

Civil Service LEADER

America's Largest Weekly for Public Employees

Columbia, Syracuse Sign Contracts

See Page 3

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CSEA DELEGATES MEET TO ACT ON MANDATE- 'NO PACT-NO WORK'

EDITORIAL

Let's Get It Straight

COUNCIL 50 of the American Federation of State, County and Municipal Employees has been engaged in a strike action for over a week that has no purpose other than seeing the union survive. Council 50 is not calling a strike to get better wages and working conditions for Mental Hygiene Department employees. Council 50 is not calling a strike to get an election.

Council 50 is calling a strike to pressure the State Public Employment Relations Board into dividing the State employees into as many bargaining units as possible in hopes that the union can survive in one or two little pockets of employment.

Any responsible union leadership knows that the bigger and stronger the membership, the greater power at the bargaining table. No union that has the welfare of public employees at heart could honestly work for breaking employees down into weak, powerless units for negotiating purposes. Yet that is exactly the major effort that Council 50 is exercising, an effort designed only to keep the dues coming in, not the benefits going out.

Many New York City unions learned this lesson, to their regret. After fighting to get individual units, many of them were forced to band together after all in order to make any negotiating gains.

So let's get it straight. Council 50 is calling a strike to break up the bargaining power and strength of public employees in New York State. The Civil Service Employees Assn. is fighting to keep employees unified and under one forceful banner so they can continue to make strides similar to those made by CSEA in past years. It's that simple.

Syracuse School Aides Sign One-Year Pact With 8% Pay Boost

(From Leader Correspondent)

SYRACUSE—Both the Syracuse School District and the Office Personnel unit of Onondaga chapter, Civil Service Employees Assn., have signed a contract that includes an eight percent increase in wages and improved fringe benefits for the accountants, clerks, typists, stenographers and similar workers.

Also a feature of the one-year contract is a new six-step salary schedule (with higher increments in each step) that will give each worker a raise of at least \$325.

Increases are provided in the most populous titles that are higher or equal to those of county employees in those titles.

Mrs. Nell Matthews, unit president, said other benefits include:

A longevity increment of \$200 every five years after completion of the 10th year of service; the 1/60th retirement plan retroactive to 1938; non-contributory health insurance plan for employees; double and one-half time for holiday work, double time on Sundays, and time and one-half for overtime after 40 hours, and a vacation or compensatory time off for 10-month employees.

(Continued on Page 3)

Niagara Chapter Eliminates Provision Against Striking

(From Leader Correspondent)

LOCKPORT—The Niagara County chapter, Civil Service Employees Assn., voted last week to eliminate a no-strike clause from the chapter's constitution and by-laws.

"Like all CSEA members," said Mrs. Ruth Heacox, the chapter president, "we are dedicated to uninterrupted government service."

But Mrs. Heacox said removing the no-strike pledge paves the way for a walkout under "extreme provocation".

The chapter represents about 80 percent of Niagara County's 1,200 employees and is negotiating now with county leaders on a 1969 contract under the Taylor Law.

CSEA Field Rep Hurt, Hospitalized, Won't Stop Work

AUBURN — Louis Shaw, Civil Service Employees Assn. field representative for the large Central-New York field area is conducting business "as usual" from his bedside in Mercy Hospital in Auburn.

Shaw, who recently underwent knee surgery, is recuperating at the hospital but is still on the job, giving advice and other assistance daily to various CSEA chapter and unit representatives in his area.

The former Cayuga County CSEA chapter president who negotiated the first contract for CSEA under the Taylor Law has a phone installed on one side of his bed and his working files on the other side.

Shaw is expected to be incapacitated but nevertheless working (at his own request) for at least four weeks.

On the spot assistance to chapters and units will be given by CSEA staff representatives from adjacent field areas. Cards and letters would be appreciated.

Negotiations Failure Could Lead To Aides' Withholding Of Services

(Special To The Leader)

ALBANY—Delegates to the Civil Service Employees Assn. meeting here in special session today (Nov. 26) are expected to determine whether or not State employees have been sufficiently provoked by lack of a contract with the Rockefeller Administration to call for a withholding of State employee services.

Delegates mandated a "no contract, no work" edit on its negotiating committee last September when CSEA held its annual meeting in the Concord Hotel. These same representatives were called to Albany for the special meeting after an emergency meeting of the State Executive Board of the Employees Association held here last week.

The special delegate session was ordered when it was learned that possible actions by the State Public Employment Relations Board could interfere with the negotiations on a contract between the State and CSEA. PERB announced last week that it would make a determination on bargaining units in the State by Wednesday of this week. Such a determination on bargaining could stall current negotiations.

Solomon Bendet, chairman of the CSEA Salary Committee and a member of the CSEA negotiating team, told The Leader that "we have been bargaining in good faith with the State and we are entitled to a contract. We have demanded that the contract be negotiated before Nov. 26 and that we have the right to present it at that time to our delegates for their possible approval or disapproval."

Theodore C. Wenzl, Employees Association president, said that if delegates failed to approve a contract or if contract negotiations

were stalled, then CSEA would have no other recourse than to implement the no contract, no work mandate.

No Blackmail

"We do not intend to be blackmailed out of our contract because of the phony and ineffective strike called in Mental Hygiene Dept. hospitals by Council 50 of the American Federation of State, County and Municipal Employees," Wenzl declared.

Council 50 called for strikes last week at Creedmoor, Manhattan State and Bronx State Hospitals. Although the majority of employees have been reporting for work, the union has kept up token picket lines at those institutions. Governor Rockefeller's response to the union action has been to invoke the Taylor Law and ask that Council 50 be suspended from

(Continued on Page 14)

Don't Repeat This!

In Civil Service

Fate Of Pension Goals To Effect '69 Labor Scene

WHEN the State Legislature voted itself a half-pay pension plan based on the best three years of income after 20 years' service it set a goal that every public employee group in New York is going to

(Continued on Page 2)

State Liquor Chap. Elects New Officers

The State Liquor Authority chapter of the Civil Service Employees Assn. at Albany, N.Y., recently elected the following new officers: Edward L. Reynolds, president; Dorothy Futscher, vice-president; Charla M. Davis, secretary, and Angela M. Farina, treasurer.

(Adv.)
COMPUTING YOUR RETIREMENT BENEFITS? THE MAURICE BLOND AGENCY, 11 W. 42nd ST., N.Y.C. TEL. 736-6664.

Don't Repeat This!

(Continued from Page 1)

shoot for during the coming session if the Legislature.

The daily press throughout the State was heavily severe in its criticism of the retirement scheme for Assemblymen and Senators and was even more vitriolic when civil servants declared, in essence, that what was right for the Legislature was right for the public employee.

This criticism didn't keep the plan from going through, however, and it will not stop public employees from their drive for equal treatment in retirement benefits.

A 20-year retirement for State employees is a definite goal of the Statewide Civil Service Em-

ployees Assn., which has already gained a non-contributory, guaranteed half-pay pension after 30 years' service. There are some 20 year and 25-year pension plans in existence now in both State and New York City. One major difference in the New York City plans, however, is that the employees still make contributions to the various retirement plans in effect.

It can be expected that City groups will certainly press hard, therefore, for non-contributory systems while shooting for the 20-year plan.

What all this could mean is that no matter how well negotiations go between government and labor on wages and other benefits, failure to make any real gains on improving pension plans could bring a whole new batch of labor disturbances. Most public employee groups feel that there is no way the Legislature could legitimately deny civil servants what they voted for themselves.

Mayor Lindsay may be in a little better position because the City has not made any move in the direction of such a pension system for local lawmakers.

At any rate, what happens to retirement goals this year may well determine the pattern of labor peace to a very large degree in 1969.

State Sets Professional Career Test For College Graduates And Seniors

New York State expects to hire more than 1,000 college graduates in 1968-69 as professional trainees. The State Professional Careers Examination is the gateway to appointment to more than 100 State career specialties which represent almost every field of government endeavor.

Although most of these positions are located in Albany, there are many in cities such as New York City and Buffalo and many more field work positions in State conservation, health, mental hygiene, public works and social welfare operations.

In order to present a clear picture of what these professional career opportunities in State government offer to the college graduate, the State has produced a special beginning professional careers brochure, complete with

9 Days—Only \$349 Easter In Rome And Florence

The 1969 Easter trip to Rome for members of the Civil Service Employees Assn. and their immediate families will be longer, include a side visit to Florence and will be less expensive than the 1968 trip with no reduction in quality, it was announced by Irving Flaumenbaum, tour leader.

The nine-day trip will leave New York April 4 and return April 13, giving tour members Holy Saturday and Easter Sunday in Rome. Included are round trip transportation via Pan American jet; all hotel rooms, sightseeing tours of Rome (including the Forum and Vatican City) and its environs; a two-day visit to Florence with its great art treasures—all for only \$349. Those wishing air passage only may buy round trips seats at only \$239.

Space on this highly popular tour is strictly limited and immediate application should be made by writing Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. Telephone (516) 868-7715.

detailed explanations of the testing procedures and the computer rating system utilized by the State Civil Service Commission for selecting the right applicants for the right jobs. Also included in the brochure is a simple application for admission to the test and a sample of test questions. Many of the jobs available can be filled only by individuals with degrees or qualifying course credits in the specialty involved, such as engineering. However, there are many positions, such as those in administrative fields, for which there is no specific degree required, and for which there are a minimum of particular course credits necessary.

The range of these training positions, as the brochure explains, go well beyond the stereotyped government activity. Many involve new phases of the State government's activities in the public interest such as air and water pollution control, the ever-expanding State University system, urban-renewal, social services, narcotics control, conservation and many more.

As the public demands for government services increase, the expertise and professionalism of the government specialist becomes more essential, and his role more valued.

College graduates entering their professional specialties come from all over the country each year

Christmas Tour To Spain—\$347

A nine-day Christmas tour to Spain's resort area—the Costa del Sol—is now open to Civil Service Employees Assn. members for only \$347 and the price includes round trip jet transportation, breakfast and dinner, rooms at the Hotel Torre de la Rocca in Torremolinos and a side excursion to Granada.

The tour departs from New York on Dec. 23, returning Jan. 1. Space is limited and immediate application should be made to Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y., 11210—telephone (after 5 p.m.) 212 253-4488.

to accept these beginning professional career jobs with the State.

