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D. of E. Clerk Meeting

See Page 16

Thruway Reneges On Own Policy, Lochner Charges

ALBANY-The State Thruway Authority has reneged on its promised policy of keeping pace with the State in providing benefits to its employees, the Civil Service Employees Assn. has charged.

CSEA Executive Director Joseph D. Lochner cited the specific instance where Thruway officials refused to make available extra pay for employees who worked inconvenient shifts or for those workers who are paid less than persons privately employed in the same jobs and working in the same area of the State.

Although these differentials were signed into law last year for State employees, Lochner stated, the Thruway Authority has arbitrarily decided "that no basis presently exists for recommending that these benefits, in whole or in part, be included in the Authority's employee benefit pro-

CSEA Favored

Lindenhurst School Aides Win Election; Charge Unfair Acts

(From Leader Correspondent) SMITHTOWN - In the wake of charges of stalling, harassment and coercion filed by the Suffolk chapter of the Civil Service Employees Assn. on behalf of the Lindenhurst Schools unit, the employees face a representation election September 23.

The vote was scheduled by the State Public Employment Relations Board after CSEA appealed to the board from the school board's refusal to grant recognition. In addition, CSEA filed unfair labor practices charges gainst the board, because the board urged employees to join an organization without affiliation ing its members in this division with other public employees.

In addition, CSEA field representative Edwin R. Cleary was barred from a meeting scheduled with cafeteria employees during their lunch hour. Cleary got his message to employees, and later filed charges of unfair labor prac-

The district according to Cleary, had stalled negotiations demanded by unit president Charles Boyer and his officers although the fisoal year started July 1.

COMPUTING your retirement benefits?
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Thruway officials, in rejecting the CSEA request submitted along with 42 other grievances, said implementation of differentials would entail considerable expense to the Authority."

"This action is in direct conflict with the Thruway's thinking on other such matters," said Lochner, referring to the ten-percent, \$6600-minimum -pay raise, new pension plan and mileage reimbursement rate increase, adopted for Thruway employees at the request of CSEA. All of these benefits, negotiated by CSEA for State employees, required an additional outlay of funds by the Authority.

In his letter to CSEA, Edward R. Jones, director of administrative services, who presided at the grievance hearing, said, "I am unable to sustain a finding that these benefits are needed or that the absence of these benefits imposes a hardship."

In reply to this, Lochner declared: "Since when does it cost to support his family? The Authority is chartered by and is ing for the employees." a subsidiary of the State and It's only proper that its employees receive the same wages and benefits as State employees."

(Continued on Page 16)

CSEA Decries Turndown Of Attendant Series Appeal As 'Intolerable & Ignorant'

ALBANY-The Civil Service Employees Assn. has denounced the decision of J. Earl Kelly, director of the State Division of Classification and Compensation, that denied CSEA's request for an upgrading of all titles in the Mental Hygiens attendants' series. The decision, handed down by Kelly last week, was termed a "sham" by Dr. Theo-

dore C. Wenzl, CSEA president. lar Mr. Kelly and his immediate Mental Hygiene institutions. They

"This travesty of justice has made superiors, made this intolerable showed a complete disregard not a mockery of the entire State re- move, they showed conclusively only for the employees affected allocation and reclassification that they are totally ignorant of but for the thousands of patients process," Wenzi heatedly declared, the deplorable conditions which who are not receiving the proper

When the State, and in particu- exist today in all of our State care because of a shortage of attendants, who make up the majority of the Mental Hygiene employees." he said.

> "CSEA, the recognized bargaining agent for most State workers, including those employees in the Mental Hygiene institutions, is already in the process of appealing this high-handed decision to the State Civil Service Commission, which has the authority to overrule Kelly's determinations," Dr. Wenzl said.

> "Mr. Kelly has been quick to point out in many other similar denials that because no recruitment or retention problem existed for the positions named in the requests for upgrading, he found no basis for approving such requests.

> "Yet here we have a situation where Mental Hygiene institutions throughout the State are operating at 70 to 80 percent of peak strength simply because the State cannot fill the thousands of vacancies in the attendant titles."

> > (Continued on Page 16)

CSEA Wins Big

(From Leader Correspondent)

BUFFALO-The Civil Service Employees Assn. achleved a big upstate victory last week when the Erie CSEA chapter won recognition as the Taylor Law bargaining agent for 6,200 of the 7,000 Erie County workers.

The remaining 800 employees, consisting of sheriff's personnel and teachers, will be represented by their own organizations. "It's a great day for our chapter," said Neil B. Cummings, chapter president. "We've been waiting for this less for a Thruway worker to live recognition and now we can get down to the business of negotiat-

> Cummings said he would go ahead to prepare for contract talks even though Rath's decision has been challenged by the American Federation of State,

County and Municipal Employees, AFL-CIO.

The AFL-CIO group plans to appeal the decision to the Erie County Public Employment Relations Board.

Rath acted after the CSEA here scored a breakthrough when another group, the Erie County Competitive Civil Service Employees Assn., agreed to let the CSEA act for it in bargaining.

Chapter officials are in the pro-

(Continued on Page 16)

CSEA Vows To Continue To Represent Troopers

(Special to The Leader)

ALBANY-Although no organization won a majority of the votes in a contest to represent most members of the State Police last week, the Civil Service Employees Assn. made it apparent that it will continue to play a significant

role in representing and protectin the year to come.

As a result of the contest, the field has been narrowed to two organizations, the Police Benevolent Association of State police and Council 50, AFSCME. A runoff vote to determine the employee representatives will be conducted by the Public Employees Relations Board on August 30.

Dr. Theodore C. Wenzl, CSEA president, said: "Our organization intends to represent its members in the State Police to the fullest extent possible under the present situation. I wish to thank whole-

hearedly those members of the State Police who cast their votes for CSEA."

The Taylor Law allows all publie employees in New York State to belong to the organization or oganizations of their choice. "Our people can still retain their membership in CSEA and benefit from the processing of grievances and it is ratified. legal representation in disciplinary proceedings," Wenzl said.

"The fact remains that the winbe the official employee represen-

Agreement Reached On Dutchess Pact

(From Leader Correspondent) POUGHKEEPSIE - Dutchess County officials and the Dutchess unit of the Civil Service Employees Assn. have eached tentative agreement on two-year contract, County Executive David C. Shoentag has re-

The proposal was presented to the unit's membership at a meeting 8 p.m. Friday, Aug. 16, in Dutchess Community College.

Schoentag said terms of the agreement were disclosed to the members at the meeting and the the services we provide, including details will be made public when

The negotiations opened in June. Ellis Adams, president of the county unit, headed the emner of the run-off election will playee bargaining team and Woody Klose, management astative for only one year." Wenzl sistant to Schoentag, led the county officials.



Civil Servants Can Assist Candidates To Formulate Platforms

THIS week, The Civil Serv-I ice Leader completes its listing of candidates for public office in New York State. Three weeks ago, we started by listing the various candidates for Assembly and last week we published the list of State Senate hopefuls. This week, the list of Congressional candidates is prints

Reaction from both candidates (Continued on Page 1)

DON'T REPEAT THIS!

and readers was tremendous. Can- Lane, Woodmere, N.Y. didates have been calling and writing the editorial offices of The Leader urging continuance of the candidates' list, noting that they were hopeful of a large re- Greenway

While many of the candidates are familiar with civil service and the problems faced by the civil service employee, others are completely in the dark as far as the civil servant's role is concerned.

Candidates for the U.S. Congress from New York State are:

FIRST CONGRESSIONAL DISTRICT (Part of Suffolk)

James M. Catterson, Jr. (R), Druid Hill Rd., Belle Terre, N.Y., P.O. Port Jefferson, New York. Otis G. Pike (D), 132 Ostrander Haar (C), 585 Townline Rd., Hauppauge, N.Y.; Albert Baron (L), 168 Southern Blvd., E. Patchogue, N.Y.

SECOND CONGRESSIONAL DISTRICT

(Part of Nassau; Part of Suffolk) James R. Grover, Jr. (R-C), 165 Woodsome Road, Babylon, New York; Charles A. Heeg (D), 7 Maxwell Court, Huntington, New York; Emil Davidson (L), 193 Park Avenue, Deer Park, L.I.,

THIRD CONGRESSIONAL DISTRICT (Part of Nassau)

Abe Seldin (R), 46 Camden New Hyde Park, N.Y.; Lester L. Wolff, D-L), 5 North Drive, Great Weck, N.Y.; Daniel L. Rice (C), 465 Powells Lane, Westbury, N.Y. FOURTH CONGRESSIONAL

DISTRICT (Part of Nassau)

John W. Wydler (R-C), 63 First 28. Garden City, N.Y.; Michael J. DelGuidice (D), 506 Sand Hill

Rd., Wantagh, N.Y. FIFTH CONGRESSIONAL DISTRICT

(Part of Nassau) Mason L. Hampston, Jr. (R-C), 18 Margaret Blvd., Merrick, N.Y.; Allard K. Lowenstein (D), 221 West 82nd St., New York, N.Y.;

Thanksgiving W'end In London-Only \$198

Members of the Civil Service Employees Assn. are offered a Wednesday, Nov. 27 and return on Sunday, Dec. 1.

round trip jet air fare, rooms at Haber (L), 1347 East 17th Street, the luxury class hotel Royal Laneester, and two sightseeing tours, FOUREENTH CONGRESSIONAL and other activities, all for only \$198. Those wishing to purchase the air fare only may do so for be made by writing to Irving Clermont Avenue, Brooklyn, N.Y.; Avenue, Bronx, N.Y. \$159.

Immediate application should Flaumenbaum, P.O. Box 91, A. Capatosto (C), 304 Eckford Mempstead, N.Y.; telephone (516) Street, Brooklyn, N.Y.



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SIXTH CONGRESSIONAL DISTRICT

(Part of Queens)

Seymour Halpern (R-L), 150 Terrace, Flushing, sponse from the civil service N.Y.; Franklin Miller (D), 60-03 Hewlett Street, Flushing, N.Y.; Thomas J. Adams, Jr. (C), 85-77 112th Street, Jamaica, N.Y.

