voters—and just about everyone who votes is a consumer.

BESIDES CONSUMER legislation is very inexpensive because it only means there will be more laws for you to enforce, and therefore you will have to work harder

James J. Moore

James J. Moore, retired guard of Sing Sing Prison, died Jan. 27. He was buried in the Long Island National Cemetery last Tuesday.

Surviving him are his wife, Mildred M. Moore; his son, Richard O. Moore, three grandchildren; a sister, Anna M. Harris; and a brother, William S. Moore.

Promotion Exam Is Set For Special Officers

The City Department of Personnel will receive applications until Feb. 21 for a June 15 promotion examination for special officer positions with the Department of Hospitals. The positions pay \$4,800 to \$5,880.

Candidates must be employees of the Department now in the title of watchman with six months experience. Applicants must be at least five feet, five inches tall. Applications and further information may be obtained from the Application Section of the Department of Personnel.

and faster for the same pay. That's what legislators mean when they say that "consumer legislation is very inexpensive."

THE LEGISLATORS also know that as a loyal civil servant you will not jeopardize your good public relations by doing anything less for the consumer. They know that more likely than not, you'll do even more because you have a pride in your work and a dedication to the public service.

WHAT ARE some of the areas in which there will be legislative activity in behalf of the consumer?

THE BROAD areas which probably will be covered—undoubtedly on the Federal level as well as the State—include product safety and unfair sales practices.

EVERYONE IN State civil service is aware of the roles played by many State agencies to protect consumers in these two general areas.

THERE WILL be a strong movement to abolish salary garnishees, the favorite weapon of businesses which thrive on credit sales, particularly among the very poor. The Department of Law has been giving these businessmen a hard time for some years, saving consumers tens of millions of dollars.

YOU CAN also look for some action against auto casualty companies, specifically those insurers who discriminate against specific racial and ethnic motorists. In addition, special attention will be given the insurance companies who cancel policies immediately after an accident no matter how slight.

PRODUCT guarantees, with emphasis on exceptions and qualifications hidden in these "guarantees," will also get a going-over.

THE HOME improvement fraud, the source of more and more consumer complaints, will also be the subject of action. Legislative action can also be expected to aim at deceptive marketing practices, including advertisements using double-talk to sell a product.

WELL, IT looks like a busy year for all you good people in civil service. You can be sure you will be making your usual major contribution to the consumer's overall well being.

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CSEA Protests Rules Covering Overtime Pay

(Continued from Page 1)

partment directive of January 23, by deductions from two successive pay checks. In lieu of the cash, compensation for the overtime work would be granted in the form of equivalent time off.

This after-the-fact action followed close on the heels of Budget Division disapproval of a Transportation Department move to pay time-and-a-half to the road clearing crew who worked on Christmas and New Year's Day. Disapproval of the overtime pay was not made known to the employees until they had worked on those days.

Irrate CSEA representatives from all Transportation Department districts met with Department officials last week and threatened to seek an injunction against Hurd, Comptroller Arthur Levitt and Commissioner of Transportation J. Burch McMoran to prevent recovery of the money paid for work on the holidays last Fall. CSEA charged that taking the money back was inconceivable and that it would work an undue hardship, particularly in view of its having already been spent, in most cases.

The injunction was forestalled last Friday when the Department notified CSEA Headquarters in Albany that it would "temporarily suspend the recovery of salary payments" for the holidays in question.

Officials of the Employees Association immediately wired news of the development to CSEA's Statewide Special Department of Transportation committee, headed by John Raymond, promising to "take appropriate follow up action."

CSEA president Theodore C. Wenzl noted that the current "hassle" in the Department of Transportation is just one extreme instance pointing up the unworkability of the rules governing overtime pay.

"The rules," Wenzl said, "are replete with built-in inequities. They are completely inconsistent as to who is eligible from one agency to another. They provide for equivalent time off in lieu of

cash payment, when, in many cases, the demands of the job don't allow the employee to take the time off."

The overriding inequity, Wenzl feels, is that the State's basic approach to overtime compensation is totally at odds with the universally accepted practice in private industry—where the concept of premium pay for overtime work originated—that work beyond an employee's normal work schedule should be compensated at one and a half times his regular rate of pay.

"The State," said Wenzl, "pays lip service to this concept, but then implements its so-called overtime law with rules that are shot through and through with exceptions, loopholes, and escape clauses in general."

The current furor in the Transportation Department has really brought the inadequacies of the State's overtime system home to roost, Wenzl feels. Failure to grant the premium pay "to these employees for tending our highways on major holidays in the dead of winter will hit the general public where it really hurts.

"Without the incentive of adequate compensation, they certainly can't be blamed in the future if they display a certain reluctance to leave their homes and families to keep our highways clear. They're going to say let George do it, or let T. Norman Hurd do it—and you can't blame them," Wenzl said.

Binghamton State Hosp. Credit Union Declares Dividend; Elects Officers

BINGHAMTON — The Binghamton State Hospital Employees' Federal Credit Union's annual meeting was held recently and the board of directors declared a 4.75 percent dividend for the year 1967. Free life insurance on savings and loans remains in effect.

Officers elected for 1968 were: Ralph M. Hutta, president; Aloysius Sweeney, vice-president; William Carter, treasurer; Grace A. Lord, secretary and Helen E. McAndrews, Jack Button and Harold Schreher, directors.

But Changes Are Needed

CSEA Wage Differential Victory Now Paying Off

ALBANY — Legislation drawn up and pushed through the Legislature last year by the Civil Service Employees Assn. finally has begun to pay off for State employees.

After much undue delay, CSEA said, the State has authorized a geographic pay differential, the first such payment slated since the rules governing payment were released

several months ago. Benefitting from the program will be certain State nurses in New York City, according to J. Earl Kelly, director of the State Division of Classification and Compensation.

CSEA has been constantly prodding the State to begin authorizing payments and has also been critical of the rules under which payments may be made.

One of CSEA's main criticisms center on the fact that the worker, himself, must provide pay and recruitment data in the private sector showing that there is an inequity between State and private wages in the given area.

Kelly's Explanation

In answer to where an employee can obtain this data, Kelly states that in the State's classification structure there are about 3,600 titles, and, that for most of them, there are no established sources of statistical data relating to wages in public and private employment on a Statewide basis, let

alone by geographical areas within the State for some titles.

Kelly further stated that, under the Taylor Law, a function of the Public Employment Relations Board is to make available to employee organizations, governments, mediators, fact-finding boards

New Promotions

ALBANY—Recent non-competitive promotions approved by the State Department include:

David Clurman as an assistant attorney general, syndication financing, for the State Law Department; Richard H. Bishop and Thomas E. Flanagan as assistant investment officers for Audit and Control; Morton B. Hess as an associate actuary for the Insurance Department.

Edward J. McCarthy, associate budgeting analyst, Labor; Herbert Klein, principal electronic data processing consultant, Budget; Michael Chiplock, senior engineering examiner, Civil Service and Edward B. Boyle, health publications editor, Health.

and joint study committees statistical data on wages, benefits, and employment practices in public and private employment applicable to various localities and occupations. The Director of Classification and Compensation noted, however, that, because of the Board's newness, its library of such data is not very extensive.

All this adds up to the fact that the State worker has lost before he has begun to fight, CSEA declared. It points out the need for a change in the rules, otherwise the CSEA-sponsored law will prove unworkable and any authorized payments will be subject to the whims of the State, a CSEA spokesman said.

Nurses Affected

Kelly, in a letter to Dr. Theodore C. Wenzl, CSEA president, said that the differential was authorized "for certain of the State nurse positions in the City of New York." This did not meet our request for the differential to also affect positions in Nassau, Suffolk, Rockland and Westchester counties, said Dr. Wenzl. "We will continue to push for the implementation of a differential in those areas, Dr. Wenzl stated. "There is no question that State nurses in those other areas are receiving lower salaries than their counterparts in private employment," he added.

Dr. Wenzl, in telegrams to T. Norman Hurd, State budget director, and Kelly, said that nursing positions in New York City and the four counties previously mentioned should be increased by \$800 per year through the establishment of an area geographic pay differential and that this should be provided in addition to any State pay increase.

There is speculation that the State has authorized an amount of \$600. This is unconfirmed, however.

CSEA has been extremely critical of the fact that although the law was passed last spring, rules implementing it became effective only six months later.

Education Chapter Sets Annual Dinner

ALBANY—The annual dinner-dance of the Education chapter, Civil Service Employees Assn., will be held Feb. 21 in the Marine Room at Herbert's, 1054 Madison Ave., according to Rudy Wallace, chairman of the chapter's social committee.

The social hour will start at 7 p.m. with cocktails followed by a roast beef dinner. There will be dancing from 9 p.m. to 1 a.m. to the music of the Mack Brothers Orchestra.

Tickets may be obtained from Mrs. Ethel Bellew, co-chairman of the committee or any CSEA representative. The ticket deadline is Feb. 16. All tickets must be purchased by that date. No tickets will be sold at the door.

Leave State Service

Mrs. 'Molly' Meskil Bids CSEA Farewell

ALBANY—Mrs. Mildred O. Meskil, whose career in State service spanned nearly half a century and a member of the Board of Directors of the Civil Service Employees Assn. for more than 23 years, was honored last week by more than 200 co-workers and friends in Albany at a dinner marking her retirement.