In most cases, when a recent graduate begins a professional career with the State he or she spends the first year in a training capacity for which there is a salary of \$7,200 per year, regardless of specialty. Once this initial year is over, the trainee moves up to the first professional salary level which may range from \$7,662 to \$8,950 per year. Promotion over the years, judged by merit and fitness standards, can lead to top administrative positions at salaries over \$25,000 per year.

If you now have or will have within the next eight months, a bachelor's degree in any major from an accredited college, you may apply to take the State Professional Careers test. It is not necessary that you be a resident of New York State but United States citizenship is required.

In addition, take note that draft or reserve status is not disqualifying. Appointees to a professional career position may receive a military leave of absence if necessary.

Applicants will have the option of selecting the geographic area of the State in which they would be willing to accept appointment.

Some of the professional areas which include the more than 100 different job titles involved are personnel administration, program planning, research test development, education and training, public relations, banking and finance, budgeting, accounting, business administration, math and statistics, computer programming, natural science (which includes public health, forest conservation and biologist positions), physical science (which includes chemist, engineering and scientist positions), economic real estate, social and behavioral

5 Days—Only \$185

Lincoln's Birthday Tour To The Bahamas

The only peak-of-the-winter season tour to the Grand Bahamas is now open for bookings to Civil Service Employees Assn. members and their immediate families. The trip will take place during the Lincoln's Birthday holiday running from Feb. 12 to 16.

Round trip jet transportation, deluxe dinner and breakfast, hotel rooms at the Sheraton-Oceans and free golf are included in the price of just \$185.

Immediate application should be made by writing to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y., 11210. Telephone after 5 p.m.—(212) 253-4848.

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Central Conference Winter Meeting To Feature Workshop On Public Relations, Insurance

(From Leader Correspondent)
SYRACUSE—Public relations, insurance and other topics will be among the featured discussions during the two-day Winter Meeting of the Central Conference, Civil Service Employees Assn., beginning Feb. 14, 1969, in the Hotel Syracuse Countryhouse.

Another highlight will be the presentation of a trophy for the best scrapbook on chapter public relations.

Climaxing the meeting Feb. 15 will be the annual dinner dance of the Syracuse chapter, which will host the meeting.

An educational session on public relations will be held at 8 p.m. the first day, with Floyd Peashey, CSEA officer, as moderator, and Joseph Roulier, CSEA public relations director; Gary Perkinson, CSEA public relations committee chairman and Paul Kyer, Civil Service Leader editor, as panelists.

Preceding this discussion will be a reception and a session on insurance. A social hour, hosted by Onondaga chapter, will follow a "delegates sounding board" session after the panel.

Committee meetings and the Central Conference business session will take up most of Feb. 15.

The scrapbook trophy will be presented following the business session. Judging — by Roulier, Kyer, Sidney Grossman, deputy State attorney general, and Ron Curtis, WHEN and WHEN-TV news director — will come in the morning.

Mrs. Mary L. McCarty, Syracuse chapter president, will supervise arrangements for the meeting. Mrs. Mildred Harrison is chairman of the dinner-dance and Miss Angine Leone, Syracuse

cuse, office of the State Tax Department, is handling tickets for the dinner.

Syracuse School

(Continued from Page 1)

Also, 12-month workers will earn 15 days of sick leave annually, cumulative to 180 days; 10- and 11-month employees will receive pro-rated sick leave; one day of personal leave; improved emergency leave provisions, and a clause clarifying the legal liability of the employee and the school district when the worker serves in the role of "school nurse."

Members of the CSEA negotiating committee included Mrs. Matthews, CSEA field representative John J. Ray, and Margaret Young, Evelyn Smith, Georgia Turner and Margaret Kaufman.

Conserve!

Paul J. Benoit, a 27-year veteran conservation officer for New York State, has been appointed chief conservation officer. The appointment, announced by Conservation Commissioner R. Stewart Kilborne, is part of the reorganization of the Bureau of Law Enforcement in the Division of Fish & Game, which previously saw William J. Goodman promoted to assistant director for law enforcement and field services.

Columbia County Aides Approve One-Year Contract Providing Salary, Vacation, Retirement Improvements

(From Leader Correspondent)
HUDSON — Pay raises, retirement improvements and an agreement to conduct a job study are among the numerous benefits contained in a contract negotiated by the Columbia County chapter of the Civil Service Employees Assn. and the county government.

James Graham, CSEA field representative who assisted in the negotiations, told The Leader that the employees already have ratified the pact which calls for a seven percent across the board, an increase for 40-hour employees and a five percent hike for those who work 35 hours a week. The county, Graham, noted also agreed to conduct a study of all positions this year "which, quite conceivably, could lead to more salary increases next year."

CSEA also won adoption of the non-contributory 1/60th retirement plan retroactive to 1938; a shift differential of 10 cents an hour for employees at the county infirmary; continuance of summer hours; 11 paid holidays; two personal leave days; minimum of two hours pay for persons called in on an emergency basis; and non-contributory health insurance coverage for the employee with the employer also paying 35 percent of the cost for dependents.

Grievance Procedure

Also, a grievance procedure and reciprocal rights; work security under which an employee assigned to duties in a higher class in an emergency would be compensated under the higher rate provided the work in that particular job exceeded two days; and tenure for labor and non-competitive class employees after three years.

Graham noted that employees, under the new contract, may also accumulate sick leave up to 140 days and will enjoy a better vacation schedule which includes 12

days between one and five years; between 11 and 15 years and 21 15 days between 6 and 10; 18 days days after 16 years.



CONTRACT SIGNING — Columbia County chapter, Civil Service Employees Assn., recently ratified a salary and benefits pact for the coming year. Shown from left, seated, are Clayton Mink, president, Columbia County chapter, CSEA; Ellsworth Weaver, chairman, Columbia County Board of Supervisors; and standing, James Graham, CSEA field representative; Joseph Hiseox, clerk, Columbia County Board of Supervisors; and Abram Miner, Columbia County attorney.

Nassau Chapter Goal — 20,000 Members

(From Leader Correspondent)

MINEOLA—Since winning a representational election by a 10-1 margin, the Nassau chapter, Civil Service Employees Assn., has added more than 1,000 new members.

The new members bring the chapter's rolls well over 16,000, it was announced by chapter president Irving Flaumenbaum, who is also State second vice-president. "We are driving for 20,000 members by mid-1969," Flaumenbaum asserted.

The influx of members came from county employees, evidently alerted to the necessity for solidarity. Some came after the chapter negotiated pay boosts averaging more than \$1,000 for all county employees in a new contract providing other new benefits.

Meanwhile, growth continued in units of the chapter and new units were added.

New units were formed for employees of the Mineola and Franklin Square Public Libraries. The Mineola unit elected Mrs. Diane Maziariski as temporary president. The Franklin Square unit elected Mrs. Margaret O'Grady as temporary president. About 95 percent of the eligible employees joined as charter members of the units. Both units are expecting recognition shortly and are preparing for contract negotiations.

Pass your Leader on to a non-member.

Syracuse Aides Get First Contract

(From Leader Correspondent)

SYRACUSE — Onondaga chapter, Civil Service Employees Assn., and the City of Syracuse have signed their first working contract under the Taylor Act—a pact that gives City employees salary and wage boosts of seven and a half percent—with a \$400 minimum—for 1969.

The pact was signed last week in ceremonies in the office of Syracuse Mayor William F. Walsh. Signing for Onondaga chapter—whose membership includes both city and Onondaga County workers—were Mrs. Hilda Young and other CSEA representatives.

The contract also includes a new sick leave plan permitting City workers to earn one and a quarter days a month with no limit on the amount accumulated.

Other features are city-paid health insurance for the worker, the 1/60th retirement plan retroactive to 1938, overtime provisions, \$200 longevity increment every five years, and improvements in vacation time and personal leave, plus job security for all employees not in the competitive class.

The contract covers only the city's "white-collar" employees.

The City's 730 blue-collar workers not represented by CSEA have gone to "fact finding" under the Taylor Law in their contract dispute.



ON THE DOTTED LINE — Imogene Herz, Onondaga chapter, Civil Service Employees Assn. representative, watches Syracuse Mayor William F. Walsh sign 1969 labor contract with the CSEA unit.

Buffalo SU Chapter Christmas Party Set For December 5

(From Leader Correspondent)

BUFFALO—A Christmas atmosphere will prevail Dec. 5 at the general meeting of the State University of Buffalo chapter, Civil Service Employees Assn., which will be held at 8 p.m. in Room 70, Acheson Hall on the UB campus.

The Sweet Adelines, a well-known Buffalo-area choral group, will sing carols, and coffee and Christmas cookies will be served. Edward Dudek is the chapter chairman.

Orange Chapter Elects New Slate

GOSHEN—Officers were elected for a two-year term recently for the Orange County chapter, Civil Service Employees Assn., by unanimous vote.

They include Frank J. English, president; Richard Riker, vice-president; Isabel Van Pelt, secretary, Frank W. Spisso Jr., treasurer, and Charles Share, delegate.

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Sight of One Eye	\$ 5,000

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Bellizzi Elected

ALBANY—John J. Bellizzi, director of the Bureau of Narcotic Control for the State Health Department, has been elected executive director of the International Narcotic Enforcement Officers Assn.

Bellizzi, a founder of the organization, had served as its president for three years.

LEGAL NOTICE

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York and the distributees of Olaf Arnesen, also known as Olaf Arnsen, Olof Arnsen and Olof Arissen, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, distributees or otherwise in the estate of Olaf Arnesen, also known as Olaf Arnsen, Olof Arnsen and Olof Arissen, deceased, who at the time of his death was a resident of 154 East 91st Street, New York, N.Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator e.t.a. of the goods, chattels and credits of said deceased: You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 17th day of January, 1969, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator e.t.a. of the goods, chattels and credits of said deceased, should not be judicially settled. IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, HONORABLE S. SAMUEL DI FALCO, a Surrogate of our said County, at the County (Seal) of New York, the 14th day of November in the year of our Lord one thousand nine hundred and sixty-eight. WILLIAM S. MULLEN, Clerk of the Surrogate's Court.