SEVENTH CONGRESSIONAL DISTRICT

(Part of Queens)

Louis R. Mercogliano (R-C), N.Y. 83-16 Smedley Street, Jamaica, N.Y.; Joseph P. Addabbo (D-L), 13243 86th Street, Jamaica, N.Y.

EIGHTH CONGRESSIONAL DISTRICT

(Part of Queens)

Jack M. Weinstein (R), 140-09 69th Road, Flushing, N.Y.; Benjamin S. Rosenthal (D-L), 88-12 Elmhurst Avenue, Flushing, N.Y.; Ave., Riverhead, N.Y.; Harold Charles Witteck, Jr. (C), 48-06 O'Connell Court, Flushing, N.Y.

NINTH CONGRESSIONAL DISTRICT

(Part of Queens)

John F. Haggerty (R-C), 48-43 64th Street, Flushing, N.Y.; James J. Delaney (D), 45-14 31st Avenue, Long Island City, N.Y.; Rose L. Rubin (L), 226-17 137th Avenue, Jamaica, N.Y.

TENTH CONGRESSIONAL DISTRICT

(Part of Kings & Part of Queens) Frank L. Martano (R-C), 2176 East 72nd Street, Brooklyn, N.Y.; Emanuel Celler (D-L), 9 Prospect Park W., Brooklyn, N.Y.

ELEVENTH CONGRESSIONAL DISTRICT (Part of Kings)

Robert J. Hower (R), 106 Etna Street, Brooklyn, N.Y.; Frank J. Brasco (D), 650 Autumn Avenue, Brooklyn, N.Y.; Basil E. Reynolds (C), 436 Lincoln Avenue, Brooklyn, N.Y.; Edward L. Johnson (L), 485 Greene Avenue, Brooklyn, New York.

TWELFTH CONGRESSIONAL DISTRICT

(Part of Kings)

James Farmer (R-L), 665 Park Row, New York City, N.Y.; Shirley Chisholm (D), 1165 Sterling Place, Brooklyn, N.Y.; Ralph J. N.Y.; Sergio S. Pena (L), 687 Carrano (C), 431 Graham Avenue, Prospect Avenue, Bronx, N.Y. Brooklyn, N.Y.

THIRTEENTH CONGRESSIONAL DISTRICT

(Part of Kings)

Jack Sterngass (R), 1015 East Thanksgiving trip to London 24th Street, Brooklyn, N.Y.; Berwhich will leave New York on tram L. Podell (D,) 153 Rugby Road, Brooklyn, N.Y.; Robert C. N.Y. Laborde, Jr. (C), 601 East 19th This unusual package includes Street, Brooklyn, N.Y.; Kenneth Brooklyn, N.Y.

DISTRICT

(Part of Kings)

Tira (R), John J. Rooney (D-L), 217 Congress Street, Brooklyn, N.Y.; Alice

FIFTEENTH CONGRESSIONAL

DISTRICT

(Part of Kings)

Frank C. Spinner (R), 1067 84th Street, Brooklyn, N.Y.; Hugh Greenmeadow Road, Pleasantville, L. Carey (D), 61 Prospect Park, N.Y. W., Brooklyn, N.Y.; Stephen P. Marion (C), 396 Sixth Street, Brooklyn, N.Y.; Vincent T. Mase, Jr. (L), 128 Greenwood Avenue, Brooklyn, N.Y.

SIXTEENTH CONGRESSIONAL DISTRICT

(Part of Mings & Richmond) Frank J. Biendolfile (R-C), 86

[Herbert Carr (L), 32 No. Wood Windy Hollow Way, Staten Island, N.Y.; John M. Murphy (D), Eastern Loop Road, Staten Island, N.Y.; Joseph Kottler (L), 310 Beverly Road, Brooklyn, N.Y. SEVENTEENTH

CONGRESSIONAL DISTRICT (Part of New York)

Whitney N. Seymour, Jr. (R), 290 West Fourth Street, New York, N.Y.: Edward I. Koch (D-L), 14 Washington Place, New York, N.Y.; Richard J. Callahan (C). 250 West 21st Street, New York,

EIGHTEENTH CONGRESSIONAL DISTRICT (Part of New York)

Henry L. Hall (R), 201 West 138th Street, New York, N.Y.; Adam C. Powell (D), 120 West 138 Street, New York, N.Y.; Joseph M. McGuire (C), 357 East 57th Street, New York, N.Y.

NINETEENTH CONGRESSIONAL DISTRICT (Part of New York)

Donald E. Weeden (R), 755 Park Avenue, New York, N.Y.; BY AND LARGE, the Federal Grand Street, New York, N.Y.; Bella Visono Dodd (C), 254 West 20th Street, New York, N.Y.; Ralph De Nat (L), 430 East 20th Street, New York, N.Y.

TWENTIETH CONGRESSIONAL DISTRICT (Part of New York)

John G Proudfit (R), 215 West 90th Street, New York, N.Y.; William F. Ryan (D-L), 448 Riverside Drive, New York, N.Y.; Ruben Monter (C), \$72 Amsterdam Avenue, New York, N.Y.

TWENTY-FIRST CONGRESSIONAL DISTRICT (Part of Bronx)

Stanley L. Shapiro (R), 955 Sheridan Avenue, Bronx, N.Y.; James H. Schauer (D-L), 1020 Grand Concourse, Bronx, N.Y.; Mario Pichler (C), 410 East 141st Street, Bronx, N.Y.

TWENTY-SECOND CONGRESSIONAL DISTRICT

(Part of Bronx)

James N. Harris (R), 865 East 167th Street, Bronx, N.Y.; Jacob H. Gilbert (D), 1160 Evergreen Avenue, Bronx, N.Y.; Juan J. Lugo (C), 915 Kelly Street, Bronx,

TWENTY-THIRD CONGRESSIONAL DISTRICT (Part of Bronx)

Alexander Sacks (R-C), 201 East Mosholu Park, N., Bronx, N.Y.; Jonathan B. Bingham (D-L), 5000 Independence Avenue, Bronx,

TWENTY-FOURTH CONGRESSIONAL DISTRICT (Part of Bronx)

Paul A. Fino, R-C), 1601 Metropolitan Avenue, Bronx, N.Y.; Mario Biaggi (D), 100 East Mosholu Park S., Bronx, N.Y.; John Patrick Hagan (L), 3800 Carpenter

TWENTY-FIFTH CONGRESSIONAL DISTRICT (Puinam and Part of Westchester)

Samuel Nakasian (R), 22 Sunnybrae Place, Bronxville, N.Y.; Richard L. Ottinger (D-L), 235 Bear Ridge Road, Pleasantville, N.Y.; Anthony J. DeVito (C),

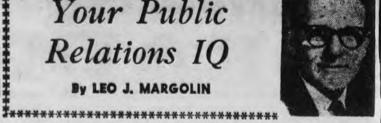
TWENTY-SIXTH CONGRESSIONAL DISTRICT (Park of Westchester)

Ogden R. Reid (R-L), Ophir Cottage, Harrison, N.Y. (P.O. Puchase, N.); Paul Davidoff (D), 18 Forest Park Ave., Larchmont, N.Y.

(Continued on Page 4)

Your Public Relations 10

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,

Who Does The Work

FROM THE standpoint of day-to-day operations of the Federal government, it really won't make much difference who are the presidential candidates of the major parties in November.

CONTRARY TO what you will hear from the lips of even the ence government policy, and they most exciting campaign orators, frequently do because they usuthe government is being runand will continue to be run-by 2,740,000 Federal civil servants, including an 8,000-man cadre of top echelon career professionals and administrators.

Leonard Farbstein (D), 500 Acivil service has earned very good public relations, despite handicaps which could have caused havoc, except for the dedication and devotion of the rank and file.

UNTIL comparatively recently, Federal civil servants were working for salaries which in private industry would have been from 20 to 150 percent higher. The "salary dam" broke only when members of Congress finally raised their own pay to \$30,000.

THIS PERMITTED civil service careerists to move up the salary ladder and come closer to parity not only with private industry, but with many states which had learned the hard way that good civil service talent has to be properly compensated.

THE FEDERAL Government's 8,000 managers—middle management, as they are called in private industry—really run the country. By that we mean operationally. They do not necessarily make policy, but they certainly can influ-

Vets Day Bahamas Trip — \$149.50

A five-day trip to the Grand Bahamas over the Veterans Day holiday is now open for bookings to Civil Service Employees Assn. members and their families for only \$149.50 complete.

The complete tour price includes round-trip jet transportation, dehaxe breakfast and dinner and tors each make up 16 percent of room at the Sheraton-Oceanus hotel.

The five-day and four-night trip departs Thursday, Nov. 7 and (Continued from Page 1)

returns Monday, Nov. 11. The Oceanus Hotel facilities include golf courses, sailing and

deep sea fishing trips, scuba diving trips, skeet and trap shooting and horseback riding.

For further information and to make reservations for the trip contact Sam Emmett at 1060 East 28th St., Brooklyn, N.Y. 11210 or telephone 253-4488 after 5 p.m.

Referee Named

The appointment of Joseph G. Medicis, Jr. as a referee by the Workmen's Compensation Board of the State of New York, effective August 15, has been announced by S.E. Senior, WCB Chairman.

ally know precisely what is going on.

DURING THE forthcoming presidential campaign much will be heard about the adequacy or inadequacy of the army of Federal civil servants. The fact is that until now, the Federal civil servant had performed in an outstanding manner despite all the handicaps that successive Congresses have imposed.

BUT THE BIG problem is yet to be faced by whoever is tibe next President of the United States: how to keep intact the 8,000 middle managers and recruit replacements for those who retire or die.

JUST ABOUT NOW, Federal careerists who came into government at the time of the New Deal are ready for retirement.