Mrs. Meskil, known to many as "Molly," served for 25 years on CSEA's Board of Canvassers, members of which devoted many hours to opening and tabulating thousands of ballots during CSEA elections. For many of those years, Mrs. Meskil served as chairman of the board. At a meeting of CSEA

delegates last fall, Mrs. Meskil reported the results of the most recent election to the membership. This occasion marked the last time CSEA would handle its own elections. The Board of Directors resolved that elections be conducted by an outside firm in the future.

Her Career

Mrs. Meskil spent 48 years in State service, 22 of them as a senior business consultant with the State Commerce Department's Woman's Program. In that post, she counseled thousands of women intent on starting businesses of their own. She was also active in the campaign to save the Long Island duckling industry and in the Jefferson Maple Festival in Schoharie County. She was the first woman milk inspector in the Department of Agriculture and Markets and also worked for that department as a food chemist.

The veteran career woman, who taught school before she entered State service, is the widow of Paul R. Meskil and mother of three.

Representing CSEA at the dinner were Dr. Theodore C. Wenzl, CSEA president, and Joseph F. Feily, immediate past president, under whom Mrs. Meskil served for eight years, and other CSEA officers. Feily presented Mrs. Meskil with a gift from the CSEA Board of Directors for her many years of service to the Employees Association.

Tax Chapter Honors Joseph F. Feily

ALBANY — The Tax and Finance chapter of Civil Service Employees Assn. honored two long-time CSEA members and installed new officers at a recent Appreciation Night dinner-dance at the Ten Eyck Hotel.

Highlights of the affair were presentations to Joseph Feily, past president of the State CSEA, and Mrs. Genevieve Allen, chapter first vice-president, for long service to CSEA.

Officers installed were: Jack Dougherty, president; Mrs. Allen, first vice-president; Mrs. Kathleen Nucci, second vice-president; Walker Miller, third vice-president; Thomas Carpenter, treasurer; Santa Orsino, secretary; Bernard Schmahl, State executive committee; and John Allendorph, D. Norman Aymot, Frank Carrk, Frank Comparetta, William McConnell and Florence Winter, delegates.



FEILY HONORED — Joseph Feily, right, past president of the Civil Service Employees Assn., receives a gift at a testimonial dinner for him given by CSEA's Tax and Finance chapter. Tax Commissioner A. Bruce Manley, left, makes the presentation as Norman Gallman and Mrs. Genevieve Allen looks on.

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OUR 71st YEAR

Buildings & Grounds Superintendent Jobs

A written examination for assistant superintendent of buildings and grounds positions in the City University of New York system will be given April 27. The City Department of Personnel will receive applications until Feb. 21.

The position pays \$13,500. Candidates must have three years high-level administrative experience in the maintenance and operation of buildings and grounds such as hotel, college, high school or large office building.

Candidates may also qualify with an engineering or architectural degree and one year of the above experience or with a stationary engineer's license and five

years such experience. Information and applications may be obtained from the Application Section of the City Department of Personnel.

Social Work Jobs

Social workers are being sought for positions at \$11,461 (GS-12) at Griffis Air Force Base in Rome, N.Y., according to the Interagency Board of U.S. Civil Service Examiners for Upstate New York.

Applications and further information may be obtained from the Board at 301 Erie Boulevard West, Syracuse, N.Y. 13202.

Where to Apply For Public Jobs

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

CITY

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

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

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

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

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

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

STATE

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

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

FEDERAL

FEDERAL — Second U.S. Civil Service Region Office, 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-Fushing 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.

FEDERAL EMPLOYEES MOVE TO NEW COVERAGE EFFECTIVE JANUARY 1, 1968

MEMORANDUM

TO: Federal Subscribers of the GHI Family Doctor Plan DATE: 12/22/67
FROM: George W. Melcher, Jr., M.D. COMPANY:
President, Group Health Insurance

SUBJECT: IMPROVEMENTS IN YOUR GHI DOCTOR BILL INSURANCE

We are happy indeed to announce that the Federal Civil Service Commission has approved the following improvements in your GHI medical care insurance. The claims experience under your plan permits these changes without any premium increase. They will be effective January 1, 1968 and will be detailed in the revised GHI Family Doctor Plan Brochure (BRI 41-40-Jan 1968) available at your agency.

The major improvements are:

- Office visit allowance increased from \$4 to \$5
 - Home visit allowance increased from \$6 to \$8
 - Maternity allowances:
 - Normal delivery increased from \$75 to \$150
 - Caesarean delivery increased from \$175 to \$250
 - Surgical care allowance increased on an average of 30%
 - In-hospital medical care increased on an average of 18%
 - In-hospital specialist consultation increased on an average of 53%
 - Out-of-hospital specialist consultation increased on an average of 65%
 - Out-of-hospital psychotherapy:
 - Individual visits - allowance increased from \$15 to \$20
 - Group visits - 45 min. session - allowance increased from \$3 to \$4
 - 90 min. session - allowance increased from \$6 to \$8
- These higher payments by GHI eliminate the coinsurance payments currently required from the subscriber to assure paid-in-full benefits.
- Circumcision will be covered from birth instead of after 30 days.
- Drugs and Nursing - Lifetime maximum has been eliminated.

HEALTH

GHI THROUGH GHDI INSURANCE GHHI

GHI/221 PARK AVENUE SOUTH, NEW YORK, N.Y. 10003/Phone: 677-2500

Retail Leader

Stores in New York do 10 percent of all retail business in the nation, according to the State Commerce Department. Wholesale trade does about 18 percent and service industries such as advertising, hair dressers and hotels are responsible for about 20 percent of U.S. total sales.

File Clerks Needed; No Requirements

Thousands of positions as file clerks are now available with the Payment Center of the Social Security Administration in Rego Park, N.Y. The jobs are at GS-2 (\$4,466). Walk-in exams, which do not require advance application, will be held Saturday, Feb. 17 and Saturday, Feb. 24 at the Federal Building, Room 734, 641 Washington St., Manhattan. After six months of satisfactory service, this position will lead to a GS-3 file clerk position at \$4,466.



RYE CONTRACT — Members of the Civil Service Employees Assn., watch as the Rye wage and benefit contract is endorsed by Mayor Edmund C. Grainger, Jr. At left is the president of the City of Rye unit, Ronald C. Mazzola. Seated is Mrs. Yvette Adams, representative of the City Hall unit, and standing at right is City Manager John A. Paulus, who, together with CSEA Field Representative Emanuele Vitale, not shown, were instrumental in contract negotiations.

Veterans' Hospitals Need Housekeepers

Housekeeping aides are being sought for positions with nearby veterans hospitals, according to the Interagency Board of U.S. Civil Service Examiners for the Greater New York City Area. The positions are open to persons without veterans preference.

However, these persons will be considered for appointment only after all available eligibles with preference have been considered.

At present positions exist at Veterans Administration hospitals located in the Bronx, Brooklyn, Manhattan, Castle Point, Montrose, and Northport, New York. Additional positions are available at the U.S. Public Health Service Hospital located on Staten Island.

Complete details concerning these positions are contained in announcement No. NY-7-53 which

is available at the Interagency Board of U.S. Civil Service Examiners, 220 East 42nd Street, New York, N.Y. 10017; at main Post Offices in Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Riverhead and Yonkers; and at the Hospitals named above.

Laundry Workers Sought By U.S. At \$1.50 To \$3.20

Various Federal agencies in the New York City area are seeking laundry workers at \$1.50 to \$3.20 an hour, according to the Interagency Board of U.S. Civil Service Examiners for the Greater New York City Area.

Applicants will be rated on experience only. Applications may be obtained from the Board or the main post offices in Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead and Yonkers.

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Register January 29 through February 21, by mail or in person at TRAINING DIVISION, New York City Department of Personnel, Room M-6 40 Worth Street, New York, N.Y. 10013 Telephone: 566-8815

Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate tag authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 8 Elk St., Albany. The plate which sells for \$1, can also be ordered through local chapter officers.



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TUESDAY, FEBRUARY 6, 1968



A Touchy Issue

THE traditional spirit of fellowship between members of the uniformed forces of the Police and Fire Departments was broken this week, following a fact-finders decision which recommended the narrowing of the salary differential between police sergeants and fire lieutenants on the one hand and police lieutenants and fire captains on the other.

The report pointed out that the application of the former ratios as between the uniformed forces and the officers in either the Police or Fire Department has placed the Fire officers in higher salary brackets than their Police counterparts, a position which is out of line with the accepted practice in comparable cities.

The firefighters, however, maintained that the fact-finders dismissed the fact that the rate of line-of-duty deaths of Fire lieutenants and captains is 40 times greater than that of Police sergeants and lieutenants and the severity rate of line-of-duty injuries of these positions is 25 times higher. Further, the UFOA points out that they consider the report and its recommendations, "an affront to the memory of fire officers killed and crippled in the service of the people of the City of New York and an inequity to the present corps of Fire lieutenants and captains whom the panel tends to equate with the lower supervisory levels of sergeant and lieutenant in the Police Department."