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. FREDERICK GOLDNER, Plaintiff against JANE GOLDNER, Defendant. Plaintiff designates NEW YORK COUNTY as the place of trial. The basis of the venue is Plaintiff's residence address. ACTION FOR A DIVORCE PURSUANT TO DOMESTIC RELATIONS LAW SECTION 170. SUBDIVISION 2. SUMMONS. Plaintiff resides at 200 East 78 Street, New York, N.Y., County of New York.

To the above named Defendant. YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's 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, New York, N.Y. November 6, 1968. DI FALCO, FIELD, FLOREA & O'ROURKE Attorneys for Plaintiff Office and Post Office Address 39 Broadway New York, N.Y. 10006 WH 3-3929

NOTICE—To JANE GOLDNER: The foregoing summons is served upon you by publication pursuant to the order dated Nov. 7, 1968, of Hon. Samuel M. Gold, a Justice of the Supreme Court of the State of New York, and filed with the complaint and other papers in the office of the Clerk of the County of New York, at the Courthouse, 60 Centre Street, New York, N.Y. The object of this action is for a divorce. Dated: November 19, 1968. DI FALCO, FIELD, FLOREA & O'ROURKE Attorneys for Plaintiff

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. SOFIE ZAK, Plaintiff, against MIECZYSLAW ZAK, also known as WALTER ZAK, Defendant. Plaintiff designates New York County as the place of trial. SUMMONS. ACTION FOR DIVORCE. The basis of the venue is the residence of the plaintiff in the State of New York, County of New York.

To the above named Defendant: YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney, within twenty days after the service of this summons, exclusive of the day of service; 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, October 29th, 1968. ALEXANDER A. SUESS, Attorney for Plaintiff Office and Post Office Address: 277 Broadway, New York, N.Y. 10007 349-1327

NOTICE — TO MIECZYSLAW ZAK, also known as WALTER ZAK, Defendant: The foregoing summons is served upon you by publication pursuant to the order of Hon. Samuel M. Gold, a Justice of the Supreme Court, State of New York, dated Nov. 4, 1968, and filed with the complaint and other papers in the office of the Clerk of the County of New York, 60 Centre St., New York, N.Y. The object of this action is for an absolute divorce. ALEXANDER A. SUESS, Attorney for Plaintiff

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; Sullivan 750, Genesee Building 1 West Genesee St.; State Office Building, Syracuse; and 500 Midtown Tower, Rochester, (Wednesday only).

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

FEDERAL

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

Hours are 8:30 a.m. to 6 p.m. Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 573-6101. After 5 p.m., telephone 488-3767, give the job title in which you are interested, plus your name and address.

Applications are also obtainable at main post office 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.

Planners: Earn \$14,850/Year

December 9 is the last day to apply for positions as assistant director and associate planner with the Erie and Niagara Counties Regional Planning Board. A test will be held on Dec. 11 for both of the jobs. The assistant director will receive \$14,980 to start and may go up as high as \$15,860. Asso-

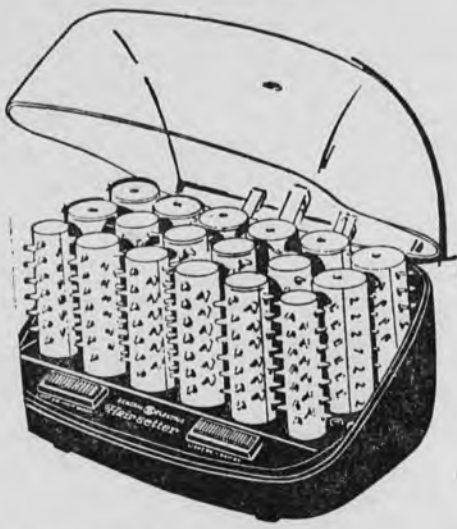
ciate planners get \$11,935 to start with a maximum of \$12,635. New York State residence is not required. To qualify, candidates must have a bachelor's degree from a regionally accredited college or university in city, urban, or regional planning, public administration, political science, sociology, municipal government, economics, geography, civil engineering, architecture or landscape architecture and, for the assistant director's job, six years of experience in city, county or re-

gional planning (two years of which must have been in a supervisory capacity), and, for the associate planner's job, four years of experience in city, county or regional planning. As an alternative to the above, candidates may have a master's degree in city, urban or regional planning, and, for the assistant director, four years of experience in city, county or regional planning, two years of which must have been in a supervisory capacity, and for associate planner, two years of experience in city, county or regional planning.

Any satisfactory equivalent combination of training and experience as stated in the above requirements will also be accepted.

For applications and more information, write to the State Department of Civil Service at the Alfred E. Smith State Office Building, Albany.

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Rates of Promotion

The School system's Bureau of Educational Program Research and Statistics reported that the City's elementary schools had a promotion rate of 96.2 percent, in 1966-67 as compared with the 1965-66 school year of 95.7 percent. Junior high schools promoted pupils at the rate of 94.3 percent, as compared to 94.7 percent. Ten years ago the average rate of promotion was about 95.6 percent in the elementary schools and 96.6 in the junior high schools. (N 87)

To Keep Informed, Follow The Leader.

Rosen Appointed Bronx Jury Clerk

The Appellate Division of the Supreme Court, First Judicial District, has appointed Solomon D. Rosen as jury clerk of Bronx County.

Rosen received a master's degree in business administration from The City College and is a graduate of St. John's University Law School.

He has been chief assistant for 12 years and for the past six months served as acting jury clerk.

Free Booklet on Social Security, Mail only. Leader, Box S, 97 Duane St., New York, N.Y., 10007.

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Classes meet TUESDAYS 6 PM
- SENIOR CLERK-STENO
Classes Meet MONDAYS in Jamaica 6:30 PM and THURSDAYS in Manh. 6 PM
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TUESDAY, NOVEMBER 26, 1968

A Proper Decision

DESPITE Mayor Lindsay's protests, the New York City Office of Labor Relations last week decided that staffing and manpower of various departments could become a bargaining item.

Action to force this decision was brought by the Uniformed Firefighters Assn. after the Mayor and his bargainers refused to allow the UFA and the Uniformed Fire Officers Assn. to discuss the shortage of manpower on the Fire Department's apparatus during bargaining sessions.

This shortage was one of the prime reasons for the firefighters' job action early this Fall. Michael Maye and Joseph Lovett, presidents of the two unions, maintained that the department was becoming seriously shorthanded in light of the increasing number of responses made by the firefighters daily. The City maintained that the number of men was a management decision only and not of concern to the unions.

However, the Office of Collective Bargaining felt differently. Their decision, which will affect other departments and future negotiations as well as the instant matter, was that as long as the manpower situation had impact on those bargaining, it was a bargainable item.

We agree. Shortages of help certainly have impact on employee efficiency and morale and affect the smooth operation of government generally.

And these public employees are pledged to keep government operating as a well-oiled machine. Whatever government can do to assist them certainly is welcomed by the public.

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.

Unjustified Attack

HOW WOULD YOU—a hard-working, dedicated career civil servant—feel, upon awakening one stormy morning, to find that your department, and therefore you, had just been labelled by a powerful newspaper "an unwitting accomplice" to a bunch of car thieves?

IF YOU ARE one of 3,384 employees of the Department of Motor Vehicles, you must have felt as low as an earthworm. Your devastation was probably matched only by your anger in seeing your special efforts to upgrade the good public relations of civil service and your department go down the drain because of unjustified and unfair accusations.

HERE YOU AND your colleagues have been fighting a winning battle—with the assistance of electronic computers—against the gargantuan job of regulating

the State's nearly eight million drivers and about 6.5 million motor vehicles.

SUDDENLY, on the totally erroneous assumption that you are a police officer and your department is a police agency, the New York Daily News discovers your department's as well as your "inability . . . to cope with car thefts."

IT IS PRECISELY as if the State's Division of Alcoholic Beverage Control was accused of failing to properly regulate the

(Continued on Page 15)

LETTERS TO THE EDITOR

Pension Inequities

Editor, The Leader:

As a member of the Civil Service Employees Assn. for a good many years and a civil service employee of the City of Buffalo-Board of Education with over 30 years of service, I am appalled at the inequities that exist between the New York State Employees' Retirement System and the plans of other employees of the State, including Legislators, Teachers, etc.

It is grossly unfair that an employee with over 30 years of service upon retirement would receive a lesser benefit than these other employees retiring with lesser years of service. These other plans vary from 50 percent benefit after 20 years of service to as high as 73 percent after 40 years of service.

Surely your influence as the voice of the civil service employees of the State should be heard loud and clear in the cause of equalizing the plan of the employees your paper represents. Granted, improvements in the plan have recently been made, but these are far from the liberal plans enjoyed by these other groups.

Your efforts in publicizing this inequality and your influence with the Legislature stirring up enthusiasm for revision of this plan will be greatly appreciated.

FRANCIS T. SHANNON
Buffalo

Civil Service Television

Tuesday, Nov. 26

4 p.m.—Around the Clock—New York City Police Academy Series for in-service training.

Wednesday, Nov. 27

4 p.m.—Around the Clock.
7:30 p.m.—On the Job—New York City Fire Department Training Series: "Fireboats, Tools and Equipment."

Thursday, Nov. 28

3 p.m.—Documentary Hour—Unesco film, "A Bridge in Music," with Yehudi Menuhin.
4 p.m.—Around the Clock.
7:30 p.m.—On the Job—"Radiation Detection Equipment."

Friday, Nov. 29

10 a.m.—Staff Meeting on the Air—Officials in New York City's Department of Social Services answer phoned-in inquiries from the offices in the field.

11:30 a.m.—Community Action—The Community Council of Greater New York examines the services in health and welfare available to New Yorkers in need.

4 p.m.—Around the Clock.
8 p.m.—Community Report—A series of programs highlighting one of the school districts of New York City, including a historical and contemporary sketch of the community, and interviews.

Saturday, Nov. 30

7 p.m.—Community Action—The Community Council of Greater New York examines the services in health and welfare available to New Yorkers in need.

7:30 p.m.—On the Job—Radiation Detection Equipment."

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.")

Review Of Ratings

IT HAS LONG been established by the Courts of New York that a candidate for civil service appointment has the right to judicial review of the rating on his examination. Yet, examining agencies persist in making this right difficult to exercise by failure to supply the information necessary for meaningful judicial review.