THE REALITY is that the new President will find a bag full of problems, not the least of which is that the middle managers of the Federal government are it danger of being scattered to the four winds by natural attrition

FOR EXAMPLE, in the supergrade pay classifications -GS-16 through GS-18, which pay \$22,836 to \$28,000—the turnover is now 30 percent a year.

A RECENT Federal executive survey confirmed the imminent approach of a talent famine. Of 22,000 people at or near Federal executive positions, one-third were over 55 and less than one-quarter were under 45. More than onetenth were eligible for retirement and one-third would be eligible within five years.

IT IS INTERESTING to note that the greatest need for skills is in administration. Administrators comprise 20 percent of the total group. Engineers and docthe top Federal managers. Physical scientists totaled nine percent and lawyers five percent.

THE NEXT PRESIDENT has double problem in running government. First, he must find replacements for middle management and second, he'd better find and attract good ones so that operational efficiency will remain high-and so will the good public relations of Federal civil service

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Poughkeepsie CSEA Wins 12 Pct. Increase

POUGHKEEPSIE-The Poughkeepsie unit of the Civil Service Employees Assn. signed a contract with the City of Poughkeepsie for a 12 percent pay raise for city employees over the next two years. The signing took place between

city officials and the CSEA's mediators last week at Pough-

According to Acting City Manager W. Robert Richards about

CSEA Swamps Oneida Election For Bargainer

UTICA - Oneida County employees overwhelmingly chose the Civil Service Employees Assn. as their bargaining representative in a recent designation election conducted by the State Public Employment Relations Board

Results of the election were resentation. Although 1,225 employees were eligible to vote, CSEA needed only a majority of provide for longevity pay based the votes cast. Roger F. Solimon- on total length of service with do, chapter president, was happy the city rather than in a specific ove the tunout, especially since job, and a liberal sick leave plan. the vote came duing vacation

County Board of Legislators ap- tiating committees deserve a lot proved a resolution setting up a of credit." the Board of Legislators. Williams Commissioner Aubrey Coons. said the appointment would be for one year.

readied a list of 16 benefits that bert, president of the Pough-

(Continued on Page 14)

400 city workers will be affected. Policemen and firemen. who have their own representation, are not affected.

The contract is the first of the type for the city and is an outgrowth of the State's Taylor Law which permits government employees to organize for bargaining purposes.

The two-year contract provides, among other things, for a six percent raise retroactive to July 15 and another six percent increase effective the first of next year. The pay increase will add about \$200,000 annually to the city's budget.

Another provision of the contract is a vacation schedule which will give employees two weeks' vacation during the first five years of service, three weeks 615 for CSEA and 33 for no rep- thereafter to 15 years and four weeks after 15 years.

Other items in the agreement

Richards said, "I think it's a fair contract for the city and Upon hearin gthe outcome, the for the employees. The nego-

negotiating committee. Those ap- Representing the Common pointed to speak for the county Council in the negotiations were were Theodore J. Robak, director Alderman Frank Gannon, Alderof research; William J. Halpin, man Thomas Milano, Alderman assistant county attorney, and Pasquale Letteril, Mayor Richard Russell W. Williams, chairman of W. Mitchell and City Finance

Representing CSEA were Ned Gusty, mediator, James Graham, CSEA chapter officials have field representative, John W. Colwill be sought at the bargaining keepsie CSEA unit, and City Sealer John J. Pinello.



MENTAL HYGIENE MEETING -

Ciivl Service Employees Assn. President Dr. Theodore C. Wenzl pauses with members of the special Mental Hpgiene ward service study committee during a meeting at the DeWitt Clinton Hotel in Albany. A program of soliciting responses on the problems of ward service workers evolved from the discussions. Initial action was also taken on setting up a career ladder that would allow attendants and nurses to upgrade themselves through

progressive on-the-job training. Standing, from left, are: Patrick Monachino, CSEA collective bargaining specialist; Stewart Anderson, attendant at Binghamton State Hospital; John Graveline, staff attendant at St. Lawrence State Hospital; and Richard Snyder, staff attendant at Wassaic State School; seated, Mary Blair, CSEA program specialist; Barbara Burke, registered nurse at the Rochester State Hospital; Dr. Wenzl, and Rose Cilli, attendant at Pilgrim State Hospital.

One Bargaining Unit For Nassau County Employees Seen Probable

(From Leader Correspondent)

MINEOLA-Hearing officers have recommended the rejection of appeals for separate bargaining units among Nassau County employees-with the exception of community college professors—virtually assuring the creation of a single 11,000-member bargaining unit as sought by the Civil Service Employees Assn.

In reports on the last two of 13 petitions, hearings examiners urged the Nassau County mini-PERB to reject separate bargaining units for the sheriff's and

welfare departments.

act in the next few days.

The Nassau chapter of the Civil Service Employees Assn., which has been pressing for action so that a formal recognition of CSEA can be made, hailed the

The chapter submitted pledge cards representing 50 percent of the 11,000 county employees to the mini-PERB earlier.

President Chapter Flaumenbaum noted that members who have not submitted pledge cards should do so at once. The law requires a showing of 55 percent in order to permit the mini-PERB to grant recognition without an election.

Creation of a single countywide bargaining unit—the goal of CSEA's 7,500 members in all departments—was foreshadowed by report on the sheriff's department.

"The joint responsibilities of the county and the employees here involved would best be accomplished by the inclusion of the unit here contended for in any

300 At Picnic

BUFFALO-More than 300 persons, including many children, attended the annual picnic of the State University of Buffalo chap-

single, overall unit of county em-The mini-PERB is expected to ployees," ruled examiner Leonard Cooper. He is a member of the county mini-PERB.

In the Welfare Department ruling, Cooper said that the contention of a group which wanted a separate unit that a countywide unit would be good for the employer and bad for the employees was false. "One need only review the history of the trade union movement to find otherwise,"

Columbus Day Trip To Puerto Rico And The Virgin Islands

A special six-day Columbus Day holiday trip to Puerto Rico and St. Thomas in the Virgin Islands is now available for immediate language of a hearing examiner's bookings to Civil Service Employees Assn. members and their immediate families. The tour will leave New York on Oct. 8 and return there on Oct. 13.

> The low price of \$199 will include round trip jet fares to both Puerto Rico and the Virgin Islands, hotel rooms, all-day tour to St. Thomas and other features.

Space is limited and immediate application is advised. For reservations write Deloras G. Fussell, 111 Winthrop Ave., Albany, New York. Telephone (518) 482-3597.

The cash value of Series E and H U.S. Savings Bonds outstanding ter chairman. In now more than \$51 billion. is now more than \$51 billion.



WINNER - Ralph W. Agnes, president of the Onondaga County Employees Association unit of Onondaga chapter of Civil Service Employees Assn., presents the winners trophy to Mrs. Richard Stevens, owner of "Grig No. 4" who won the "Onondagaa County Employees Association Unit Race" at Vernon Downs recently. One hundred

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and fifty members of the chapter attended the race and a clubhouse buffet under the chairmanship of Mrs. Mildred Przewlocki, first vice-president. Left to right are Gene Pownall, driver; Mrs. Steevns; Agne; B. Burdette Lee, first vice-presi- ter, Civil Service Employees Assn. dent, Skaneateles Bank; John Bachman, Onondaga at Oppenheim Park, near Niagara County comptroller, and Miss Leona Appel, past Falls. Edward Dudek is the chappresident of the chapter.

William Annah will

Don't Repeat This!

TWENTY-SEVENTH CONGRESSIONAL DISTRICT (Delaware, Orange, Rockland, and Sullivan)

Martin B. McKneally (R), 329 First Street, Newburgh, N.Y.; Nelson Avenue, Saratoga Springs, John G. Dow, (D-C), 195 River N.Y.; Orlando B. Potter (D-L), Road, Grand View, N.Y.; Frederick P. Roland (C), 19 Collyer Ave., New City, N.Y.

TWENTY-EIGHTH CONGRESSIONAL DISTRICT (Columbia, Dutchess, Green, Schoharie, Ulster)

Hamilton Fish, Jr. (R), Millbrook, New York; Josn S. Dyson Road, Madrid, New York; William (D), Springhill Farm, Millbrook, F. Delaney (L), 21 Woodruff St., N.Y.; G. Gordon Liddy (C), Saranac Lake, N.Y. Poughkeepsie, New York; Peter Kane Dufault (L), R.D. No. 1, Hillsdale, N.Y.

TWENTY-NINTH CONGRESSIONAL DISTRICT

(Albany and Schnectady) Pine Ave., Albany, N.Y.; Jacob H. Herzog (D-C), 76 Western Ave., Golf Course Road, Rome, N.Y.. Albany, N.Y.; J. Lawrence Katz (L), 838 Maxwell Drive, Schnectady, N.Y.

THIRTIETH CONGRESSIONAL DISTRICT (Essex, Fulton, Hamilton, Rensselaer, Saratoga, Warren, Washington)

Carleton J. King (R-C), 126 Brandreth, Long Lake, New York. THIRTY-FIRST

CONGRESSIONAL DISTRICT Clinton, Franklin, Jefferson,

Lewis, Oswego, St. Lawrence) Robert C. McEwen (R-C), R.F. D. No. 2, Odgensburg, New York; K. Daniel Haley (D), Bucks Bridge

THIRTY-SECOND

CONGRESSIONAL DISTRICT (Herkimer, Oneida and Madison) Alexander Pirnie (R-L), 12 Slaytonbush Lane, New Hartford, N.Y.; Anthony J. Montoya (D), Daniel E. Button (R), 114 South 310 Ochab Daive, Rome, New York; Albert J. Bushong (C),

> THIRTY-THIRD CONGRESSIONAL DISTRICT (Broome, Chemung, Tioga, and

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Tompkins)

Main Street, Owego, New York; E. Virginia Blvd, Jamestown, N.Y.; Benjamin Nichols (D-L), 109 Llenroc St., Ithaca, N.Y.

THIRTY-FOURTH CONGRESSIONAL DISTRICT (Onondaga)

David V. O'Brien (R), 409 James M. Hanley (D), 316 Colercis H. Aspinwall (C), 77 Onondaga St., Skaneateles, N.Y.; Aubrey D. Tussing (L), 960 Lancaster Ave., Syracuse, N.Y.