Immediately after the fact-finding panel released its report urging the closing of the differential, some 1,000 angry firefighters jammed a hastily called special meeting of the Uniformed Fire Officers Assn. and voted their executive board full approval to take any action deemed necessary to restore the salary ratio which has existed to date.

Included—in fact specified—in the membership mandate to the Association, an affiliate of the International Association of Fire Fighters (AFL-CIO), was the approval of a "moratorium on all duties except active firefighting."

We hope that a solution which is fair to both sides in this situation can be found shortly and before the UFOA is forced to abide by the membership's mandate.

Give Recognition Now

DESPITE representation hearings by the Public Employment Relations Board, the issue is in no doubt—State employees are represented de facto by the Civil Service Employees Assn. and the evidence that this is so is beyond challenge.

With some 100,000 State workers enrolled in CSEA of their own free will, we see no reason why the PERB is still conducting endless hearings on who should represent whom in State service.

There is a budget deadline of March 31 and the Employees Association intends to get significant gains for its membership—and all State workers—before that date. A final determination by the PERB is urgently needed now to give the CSEA a tool which is rightfully theirs—recognition as the sole bargaining agent for State employees.

LETTERS TO THE EDITOR

Hold Out For More Than Eight Percent

Editor, The Leader:

I wish to add my voice for a determined effort on the part of State aides to obtain a substantial wage increase, pension increase and health benefit increase.

Workers who have been on strike such as the transit workers and teachers; automobile workers too; have been rewarded with an average of 15 percent increases over a 2-year period—including fringe benefits.

State workers ask no more than an equitable settlement.

How is it that \$60 million is requested by the Governor for 80,000 workers when \$70 million was granted to 36,000 transit workers?

The "disgusted State aide" from West Brentwood (letters to the editor, Jan. 23) makes some excellent points. Whoever wrote it suggests that the eight percent should be rejected and I agree. We should withhold services for better pay, better treatment and, legally, for the want of proper representation in matters of salary and grievances.

I urge you (as I have already written to the Governor and to Dr. Wenzl) to continue a tough-line attitude. Never should we lay down and meekly accept the eight percent crumbs. We have already fallen behind more militant groups in public and private employment. I agree with "thumbs down!" Fight for much more!

MEYER KAMINSKY
Brooklyn, N.Y.

Unfair Retirement Law

Editor, The Leader:

It is not clear what Ed Carolan had in mind in last week's issue of The Leader when he expressed appreciation of Comptroller Levitt's approach to the retirement problem or what he meant by the "bellyaching" of civil service employees. The Comptroller did not spell out specifically what recommendations he intended to make, so there is really no way of knowing exactly where he stands. All that employees received up to 1960 by way of pension from the State was one-quarter pension for thirty years service. Any additional amount was the result of their own contributions. To put it clearly, an employee in the \$6,000 bracket, with thirty years service up to 1960, would receive only a \$1,500 pension from the State. The pertinent question is what does the Comptroller propose to do about that—in the light of the present non-contributory Retirement Law which provides half-pay after thirty years service since 1960? (Second-class civil servants?)

It is no wonder that employees "bellyache" and that morale is low. In fact the wonder is why there is not more "bellyaching" and a deluge of letters to the responsible officials in the Administration to correct this obvious injustice. They will come, no doubt. But why can't the Administration be wise and gracious and get credit by doing the inevitable now—by providing a non-contributory half-pay pension for all? Ethics and good employer-employee relationship demand it.

FRANK VALENZA
Brooklyn, N.Y.

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.")

Settlements & Discontinuance

IT IS ALWAYS gratifying when civil service litigation is terminated by settlement and discontinuance. Successful negotiation entails concessions by the employee on the one hand and the agency on the other. While neither side gets everything desired, court decisions seldom grant full satisfaction either.

THE YOUTH PAROLE Workers Association recently initiated Article 78 proceedings against the State Department of Civil Service (Alex Nimetz v. Department of Civil Service and Department of Social Welfare). In January 1967 the Department had supplanted the youth parole worker, grade 15 classification with youth parole worker "A" grade 14 and youth parole worker "B" grade 16 classifications. This was accomplished through purported division of functions formerly performed by the grade 15 employees between the two new classifications.

THE NEW classifications were the result of the Civil Service Department's salary and classification study of welfare positions undertaken by J. Earl Kelly, Director of the Division of Classification and Compensation. One of the commendable objectives of the study was the attraction of persons to the State service with the degree of master of social work. Grade 15 incumbents were automatically advanced without examination to youth parole worker "B," grade 16, provided they possessed the M.S.W. Unless they had the M.S.W. they remained in grade 15 which was to be phased out by attrition. The new employee with an M.S.W. received grade 16, while those new appointees without the degree were assigned to grade 14.

THE NIMETZ petition espoused the cause of the incumbent Grade 15 employees who had no master's degree. They contended that in reality there was no difference in the social work duties performed by grades 15 and 16 or even 14. Consequently, payment of grade 14, 15 and 16 employees at different rates of compensation violated the legislatively announced public policy of equal pay for equal work. In this contention, the petitioners gained their strongest support from the fact that the division of functions envisioned by Mr. Kelly had never been specified.

JUDICIAL RELIEF was sought granting grade 15 employees, whether permanent, provisional or temporary, the youth parole worker "B" grade 16 status. Mr. Kelly answered that as incumbents without the M.S.W. continued at the grade 15 level until they obtained the M.S.W., their rights had not been violated.

EXHIBITING A fine spirit of cooperation, the Attorney General and the Department of Civil Service sought a settlement with the attorney for the petitioners. As the first step, it was agreed that permanent grade 15 employees with two years of service would be advanced to grade 16 although they did not possess the master's degree. In this way, recognition was given for satisfactory performance on the job.

THE CLAIM OF the temporary and provisional employees took a little more time to resolve. After further negotiation, they too were extended the same treatment as the permanent employees. This determination effectuated the policy of the State to provide equal pay for equal work. The Civil Service Law, Section 121, subd. 2(b), provides that upon allocation of a position to a new salary grade, the incumbent, "whether employed on a permanent or temporary basis" shall be paid the same salary. Section 132, subd. 3 of the Civil Service Law, dealing with allocation of salary grades, is expressly made applicable "to temporary and provisional employees as well as permanent employees."

GUIDED BY the legislative intention, the Department of Civil Service agreed that two years of experience in the grade-15 position, whether the employment was on a temporary, provisional or permanent basis, would entitle the employee to transfer to grade 16 even without a master's degree. Though the agreement did not extend to those lacking the M.S.W. fully equal treatment with the possessors of the degree who were not required to have prior experience, the gain to the petitioners was substantial.

WHILE THE agreement required the contending factions to retreat from their original positions, the settlement was preferable to the uncertainties of litigation.

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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, February 12

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program: "Response Tactics."
- 6:00 p.m.—Community Action—"Training the Handicapped to be Self-supporting."
- 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, February 13

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:00 p.m.—What's New In Your Schools—Current information about the City's schools.

Wednesday, February 14

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 5:30 p.m.—What's New In Your Schools—Current information about the City's schools.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 8:00 p.m.—Behind the Laws—"Estates, Powers and Trusts."

Thursday, February 15

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 10:30 p.m.—Community Action—"Training the Handicapped to be Self-supporting."

Friday, February 16

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:00 p.m.—Living for the Sixties—Program for senior citizens.
- 10:00 p.m.—Behind the Laws—"Estates, Powers and Trusts."

Saturday, February 17

- 7:00 p.m.—Community Action—Ted Thackrey hosts program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

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Never before have group practice plans received such nationwide recognition. "A sudden explosion of public attention" is the way one health leader describes it!

Prepaid group practice is emerging as the most rational, most convincing answer to the problems besetting the medical consumer, the medical community, and the unions and employers seeking full value for their medical dollar.

Soaring hospital charges...medical care costs inflated by insurance fee-schedules and major medical programs...the growing shortage of physicians...the steady increase in medical specialization...widespread concern for the quality of medical service being rendered as the demand for private care is intensified by Medicare and Medicaid—all of these are chickens that have come home to roost for the long-time defenders of the status quo in medical care.

Today prepaid group practice is being hailed across the nation. Leaders in government, medicine, industry and labor are urging that group practice plans like H.I.P. be given every possible encouragement. They seek to have similar plans established elsewhere in the country.



In government they are saying:

The President...Group practice benefits both physicians and patients. It makes expert health care more accessible to the patient.

—Health Message to Congress—President Lyndon B. Johnson

The H.E.W. Secretary..."Group practice, especially PREPAID GROUP PRACTICE, should be encouraged. Groups of doctors practicing together can make more efficient use of equipment, auxiliary personnel and consultation than doctors practicing alone."

—John W. Gardner, Secretary of Health, Education and Welfare

The Surgeon General..."The American people want to know when and how they shall receive better health care at prices they can afford. We who believe in group practice have an answer. It is not the whole answer, nor the only answer, but it represents a valid and important approach."

—William H. Stewart, M.D., Surgeon General of U.S. Public Health Service

The Consumer Advisory Council...The increasing enrollment of consumers in PREPAID GROUP PRACTICE PLANS, and the establishment of new plans in areas where they do not exist, would represent a significant forward step in enhancing the quality, efficiency and availability of medical care and in limiting its cost.