A RECENT case of an agency's reluctance to cooperate with a candidate's efforts to obtain judicial review of his examination is *Allen v. Board of Examiners of Board of Education of the City of New York* (New York Law Journal, Oct. 31, 1968, page 14). The petitioner, an applicant for licensure as chairman of Fine Arts Department in day high schools, passed the written and interview parts of the examination but failed the teaching test. Such test consists of an actual class lesson under observation of the examiner.

IN HIS Article 78 proceeding, the petitioner demanded annulment of his teaching test and an order directing that he be given a new teaching test. Among other contentions, he asserted that his teaching test lacked objectivity. As the Court of Appeals well stated in *Fink v. Finegan*:

A test or examination, to be competitive, must employ an objective standard or measure. Where the standard or measure is wholly subjective to the examiners it differs in effect in no respect from an uncontrolled opinion of the examiners and cannot be termed competitive.

* * *

An examination cannot be classed as competitive unless it conforms to measures or standards which are sufficiently objective to be capable of being challenged and reviewed, when necessary, by other examiners of equal ability and experience.

THE TEACHING test assesses various capabilities of the candidate specified in a rating sheet used by each examiner. The examiner makes running notes as an aid to his determination. The conduct of the test accords with the Board's guidelines.

IN ACCORDANCE with its custom, the Board furnished the petitioner only with a summary statement of reasons for failure in the test. It did not supply the rating sheets, thereby making it impossible for the petitioner to ascertain whether the alleged weaknesses were supported by the running comments of the examiners.

JUSTICE ABRAHAM J. Multer directed the Board to submit the rating sheets so that they would be available for inspection. Justice Multer cited, among other authorities for his order, *Schwartz v. Bogen* and *Gassner v. Board of Examiners*. These were Second Department cases. As held in the *Schwartz* case:

In our opinion, the refusal of respondents to permit petitioner to examine the standard against which her performance was measured was unreasonable and substantially impaired her right of appeal. The results of the examination should be so stated that the applicant can "check up the conclusions by some objective comparison."

THE CIVIL Practice Law and Rules expressly authorizes the Court to compel the Board to make available the rating sheet. Section 7804(3) states that after directing the agency to file its answer to the petition the Court may order the agency "to supply any defect or omission in the answers." In accordance with this statutory authority, Justice Multer directed the Board to serve copies of the rating sheets used in the petitioner's teaching test as well as copies of the Board's written instructions or guidelines for the conduct of the test.

ONE MAY think that the Court's determinations in the *Gassner* and *Schwartz* cases would have made amply clear even before the *Allen* case that the Board of Examiners is expected to cooperate in the requests of candidates for full disclosure of the basis for their grades. Even without court direction, an administrative agency ought not add to the difficulties of an employee who is attempting to enforce his civil service rights. Indeed, the agency should gladly offer its employees full cooperation in their legitimate efforts through approved procedures to protect their rights.

Q & A

QUESTIONS & ANSWERS about HEALTH INSURANCE



by
WILLIAM T. PARRY
Government Relations Manager
BLUE CROSS - BLUE SHIELD
Albany, New York

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

Q. During a recent illness I had surgery performed in my doctor's office. Please tell me if this is covered by my Statewide Plan?

A. Yes. The Blue Shield portion (Part II) of your Statewide Plan will pay for surgery no matter where it is performed — in the hospital, the doctor's office or the patient's home.

Q. If I should leave State service, can I convert my my Statewide Plan coverage to an individual policy?

A. Yes. You have the privilege of converting to regular Blue Cross Blue Shield coverage in the area where you live. However, the Major Medical portion of your Statewide Plan cannot be continued if you leave State service.

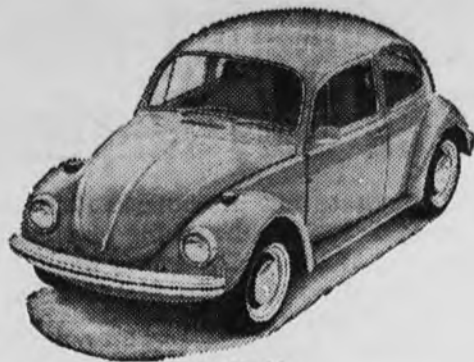
Q. Is any coverage provided under my Statewide Plan for emergency room treatment in case of an accident?

A. Yes. Hospital services in an out-patient department will be covered for accident cases provided such services are rendered not later than 72 hours after the accident. Surgical operations performed in the out-patient department are also covered under the Statewide Plan.

Q. I joined the Statewide Plan over two months ago, but have not received an identification card or insurance certificate. Please tell me where I can get them?

A. These are issued by your employer and not the Statewide Plan. I suggest you contact the personnel or payroll officer who handles the Statewide Plan for your agency and ask him to issue these forms to you.

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Even the biggest Volkswagen, our boxy station wagon, averages 23.
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But if you still don't care to sell out so cheap, there is at least one way to raise the price of a Volkswagen.
You can add the automatic stick shift to the bug or the Karmann Ghia. Or full automatic to the Fastback or Squareback.
(For no money at all, of course, you can come in and see them all in person.)

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Over 200 State Vacancies For Engineering Aide Jobs; HS Grad Only Requirement

New York State has announced it is accepting application to fill over 200 vacancies for engineering aide, with a salary range of \$4,395-\$5,485. Filing deadline is January 13.

Candidates must have graduated from high school by Aug. 31st, 1969 or possess a high school equivalency diploma. Applicants may substitute satisfactory experience in engineering, or related work, for high school at the rate of six months experience for one year of schooling.

Typical duties of an engineering aide include: assisting in civil engineering work by doing basic technical tasks or manual work with a field survey party or in a

Elmira Wants Meter Readers

An examination for the post of meter reader in Elmira, N.Y., will be given on Jan. 11, 1969. Applications will be accepted at the Elmira Civil Service Commission in Elmira until Dec. 11. Salary is from \$2.34 to \$2.66 an hour.

Candidates must have been legal residents of the area served by the Elmira Water Board for at least four months immediately preceding the date of the written test. The position is with the Elmira Water Board.

Minimum qualifications are either graduation from a standard high school and one year of work experience involving public contact, or a satisfactory combination of training and experience sufficient to indicate ability to do the work.

Candidates who are not high school graduates may substitute satisfactory clerical, business, industrial or military experience on a year-for-year basis.

Duties of the job include reading water meters and recording water meter readings, and doing related work as required. The written test is designed to cover arithmetic computations, meter reading and mechanical aptitude.

Christmas Party Planned At Buffalo

Buffalo chapter of State employees of the Civil Service Employees Assn. will hold its Gala Christmas Dinner Dance on Friday, Dec. 20. This year's annual party for chapter members will be held at the Hearthstone Manor, 333 Dick Rd.

Party arrangements are being made by chairman Joseph Vollmar, first vice-president and his co-chairman, A. Samuel Notaro, past president, with Mary Cannel, president, as honorary chairman.

Tickets may be obtained from departmental delegates or alternates and chapter officers.

Mediator

ALBANY—The State Public Employment Relations Board has named Joseph Shister of Buffalo to mediate a dispute between the City of Jamestown and the Policemen's Benevolent Association.

Many State Jobs For Engineering Techs.

A new nationwide announcement for engineers and scientists in grades GS-9 through GS-15, incorporating higher entrance levels for candidates with graduate degrees, has been issued by the U.S. Civil Service Commission.

It replaces all current announcements issued throughout the country by various Interagency oards of Civil Service Examiners for positions at these salary levels in engineering and architecture; copyright, patent, and trademark; physical science; and mathematics and statistics.

Recently approved changes in the crediting of graduate education allow the holder of a master's degree based on at least two years study to enter Federal service at GS-9; the holder of a master's degree based on at least two years of graduate study to enter a research position at GS-11; and the holder of a doctoral degree to enter a research position at GS-12, regardless of class standing in graduate school.

Candidates applying for positions at GS-9 through GS-13 may file applications with the Interagency Boards listed in the announcement. Those applying at the level of GS-14 and GS-15 will file only at the Washington Board.

The commission emphasized that most vacancies are expected to exist in the lower grades since government, like most employers, fills most of its upper level positions with employees who have demonstrated their ability to advance to greater responsibilities.

For further information, interested candidates should obtain a copy of Announcement No. 416 which may be obtained from the Civil Service Commission in Washington, any Interagency Board of Civil Service Examiners, or any major post office.

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The Naval Applied Science Laboratory in Brooklyn has immediate openings for temporary clerk-typists, beginners or experienced, on a part-time or full-time basis (minimum 20 hours per week).

Positions require U.S. citizenship and a minimum typing speed of 40 words per minute, plus six months of appropriate experience or a high school diploma. Entrance salary (full-time) is \$4,231 or \$4,600 a year, depending on qualifications. The written test will

be administered on location.

For further information, call 625-4500, extension 491 or 489, or apply at the Civilian Personnel Office, Flushing and Washington Avenues, Brooklyn, N.Y.

P.O. Celebrates It's Own "Day"

A glimpse at the post office of the future, as well as some of the modern machinery already installed in large postal stations, was exhibited in the lobby of the General Post Office, Tuesday, Nov. 19, to celebrate "Postal Services Day."

John R. Strachan, Postmaster

State Professional Career Test For College Students

(Continued from Page 2)

science (which includes a spectrum of psychological, psychiatric and social service jobs), regulatory (which includes investigative jobs in many fields), and museums and history, plus general positions such as cartographer, student librarian, home economist, park management, occupational therapist and laboratory secretary.

Professional accountants, engineers, and architects may be appointed without written examination. Also, a special program for attorneys is available through the "Legal Careers Test," information for which can be obtained by writing to Field Recruitment, Department of Civil Service, State Office Building Campus, Albany, N.Y. 12226.

In order to obtain the Professional Careers brochure, which contains an application and fur-

ther information on this opportunity, plus a full explanation of the computerized test rating and selection process utilized, write to State of New York, Department of Civil Service, State Office Building Campus, Albany, N.Y.

of New York City, conducted the ribbon-cutting ceremony which officially opened the exhibit at the 33rd St. & 8th Ave. building. He was assisted by Miss Shirley Hamathe, a substitute carrier who was selected "Miss Postal Services Day."