THIRTY-FIFTH CONGRESSIONAL DISTRICT (Cayuga, Chenango, Cortland, Ontario, Otsego, Montgomery,

Seneca, Yates) George R. Metcalf (R), R.D. No. 2, Auburn, N.Y.; Samuel S. Stratton (D), 244 Guy Park Avenue, Amsterdam, N.Y.; William L.

Griffen (L), Prebble, N.Y.

THIRTY-SIXTH CONGRESSIONAL DISTRICT

(Wayne and Part of Monroe) Frank J. Horton (R), 2123 E. Peace Street, Buffalo, N.Y. Avenue, Brighton, Rochester, N.Y.; Augustin J. Marvin (D), Wayneport Road, Macedon, N.Y.; Leo J. Kessring (C), 333 Thayer Road, Fairport, N.Y.; Robert L. Holmes (L.), 618 Hard Road Webster, N.Y.

THIRTY-SEVENTH

CONGRESSIONAL DISTRICT (Genesee, Livingston, Orleans, Wyoming, and Part of Monroe) Barber B. Conable, Jr. (R), 10532 Alexander Road, Alexander, N.Y.; Raymond Stomer (D), 41 Webster Road, Spencerport, N.Y.; Berta S. MacKenize (L), 241 Butler Drive, Pittsford, N.Y.

THIRTY-EIGHTH

CONGRESSIONAL DISTRICT (Allegany, Cattaraugus, Chautauqua, Schuyler, and Steuben) Charles E. Goodell (R), 504 Fairmont Ave., W.E., Jamestown, N.Y.; Wilbur White Jr.,

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Daniel E. Weber (R), 65 Lloyd 33ott Avenue, Syracuse, N.Y.; Drive, Cheektowaga, N.Y.; Richard D. McCarthy (D), 1 Beard ridge Ave., Syracuse, N.Y.; Fran- Ave., Buffalo, N.Y.; John R. Pillion (C), 7551 Old Lake Shore Rd., Lakeview, N.Y.

FORTIETH CONGRESSIONAL DISTRICT (Niagara and Part of Erie) Henry P. Smith, III (R-C), 253 Christiana Street, N. Tonawanda, N.Y.; Eugene P. O'Connor (D) 68 Fairbanks Avenue, Towanda, N.Y.; James A. Peck (L), 869 Nia-

FORTY-FIRST CONGRESSIONAL DISTRICT (Part of Erie)

gara Street, Buffalo, N.Y.

Edward P. Mattar (R), 1165 Delaware Ave., Buffalo, N.Y.; Thaddeus J. Dulski, (D-L), 50

Civil Service Television

Tuesday, August 20 p.m.-Around the Clock-New York Police Academy series for in-service training: "Crime Scene Tactics."

Wednesday, August 21 p.m. - Around the Clock: "Crime Scene Tactics."

p.m.-Living for the Sixties-Betty Furness interviews Merlyn Pitele, executive director of Retirement Advisors, Inc.

:30 p.m.—On the Job—New York Olty Fire Department training program: Building Construction, Old Law Tenements."

p.m.-Behind the Laws-"Surgate's Court Procedure Act."

Thursday, August 22 p.m. — Around the Clock: "Crime Scene Tactics."

7 p.m.-Living for the Sixties-Willis Atwell discusses the American Association for Retired Persons.

Friday, August 23

10 to 11 a.m.—Staff Meeting of the Air-Officials of New York City's Department, of Social Services answer phoned-in inquiries from the offices in the field. (LIVE)

11 a.m.—Human Rights Forum— Discussion series on civil rights of New Yorkers.

11:30—Community Action-The Community Council of Greater New York examines the services in health and welfare that are available to New Yorkers.

4 p.m. — Around the Clock: (Continued on Page 13)



We understand.

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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

CITY

NEW FORK 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 8 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Seturday 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.

Maned 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 ctherwise in the examination announcement.

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

STATE

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

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

FEDERAL

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

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

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.



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Broome CSEA Chapter Praises County Officials On Mini-PERB Selection

BINGHAMTON-The Broome County chapter, Civil Service Employees Assn., has praised county officials for their selection of three men who will make up the county's Public Employees Relations Board.

Broome's "mini-PERB," patterned after the State board, will consist of Carlton F. Thompson, Donald M. Flanagan and John R. Brunner.

In a letter to the Board of Supervisors, John E. Herrick, president of the CSEA chapter, said the three men were fairminded and together would be representative of community thinking.

"Commendable Step"

Herrick said the chapter's board of directors had discussed the matter and agreed that Edwin L. Crawford, board chairman, had taken a "commend-

X-Ray Men Sought At VA

The Veterans Administration Hospital, Brooklyn, 11209, has vacancies for an X-Ray Technician, therapy, and an X-Ray Technician diagnosis.

position, GS-5, starting salary \$5,three years' experience which experience in operating, supervising the operation of, or instructing the operation of therapeutic K-Ray equipment in a medical capacity. The X-Ray Technician, diagnosis, position, GS-6, starting salary \$6,321 per annum, requires a total of four years experience which must have included three years of experience in operating, supervising the operation of, or instructing in the operation of diagnostic X-Ray equipment in a medical capacity.

The VA Hospital also has an opening for a clerk-typist, GS-4, at \$5,145 per year to start. The job involves typing and cost accounting duties and the applicant must have a total of two years'

For further information, visit or write the Personnel Office at the hospital, telephone 836-6600, extension 889.

> BUY U. S. BONDS

able step" in recommending the three men for the board.

The supervisors approved the appointments at their June meeting after Herrick's letter was read

Thompson and Flanagan are lawyers. Brunner was mayor of Endicott untill he decided not to seek re-election last year. He is an executive of the Endicott Lumber & Box Co.

Flanagan, the lone Democrat on the three-man PERB, is a

on the three-man PERB, is a former City judge in Binghamton. Thompson is past president of the Broome County Bar Assn.

Each will receive a salary of \$2,000.

The services of the Broome PERB in helping to settle impasse issues will be made available to any municipality or school district in the county that chooses to call on the new board, Crawford has said.

The county's negotiating team for all employee matters was defined by the supervisors as the County Board's Employees Committee, the board chairman and the chairman of the Finance Committee. Chairman of the negotiating committee will be the Employees Committee chairman, who this year is Earle D. Ridley, Sixth District Republican.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW York.

LEGAL NOTICE

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW York, New York The X-Ray Technician, therapy the chairman of the Finance Com-732 per annum, requires a total of ing committee will be the Emmust have included two years of this year is Earle D. Ridley, Sixth

SUPREME COURT OF THE STATE OF
NEW YORK, COUNTY OF NEW YORK,
—ROSALIND M. O'CONNOR, Plaintiff,
against DANIEL J. O'CONNOR, Plaintiff, against DANIEL J. O'CONNOR, JB., Defendant.—Index No. 82502/1988.—Plaintiff designates New York County as the
place of trial.—The basis of the venue is
Plaintiff's residence: New York County.—
ACTION FOR ANNULMENT OF MARRIAGE.—Summons.Plaintiff resides at
221 W. 82nd 8t. 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 Attorneys within 20 days after
the service of this summons, exclusive of
the day of service (or within 80 days
after the service is complete if this summons is not personally delivered to you
within the State of New York); and in

mons is not personally delivered to you within the State of New York); and in case of your failure to appear or soawer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated, New York, N. Y., June -,

Dated, New York, N. Y., June —, 1968.

LYNTON RILEIN OPTON & SASLOW,
Attorneys for Plaintiff.

Office and Post Office Addresses: 100 Park Avenue, New York 10017, M. T. (MUrray Hill 8-9500).

To the above named Defendant: The foregoing summons is served upon you by publication pursuant to an order dated July 18, 1968 of the Hon. Irwin D. Davidson, a Justice of the Supreme Court of the State of New York and filed along with the supporting papers in the New York County Clerk's Office on July 18, 1968. This is an action for the annulment of marriage. Dated: July 30, 1968, Lynton Klein Opton & Baslow, Attorneys for Plaintiff.

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A resume of experience and education should be sent to Peter F. Guida, personnel supervisor, Manpower Development Training Program, 110 Livingston St., Room 814, Brooklyn, N.Y. 11201.

LEGAL NOTICE

Dated: New York, July 26, 1965. SMALL & ROCK Attorneys for Plaintiff

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P.O. SUPERVISOR Exam schdued for Sept. 28th Classes meet MON. & THURS, 10 AM or 6 PM

ADMINISTRATIVE ASSOCIATE Exam Scheduled for Dec. 14th Classes meet TUESDAYS 5:15 PM

SENIOR CLERK-STENO Exam Scheduled for Feb. 8, 1969 Classes Start Sept. 9th Meet MONS. - Jamaica 6:30 PM and WEDS. - Manh. 6 PM

STATIONARY ENGINEERS LICENSE Exam Scheduled for March 8, 1969 Classes start Sept. 9th

Meet MONDAYS 7 PM REFRIG. MACHINE OPER. LICENSE Exam Scheduled April 19, 1969 Classes Start Sept. 11th

MASTER ELECTRICIAN LICENSE Exam Scheduled April 19, 1969 Classes start Sept. 12th Meet THURSDAYS 7 PM

Meet WEDNESDAYS 7 PM

MASTER PLUMBERS LICENSE Exam Scheduled Jan. 18, 1969 Classes Start Sept. 10th Meet TUES, & FRI. 7 PM

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TUESDAY, AUGUST 20, 1968



An Obvious Error

NCE again, the dedication of loyal civil service employees is being relied upon by the State Administration to forestall salary reallocations.

Perhaps the hardest working, yet most underpaid, employees of the State serve in the institutions of the De- yes, even die together. They are partment of Mental Hygiene in titles within the attendant responsible for the community's series.

These trained employees replace the almost impossibleto-find nurses which the department cannot recruit because of low pay scales. Even attendants are hard to find.