—Report by President's Consumer Advisory Council

The Congress...Backing up its verbal encouragement of group practice, the Federal Government has successfully sponsored legislation that "will enable physicians to obtain mortgage financing to develop and equip group health facilities in towns and cities across the nation."

In medicine:

The AMA Citizens Commission..."Group practice will give the patient the advantages of continuing contact with a family physician who knows him and his history, combined with the advantages of access to a wider array of skills and facilities wherever they are needed."

—American Medical Association's Citizens Commission on Graduate Medical Education

In labor:

The AFL-CIO Executive Council..."Access to high quality health services at costs they can afford is the right of the American people.

"The AFL-CIO Executive Council therefore calls upon Congress and the Administration to take effective action to control medical costs.

"Among actions that should be taken the council recommends that... grants-in-aid be provided to stimulate the growth of consumer-controlled comprehensive health plans."

—AFL-CIO Executive Council, Feb. 1967



**HEALTH INSURANCE PLAN OF GREATER NEW YORK
625 MADISON AVENUE, NEW YORK, N.Y. 10022**

Dental Tech Jobs Upstate

The Interagency Board of U.S. Civil Service Examiners for Upstate New York is seeking dental laboratory technicians for positions at \$6,137 (GS-6) at the Veterans Administration Hospital in Syracuse.

Candidates must have one year general and three years specialized experience in the dental technician field. High school graduation may be substituted for six months general experience and completion of a two-year dental technician course may be substituted for one year of general and one year of specialized experience.

Applications and further information may be obtained from the Board at 301 Erie Boulevard West, Syracuse, N.Y. 13202.

Fed'l. Engineering Drafting Positions Are Open At \$5,565

Applications will be received until Feb. 14 for engineering draftsman positions at \$5,565 (GS-5) and \$6,734 (GS-7) with various Federal agencies in the New York City area.

The GS-5 positions require three years drafting experience and the GS-7 position demands five years such experience. A college degree in engineering or architecture may be substituted for three years experience.

Applications and further information may be obtained from the Interagency Board of U.S. Civil Service Examiners for the Greater New York City Area or at the main Post Offices in Brooklyn, Jamaica, the Bronx, Hempstead, Patchogue, Riverhead, Newburgh, Middletown, Peekskill, New Rochelle, Poughkeepsie and Yonkers.

New Rochelle Urban Renewal Project Engr.

An urban renewal project engineer is being sought by the City of New Rochelle at \$11,495 to \$14,295 for a position with the Department of Development in the Bureau of Urban Renewal. Candidates may apply until Feb. 14 for the March written exam.

Applicants must have a professional engineer's license. They must also have a bachelor's degree in engineering and six years civil engineering experience—including two years in a supervisory capacity. Candidates may also qualify with a master's degree and five years such experience.

Information and application may be obtained from the Municipal Civil Service Commission, City Hall, 515 North Avenue, New Rochelle, N.Y.

Mining Products

In mining, New York ranks first in the nation in the production of talc, wollastonite, titanium concentrates, garnet and emery, says the State Commerce Department.



(Leader Staff Photo by Deasy)

NEW OFFICE — Dr. Theodore Wenzl, president of the Civil Service Employees Assn., looks over papers in his office at the CSEA's new headquarters building at 33 Elk St., Albany. The move from the old headquarters building to the larger facilities was accomplished over the Jan. 27-28 weekend without interruption in CSEA services.



MEETING — State Senate Majority Leader Earl W. Brydges (third left), meets on Jan. 31 with officials of the Civil Service Employees Assn. in Albany to discuss CSEA's salary and retirement program for 1968. Others, from left, are John C. Rice, CSEA counsel, Solomon Bendet, chairman of CSEA's Statewide Salary Committee, and Joseph D. Lochner, CSEA executive director.



CONFERENCE — Dr. Theodore C. Wenzl (left), president of the Civil Service Employees Assn. discusses possible improvements to the State Retirement System with State Comptroller Arthur Levitt (right), and members of his staff on Jan. 29. In center is Leon Braun, deputy comptroller.

Senior Clerk, Senior Steno Jobs Offered

The Administrative Board of the Judicial Conference has announced that applications are now being accepted for promotion examinations for senior clerk and senior stenographer to be held on March 2.

These examinations will result in promotion lists for the various promotion units in the Unified Court System in New York City, as well as back-up general lists. Promotion lists will also be established for the Probation Department of Nassau County. These examinations will be open to qualified employees in the various promotion units involved.

Application forms and copies of the examination announcements may be obtained from the Administrative Board of the Judicial Conference, Personnel Officer, Room 1212, 270 Broadway, New York, New York 10007.

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

Rochester Police City Citation Given To Supt. Feldman

ROCHESTER — Rochester Police Chief William M. Lombard is appealing for more candidates to help fill the 64 vacancies in the Rochester Police Bureau.

Filling the vacancies would bring the Police Bureau to an all-time high of 615 officers.

"The position with our Police Bureau," Chief Lombard said, "not only offers a great deal of security, ideal retirement and sick benefits, a starting salary of \$6,292 with all uniforms and equipment the ambitious young man to ment furnished and opportunities advance in competitive civil service examinations, but it also offers the soul-satisfying and most rewarding experience of serving your fellow man."

Interested candidates are urged to inquire of any police officer for details on filing applications or with the City Civil Service Commission, City Hall or the Police Community Services Unit of the Police Bureau.

The man responsible for directing operations of the 4,200 City-owned buses that serve more than 2,500,000 passengers daily has been cited "for his outstanding professional achievement in the field of public transportation and for his contributions to community service."

Transit Authority General Superintendent Hyman Feldman, who heads bus operations of the Authority and its bus subsidiary, the Manhattan and Bronx Surface Transit Operating Authority, received a New York City Public Service Award for Professional Achievement recently. Deputy Mayor Timothy Costello presented the award, which was accompanied by a \$500 U.S. Savings Bond.

Feldman, who is 49 years old, lives at 52 East Drive, Garden City, with his wife, the former Rena Burka of Washington, D.C. Their son, Michael, is a junior at the University of Pittsburgh College of Engineering. Their daughter, Nancy, is a freshman at the University of Miami.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, — ANNE BROWN, Plaintiff, against JAMES HOGAN, also sometimes known as JAMES HAGAN; ANN HOGAN, wife of JAMES HOGAN; JOHN HOGAN, also sometimes known as JOHN HAGAN; CASSEY R. HOGAN, wife of JOHN HOGAN, sometimes known as CASSY HOGAN; ALL of the above, if living, and if any of the above-named individual defendants be dead, their and each of their respective widows, husbands, heirs-at-law, devisees, next-of-kin, legatees, distributees, personal representatives, creditors, lienors, grantees, assignees and successors in interest; and any and all respective unknown persons and any and all respective unknown heirs-at-law, devisees, next-of-kin, legatees, distributees, personal representatives, creditors, lienors, grantees, assignees and successors in interest of the above-named persons or of any other person having an interest in the real property described in the complaint in this action or any part thereof, by way of title or easement or claim of whatsoever nature, through or under any of the above-named defendants, or by or through any other means or persons, all of whom and whose names and places and places of residence are unknown to the plaintiff and are hereby designated as "Unknown Defendants": THE PEOPLE OF THE STATE OF NEW YORK, Defendants.

TO THE ABOVE NAMED DEFENDANTS:

YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a Notice of Appearance on the plaintiff's attorney within twenty (20) days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated: New York, December 15, 1967.

Yours, etc.,
HARRY HAUSKNECHT,
Attorney for Plaintiff,
Office & P.O. Address, 225 Broadway, Borough of Manhattan, New York, New York, Telephone No.: BA 7-6517

TO THE ABOVE NAMED DEFENDANTS:
The foregoing summons is served upon you by publication pursuant to an order of the Hon. Irving H. Saypol, a Justice of the Supreme Court of the State of New York, dated January 19, 1968 and filed with the complaint in the office of the Clerk of the County of New York at the Courthouse, Borough of Manhattan, City and State of New York.

The object of the action is to compel the determination of claims to real property and to bar all of the defendants and every person claiming under them from any estate, interest, title, easement or right in the real property described in the complaint and designated as Lot 22, Block 1303 on the Tax Map of the City of New York, Borough of Manhattan, located at the northeasterly corner of East 48th Street and Lexington Avenue and commonly described as 617 Lexington Avenue, New York City, New York, and for a determination that the plaintiff is the sole lawful owner of the aforesaid premises in fee simple and is entitled to the lawful, peaceful and undisturbed possession thereof.

Dated: January 22, 1968.
HARRY HAUSKNECHT, Attorney for Plaintiff, Office & P.O. Address, 225 Broadway, Borough of Manhattan, New York, New York, Telephone: BA 7-6517.

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Rochester Firemen Achieve Change In Test List Process

(From Leader Correspondent)

ROCHESTER—Three city firefighters who carried a promotion dispute to court have brought about a change in Rochester Civil Service Commission procedure.

State Supreme Court Justice Jacob Ark of Rochester ruled that names of five firemen who had the same final rating on a promotion eligibility list were presented properly to the commissioner of public safety by the Municipal Civil Service Association.