Health Center

ALBANY—State Senator Edward J. Speno of Nassau County has called on the American Public Health Association for support for proposed legislation to set up a health education center within the State University of New York. The center would provide for professional preparation of health educators, Seno said, to help develop and serve as coordinators for a comprehensive Statewide education program for the alleviation of preventable health problems.

Representative

ALBANY—William E. Bensley, a former president of the New York Farm Bureau, has been named Water Resources Agricultural representative for the State Conservation Department.

Ferlauto Addresses Buffalo CSEA

State employees of Buffalo chapter of the Civil Service Employees Assn. held their November meeting on the 20th at the Buffalo Athletic Club on Niagara Square.

Over 100 delegates and members attending the dinner meeting heard Joseph Ferlauto, senior information representative of the New York State Employment

System from Albany talk on retirement.

Jack Corcoran, field supervisor of the Civil Service Employees Assn., also spoke at the meeting.

Addition

On last week's fire captain list, the name of Robert J. Ebert was inadvertently left out. Mr. Ebert's rating on the test was 442.

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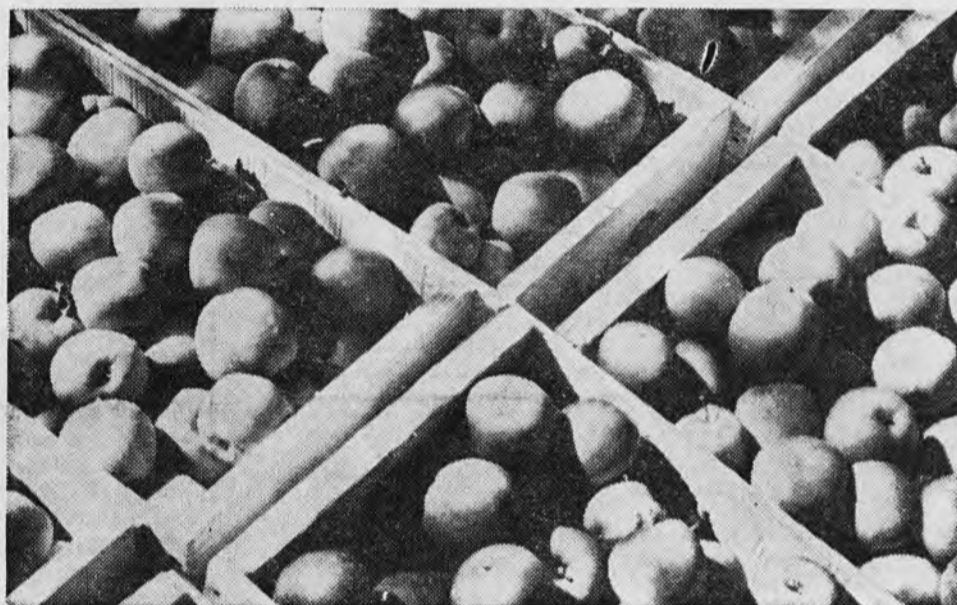
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NYS Summer Jobs— Camp Sanitary Aides

Applications will be accepted up to Dec. 23 for a State examination for 1969 summer jobs as camp sanitary aides at a salary of \$105 a week, it was announced recently.

The examination, to be held Jan. 25, 1969, is open to all qualified residents of New York State.

This is a field position, under the State's Department of Health. There will be several vacancies in various district offices involv-

ing employment during the summer resort season. Most jobs will begin in late May or in June,

and will last through August or possibly September. A few of the jobs may begin about May 1 and continue for six to ten months.

At the end of each season, names of permanent employees will be placed on a preferred list from which they may be re-employed the following year without further testing.

A camp sanitary aide is usually required to furnish his own car, and all employees using their own cars are reimbursed at a rate of ten cents per mile.

To qualify, candidates must meet one of the following requirements on or before July 1, 1969: (a) satisfactory completion of a two-year course leading to an associate's degree, or of two years of a four-year course leading to a bachelor's degree, given at a recognized college or university or institute and including at least six semester credit hours in general science, biology, physics or chemistry;

Or, (b) satisfactory completion of one year of a two-year course leading to an associate degree, or one year of a four-year course leading to a bachelor's degree, with specialization in engineering, sanitary science, agriculture or dairy science;

Or, (c) graduation from a standard senior high school (or possession of an equivalency certificate) and six months of cumulative experience as a sanitary inspector or investigator; or, (d) one year of cumulative experience as a sanitary inspector or investigator;

Or, (e) an equivalent combination of training and experience. A camp sanitary aide inspects sanitary facilities of camps, hotels, bathing beaches, and other public facilities in resort areas in order to enforce the provisions of the Sanitary Code. In cases of minor violations, he advises the resort proprietor to make the necessary changes; in cases of repeated violations, or failure to cooperate, he refers the matter to his superior for appropriate action. He also makes reports on inspection to the district public health engineer.

Application forms may be obtained by mail or in person at the following State Civil Service Department offices: State Office Building, Room 1100, Broadway, 12226; Room 1100, 270 Broadway, New York City, 10007; Suite 750, 1 West Genesee St., Buffalo, 14202, or Room 818, State Office Building, 333 East Washington St., Syracuse, 13202.

New Prexy

ALBANY—Dr. Kurt R. Schmelser has just been inaugurated as the third president of the Queensboro Community College.

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News Of The Schools

By A. L. PETERS

MDT Announces Success Of Licensed Pract. Nurse Project

Herman A. Kressel, director of the Board of Education's Manpower Development Training Program, announced recently that 90 percent of the program's licensed practical nurse project, June 1968 graduates recently passed their State Board examinations and qualified for New York State licenses as L.P.N.'s.

This group of 220, when added to M.D.T.'s other graduates over the past five years, has provided 1,410 additional "sorely needed" L.P.N.'s for New York City's municipal and voluntary hospitals. The program is currently training 550 additional nurses as part of its drive to ease the nursing crisis and to train unemployed and underemployed residents of ghetto areas for better paying jobs.

Following are the new L.P.N.'s:

Brooklyn

Betty Alexander, Catherine Ashe, Doris Barnes, Alyce Boone, Cynthia Brown, Mary Burgess, Grace Brereton, Clorene Carroll, Josephine Chaplin, Genevieve Cromartie, Jean Cross, Beverly Drew, Edna Daniels, Ruby Emmers, Loretta Fowler, Pearl Groves, Mildred Green, Maxine Hewitt, Helen Harris, Nellie Hairton, Julia M. Hinds, Cynthia Hardee, Hazel Harrison.

Roberta arrison, Delores Jones, Geraldine Jones, Linda Johnson, Jennie Jackson, Edna Jenkins, Inez Jones, Margie Keane, Juanita Lowery, Marion Loowery, Sheila Moore, Miriam Miles, Rosemary Munson, Geradine McCullough, Delores McGee, Nancy MeridBe, Vernice Mendes, Eliza Moore, Marilyn Mandrew, James Mickels, Elester Perkins, George Peters, Carrie Price, Martha Ramsey, Blanche Ray, Sandra Rickenbacker, Ruthell Reynolds, Pearl G. Rodriguez.

Joann Rolan, Lorraine Robinson, Irma Stephens, Constance Samuel, Floretta Simpkins, Constance Seldon, David Stevenson, Julia Sales, Frances Singleton, Hazel Scott, Pearlina Skeete, Florentina Smith, Katherine Scott, Lenet Skinner, Daisy Stewart, Bessie Sullivan, Shirley Tarrant, Ruth Thorne, Enid Thorne, Mildred White, Delzora Winfield, Whumzer Worrell, Beverly Wille, Charlesetta Wright, Marguerite Whitehurst, JoAnn Yancy.

Bronx

Lucille Bailey, Mary Betha, Eleanor Booker, Elsie Bonar, Audrey Brown, Delores Buford, Eurita Carroll, Redel Colley, Olivia Clemmon, Carolyn Cunningham, Thomasena Carter, Winifred Downes, Eliese Edwards, Rosalie Gantt, Dorothy Griffith, Dorothy Greenlee, Elizabeth Griffith, Janice Groom, Ethel Haskins, Corinne Hutson, Dorothy James, Sarah Jackson, Elsie Miller, Viola Morris, Dorothea Morrishow, Launey Mike, Altargacia Ortiz, Mercedes Ortero, Lorraine Patterson, Emma Phillips, Jean Pratt, Adnice Richardson, Mary Robinson, Shirley Riv-

Rhodes of Geneseo Named Dept. Head

Dr. Wendell D. Rhodes, professor of anthropology, State University College of Arts and Science at Geneseo, recently was named chairman of the department by Dr. Robert W. MacVittie, College president.

Dr. Rhodes holds the B.A., from Iowa Wesleyan College and the D.S.S., from Syracuse University. He has held a post-doctoral grant at the Latin American Institute of Cornell University.

He is head of a Geneseo State archaeological team which is investigating a 3,000 year old Viper Mound located on the Andrew Macauley farm in the Town of Geneseo. The site has received official New York State recognition. Purpose of the research is an attempt to establish the relationship of the mound to an early Woodland burial cult in the Northeastern United States.

Dr. Rhodes work has been aided by grants from the Research Foundation of the State University of New York.

Dr. Rhodes is a member of the American Association for the Advancement of Science, the American Sociological Society and the American Anthropological Association.

Business Conference In Albany Today

The many problems of managing the public school's business are being discussed at the State Department's third annual workshop for new school business officials yesterday and today in Albany. Approximately 150 business managers and school business administrators, including those new to the profession and administrators with new assignments in business affairs, are at the meeting at Chancellors Hall.

According to A. Buell Arnold, director of the department's Division of Educational Management Services, which sponsors the workshop, the two-day affair is designed to acquaint the new officials with State Education Department services in the areas of educational finance and management.

In addition, Arnold said, the meeting will provide the school administrators with an opportunity to discuss specific management problems with members of the department staff. Today's entire schedule will be devoted to clinics in the following areas: accounting, budget, preparation and independent audits, purchasing insurance, educational data processing, State and Federal aid, bonding and investments, transportation, school building construction, long-term financial planning, tax sheltered annuities, and personnel management.