J. Earl Kelly, director of classification and compensation for the State Civil Servic Department, in rejecting the appeal of the Civil Service Employees Assn. in behalf of these employees, obviously failed to consider that the State's mental hospitals are operating at less than full efficiency because of lack of staff.

The Civil Service Employees Assn., plans to appeal Kelly's decision to the Civil Service Commission. We hope that the commission takes all factors into consideration and comes up with the obvious answer-Employees in the attendant series deserve a reallocation.

PERB Reports Success In 157 Contract Disputes

ALBANY - One hundred fifty-seven contract disputes involving public employees have been settled since the State Public Employment Relations Board's inception last Sep-

Dr. Robert D. Helsby, chairman of PERB, the State agency created to administer the Taylor Law, said last week that the major portion of disputes in the first nine months under the new law have involved school boards and teacher organizations.

Under the Taylor Law, public employees for the first time, have the right to organize and to be represented by organizations of not the answer in coming to their own choosing in collective grips with the complex issues that negotiations with their public arise in collective negotiations. employers.

In the period between Septemthe law, and June 15, 1968, the State Board's Office of Conciliation recorded 284 contract disputes in New York State: 229 of these involved school boards and teacher organizations.

Of the total number of disputes recorded, 157 have been resolved, and the remainder, 127, are in various stages of mediation and fact finding, the two basic steps of the law's dispute-settling machinery.

"We are pleased that the impasse machinery of the Taylor 133 school districts in Nassau and erly protect the lives and property Law is working well in the vast Suffolk Counties, the State Board majority of instances where it assigned mediators and fact findhas been applied," Dr. Helsby ers to 82 disputes and settled 62

He added: "Our experience to date clearly demonstrates that the impasse procedures represent solid foundations on which to continue to build more perfect techniques for resolving disputes in the public sector.

"We recognize that the impasse machinery has not worked in a few cases; moreover we are UFOA Is Grateful aware that procedures alone are The attitudes of the parties, and their gradual achievement of exber 1, 1967, the effective date of perience and expertise in collective negotiations, will be important ingredients in the process, he said.

"After all." he added, 'the parties to negotiations are involved property of the people of New in a new experience in labor relations, and only time and experience will demonstrate the ultimate workability of the law's impasse machinery."

Long Island, according to Dr. Helsby, represents the area of single greatest concentration of PERB activity. Of approximately

(Continued on Page 15)

LETTERS TO THE EDITOR

Lecters to the editor must be signed. Names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader,

PBA Responds

Editor, The Leader:

It was was indeed a pleasure to read your recent editorial entitled 'Responsibility".

We at the New York City Transit Police, Patrolmen's Benevolent Association feel strongly about contacting responsible leaders in every community to establish a "grass roots" program of support for the civil servant.

Prejudice is unknown in our operation-there is only one color within the New York City Transit Police-and that color is blue!

To use your closing words, "our men and women live, work, and safety. The community is responsible for theirs."

Let us reason together and establish rapport on all levels in every community so that every branch of civil service can do a better job.

> RONALD E. BROWN Executive Secretary, Transit Patrolmen's Benevolent Assn.

Opinions Wanted

Editor, The Leader:

I read with great interest and approval your recent column in the August 6, 1968 issue asking that civil service employees assist candidates in formulating their platforms.

As Republican candidate for the 63rd Assembly Distrist, I ask that all interested groups and individsals furnish me with their opinions and advice. I can assure you that they will be given the utmost consideration.

In truth, it is only when complete information is received that a candidate for public office can act with assurance and knowledge when planning his legislative pro-

> LEONARD N. LIPKA New York, N.Y.

Editor, The Leader:

We wish to thank our friends in the news media for their help in supporting our action to adequately protect the lives and property of this great City.

The Unions in the New York Fire Department achieved initial movement in obtaining the necessary manpower to adequately protect the lives and York City.

This movement has not come easily nor speedily. The officials of this City state that they now recognize the problem. They have agreed that the manpower which can be afforded now is minimal and is not intended by them nor construed to be, enough to propof the people.

We tried to bring this problem to the attention of the elected of-

(Continued on Page 15)

Civil Service Law & You

By WILLIAM GOFFEN



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

Constitutional Guarantees

THERE CAN be no doubt that a civil service employee may be disciplined for refusing to answer questions specifically and narrowly pertinent to the performance of his official duties. Such questioning, however, must not require the employee to waive his constitutional right against selfincrimination. These principles were enunciated in Uniformed Sanitation Men's Association Inc. v. Commissioner of Sanitation of the City of New York (New York Law Journal, July 18, 1968, p. 1).

THE ACTION was brought by 15 employees of the Department of Sanitation of the City of New York for declaratory and injunctive relief against dismissal. The United States District Court and the United States Court of Appeals both denied any relief. However, the United States Supreme Court held that the discharge of the employees for refusal to sign waivers of immunity before the Grand Jury or for invoking their constitutional privilege against self-incrimination violated the petitioners' constitutional

THE COMMISSIONER of Investigation of New York City investigated charges that employees of the Department of Sanitation were not charging private cartmen proper fees for use of City facilities and were pocketing fees they did charge. As part of his investigation, the Commissioner obtained a Supreme Court order authorizing wiretapping at the City facilities in question.

EACH OF THE petitioners was summoned before the Commissioner of Investigation and advised that refusal to testify with respect to his official conduct on the grounds of self-incrimination would result in termination of his employment. The termination of public employment in thismanner is apparently authorized by the New York City Charter, Section 1123. Asserting the constitutional privilege against self-incrimination, 12 of the petitioners refusing to testify were dismissed.

IT IS CLEAR that the petitioners were not discharged simply for refusal to answer questions relating to their conduct as City employees. They were dismissed for invoking the constitutional privilege against self-incrimination. Indeed, the Commissioner of Investigation told them that their answers to his questions could be used against them in subsequent proceedings as follows:

I wish further to advise you that anything you say can be used against you in a court of law.

Thus, the petitioners faced the choice of certain dismissal for refusal to testify or of giving testimony which could be used against them in a subsequent criminal prosecu-

THREE OF THE petitioners who answered the questions put to them by the Commissioner were subsequently dismised for refusal to waive immunity when summoned before a Grand Jury. Like their 12 co-petitioners, they were dismissed on the ground they had violated Section 1123 of the City Charter.

IN SUCH circumstances, Mr. Justice Abe Fortas, writing for the United States Supreme Court, held that the relief sought by the petitioners must be granted.

JUSTICE FORTAS made very plain that if the petiioners had refused to "answer questions specifically, directly and narrowly, relating to the performance of their official duties on pain of dismissal from public employment without requiring relinquishment of the benefits of the constitutional privilege," they would have been subject to punishment. However, the case presented was one in which the petitioners had been required to choose between surrendering their constitutional rights or their jobs. Like all people, public employees are entitled to protection of the Constitution.

THE COURT did not find it necessary to consider issues raised with respect to the wiretapping. Also, it was unnecessary for the Court to decide whether it was at all possible for the petitioners to have waived successfully the privilege against self-incrimination. It seems not, because as decided by the Supreme Court in the case of Garrity v.

(Continued on Page 10)



QUESTIONS & ANSWERS

about

HEALTH INSURANCE



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

This Column will appear periodcally. As a public service, Mr. arry will answer questions relative to the Statewide Plan. Please ubmit 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.

I am a substitute teacher working in three school districts and a member of N.Y.S.T.A. I now have Blue Cross and Blue Shield on an individual family basis and I would like to join a group plan. Could I become a member of the Statewide Plan and pay the annual premium to you in a lump sum?

cipate in the Statewide Plan as a direct payment subcriber billed annually. You must join through an existing group as an active employee of that group. Your letter leads me to believe that you could only be classified as temporary.

we have lost our wallet size identification cards for both the Blue Cross and Blue Shield Plan of the State of New York Health Insurance and are writing

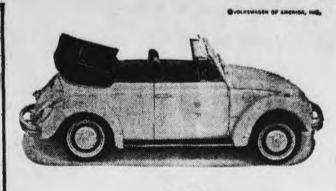
for replacements.

M. Hafortunately, the State-wide Plan Coordinating Office is not authorized to replace identification cards for Statewide Plan subscribers. Participating agency employees go to their own agency for replacements, State employees contact the Health Insurance Section, New York State Civil Service Department, Albany.

2. Enclosed is my prescription receipt for ten dollars (\$10.00) for which I believe I should be reimbursed under the Major Medical portion of the Statewide

Plan.
A. Prescribed drugs are covered items unders the Major Medical portion of the Statewide Plan. However, to nitiate a claim, you must list satisfy the \$50 deductible, then Major Medical will pay 6% of the balance. I am resurning your prescription receipt since the Statewide Plan Poordinating Office cannot rocess Major Medical claims.





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for anti-freeze because Volkswagen engines are air-cooled.

But if you still don't care to sell out so cheap, there is one way to raise the price of a Volkswagen. Get a sunroof. With the beetle, Fastback or Squareback.

(For no money at all, of course, you can come in and see them all in person.)

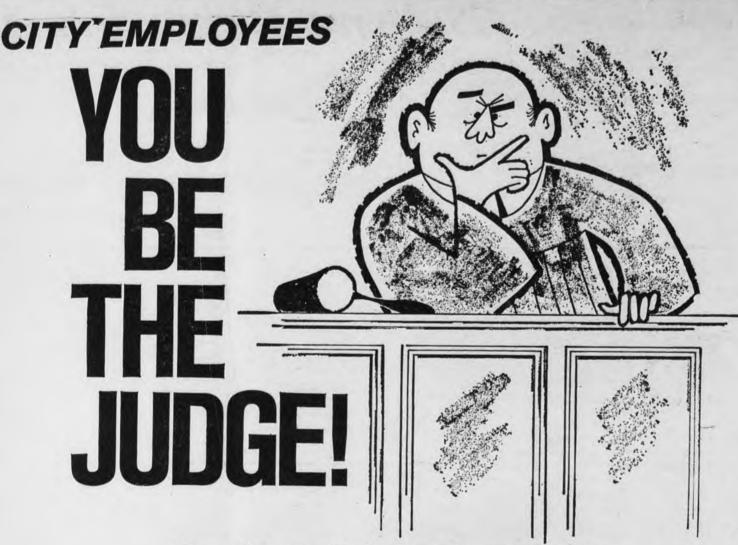
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Filing is still open for Ne York City area jobs as win dow washer (WB-4).