But Justice Ark said that, although it was irrelevant to the case at hand, the commission erred in listing the men numerically, thereby indicating one had preference over another and in seemingly giving preference to men with lower examination ratings.

Three of the firefighters had

brought the dispute with the Civil Service Commission to State Supreme Court for a decision.

They had tried, with 82.5 ratings, with two other firemen. Two of the protesting firemen achieved the 82.5 mark in examination rating alone while the two non-protesting firefighters had 80 marks plus an added 2.5 points because they are veterans. When the list was published the two non-protestors were on the list just ahead of the others.

Judge Ark said that since all five names were given to the commissioner of public safety when promotions were considered, the Civil Service Commission had acted correctly in this case.

"It is apparent, however, that the man with the higher examination mark was preferred (on the list)," he commented. "This is of no consequence under the factual situation before the court, but in a matter in which this might be material it would be to the disadvantage of an eligible (person) of the same final rating to whom there is assigned a higher number."

Public Papers Of Presidents Now Available To Public

WASHINGTON, D.C.—Publication of the 1966 volume of the "Public Papers of the Presidents of the United States" was announced recently by Lawson B. Knott, Jr., Administrator of General Services.

The volume contains verbatim transcripts of President Johnson's news conferences, public messages and statements, and other selected papers released by the White House. Also included are: the President's annual message to Congress on the State of the Union; special messages to Congress on consumer protection, domestic health and education, and on crime and law enforcement; statements concerning the model cities program, anti-pollution measures, and auto and highway safety; joint statements with leaders of foreign governments; speeches made by the President on his 17-day Asian-Pacific tour; and remarks on the bill creating the Department of Transportation.

The 1497-page volume, fully indexed, consists of two clothbound books. Book I covers the period from Jan. 1 through June 30, 1966 and sells for \$6.50; Book II covers the period from July 1 through Dec. 31, 1966, and sells for \$7.00. Similar volumes are available covering the administrations of Presidents Truman, Eisenhower, and Kennedy, and the first two years of President Johnson.

The Presidential volumes are compiled by the Office of the Federal Register of GSA's National Archives and Records Service, under the direction of Dr.

Nassau Court Job Filing Is Extended

The Administrative Board of the State Judicial Conference has revised the requirements for uniformed court officer positions in Nassau County and pushed back the filing and test dates.

Candidates may now file until March 8 for the positions which pay \$7,238. A written exam for appointment will be given April 6.


Applicants must be residents of Nassau County and between 21 to 50 years old. They must have a high school or equivalency diploma and either three years court work experience, one year law enforcement background or a bachelor's degree.

Further information and applications may be obtained from the Administrative Board of the Judicial Conference, personnel officer, Room 1212, 270 Broadway, New York, N.Y. 10007.

New Councilman

ALBANY—Vito Dandreaano of Amsterdam, a State Thruway Authority employee, took office recently as a councilman in Amsterdam's Second Ward. He is president of the Albany Thruway CSEA chapter.

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News Of The Schools

By A. L. PETERS

Feb. Walk-In Tests Set for JHS and CB

Walk-in examinations will continue during the month of February for prospective teachers of some subjects in New York City's junior high schools and elementary schools.

On the basis of walk-in tests, applicants who pass are assigned promptly to school districts for full-time employment. Only those prepared to accept a full-time position should apply for these tests. Those seeking part-time employment may take another type of examination.

For assignment as junior high school substitute teachers of English, general science, mathematics and social studies walk-in tests will be held Thursday, February 8, 15 and 29. For substitute teachers of common branches (grades 1-6) and early childhood classes (kindergarten through grade 2) tests will be held on Tuesday, February 6, 13, 20 and 27.

Applicants may appear on one of the appropriate days between 9 and 10:30 a.m. in Room 414 at Board of Education headquarters, 110 Livingston St., Brooklyn, for immediate examination and placement.

For a junior high school license, applicants need a baccalaureate degree, 12 appropriate credits in education which need not necessarily include special methods courses at this time, and minimum subject requirements as follows:

English, 24 credits; general science, 28 credits; mathematics, 12 credits; social studies, 24 credits. For the elementary school licenses applicants must hold a baccalaureate degree and 12 appropriate credits in education.

Applicants must also pay an examination fee of \$3 and must present the official or student copy of the college transcript before taking the examination. Salaries for beginning teachers range from \$6,200 to \$9,100 a year, depending on preparation and experience. The starting salary will be from \$6,750 to \$10,600 in September, 1968.

The City school system's Bureau of Recruitment at school headquarters (telephone 596-8060) provides additional information.

Early Childhood Ed Conference In Albany

A conference on early childhood education will be sponsored by the Bureau of Child Development and Parent Education Feb. 8 in Albany. Educators from all parts of the State are expected to attend, including school superintendents, elementary school principals and supervisors, curriculum coordinators, and directors of prekindergartens and day nurseries. The conference will convene at 10 a.m. in Chancellor's Hall.

Purpose of the meeting, according to Mrs. Dorothea M. Conklin, chief of the bureau of child development and parent education, is to highlight the Regents Position Paper on Prekindergarten Education recently issued and to discuss current goals and issues in the development of quality programs for young children.

UFT, Board, Parents Study New Programs

The Board of Education and the United Federation of Teachers last week jointly announced the composition of a 7-person work group which, in accordance with the provisions of the collective bargaining agreement, will study the school system's present intensive experimental programs for educational excellence and submit recommendations to the Board of Education. A special fund of \$10 million is to be set aside "for the purpose of making further progress in the development of new programs for the elementary schools" to implement these recommendations.

Dr. Edmund Gordon, Professor and Chairman of the Department of Educational Psychology at Yeshiva University, has been selected as chairman of the group. Representing parent groups are Mrs. Frances Turner, President of the City-wide More Effective Schools Parents Association, and Mrs. Blanche Lewis, Vice-President of the United Parents Associations. The UFT representatives are Dr. Jules Kolodny, Secretary and Assistant to the President, and Abe Levine, Vice President for Elementary Schools. Miss Carmela Nesl, Assistant Superintendent in charge of District 11 in the Bronx, and Mrs. Martha Froelich, Principal of PS 129, Manhattan, will represent the Board of Education.

Among present intensive experimental programs in the elementary schools are the 21 More Effective Schools, 15 All Day Neighborhood Schools, five new special primary schools incorporating features of each of the two above and the Board of Education's newly strengthened Early Childhood Program in the kindergarten through second grade in 277 Special Service Schools.

Parent Involvement Holds Back Programs

Parent involvement is proving to be a major headache in many school districts around the country and is a deterrent to some new programs. Particularly affected is Head Start designed to give poor, pre-school children a chance to catch up with more advantaged youngsters. Rebellion has held back applications for the 1968 summer program.

Problems arise because administrative committees made up with equal numbers of parents and professional administrators cannot agree on guidelines, selection of personnel and basic restrictions. In some districts, the tension has become so great that administrators have refused to sponsor Head Start classes where there is parental involvement and other sponsoring agencies have had to be found. This creates problems of finding classrooms and other facilities.

At deadline time, Nov. 15, in the Middle Atlantic states only 281 applications were filed for the 511 programs which operated last summer. Although the lag appears to be nationwide, the Middle Atlantic States appear to be most heavily affected.

CC VII To Open In Bedford-Stuyvesant

Porter R. Chandler, chairman of the Board of Higher Education announced a new two-year experimental college, now designated as Community College Number VII, will be located in the Bedford-Stuyvesant area of Brooklyn, and will be opened in September, 1969, if the necessary clearances from City and State authorities can be promptly secured.

Examiners Ease Test Taking Procedures

The Board of Examiners is embarking on two additional innovations in teacher selection. The first is intended to see whether use of the N.T.E. (National Teacher Examinations) will aid in nationwide recruitment of regular teachers.

Applicants who wish to become regular teachers of mathematics in junior high school may take the N.T.E. this April anywhere in the country. This will be in lieu of the Board of Examiners' written test and will be followed by a test in written English, an interview, and an investigation of record and health. The N.T.E. avenue will be in addition to the usual twice-a-year Board of Examiners' examination in junior high mathematics. Further information about the new procedure can be obtained by writing to the Bureau of Recruitment at headquarters. If this experiment is successful in attracting teachers, it will be expanded to fields other than mathematics.

The second innovation concerns the issuance of licenses as substitute teachers of general and special subjects in junior and in senior high schools. In these areas, those who have completed a program of teacher education for the preparation of secondary school teachers approved by the New York State Education Department will be excused from taking the interview, written English, and performance tests, if they obtain the recommendation of their dean or other authorized college officer. This will be done in examinations for these substitute licenses announced on or after February 1, 1968.

Applicants who will not have completed a State-approved program will take the usual sequence of tests. Circulars setting forth these alternative procedures for obtaining substitute licenses for secondary school teaching will be available after February 1. The Board of Examiners is allowing this alternative method of licensure because a competitive examination is not required for substitute license and because examinations for substitute licenses on the secondary school level are to be discontinued by the end of 1969.

Study Books For All Teaching Positions Available. Leader Bookstore, 97 Duane Street, New York, N.Y. 10007.