The meeting got under way yesterday with a welcoming address by Herbert F. Johnson, associate commissioner for educational finance and management services. The main address, concerning current trends in education, was delivered by Stanley L. Raub, assistant commissioner for educational finance and management services.

The remainder of the conference will consist of panel discussions, each followed by question periods.

Three panel sessions held Monday include: "School Insurance"—Paul E. Jensen, school insurance advisor for the State Education Department, and E. Lloyd Rogers, private insurance consultant, Albany; "A Building Program"—James P. Rourke and Richmond C. Young of the State Education Department, and Henry J. Muller, school business administrator, Mohonasen Central Schools; and "Budgeting Concepts"—Arthur F. Jones, Richard C. Debus, and John J. Sullivan of the Department's Bureau of General Educational Management Services.

Today's agenda includes two panel sessions: "Guidelines for Administrative Organization"—James O. Haydon and Mr. Debus, Bureau of General Educational Management Services; and "In-Service Training Programs"—John A. McNamara, Bureau of Special Educational Management Services, Robert L. Lorette, professor of educational administration at SUNY, Albany, and John Lukinchook, superintendent for business affairs, Levittown Public Schools.

Philip J. Moore, chief of the Bureau of Special Educational Management Services, presided at Monday's panel discussions, and Robert E. Wilson, chief of the Bureau of General Educational Management Services, presides today.

Lindsay Praises College For Training Program

Mayor Lindsay has attached national significance to a program conducted by the New York City Community College for upgrading City hospital personnel.

In operation since Jan. 2 of this year, the training has enabled 700 nurse's aides—largely low-skilled employees from deprived areas—to qualify in inhalation, ambulance, obstetrical and operating room technology.

The Mayor made his evaluation in a letter expressing regret at being unable to attend graduation ceremonies to be held last week at the college's Klitgord Center Auditorium in Brooklyn.

Released recently by president Milton G. Bassin of the New York City Community College, the Mayor's letter said:

"There is, I am convinced a lesson for the entire nation in this program: namely, that in-

telligently-conceived and soundly executed programs can help to solve the problems of poverty; that, given the education and the opportunity the deprived can break the chains of hopelessness and despair and go on to better things; and, finally, it is not only the poor who benefit when they do this, but all citizens are better off because of it.

"In this case, the chief beneficiaries are the people of the City of New York. This program has given us 700 new, highly trained technicians . . . and, therefore, much better treatment and service for the patients in our City hospitals."

President Bassin said the training project, budgeted at \$93,000, has been financed by the United States Department of Labor acting through its contractor, the Social Development Corporation.

He said that curricula for the courses had been prepared by the college's Division of Continuing Education, directed by Dean Victor Lauter, in concert with the Development of Hospitals and the Social Development Corporation. A unique aspect of the schedule, he pointed out, was its emphasis on basic education, with teaching attention being focused on English, basic arithmetic and reading comprehension.

The Mayor's letter took note of the difficulties involved in presenting abstruse material to relatively untrained students and commended New York City Community College for its effectiveness in this direction.

"That this was done so successfully," he wrote, "is yet another evidence of your college's competence and leadership in the area of career training."

President Bassin emphasized that his college had been a leader in the concept of developing programs of service to the community. He recalled that the field director of a recent survey conducted by Michigan State University under a grant from the Kellogg Foundation had termed the community service programs of NYCCC "second to none anywhere in the United States."

"In this regard," he asserted, "We operate in accordance with the policy and directives of both the City University and State University—being a member of both systems—and both of which are dedicated to having their component institutions serve the entire community . . . and particularly, the deprived and the disadvantaged."

'Educated Manpower' Discussed At Conf.

A symposium on occupational education, sponsored by the Board of Regents and the State Education Department, was held in Albany Thursday, Nov. 14. The theme was "Educated Manpower for 1980."

More than 800 participants attended the invitational session, including local school board officials and school administrators, college representatives, directors of occupational education programs, officials of various State agencies, and representatives of business, industry, and labor.

According to Robert S. Seckendorf, assistant commissioner for occupational education, the symposium "assisted in charting New York State's future course in providing occupational education for all its citizens." He added that the session helped familiarize persons in local policy making positions with the problems, conditions, special needs, and requirements of quality occupational education programs.

MDT Looking For Surgical Instructors

The Manpower Development Training Program will accept applications continuously for positions as instructor of surgical technician at a rate of \$8.60 an hour for vacancies in day, eight-hour schedules.

Applicants who are New York State registered nurses with bachelor's degrees may apply by writing to Peter F. Guida, personnel supervisor, 110 Livingston St., Room 814, Dept. N-S.T., Brooklyn, N.Y., 11201.

Applicants should indicate the following in the letter of application: full name, address, home telephone and business telephone, R.N. number, title of degree and college, and a resume of their nursing background.

Reappointed

ALBANY—Governor Rockefeller has reappointed Dr. Emanuel R. Piore, vice-president and chief scientist for the International Business Machines Corp., to the board of directors of the State Science and Technology Foundation.

Dr. Piore is a Fellow of the American Academy of Arts and Sciences and lives in New York City.

Council of Women Meets In December

The Council of Women of the New York State Education Department will conduct its monthly meeting at the Sheraton Inn Towne Motor Inn at 12.15 p.m. on Monday, Dec. 9.

"The Skylarks," a choral group from Philip Schuyler High School directed by Miss Amelia Samarija, will present a number of yuletide selections after the meeting. Mrs. Adele Gardner is president of the Council of Women.

Fire Unions Vs. City For Additional Men; OCB To Settle Scrap

A policy dispute between two firemen's unions and the City over the questions of workload and manning has resulted in an unprecedented ruling which could give the unions an indirect voice in deciding workload allocations for the

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Fire Department, and have similar ramifications for all other City departments.

In the dispute between the City and the Uniformed Fire Officers Association and the Uniformed Firefighters Association the unions demanded that 2,500 firemen and officers be added to the firefighting force to relieve what they had asserted was an excessive workload. If not, the unions threatened "job action," a refusal to perform non-firefighting duties. The City maintained that manning of the Fire Department came under management's jurisdiction and was not subject to negotiation. However, the City did state it would add 500 men to the force.

A unanimous decision by the tripartite Board of Collective Bargaining held that any management decision that has "practical impact" on the working conditions of City employees may ultimately become the subject of collective bargaining if the City does not "act expeditiously" to relieve the impact.

A "practical impact" was defined by the Board to mean an "unreasonably excessive or unduly burdensome workload, as a regular condition of employment."

After an all-night session, mediated by the Office of Collective Bargaining, job action was averted with the following agreement. The 500 men would be added as soon as they could be recruited and trained. Men already on the force would work overtime with compensation until the 500 men could be added. And the broader question of workload would be submit-

ted to the Board of Collective Bargaining.

The Board held that it has the authority to rule whether an impact exists. If the Board finds an impact does exist, then the City has the "obligation to remove the cause of (the) impact as quickly as feasible."

If the union alleges that the impact continues, then the Board will order an immediate hearing. If the parties still cannot agree an impasse panel shall be appointed which shall have authority to make recommendations for changes in workload or additional manpower.

Thomas J. Dillon, spokesman for the UFOA, told The Leader that the requested increase in manpower is logical and justifiable. "In the ten years since 1957," Dillon explained, "the number of runs made by the Department has risen over 200 percent. We are asking for an increase in men of 19 percent. The position of the City in refusing is incomprehensible."

In 1957 the Fire Department had a complement of 12,000 men. There are now 13,000 men. This slight increase has been offset by a reduction in working hours, Dillon asserted.

As it stands now, the Board, having decided the policy question must now determine the factual question—whether a "practical impact" actually exists on the workload of the firemen.

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Techs., Aides

The Interagency Board of U.S. Civil Service Examiners of the Greater New York City Area at the Federal Building, 26 Federal Plaza, New York, N.Y. 10007, needs medical technicians.

Medical laboratory aid positions at the GS-3 level will also be filled under the same announcement.

Technicians will provide technical support and assistance to professional personnel in one or a combination of the fields of clinical laboratory work such as preparing culture media, stains, and test solutions, and cleaning and sterilizing glassware.

You must have one year of general experience as outlined in the announcement (No. NY-8-52).

Also required is successful completion of a full-time training course of approximately a year's duration in a medical or clinical laboratory assistant (or technician) school above the high school level which included instruction in chemistry, hematology, blood banking, and microbiology (including serology) and which, in addition, included supervised laboratory practice and the diagnostic process and the treatment of patients; or one academic year of study in an accredited college, junior college or university that included or was supplemented by at least 12 semester hours in chemistry and/or in biological sciences may be substituted for one year of experience.

The written test requirement, the basis of rating and filing procedure for GS-3 positions listed in the announcement, also applies to medical laboratory aid, GS-3.

LEGAL NOTICE

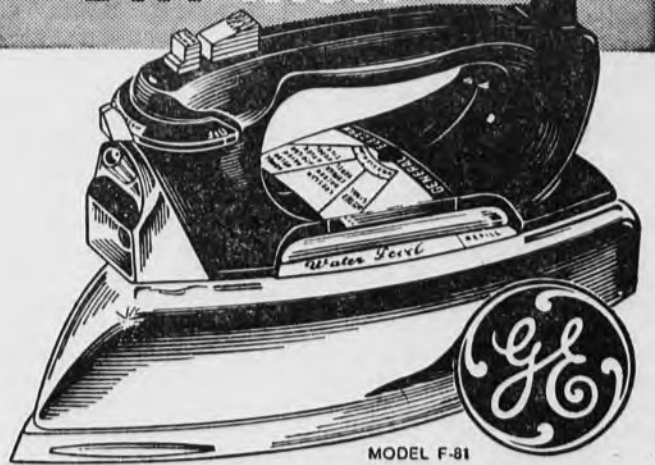
SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX
JUSTINE WELLS, Plaintiff against CLARENCE WELLS, Defendant—Plaintiff designates BRONX COUNTY as the place of trial. Summons with Notice—ACTION FOR DIVORCE. Plaintiff resides at 1400 Prospect Ave., County of Bronx, N.Y. To the Above Named Defendant Dated, N.Y. October 21, 1968
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 20 days after 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.