The job pays \$2.45 per hou Positions are available at th Veterans Administration Hosp tal at First Ave. and 24 St., Ne York City, and at other City ar State locations.

Applicants must have had on year of experience as windo washer, including the use of scaf folds, ladders, safety belts an other tools.

Applications for the job ma be obtained by writing, visiting of calling the Federal Job Informa tion Center, 220 East 42 St., Ne York City, 212-573-6101, or from the main post offices in the Bron Jamaica, Brooklyn, Hempstead Middletown, Newburgh, New Re Patchogue, Poughkeepsie, Riverhead an Yonkers, or the Personnel Office Veterans Administration Hospita First Ave. at 24 St., New You City, 10010.

Exam Sept. 21 For Sr. Clerk

TROY - The Rensselag County Civil Service Commis sion has announced that will accept applications up August 21, 1968 for a Septemb 21 open competitive examination for senior clerk.

The eligible list resulting from the test will be used to fill a propriate vacancies as they occu in all Rensselaer County depart ments, towns, villages and school districts.

Candidates must have bee legal residents of Rensselae County for at least four month immediately preceding the da of the written test.

A senior clerk makes from \$3 600 to \$4,800 per year, with sa aries varying according to distric An application form and details announcement for the examina tion may be obtained from Rens selaer County Civil Service Com mission. Room No. 35, Coun House, Troy, N.Y.

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9:30 A.M. Session Parcels 1-93

2:00 P.M. Session Parcels 94-170



State Needs Teachers For Over Fifty Positions In Institutions

The New York State departments of Health, Mental Hygiene, Social Service and Correction are seeking teachers in more than 50 State institutions.

The positions pay \$5,940 to \$7,280 for regular vacancies and \$7,065 to \$8,590 for senior

positions.

Candidates for institution teacher must have a bachelor's degree and extensive course work in the specialty for which they are applying. Candidates for the senior position must meet this requirement and have two years an examination for office appliexperience.

Persons seeking positions with the Departments of Health and Mental Hygiene may need additional training relating to their

formation contact the offices of the State Department of Civil





The New York City Department of Personnel has tentatively announced that it will accept applications for cance operator in November. The position pays \$4,050 to \$5,205 per year. An examination date has not been set.

The office appliance operator examination was last given in April, 1965. At that time, require-For applications and further in- | ments were three months of recent, satisfactory, full-time, paid tion of one of the following maaddressograph, ditto, microfilm, years. inserting and mailing, or any equivalent amount of experience.

Further information will be printed in The Leader as it becomes available from the Department of Personnel.

Naturalization Aide

Filing ends August 21, 1968 for the Onondaga County naturalization aide examination to be given September 21.

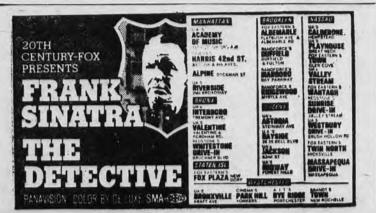
Requirements for the \$4,800-ayear job are graduation from high school and two years of clerical experience with some typing or any equivalent combination of training and experience.

Information and applications are available from the Onondaga County Dept. of Personnel, 204 Public Safety Bldg., Syracuse, New York.

Dept. Doubles

ALBANY-Under a \$500,000 grant from the National Science Foundation, the State University Center at Binghamton will double its present nine-member geology department.





Retiring Workers Honores

UTICA - Twenty-nine Dis- 11 years; Nicholas Scarafile, 10 term: president, Nicholas J. Department of Transportation years. were honored by more than 200 co-workers at a recent dinner marking their departure from State service. The event was held in Twin Ponds Golf Club.

Those honored were Earl W. Scothon, 45 years service; Newell Montana and Charles Burke, 44 years; Edward A. Geraty, Sr., 43 years; Laverne Cheney, 42 years; Thomas McNaney, Lee Munz and John Hadala, 40 years.

Wallace Ryan, 39 years; Franklin L. Moon; former district engineer of District 2 and Charles White and Steve Taylor, 37 years; William H. Becker, 36 years; Albert Nestle, 24 years; Dorrance Rumble, 22 years.

James O'Hara and Marion Sittig, 20 years; Lynn G. Clark, 18 experience at the job or recent, years; Louis P. Clemente and Wilsatisfactory training in the opera- liam Clemons, 17 years; Richard Russell, 16 years; Andrew Moore, chines: multilith, mimeograph, 15 years; Ernest A. Porter, 14

> Harold E. Champ, 13 years; James R. Taurisano, 12 years; Charles Addison and Asa C. Siver,

ployees Assn. State treasurer from trude McSally. Buffalo, and Nicholas J. Cimino, president of the local CSEA chapter. They presented gifts to the honored employees.

Guests included the officers of the Oneida County CSEA chapters from Fort Stanwix at Rome State School, Marcy and Utica State Hospitals, Utica chapter; State ment of Personnel is expect-Sen, and Mrs. James Donovan; Assemblymen William Sears and John Buckley.

Donald Ketchum of Buffalo, formerly of the Utica district office, was toastmaster and John H. Evans was general chairman.

John J. Hennessey installed the following slate for a two-year

Sat. Tests For Clerks

The New York payment center of the Social Security Administration has vacancies in career positions for clerktypist and file clerks, GS-2 (\$4,-231 per year) and clerk-typist, GS-3 (\$4,600 per year). Persons accepted for GS-2 will be eligible for promotion to the GS-3 position after completion of six months' satisfactory service.

Rego Park, N.Y. on Saturdays fornia Angels. during the months of August and September.

phone number: 699-3601.

trict 2 employees of the State years and James E. Fraser, eight Cimino; first vice-president, Vita N. Serio; second vice-president, Guest speakers were Bernard Kenneth E. Ward; treasurer, Evans, district engineer, John J. Frank Roefaro; secretary, Evelyn Hennessey, Civil Service Em- Bell and financial secretary, Ger-

City Readies Plasterer Test

The New York City Departed to begin receiving applications for the test for the position of plaster for the City in November. The job pays \$5.90 per hour.

The examination has been set tentatively for December 14, 1968. Requirements included, at the time of the last such examination, at least five years of full-time, paid experience as a plasterer or three years of experience plus sufficient acceptable related educational training or full-time, paid experience as a plasterer's appren-

For more information about the plasterer examination, follow The

P.O. Employees To Treat 300 To Game

Postmaster Frank J. Viola announced today that the Bronx Post Office Employees Recreation and Welfare Fund will play host In order to fill these jobs as to 300 children of Bronx post ofsoon as possible, examinations will fice employees at a children's be held at the Payment Center, outing to Yankee Stadium today 96-05 Horace Harding Expressway, to see the Yankees play the Cali-

The children will meet in front of the Bronx General Post Office, All applicants are asked to re- 149 St. and Grand Concourse, at serve a Saturday test date in ad- 11 a.m. Each child will be given vance by calling the following a baseball cap, spending money and free admission to the Stadium.



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NOTICE OF NAMES OF PERSONS APPEARING AS OWNERS OF CERTAIN UNCLAIMED PROPERTY HELD RY

ROYAL NATIONAL BANK OF NEW YORK

The persons whose name and last known address are set forth below appear from the records of the above-named banking organization to be entitled to unclaimed property in amounts of twenty-five dollars or more.

AMOUNTS	DUE O	DEPOSITS		
isto Aroye manuel Mehl essie Mehl	24 26	5 St. Ann's Ave., 6 Belmont Ave.,	Bronx, N.Y. Brooklyn, N.Y. Brooklyn, N.Y.	
essie Mehl 1/t/f Jerry Mehl essie Mehl 1/t/f Lillian Mehl essie Mehl 1/t/f Emanuel Mehl essie Mehl 1/t/f Shirley Mehl eica, Yudies	26 26 26 23	6 Belmont Ave., 1 Echo Place, Br		

AMOUNTS HELD OR OWING FOR THE PAYMENT OF NEGOTIABLE INSTRUMENTS OR CERTIFIED CHECKS

Elvira Ray Chelia Charles B. Mitchell Secretary of State Tuttle & Bailey Treasurer-City of New York New York Tax Commission Gimbel Bros. address unknown address unknown New York City Albany, N.Y. New York, N.Y.

A report of unclaimed property has been made to Arthur Levitt, the Comptroller of the State of New York, pursuant to Section 301 of the Abandoned Property Law, A list of the names contained in such notice is on file and open to public inspection at the principal office of the bank, located at 1212 Avenue of the Americas, in the City of New York, where such abandoned property is payable.

Such abandoned property will be paid on or before October 11 next to persons establishing to its satisfaction their right to receive the same.

In the succeeding November, and on or before the tenth day thereof, such unclaimed property will be paid to Arthur Levitt, the Comptroller of the State of New York, and it shall thereupon cease to be liable therefor.

Police Dept. Administrative Aide Exam Set For Sept. 28

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The New York City Department of Personnel has announced an open-competitive examination for police administrative aide to be given on September 28. Applications will be made at the time of the test. The test is open to

This position is in salary grade 14 with a salary range of from \$5,570 to \$7,190 per year.

The examination will be given at Brandels High School, 151 West 84 St., New York, N.Y.

Applicants must be no less than 19 years old and not older than 35 years old on the date of the test.

Applicants must have graduated from a four-year high school course or possess a high-school equivalency diploma. Applicants must also have, at the time of filing, two years of satisfactory full-time clerical experience

However, one year of full time clerical study at an accredited college or university may be substituted for the two years of clerical experience.

Persons who expect to meet the educational requirement by March 31, 1969 will be admitted to the examination. Evidence of this must be presented at the time of the examination.