Principals View New Techniques at Lunch

The positive learning achievements in the school was stressed at the annual conference of the Elementary School Principals Association last Saturday. Outstanding learning programs conducted in more than 60 schools and on district levels were discussed.

Many of these learning programs focussed on the latest approaches to the teaching of reading to all pupils as well as on new ideas in improving learning in all subject areas. The newest technology, such as the talking typewriter, was featured. New techniques of personnel utilization for "apprentice teachers" and para-professionals were demonstrated.

A series of "Conversations on Current Issues" were held on such topics as "Decentralization," "Reading Scores," "Parents and the Curriculum," "School University Partnerships," "Federal Aid."

Parent Visitors Decreased In 1967

There were 380,925 Open School Week visitors last November, a decrease of 30,069 from 410,994 in 1966, a survey reveals.

The number of parent-teacher conferences was 1,077,304, a decrease of 58,430 from the 1,135,734 total of 1966.

The 380,925 open school week visitors included 217,068 in the elementary schools, 65,733 in the junior high schools, 2,715 in special schools and 95,409 in high schools.

The 1,077,304 parent-teacher conferences included 329,355 in elementary schools, 355,236 in junior high schools, 1,906 in special schools and 390,807 in high schools.

Aid From Business Caught In Teaching

In its continuing search for educational excellence for the pupils of the inner city, the New York City school system is seeking the aid of large corporations throughout the country which have been pioneering in the development of instructional materials.

Superintendent of Schools Dr. Bernard E. Donovan has invited representatives of 12 firms to meet with him Jan. 25 "to explore the potential areas of corporate services to the City's public schools."

Dr. Donovan said that the City's public schools are eager to participate in the new educational services that have been developed by various firms.

"New approaches, new materials and new equipment are needed to meet our changing needs," Dr. Donovan said.

"We have particular interest in new curriculum materials, teaching techniques, teaching machines, teacher training, testing instruments and other instructional advances. Our organization is so flexible that we could work with one or more corporations on a school, district or City-wide basis."

The firms invited "to assist us to serve the needs of over one million children in the world's largest city school system" are CBS Educational Services Division, IBM Corporation, Litton Industries, Performances Systems, Inc., Philco Tech-Rep Division of Philco-Ford, Polaroid Corp., Radio Corporation of America.

Low Teacher Salaries Blamed on Bungling

Economic bungling was blamed for low teacher pay in a study prepared by Leon H. Keyserling for the Conference on Economic Progress last week.

The 15,000-word study holds that the community can afford to pay and must pay better salaries in order to bring about optimum growth in the educated status of the nation. Keyserling was chairman of President Truman's Council of Economic Advisers from 1950 to 1953. The study shows that in the 10 largest cities teacher salaries averaged last year 41.9 per cent below the standard for a four-person family and 3.1 per cent below the standard for a two-person family.

Mental Incapacity Invalidates Option

A school teacher who changed her retirement option while she was under psychiatric care and subsequently died was held not to have made a valid choice in an opinion handed down last week by Supreme Court Justice John M. Murtagh.

In June, 1958 Grace W. Ortelere accepted Option One which provided that her pension would be paid each month to herself or her beneficiary. She died April 8, 1965 while under the care of a psychiatrist. On February 11, 1965, a few months before she died, she changed her option so that she would receive a larger amount only during her lifetime.

The court held that she was under a severe mental incapacity at the time of the change and that the husband beneficiary was to receive the balance of her pension payments.

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 Nicole Levinson, Tr. of French, 77.70;
 Diana H. Bloch, Tr. of French, 73.60;
 Maxine Mizrahi, Tr. of French, 69.00.
 Carol Palustre, Tr. of Health Education, 74.40; Francine Pine, Tr. of Health Education, 69.06.
 Florence Berliner, Tr. of Home Economics, 83.10; Elena Kleiman, Tr. of Economics, 81.03; Adele Jaroslaw, Tr. of Home Economics, 78.74; Maureen Bercevitich, Tr. of Home Economics, 77.00.
 Riva Nowak, Tr. of Social Studies, 67.17; Stan Bunin, Tr. of Social Studies, 64.49; Edith Gottlieb, Tr. of Social Studies, 61.06; Edward Tarangelo, Tr. of Social Studies, 60.95.
 Gail Gershon, Tr. of Spanish, 65.50; Judith B. Adelman, Tr. of Spanish, 62.70.

- JUNIOR HIGH SCHOOLS**
 Mark Greenspan, Tr. of Health Education, 69.64; Melvin Vaughan, Tr. of Health Education, 68.18; Michael C. Berman, Tr. of Health Education, 66.08; Philip Dalessandro, Tr. of Health Education, 62.52; Maurice Goldberg, Tr. of Health Education, 62.04; Monte Miller, Tr. of Health Education, 61.12; Julian Whiting, Tr. of Health Education, 59.94.
 Minerva Evanier, Tr. of Typewriting, 71.08.

- JUNIOR HIGH SCHOOLS**
 Ruth Genn, Attendance Teacher, 78.15; Joseph C. Hudson, Attendance Teacher, 77.38; Martha Feder, Attendance Teacher, 68.80; Isidore Tuchinsky, Attendance Teacher, 64.90; Spencer Williams, Attendance Teacher, 64.50.

- JUNIOR HIGH SCHOOLS**
 Joseph I. Mandell, Guid. Coun. J.H.S., 67.20.

- (NON-COMPETITIVE EXAMINATION)**
 Jack Berberian, Administrative Assistant in Academic H.S.
 Anne L. Piccini, Assistant administrative director in office of day elementary schools.
 Gordon Lebowitz, Director of Health Education; David B. Rodes, Director of Health Education; Irwin Tobin, Director of Health Education.
 George Grossman, Director of Mathematics.
 Bernadette M. Garvey, Assistant Administrative Director of Office of Instruction.

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Q and A

QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



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

Q. I am a retired State employee age 66. My wife is 62. I will be eligible for Medicare benefits but my wife won't be for a few years. Can I continue to cover her under my Statewide Plan?

A. Yes. Your wife will be continued in full coverage under the Statewide Plan. Your coverage will be coordinated with Medicare benefits, and your Statewide premium will be reduced by \$3, the amount you pay each month for Part B of Medicare. If you do not have Part B of Medicare there is currently an open enrollment period ending March 31, 1968.

Q. Both my wife and I work where we are eligible to enroll in the Statewide Plan. Would it be better for me to continue my family coverage or should my wife and I take out individual contracts?

A. That would depend on your particular circumstances. If you have no dependents other than your wife and don't need family coverage, then it may be to your advantage to enroll as individuals. Your total cost would be less as your employer or employees would be contributing toward the cost of your Statewide Plan coverage and you would be protecting both your retirements.

Q. I was hospitalized for a heart attack. Now that I am out of the hospital, my doctor took a cardiograph test at his office. Am I covered for this expense on my Statewide Plan?

A. Yes. Any such expenses are covered by the Major Medical portion of your Statewide Plan with the co-insurance and deductible factors applying.

Q. When you talk about the Major Medical portion of the Statewide Plan you



25 YEARS SERVICE — Recipients of 25-year service pins at the recent dinner-dance at Marcy State Hospital were, left to right, Mrs. Genevieve Crane, Mrs. Ethel Ellis, Mrs. Ella Hughes, Mrs. Edna Walton, Mrs. Thelma Walsh, Oswald

Robert, Silas Kent, Edward Bayliss, Charles Methé (accepting for William Bayer), Mrs. Barbara Habbe, Mrs. Mary Battista, Mrs. Edna Golden and Mrs. Bernice Daniels. Homer Paquette and Miss Ruth McCulley also received pins but were not present at the dance.

25-Year Pins Given At Marcy Hospital

Fifteen employees, 10 women and five men, were honored recently at the annual Marcy State Hospital dinner-dance in the Hospital dining room and assembly hall. Each employee, who had completed 25-years of State service, was presented by Michael Julian, president, Board of Visitors, with a 25-year pin. The 15 new additions to the Hospital's 25-Year Club bring the total to

223 living members and 51 deceased members. Dr. Heinz Cohn, Deputy director, delivered the welcoming address and presided over the presentation of pins to the new members. The invocation was given by Protestant chaplain, Reverend William B. Estes. The Reverend Thomas Doran, Catholic chaplain, gave the benediction. Music for dancing was furnished by Bob Kahler's Orchestra.

Demand Rescheduling Of Clerical Exams

ALBANY—Demands that interdepartmental promotion exams for head clerk and chief clerk be rescheduled and re-announced, limiting the qualifying experience to permanent competitive service employees in lower-grade clerical titles have been sent to the Civil Service Commission by the president of the Civil Service Employees Assn.

Dr. Theodore C. Wenzl, CSEA president, in a telegram to Mrs. Ersa H. Poston, Commission president, said, "State clerical personnel are outraged at this encroachment on their already limited promotional opportunities and feel that this represents another step by the State in an unfair policy which seemingly disregards the welfare and morale of such employees."

Dr. Wenzl acted on a resolution adopted by members of the Capital District CSEA Conference which requests the CSEA chief to "take all possible steps to void examinations for head clerk—No. 32-929 and chief clerk—No. 32-928 . . . so that those employees

At Leader presstime, CSEA learned that the State Civil Service Commission, after receiving numerous complaints from CSEA officials and members throughout the State and from State clerical employees, issued a directive barring professional, administrative, and accounting personnel from taking either examination. A Commission official told CSEA that the examinations would be held as scheduled, but that new exam notices carrying the changes in qualifications would be sent out.

in clerical positions not be subject to competition with those in the technical and administrative positions."