JACK DEITCH
Attorney for Plaintiff
Office & P.O. Address
305 Broadway
New York, N.Y.
To Clarence Wells: The foregoing summons is served upon you by publication pursuant to an order dated October 25, 1968 of the Hon. NATHANIEL T. HELLMAN, a Justice of the Supreme Court, State of New York and filed along with the supporting papers in the Bronx County Clerks Office. This is an Action for Divorce Dated: N.Y. October 31, 1968
JACK DEITCH, Attorney for Plaintiff.

SUPPLEMENTAL — CITATION—File No. 5887, 1968—The People of the State of New York, By the Grace of God Free and Independent,
To the heirs at law, next of kin and distributees of Elizabeth McKiernan deceased, if living, and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors and interest whose names are unknown and cannot be ascertained after due diligence.
YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on December 13, 1968 at 10:00 A.M. why a certain writing dated April 27th, 1962 which has been offered as probate by Eugene A. Drumm, New York, N.Y. 115 East 89th Street, New York, N.Y. should not be probated as the last Will and Testament, relating to real and personal property, of Elizabeth McKiernan deceased, who was at the time of her death a resident of 115 East 89th Street, New York, in the County of New York, New York.
Dated, Attested and Sealed, October 21, 1968.

HON. Samuel J. Silverman
Surrogate, New York County
William S. Mullen
Clerk
Casimir E. Sojka, Esq.
Attorney for Petitioner
80 Mott Street
New York City, 10013
Canal 6-5354

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Jay E. Greene of Brooklyn, chairman of the board of examiners for teachers and supervisors in New York City's school system, has been elected president of the American Association of School Personnel Administrators. The organization includes about 800 officials from the United States and some from Canada.

Committee Member

ALBANY — Brigadier General (Ret.) Vito J. Castellano has been named to the Business Advisory Committee on Management Im-

provement by Governor Rockefeller.

General Castellano, who retired from the New York Air National Guard in 1965, now serves as executive officer of several com-

panies in the area of nuclear operations and services and life insurance.

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GIFT PRESENTATION — John Colbert, center, was honored for his two-term service as president of the Poughkeepsie unit, Civil Service Employees Assn., at a dinner on Nov. 20. He is shown receiving a gift from William P. Schryver, right, Dutchess County Commissioner of Personnel, a leader in the civil service movement in the county. Left is City Manager James Mulcare, guest speaker, who spoke on "The Dignity of Municipal Employees."

Poughkeepsie Unit Installs Officers At Annual Dinner

(From Leader Correspondent)

POUGHKEEPSIE—Gerard Reilly was installed as president of the Poughkeepsie unit, Civil Service Employees Assn., at a dinner meeting Nov. 20 at Aloy's Garden Restaurant.

James Graham, CSEA field representative, served as installing officer. William P. Schryver, Dutchess County commissioner of personnel, presented a gift to John Colbert, who retired as president after two terms.

Others installed included Francis Crawford, first vice-president; Miss Lois Cunningham, second vice-president; Mrs. Katherine Olivo, secretary; Miss Carol Montross, treasurer; and Phil Rosino, sergeant-at-arms.

Other guests at the event included Ellis Adams, president of the Dutchess County chapter and the Dutchess County unit,

CSEA; Joe Deasy, Jr., city editor of The Civil Service Leader; Alderman Frank Gannon, Alderman Columbus Stanley, and Alderman Thomas Milano, who appeared as representative of City Mayor Richard Mitchell.

Guest speaker was City Manager James Mulcare, who greeted the gathering as "fellow members of the Civil Service Employees Assn." and spoke on the topic "The Dignity of Municipal Employees." His talk centered around the recently enacted Taylor Law and its impact on the public employee.

Two Titles Upgraded In State Institutions

ALBANY—The State Civil Service Commission has approved reallocations sought by the Civil Service Employees Assn. for two titles in the State institution teachers series and recommended geographic pay differentials for four others, it was learned at Leader press time.

One-grade hikes were approved for institution education supervisors and institution education directors, moving those titles to grades 18 and 21 respectively.

At the same time, the Commission action remanded reallocation appeals for institution teachers and vocational instructors, as well as senior levels of both those titles, to the Division of Classification and Compensation, recommending that geographic pay differentials be granted instead of upgrading positions.

Retired

ALBANY—William F. Quinn, a career State Labor Department employee since 1942, has retired as a senior factory inspector of the State Industrial Safety Service.



OFFICERS INSTALLED — Adams, president of the Dutchess unit and Dutchess chapter, CSEA. New officers are, from left, Francis Crawford, first vice-president; Lois Cunningham, second vice-president; Katherine Olivo, secretary; Phil Rosino, sergeant-at-arms, and Gerard Reilly, president.

Special CSEA Meeting

(Continued from Page 1)

payroll deduction of dues and that striking employees lose their pay.

At Leader press time, the union was to appear in court and was asked to show cause for not stopping the strike, which has been branded as illegal.

Bendet has called for a meet-

ing of the CSEA Salary Committee prior to the 1 p.m. meeting set for Albany's Washington Ave. Armory. To date, no details of the negotiations with the State have been released.

Bendet, at Leader press time, said, "We trust the contract will be ready to present to delegates on Tuesday. If not, the delegates

will be asked to consider whether or not they have been provoked to the point of asking the leadership of the Employees Association to call for a Statewide withholding of employees' services. Whether or not such action occurs is going to be the responsibility of the State negotiating team."

Capital Conference Activities Comm. Has Theatre Tickets

ALBANY — Starting on December 4, members of the Capital District Conference, Civil Service Employees Assn., will be able to attend hit musical comedies and other theatrical productions direct from Broadway, at Proctor's Theatre, Schenectady, according to information received from Genoa Kepner and Virginia Long, co-chairmen of the conference activities committee.

The committee has made arrangements with the American Theatre League, producers of the presentations, for members to purchase tickets at 10 percent discount starting with "You Know I Can't Hear You When The Water's Running," on December 4 at 8:30 p.m. Others available will be "Black Comedy" on February 4, 1969, "The Star Spangled Girl" on February 25, "The Apple Tree" on March 19, and "Fiddler On The Roof" on April 23.

Interested Conference members should call Miss Kepner at 474-6242. Letters to Miss Kepner may be addressed to 90 South Swan St., Albany. Mail inquiries may also be made to Miss Virginia Long, the State Capitol, Albany, New York, 12224.

**To Keep Informed,
Follow The Leader.**

L. I. Conference Asks Duryea To Relinquish One Of Two State Posts

(From Leader Correspondent)

BALDWIN—The 55,000-member Long Island Conference, Civil Service Employees Assn. is asking Assemblyman Perry Duryea (R-Montauk) to resign either from the State Assembly or his post as chairman of the Long Island State Park Commission because the dual roles suggest a conflict of interest.

A letter to Duryea is being dispatched after it was authorized by the conference delegates in their regular meeting at Carl Hoppl's, Baldwin. It was the first meeting presided over by George Koch, who succeeded to the presidency after the death of Thomas Purtell.

Koch, in a busy program, reviewed pressing business on the State and local scene and outlined actions for the conference.

Regional attorney Lester B. Lipkind was preparing the message to Duryea, who is now heir-apparent to the post of speaker of the assembly. The conference concluded that Duryea was "making policy here on Long Island and reviewing his own policy in Albany."

Delegates also attacked the park commission's actions in dealing with a New York City union that does not represent park employees in a dispute by seasonal lifeguards.

The group also dispatched a letter to Long Island radio sta-

tion WGLI and the Federal Communications Commission protesting "inaccurate and false scare advertisements" by Council 50, American Federation of State, County and Municipal Employees Union. "The union had placed ads warning relatives of inmates of Creedmoor State Hospital to take them out of the hospital before a threatened strike this week. "It was a scare tactic, and a great disservice to the public," Koch declared.

The conference set its legislative luncheon for Jan. 18 at Hoppl's restaurant in Baldwin. All Long Island State legislators will be invited to discuss the CSEA program.

The conference also planned participation with the Metropolitan and Southern Conferences for a workshop May 25-27 at the Granit Hotel, Kerhonkson, N.Y.

Koch also named two special committees. A group for School Districts will be headed by David Silberman, first vice president of the conference, and a committee for the Judicial Conference will be co-chaired by Mrs. Ann Rehak and Eleanor Koch.

Metro Public Service Chapter Elects Slate

At a recent meeting, the Executive Council of the Metropolitan Public Service chapter of the Civil Service Employees Assn. elected the following officers to fill the unexpired terms of officers who have either resigned, transferred to another State agency or retired:

President, Philip Wexler; vice-president, Biagio Patrenicola, and treasurer, Oscar M. Spieler. Lydia E. Rivera will continue as secretary.

The Executive Council consists of the above officers and members of the following bureaus: Administration, Rose L. Phillips; Accounting, Charles Potashinsky; Executive, Julia Brzezinska; Motor Carrier, Mildred Egger; Power, Edmund J. Hofmann; Railroad, Helen J. Young, and Telephone and Water, Helen D. Bergman.

Wexler has appointed Lydia Rivera as chairman of the social committee and Mark Jackson as chairman of the chapter's publicity committee. The chapter is cooperating with John J. Logan and Vicki Tiger who are arranging for a Christmas party to be held at 4 p.m. on Thursday, Dec. 19, 1968, at Don Gennaro's Restaurant, 96 Duane St., New York City.

Key Monroe Aides Win Big Salary Increases

(From Leader Correspondent)

ROCHESTER—The proposed 1969 Monroe County budget provides raises of up to \$3,800 a year—or 22 percent for top administrators, a comparison with the 1968 budget shows.

But many administrators' raises will be limited to five percent, and even then they'll be granted only on a merit basis, according to county officials.

County Manager Gordon A. Howe's salary range will be the same as this year's with a top of \$33,220.

The biggest increase is for the controller. The 1968 budget set a range of \$13,600 to \$17,000. The 1969 proposed budget raises the range to \$16,380 to \$20,800, a maximum increase of \$3,800.

County officials explained that the previous controller, John Buyck, practiced law on the side in addition to his county work. The new controller, Gordon Johnson, serves full time. The 1968 budget was amended when Johnson took over, so the actual increase for 1969 is not so great, officials said.