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lic service career training program may be substituted for the clerical experience requirement.

Appointees to this position will work in the police department of the City performing responsible and difficult clerical and typing tasks and administrative duties of limited responsibility and difficulty and related tasks.

The test will be a written examination consisting of short answer questions designed to test the candidates' general intelligence, judgment, olerical and administrative aptitude, verbal ability, ability to deal with the public and with other City employees and ability to perform other duties of the position.

In addition, candidates will be expected to pass a qualifying typing examination at a typing speed of 35 words per minute for five minutes, after a probationary period.

The particulars of this announcement are still subject to change. However, such changes, if they do occur, will be prompt-

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ly reported in The Leader. Fur- tacting the Department of Perther information on the exam-sonnel, 49 Thomas St., New York ination can be obtained by con- City, N.Y.

Civil Service Law & You

(Continued from Page 6)

State of New Jersey, discussed in a prior column, testimony coerced from the employee by threat of dismissal may not properly be introduced against him in a criminal prosecu-

THE SUPREME Court has now made plain that public employees may be administratively penalized for refusal to answer questions pertinent to their positions only if there is no impingement upon their constitutional privileges.

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News Of The Schools

Brown Sees Groups Work In Puerto Rico

Dr. Aaron Brown, vice-president of the New York City Board of Education and professor of education at Long Island University, has just returned from Puerto Rico where he made several educational observations.

Dr. Brown visited the University of Puerto Rico, Rio Piedras Campus, to investigate teacher edccation programs, especially the preparation of teachers for large urban centers of the United States. He also inspected the vocational education program under the supervision of the Commonwealth's Department of Education.

Chairman of the National School Board's Association Council of the 50 large city boards of education, Dr. Brown studied the causes of the difficulties many Puerto Rican pupils encounter in the New York Public

He spent several days with the New York City Board of Educaion's Human Relations Workshop held in San Juan for 35 days. There are 40 participants in the workshop of whom 30 are public school teachers from Brooklyn and ten are native teachers who will join the New York City school system in September.

"The Role of Human Relations in Decentraliation" and "The Current Problems and Considered Solutions For Large Urban School Systems," were the subjects of two addresses made by Dr. Brown to the workshop.

Clark Is Head Of State Retirement System

Richard Webster Clark, a vicepresident and investment officer of the Community Savings Bank of Rochester, has been named investment officer of the New York State Teachers' Retirement System, announced Harold N. Langlitz, executive director of the System.

Clark will direct the System's security investments, which currently are approximately \$1.7 billion.

His appointment is effective Au-

investments from New York University. He is a graduate of Portia Law School, Boston, Mass., and a member of the Massachusetts Bar.

Interns Enter State Com. College Program

Eighteen interns are involved m
the graduate Cooperative Community College Program at State
University of New York at Alpert and the applicants are from the program, conducted by the School of Education, department of guidance and personnel services in higher education, is under the direction of Dr. David Hartley, professor of education at the university. It is

in its third year of existence.

The interns, representing nearly all of the two-year colleges in the State University as well as several private institutions, spend two summer sessions and one regular semester on an internship assignment at one of the State community colleges. The proram, which trains the interns for professional careers in the community college system, leads to the master of science degree.

It is characterized by interdisciplinary studies in education, social and behavioral sciences, research and statistics.

Zack Agrees With Para-Professionals

Assistant Superintendent Jacob B. Zack, special assistant to New York City Superintendent of Schools Dr. Bernard E. Donovan, recently interviewed spokesmen for a protesting group of paraprofessionals who have not yet received some of their pay. At the conclusion of a two-hour conference, Mr. Zack declared:

"Distribution of checks for para-professionals for the twoweek pay period ending with the close of the school session last June has been a continuing problem although only 2,000 of about 50,000 staff salary checks paid at that time are still undistributed.

'This is far too large a number, however, and all those at today's conference agreed to work together to see that the outstanding checks are delivered as soon as possible to those who have earned

"The problem arose because the checks were ready after the school closed for the summer, and incomplete information was given to us by, among others, the paraprofessionals themselves.

New Teacher Exam Attracts 'Alert Youth'

The Board of Examiners recently held the first examination for license as regular teacher of common branches under the new policy of the Board of Education discontinuing the issuance of substitute licenses on this level. In place of substitute examinations,

cants are holders of a degree and the required number of professional courses to begin teaching. The interview tests are scheduled for Thursday and Monday.

Examiner Jay E. Greene, at the scene of the test, declared that

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Norman M. Gutherz, 8020; Susan C. Markowitz, 8020; Barbara Weinstein, 8020;
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7933; Lawrence H. Feinberg, 7920; Susan
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Sandra M. Albert, 7567; Robert Gershon,
7566; Jerome F. Goldman, 7566; Margaret M. Pecunia, 7553; Carolyn J. Foy,
7553; Timothy A. Trapani, 7533; Robin
D. Gold, 7487; Victoria F. Harris, 7453;
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6720; Joan N. Cahn, 6720.

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Dated: July 28, 1868.
HOROWITZ & PERLMAN, Attorneys for Plaintiff, Office & P.O. Address 211 East 43rd Street, New York, New York.
TO: RICHARD W. CARSON, the Defendant and Person to be served in the above-entitled action:
PLEASE TAKE NOTICE, that the Summons in this action is being served on you by publication pursuant to an Order of Mr. Justice Irwin D. Davidson, granted on July 16, 1968. In an action by the plaintiff herein, IDELL, MONTGOM-ERY, to recover \$100,000.00, together with costs of this action.
Said action is for personal injuries received by the plaintiff, IDELL, MONTGOM-ERY, to recover \$100,000.00, together with costs of this action.
Said action is for personal injuries received by the plaintiff, DELL, MONTGOM-ERY, to recover \$100,000.00, together with costs of this action.
Said action is for personal injuries received by the plaintiff, DELL, MONTGOM-ERY, to recover \$100,000.00, together with costs of this action.
Said action is for personal injuries received by the plaintiff, DELL, MONTGOM-ERY, to Power Said action is for personal injuries received by the Plaintiff, DELL, MONTGOM-ERY, on July 29, 1966.
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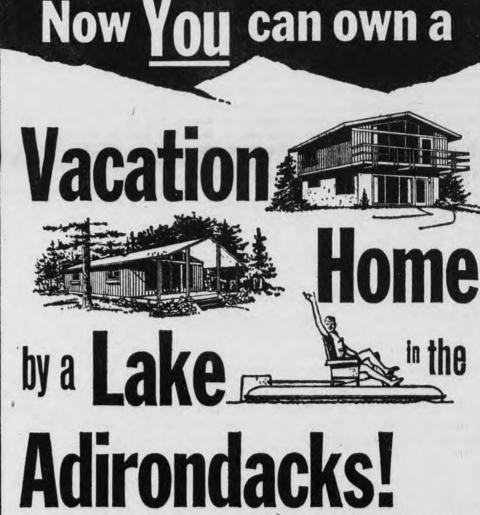
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Three Get Grants For Research Work

ALBANY-Research grants totaling more than \$140,000 have been awarded three State University professors at Albany,

Civil Service TV

(Continued from Page 4) "Crime Scene Tactics." Sunday, August 25 6 p.m.-Human Rights Forumsee Friday, 11 a.m. 10:30 p.m.-With Mayor Lindsay.

Monday, August 26 p.m. - Around the Clock: "Stops-Persons and Cars." 7:30 p.m.-On the Job.

Dr. Harry L. Frisch, professor of chemistry, is the recipient of a \$61,000 grant from the National Science Foundation for research into chemical instabilities.

He also has been granted an additional \$40,000 by the American Chemical Society for a project in the petroleum field, which is related to his other grant.

The American Cancer Society has granted Dr. Earl A. Rollins of the Albany College, who is assistant professor of biological sciences, \$30,447 and Dr. Harry Tedeschi, professor of biological sciences, \$11,841 for two other research projects.

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GARDINER SPEAKS - Dr. John Gardiner, director of the Campus School, State University College at Potsdam, addresses crowd at dinner intallation dance of the Buffalo State

chapter of CSEA recently. Also shown are Ed Dudek, left, president of the State University of Buffalo chapter, and John Warren, right, former

Lindenhurst Village **Aides Win Contract**

(From Leader Correspondent)

SMITHTOWN - Twenty-five-cent-an-hour wage boosts in both 1969 and 1970 are features of a new two-year contract negotiated after much difficulty by the Lindenhurst Village unit of the Suffolk County chapter of the Civil Service Employees Assn.

The agreement was signed August 8 after CSEA had won a recognition fight following a year's effeort and then filed an impasse declaration with the State Public Employment Relations Board when the village failed to negotiate.

With the efforts of State conciliator Cleon Applewaite, an agreement on the wage boosts and fringe benefits was reached on behalf of 70 employees.

The pact may be the first for public employees running to December 31, 1970.

The contract, negotiated by unit representative Edwin R. Cleary, includes provisions for: non-contributory hospitalization, which Buffalo State Hosp. saves employees an average of \$160 a year; additional vacation Picnic Draws 300 time to three weeks after five years and four weeks after 10; uniform; free, innoculations for highway and sanitation department workers and a safety committee to oversee the operation of vehicles. The safety idea is one of the first guaranteed by contract.

Retirement Dinner

Inspector Joseph O'Connor of the Department of Motor Vehicles will be honored for 30 years of civil service at a retirement dinner Friday night, August 23, at the Regency House at 175 St. and Jamaica Ave., Jamaica.

Morris Gimpelson will be master of ceremonies for the dinner. Vincent Carney, former deputy commissioner of Taxation and Finance and Lawrence Meighan, district director of the Department of Motor Vehicles in Jamalca will be speakers.

Sec. March Burn Ada, P.A.

Elwood Aides Get 11 Percent Pay Boost

SMITHTOWN - Negotiations have produced an 11 percent across-the-board pay boost for employees of the Elwood School District, according to the Elwood Schools unit of the Suffolk chapter of the Civil Service Employees Assn.