Limitation Cited

Under the present set-up, a CSEA official said, those in technical and administrative titles are eligible to take exams, both in their own field and in the clerical area, while the clerical people are limited to their own field. This broadens the promotional chances of the technical and administrative people while reducing the already limited promotional opportunities in the clerical titles, the spokesman added.

Dr. Wenzl asked Mrs. Poston to take "immediate and positive action on this matter."

Schulman Appointed
The recently established State Parks Commission for the City of New York has announced the appointment of S. J. Schulman as its general manager. He is resigning as Commissioner of Planning of Westchester County and will assume his new position around March 1.

LaLbor Market
New York has over 10 percent of the nation's labor force—about 8,000,000 civilian workers—says the State Commerce Department.

LEGAL NOTICE
SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX, HELEN DOLORES YOUNG, Plaintiff against ROBERT ANTHONY YOUNG, Defendant. — Index No. 4087-1968. Plaintiff designates Bronx County as the place of trial. The base of the venue is ADDRESS OF PLAINTIFF, SUMMONS WITH NOTICE. Plaintiff resides at 2265 Grand Ave., County of Bronx. To the above named Defendant, YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated, January 10, 1968. MAX J. GOLDBLATT, Attorney(s) for Plaintiff, Office and Post Office Address 170 Broadway, New York, N.Y. 10038. Notice: The object of this action is for divorce on the ground of abandonment. Upon your failure to appear, judgment will be taken against you by default together with the costs of this action. SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX, HELEN DOLORES YOUNG, Plaintiff, against ROBERT ANTHONY YOUNG, Defendant. — Index No. 4087-1968. NOTICE. To: ROBERT ANTHONY YOUNG. The foregoing summons is served upon you by publication pursuant to an order of the Honorable Arthur Markewich, a Justice of the Supreme Court of the State of New York, dated the 17th day of January, 1968, and filed with the complaint and other papers in the office of the Clerk of the County of Bronx, at the County Court House, 851 Grand Concourse, Bronx, New York. The object of this action is divorce on the ground of abandonment of plaintiff. Dated: Jan - 10, 1968. MAX J. GOLDBLATT, Attorney(s) for Plaintiff, Office and Post Office Address 170 Broadway, New York, N.Y. 10038

Government Guard Jobs In City Area

The Interagency Board of U.S. Civil Service Examiners for the Greater New York City area is seeking applicants for guard positions at GS-2 (\$4,108) to GS-4 (\$4,996) a year. There are no education or experience requirements but a written test will be given. The job is open only to persons eligible for veteran's preference. Further information about the position may be obtained from the Board's Federal Job Information Center under job announcement NY-7-26.

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U.S. Service News Items

By VIRGIL SWING



PROMOTION — Raul R. Maldonado, second from left, receives POD form 50—symbolic of his promotion to chief, Computer Operations Branch, of the Postal Data Center in New York City. Center, director Joseph Klegman makes the presentation as Ed Trager, left, director of the Data Operations Division, and Arthur Williams, director of the Systems and Planning Division, look on. Maldonado, a deaf mute and winner of an award as one of the Postal Service's outstanding handicapped employees, began his new duties recently.

Committee Members

The Civil Service Commission has appointed four new members to two committees which advise CSC on the Federal Employees Group Life Insurance and Federal Employees Health Benefits programs.

New life insurance committee appointees are Mrs. Brenda C. Melzer, statistician, Data Services Center, Air Force Headquarters and George Cary, assistant legislative counsel, Central Intelligence Agency.

Just appointed to the health benefits committee were Nathan Welkomir, president of the National Association of Letter Carriers.

Dr. Harry Kessler, director of the Veterans Administration's spinal cord injury medical program, retired last month after 33 years service with the VA. He had headed the special program since it was formed and is recognized as an expert in the field and a leader in the area of rehabilitation medicine.

Assistant Accountants

Assistant accountant positions with various City departments are now available, according to the City Department of Personnel. Applicants may file until June 29 and appointment will be based on education and experience.

All candidates must have a college degree with at least 24 credits in accounting—though two years accounting experience may be substituted for 12 of these credits.

Further information and applications may be obtained from the Application Section of the City Department of Personnel.

New York Farms

New York's 12.3 million acres of farm land make up 40 percent of the total land area and the 66,500 highly modernized farms in the State are valued at more than \$2 billion, according to **This is New York State**, a State Commerce Department publication. Milk is the most important farm product—the 1966 amount of milk produced exceeding ten billion pounds.

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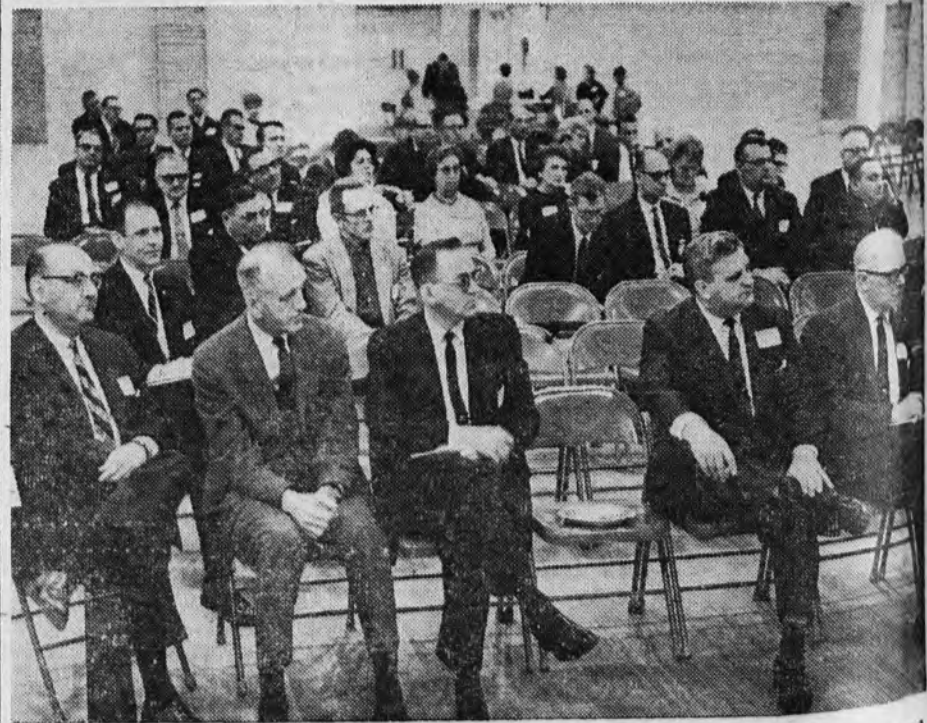
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Barning Honored At Western Conference Meeting



WESTERN CONFERENCE MEETS — Delegates and guests at the Western Conference, Civil Service Employees Assn., are pictured at the January meeting and dinner held last week at West Seneca State School. The montage shows, top left, Pauline Fitchpatrick, conference president, with State president Dr. Theodore Wenzl, center, and John Hennessey, State

treasurer. Top right is Neil Cummings, president of Erie chapter, registering for the meeting. Second row, left, Mrs. Fitchpatrick carried on conversation with Cummings, James Powers and Henry Gdula, field representatives and conference members. Right, Mrs. Melba Biinn, past conference president, gives a report during the meeting. Third row, left, Miss Celeste Rosenkranz,

past president, enjoys a laugh with Hennessey and Powers during break in the four-hour session. Right, dais guests at the dinner meeting at the Colonial Lounge. Bottom row, left, left to right, are: Dr. Wenzl; guest of honor Lawrence Barning; Mrs. Fitchpatrick; Hennessey; and William McGowan, president of the West Seneca State Hospital chapter. (Story on Page 16.)

Upgrading Appeal Filed For Mental Hygiene Dept. Motor Vehicle Operators

(Special To The Leader)

ALBANY — The Civil Service Employees Assn. has filed an appeal with the Civil Service Department asking for a two-grade reallocation for motor vehicle operators in the State Department of Mental Hygiene.

CSEA, in asking for the upgrading from a grade 7 to grade 9, contends that motor vehicle operators are engaged in work which does not simply involve the driving of standard motor vehicles but includes the driving of ambulances, buses, trucks and even tractors, bulldozers and other pieces of construction equipment.

Motor vehicle operators argue that they not only pick up and deliver supplies, but load and unload these supplies, transport patients to various institution areas, effect minor repairs and maintenance to vehicles and assist in major repairs. The drivers state their duties cover a much broader range and involve more responsibility than that of drivers in other State agencies.

CSEA, in a letter to J. Earl Kelly, director of the State Division of Classification and Compensation, pointed out that the drivers merit the upgrading and asked for an early and favorable decision on their appeal.

One Grade Hike Urged For Aides In Canal Series

ALBANY — The Civil Service Employees Assn. has requested the State Budget Director to render a favorable decision on the one-grade reallocation of canal structure operator, chief lock operator and canal electrical supervisor.