A maximum raise of \$2,174 is proposed for the counsel in Surrogate Court, where the present range of \$11,870-\$14,830 would jump to \$13,518-\$17,004.

Proposed for a 13 percent raise is the principal engineer in the Public Works Department. The salary range of \$14,700-\$18,380 would go to \$16,830-\$20,800.

Getting a 14.6 percent maximum raise will be the second assistant medical director of the chest clinic in the Health Department. The salary range for the position is proposed to rise from \$11,870-\$14,830 to \$13,598-\$17,004, a top increase of \$2,174.

Pay for top personnel is usually among the stickiest problems in drawing up a budget, even though the proposed raises account for only a tiny portion of the over-all increase.

The main problem is one of public relations. Voters and their elected representatives are rarely enthusiastic about \$1,000 and \$2,000 raises for persons already in the \$15,000 to \$30,000 salary range.

This problem temporarily split the Republican majority of the County Legislature last June, when a new salary schedule for all 4,000 county employees was proposed. A compromise plan was adopted to limit and delay any big raises for those already making \$12,000 a year. The savings were estimated at \$118,000—less than half of one percent of the entire budget.

Another part of the problem is the debate on whether the county should try to keep pace in pay with private industry.

A majority of county officials usually say yes, but some object, especially in a tight year like 1969. The total budget proposal of \$118 million calls for a 75 percent increase in the county's property tax rate.

The proposed budget would raise about 80 positions by \$1,000 or more at the top of the salary range. The jobs are listed below, with the proposed new top pay:

Counsel to Family Court, top pay of \$15,860, up \$1,030; commissioner of jurors, \$15,860, up \$1,030; first assistant district at-

torney, \$22,334, up \$1,054; chief trial assistant to the D.A., \$18,656, up \$1,276; the second assistant and the two special assistant D.A.'s, \$18,200, up \$1,200; eight assistant D.A.'s, \$15,860, up \$1,030.

Medical examiner \$25,714, up \$1,234; director of adult probation, \$15,860, up \$1,030; deputy director of finance, \$20,800 up \$1,000; deputy director of treasury \$17,004, up \$1,104.

Purchasing agent, \$17,004, up \$1,104; budget and efficiency director, \$23,972, up \$1,142; assistant county manager, \$27,456, up \$1,296.

Legal adviser, \$27,456, up \$1,296; three deputy advisers, \$18,200, up \$1,200; tax foreclosure attorney \$19,656, up \$1,276; director of public information, \$20,800, up \$1,000; two commissioners of election, \$19,656, up \$1,276.

Director of veterans' services, \$15,860, up \$1,030; director of planning, \$2,334, up \$1,054; human relations director, \$17,004, up \$1,104; undersheriff, \$18,200, up \$1,200; counsel to sheriff, \$15,860, up \$1,030; director of the Public Safety Laboratory, \$20,800, up \$1,000; public works director, \$27,456, up \$1,396.

Assistant public works director, \$22,334, up \$1,054; one architectural and four associate engineers, \$17,004, up \$1,104; director of mental health services \$27,456, up \$1,296; psychiatric hospital and mental health clinic directors, \$23,972, up \$1,142; chief clinical psychologist, \$18,200, up \$1,200; deputy director of mental health, \$17,004, up \$1,104.

Health director, \$27,456, up \$1,296; three deputy directors, \$25,714, up \$1,234; two clinic directors, \$22,334, up \$1,054; principal public health engineer, \$19,656, up \$1,276; associate engineer and director of public health nursing, \$17,004, up \$1,104; information officer, \$15,860, up \$1,030; director of medical services \$23,972, up \$1,142.

Assistant director of medical services, \$22,334; up \$1,054; director of social services, \$27,456, up \$1,296; deputy director, \$19,656, up \$1,276; deputy director for administration and supervising counsel, \$18,200, up \$1,200; two case worker supervisors, \$17,004, up \$1,104; two case work directors, \$15,860, up \$1,030.

Hospital administrator, \$23,972, up \$1,142; assistant administrator and controller, \$15,860, up \$1,030; penitentiary superintendent, \$17,004, up \$1,104; parks director, \$22,334, up \$1,054; deputy director, \$17,004, up \$1,104; parks planner, \$15,860, up \$1,030; youth board director, \$17,004, up \$1,104, and superintendent of maintenance and construction, \$15,860 up \$1,030.

New Job

ALBANY—John Bonfiglio has resigned as a senior construction inspector for the State Labor Department in Hempstead, Long Island, to accept appointment as an associate construction inspector in New York City.

Your Public Relations IQ

(Continued from Page 6)

marketing of milk and cream because sometimes these ingredients are used to mix exotic cocktails.

THE Daily News was so busy pointing fingers in their four-part series on car thefts, they neglected to tell their readers a lot of facts—facts which would have made their charge of "unwitting accomplices" against innocent civil servants look like a tankful of hogwash.

HERE ARE some of the facts which the Daily News omitted:

● THE DEPARTMENT of Motor Vehicles is a regulatory agency, not a police agency. It cooperates closely with all police departments in the State, but lacks the police powers of statutory peace officers.

● THE DEPARTMENT of Motor Vehicles is very close to complete computerization for issuing motor vehicle registrations and drivers' licenses.

● THE MV forms which the Daily News charges frequently fall into the hands of car thieves are the same forms distributed to licensed new and used car dealers, of which there are 8,614 throughout the State. This means that car thieves have 8,614 opportunities to steal these forms.

● THE N.Y. State Police operates a complete computer system to detect stolen vehicles throughout the State. The latest figures (for September) show that the computer turned up 2,275 stolen cars out of a total of 46,056 inquiries. For the first eight months of 1968, 14,941 stolen cars were revealed by the computer from 343,899 inquiries. All figures include New York City.

● THE NEW YORK State Police computer system is also tied into the NCIC computer in Washington, which is operated nationally by the FBI. During September this computer revealed 22 ad-

ditional stolen cars for the New York State Police.

MEMO TO the Daily News: How would you like to be labelled "an unwitting accomplice" of murderers, rapists, holdup men, kidnapers, burglars, embezzlers, muggers, etc. etc., just because you publish the best reported, the best written, the best edited and the most explicit crime news of any newspaper in the U.S.?

Venezuela Tour Set For Feb. 8

A new winter offering is being made to members of the Civil Service Employees Assn., their families and friends in the form of an eight-day trip to Venezuela Feb. 8 from New York City. The low cost of only \$285 includes round trip jet transportation, luxury hotels in Caracas and the mountains, gourmet breakfast and dinner and sightseeing. The Hotel Marcaray is a complete vacation resort in the mountains and offers free golfing, swimming, movies and a host of other activities.

In Caracas, the Hotel Avila is secluded in fourteen acres of private tropical park, situated in the highest point of the capital city.

Space for this unusual offering is available now and may be had by writing to Randolph V. Jacobs, 762 East 217 St., Bronx, New York, 10467. Telephone (212) 882-5864 after 6 p.m.



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ditional stolen cars for the New York State Police.

● THE DEPARTMENT, which the Daily News calls "anachronistic", has just installed a new computerized communications system which can help replace lost drivers' licenses literally in seconds from 58 computer terminals in the New York Metropolitan area. By December 1969, 270 computer terminals in 93 offices will be in operation.

● ALL CARS built after this December will be required to display an identification number that can be read from outside the car. This is by order of the U.S. Dept. of Transportation to enable police to spot stolen cars more quickly.

THERE ARE other omissions from the Daily News series, not the least of which is the high efficiency of the Department of Motor Vehicles civil service staff, who are carrying out duties which would have broken the collective back of a less dedicated group.

MEMO TO the Daily News: How would you like to be labelled "an unwitting accomplice" of murderers, rapists, holdup men, kidnapers, burglars, embezzlers, muggers, etc. etc., just because you publish the best reported, the best written, the best edited and the most explicit crime news of any newspaper in the U.S.?

Christmas In Miami Beach

Two 10-day, all expense tours to Miami Beach during the Christmas holidays are now open to members of the Civil Service Employees Assn. and their immediate families.

The vacation trip is from Dec. 23 to Jan. 1 and two hotels are offered—the Cadillac for \$307.50 or the Barcelona for \$333.50. Both prices include round trip jet transportation, deluxe breakfast and dinner, tips and other extras.

For remaining available space write to Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Telephone (212) 253-4488 after 5 p.m.

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The Truth Squad Says:

Council 50's Strike Is *Against* State Employees!

The whole objective of Council 50's current strike in Mental Hygiene institutions is simply to stop CSEA negotiations in behalf of State employees — negotiations aimed at winning better pay, a better retirement plan and many other benefits for 124,000 people. Let's face it: **A FAVORABLE CONTRACT WON BY CSEA WILL REDUCE COUNCIL 50'S INFLUENCE TO VIRTUALLY NOTHING.**

"If we can't have it, nobody will," is the Council 50 battle cry! This "poor loser" union, to gain its own selfish ends and satisfy the wishes of several hundred misguided followers, is willing to sacrifice the best interests of 124,000 State employees.

More Facts To Remember:

- The State's highest court upheld the right of CSEA to bargain for State employees.
- The Taylor Law provides (in the first instance) for certification of CSEA as bargaining agent based on its proven majority membership — elections are held only when necessary.
- There are 50,000 employees of State mental institutions of which 37,000 are members of CSEA and less than 10,000 members of Council 50.
- 37,000 employees of State mental institutions vote for CSEA to represent them every payday when they pay their dues.
- An election will probably not be necessary because of the very small Council 50 membership.
- **COUNCIL 50'S STRIKE IS AGAINST STATE EMPLOYEES (AND THE UNFORTUNATE PATIENTS IN STATE MENTAL INSTITUTIONS).**
- **COUNCIL 50 HIT THE PANIC BUTTON FOR ITS OWN SELFISH REASONS.**

Many Have Heard The Truth...



John Clark, left, president of the Letchworth Village chapter, CSEA, shows handful of union withdrawal cards from employees of that institution. Council 50 members at Letchworth forbade strike action last week.

Council 50, striking where it thought it would have the most support, has been unable to muster enough support to make its walkout effective. The employees who have not reported for work are afraid of bodily injury or personal property damage. Only a handful of employees are behind Council 50 and even some of these people are actually quitting the union, as shown in the photo.