In a telegram to T. Norman Hurd, State Director of the Budget, Dr. Theodore C. Wenzl, CSEA president, pointed out that three months have elapsed since the State Civil Service Commission rendered a favorable and justified decision regarding the three titles and "we urge you to give this request your immediate attention."

Final approval rests with the State Budget Director.

May 4 to 25

Mediterranean Jet And Cruise Open

A special five-country tour of the Mediterranean, visiting Italy, Greece and the Greek Islands, Turkey, Israel and Yugoslavia, is now open for bookings to members of the Civil Service Employees Assn.

The 21-day trip will begin with a jet flight to Rome, after which Venice will be visited. From there, tour members will board the S.S. Regina and cruise to Greece, the Greek Islands, Istanbul, Haifa and Dbrovnik before returning to Italy for the return flight home.

The all-inclusive price of only \$935 per person includes round trip jet transportation, outside cabins aboard the S.S. Regina, all meals aboard ship and most meals on land, hotel reservations, sightseeing program, etc.

Departure is May 4 from New York City and immediate application should be made to Civil Service Travel Club, 711 Eighth Ave., New York, N.Y., 10036, or telephone Circle 7-7780.

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Easter In Rome Offered 1st Time

A tour to Rome at Easter time will be offered for the first time to members of the Civil Service Employees Assn., it was announced last week. Dates for the Spring vacation are from April 13 to 21, departing from New York City.

The round trip, direct jet flight via Pan American Airways will be only \$279. A Rome vacation package which will include deluxe rooms at the Hilton Hotel, sightseeing tours, an evening dinner with entertainment, transfers, guide service, etc., is only \$110 additional.

Space is severely limited in Rome at that time of year and immediate application should be made by writing to Irving Flaumenbaum, 711 Eighth Ave., New York, N.Y., 10036, or telephone (212) Circle 7-7780.

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Capital Conference Hears PERB Chairman

ALBANY — Robert D. Helsby, chairman of the New York State Public Employment Relations Board, was the guest speaker at the January meeting of the Capital District Conference, Civil Service Employees Assn., at the Ambassador Restaurant here last week.

Dr. Helsby's address covered the first six months of the PERB operation, summarizing the major cases and functions of the Board to date.

The PERB head noted that he had predicted a difficult and "messy" period during the first year or two of the Board's existence when he had spoken before a Statewide meeting of CSEA at the Commodore Hotel in New York City. "This," he said, "was the understatement of the year."

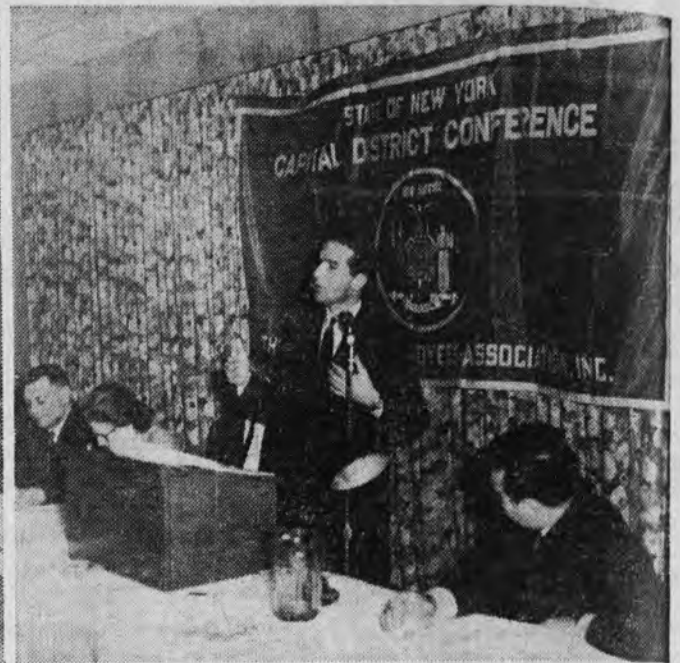
What has made operations difficult, he advised, was:

- The nature, role and responsibilities of the Public Employment Relations Board.
- Negotiations between some 60,000 teachers in the United Federation of Teachers and the New York City Board of Education.
- The contract between the New York City Transit Authority and the transit union expired December 31, thus necessitating a new round of Transit negotiations. The breakdown in the previous negotiations and the resulting strike was a major factor in bringing about the appointment of the Taylor Committee in 1966.
- The framework of the Taylor Law necessitated the adoption of rules and regulations by the Board to implement the Law.

Under Section 212 of the Law, the complex options available to local government, including the establishment of their own local public employment relations boards, needed to be spelled out and clarified.

Of immediate urgency was the problem of organizing a new agency from scratch—developing an organizational pattern, hiring and training employees in some job titles which did not exist, securing necessary funds for the operation of the staff, and informing public employers, public employees, employee organizations, and the public of a complex new law, and, indeed, a new way of life for those in the public sector.

The representation problems involving more than 140,000 State



CAPITAL CONFERENCE MEETS — Speakers at the January meeting of the Capital District Conference, Civil Service Employees Assn., included, top left, Dr. Robert D. Helsby, chairman

of the New York State Public Employment Relations Board; top right, John Rice, associate counsel to the Employees Association; bottom left, Max Benko, conference president, and bottom right, Samuel Jacobs, new assistant counsel to the Association.

employees. During the regular business meeting, the Conference:

- Voted to combine with other conferences on furnishings for the new headquarters building at 33 Elk St., Albany.
- Urged quick action on a solution to the downtown parking problems faced by employees in the State Office Buildings downtown;
- Distributed a newly-revised conference roster, bylaws and parliamentary rules; and
- Heard CSEA associate coun-

sel John Rice explain the work of the staff and the newly expanded facilities available through headquarters.

Albany Chapter Sets N. Colonie School Contract Committee

(Special to The Leader)
COLONIE — The Albany County chapter of the Civil Service Employees Assn. has appointed a committee to negotiate with the North Colonie Central School District for non-instructional employees under the Taylor Law.

The North Colonie CSEA group was recently recognized as the bargaining agent for non-teaching employees in the district.

Named to the negotiating committee at a recent meeting in Shaker High School, Latham, were chapter president Howard Cropsey, chairman, and Lawrence Crogan, Robert Laird, Deward Genter, Mary R. Lansing, Theodore Beck and Raymond Phillips.

The CSEA unit also approved a program calling for salary improvements and better benefits which will be submitted to the Board of Education's negotiating committee preparatory to the start of negotiations.

Publishing Leader

One-fourth of the nation's printing and publishing is done in New York State, the New York State Department of Commerce reports.

Lawrence Barning Honored By Western Conference

WEST SENECA — Lawrence Barning, former vice-president of the Western Conference, Civil Service Employees Assn., was the guest of honor at the recent meeting of the conference at the West Seneca State School here.

Barning, now senior personnel officer at the institution, resigned the conference office on his appointment to the management position.

Among the conference speakers was Dr. Theodore Wenzl, State president of the Employees Assn. Dr. Wenzl noted that the Association was now undergoing a period of extreme adversity and "we must survive the early days of the Taylor Law in order to become a success in the future. During this time, we need both leadership and followership.

"We are being tested," Dr. Wenzl continued, "and we have to convey to each member the importance of working together to attain our goals."

Celeste Rosenkranz, chairman of the Constitution and By-Laws revision committee, and a past conference president, was another of the conference speakers. Miss Rosenkranz reported on progress

to date on the revisions as recommended by the committee.

Conference president Pauline Fitchpatrick of Newark, named members of the 1968 nominating committee. Averill Ticen of Attica State Prison was named chairman. Assisting him will be Wesley Deomon of Buffalo State Hospital; Grace Hillery and Melba Binn, past presidents; Vincent Alesst of Monroe County and Edna Randle of the State University of New York at Genesee.

Also distributed to delegates was a new conference roster listing the names and addresses of all conference officers, county workshop officers, field representatives, directors and member chapter presidents.

Following the regular business meeting, a cocktail party and dinner was held in the Colonial Lounge in Orchard Park. Host chapters were the Buffalo State Hospital and West Seneca State School chapters.

Frozen Foods

New York leads the nation in the production of frozen grape concentrate, applesauce and apple juice, according to the State Commerce Department.

CSEA Meets With Brydges, Levitt

(Continued from Page 1)

tions with CSEA, whom he had designated as sole bargainer for most State workers, when the Public Employment Relations Board ordered him to stop dealing exclusively with CSEA. In a later meeting with CSEA officials, the Governor also let it be known that the budget was "locked in" and he refused to re-enter negotiations.

Provocation Charged

The CSEA contends—bitterly—that the PERB order was no reason for the Governor to stop negotiating and, as a result, has declared that the Governor is engaging in acts of "extreme provocation" which could justify a work stoppage by State workers.

Although it could not be confirmed, it was reported that Sal-

ary Committee members at their meeting last week discussed means of setting off such a work stoppage without violating the tenets of the Taylor Law.

The meeting with Speaker Travia is scheduled for today and other meetings are being planned again with Levitt and Brydges. One CSEA leader was quick to note that, should these talks prove fruitful, CSEA members should be prepared to do their own selling job on any programs directly to their own individual legislators.