The agreement, reached after the chapter had been forced to appeal to the State Public Relations Board to order recognileaders with the aid of CSEA field tion, also includes fringe benefits and is retroactive to July 1.

(From Leader Correspondent) BUFFALO-Nearly 300 members of Buffalo State Hospital chapter, Civil Service Employees Assn., attended the chapter annual picnic and dinner August 10 in the Cheektowaga Grove.

Guests included Dr. Theodore Wenzl, CSEA president; John offer graduate and undergraduate Hennessey of Buffalo, treasurer, and Joe Deasy, city editor of the Civil Service Leader.

Wesley Demmon is president of the chapter.

Oneida Election

(Continued from Page 3) table. Among the demands the chapter plans to present are a general pay increase, a review of employee allocations and classifications, adoption of the State's 1/60th retirement program retroactive to 1938, increased sick leave benefits, and liberalized vacation ers or future teachers of menschedules.

IF AN A A THERMAN . FROM ENDING AND DECK TO

Facts Found In Oswego Dispute

ALBANY-The fact-finder in the contract dispute between the Oswego Board of Education and the Oswego Classroom Teachers' Association has recommended:

. A \$6,200 starting salary for a bachelor's degree, with increments of \$250 for length of service steps 1 and 2 and \$300 for steps 3 to 14.

· A \$200 increase for each of the eight preparation levels.

· A salary schedule for summer school that equals onetenth of the teacher's salary.

• Establishment of three new positions, drama coach, choral director and clubs advisor and increase of \$150 for co-curricular activities.

• A \$300 raise for 35 years of service and \$1,000 for a doctorate.

• Extra services to be compensated at the rate of 1/200th of the teacher's regular pay for each day of extra services performed.

Basso also recommended military service up to three years be credited towards seniority.

St. Rose College **Opens Fall Classes**

ALBANY-The Fall session at The College of Saint Rose will courses in the fields of biology, education, English, French, history and political science, music and sociology. The session is open to both men and women. Registration will be held in the Science Hall, 432 Western Ave.

Graduate registration is scheduled on September 12 and 13 from 3 to 5 p.m. and from 7 to 9 p.m. Classes begin September 16.

Special programs include courses include in the field of mental retardation and speech correction and hearing. Tuition grants are offered by the State Education Department to teachtally retarded children.

Mt. Pleasant School **Aides Ratify Contract**

(Special to The Leader)

MOUNT PLEASANT-Adoption of the non-contributory 1/60th pension plan, a salary schedule and additional paid holidays were part of the benefits obtained by the Thornwood unit of the Westchester County chapter of the Civil

Service Employees Assn. in their recent negotiations with Mount Pleasant Central School District

McQueen Riley, unit president, Eva Jones, vice-president, and Booker Jefferson, secretarytreasurer, represented CSEA at the negotiations. Riley signed the contract, which also included the following benefits won by CSEA:

· A right to post notices concerning employees' activities:

· A ruling that allows employees representatives to visit members during working hours in order to give information on contract terms and grievance procedures:

• A reasonable time for employees to process grievances:

• Two hours a month for employees' meetings in school facilities, provided they are not conducted while class is

in session;

• Time and one-half pay for overtime and triple pay for holidays;

• A total of twelve sick days, granted annually. Two unused personal leave days can be accumulated annually as sick leave up to a total of 200 days;

• Financing of 60 percent of both the employees' and dependents' health premiums;

· A minimum of two hours pay for employees who are called to work after their normal working hours:

· A new and more direct grievance system;

· A one-year probationary period for all non-competitive employees and full rights and benefits for them under the Civil Service Law.

Unit officials were pleased with the negotiations and predicted success in future bargaining talks.

Full Listing Of Paid President Comm. Members

(Special to The Leader) ALBANY - The names of several members of the paid president's committee were inadvertently left out of a story which appeared in last week's edition of The Leader.

Omitted from the list were John W. Raymond, Department of Transportation, secretary, Albany; Thomas McDonough, Motor Vehicle Department chapter president, Albany; Bernard Silberman. Department of State, Albany; Maurice Sokolinsky, Binghamton chapter; Joseph C. Sykes, State Thruway Authority, representative, and Joseph Troccia, Elmira Reformatory and Reception Cen-

The other members of the committee include, immediate past Statewide president Joseph F. Feily of the Miscellaneous Tax Bureau at the State Campus in Albany, who is chairman; Solomon Bendet, State Insurance Department in New York City, vicechairman; Felice Amodio, Middletown State Hospital chapter president; Mrs. Ann Chandler, Brooklyn State Hospital: Edward Dudek State University representative from Buffalo; Irving Flaumenbaum, Nassau County chapter president; Samuel Grossfield, State Division of Employment, Rochester; Herbert C. Harwood, Franklin County chapter president; Mrs. Ruth Heacox, Niagara county chapter president; State Treasurer John J. Hennessey of Buffalo; Randolph V. Jacobs, State Insurance Fund chapter and Metropolitan Conference president; Roger Kane, Marcy State Hospital chapter president; and Mrs. Mary McCarthy, Syracuse State chapter president.

Chairman Feily noted that the

can buy enough

PERB Rules On **Huntington Teachers**

ALBANY-In a significant statement by the Public Employment Relations Board hearing officer in the Huntington teachers case, George H. Fowler held:

"The Taylor Law imposes a moral and legal obligation upon the parties to give serious consideration to the acceptance of fact-finders' recommendations. The law, however, clearly does not mandate that either or both of the parties accept such recommendations."

Fowler, a PERB board member recommended a 12-month suspension of the dues deduction privilege for the Associated Teachers of Huntington.

The teachers contended that the Board of Education failed to negotiate in good faith, and cited that the board had refused to accept the recomemndations of a fact-finder.

Fowler decided that the evidence supported the board's contention that it had given seriious consideration to the factfinder's recommendations but then rejected them.

It is pointed out in the record that there had been private meetings between the chief negotis tors for both sides, and, Fowler declared:

"Whether this method of bargaining offered the best promise of settlement is moot."

Appropriation

ALBANY-Governor Rockefelle and the legislative leaders have approved a \$48,000 special ap propriation out of the State emergency fund to pay for a spe cial program of community guides

committee represents a cross section of CSEA members from throughout the State.

LETTERS TO THE EDITOR

(Continued from Page 6) ficials who could solve it. For a long time our pleas fell on deaf ears. According to the City admin-Istration, there was no such problem existing.

However, as we all know, there is this crisis. We have the statistics to prove it! What course lay open to us?

We went to the news media with ads, with stories and with out Editor, The Leader: statistics. These facts and our friends in the media did the rest. Without the dedication of the news media, with ongoing emphasis on the fire crisis in New York City, we do not know if even yet recognized by the City adminis- help all of us. tration.

We can say that now, because of all of the public spirited peotors, reporters, photographers, news analysts, some political figures and other responsible citizens, we have a resolution at the initial phase to adequately protect the people of New York.

It now remains for the City and ourselves to sit before an impartial panel, review the facts on the City's fire crisis situation,

Special Funds

ALBANY-Governor Rockefeller has authorized a \$492,000 special allocation from the State's emergency fund to pay for administraof Human Rights.

The reason the appropriation was necessary, he said, was that the Legislature failed to appropriate the funds so the division could carry out added responedbilities.

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for defenitions as to how many men "hit the nail on the head" fighters are needed to cope with this crisis.

We hope through our own ef-

JOSEPH LOVETT, President

Praises Bendet

Please print my letter of thanks (and I'm sure I speak for many other State employees as well) to Solomon Bendet and his key committee in the Civil Service Employees Assn. Mr. Bendet has the problem would have been long and loudly spoken out to

L'es, a salary increase is in order for us State workers, who are still being paid under par with ple of New York City such as edi- private industry. Better salaries and better on-the-job training will attract a higher caliber of employee.

Above all, let me say that Mr. Bendet and his fellow committee-

Police Contracts

ALBANY-Police contracts in local government units in the State are stressing fully-paid life insurance policies as recommended in a dispute in the Town of Harrison and the Harrison Police Association.

The Public Employment Relations Board fact finder said a \$10,000, fully-paid life insurance tive costs for the State Division policy for all members of the police department in the dispute was warranted.

DEWITT CLINTON

STATE & BAGLE STS., ALBANY A KNOTT HOTEL FAVORITE FOR OVER SO RS WITH STATE TRAVELERS SPECIAL RATES FOR N.Y.S. EMPLOYEES

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Cell Albeny HE 4-6111 THOMAS H. GORMAN, Gen. Mgr.

additional fire officers and fire- when they noted the 20-year retirement plan for the State Legislature which was recently approved. How about the rest of usforts, and the efforts of all of especially those working with the our friends to propel this hearing mentally ill in institutions and to an immediate assessment and schools? It's hazardous working with the mentally ill at all times, but after 40 years your reflexes Uniformed Fire Officers Assn. are not what they were at 20 and Local 854, IAFF, AFL-CIO you're actually and literally taking your life in your hands at times, particularly during a dis- Library Teacher turbance. Let us retire after 20 years of hard work and long hours and let us live a little.

MRS. SOPHIE GRAHAM Commack, N.Y.

Reply

Editor, The Leader:

1968, in which you indicate the groundswell building up for gun control laws, I must take issue with your article.

You are correct when you state behind those who would register all firearms and license their owners. You are wrong when you state the following: "that it will end the violence that destroys the fiber of our country."

A respect by all for the laws of our country and the fair and impartial enforcement of the law against all lawbreakers regardless of race, color, creed, national origin, or financial and political influence, is the key to this issue



YEW YORK CIVIL SERVICE BOOKS

and all such issues.

Instead of finding fault with the country in this vein, why not find out what's right with it and of them. The remaining 20 are in editorialize this. I might add, that mediation or fact finding. this particular column seemed a

ANDREW, T. WITTMAN, JR. follows: Bayport, N.Y. Total disputes

At Millbrook School

A fall opening for teacher of tral School District has been announced by Supervising Principal Glen E. Manning.

Salary for the position is \$6,500 with a bachelor's degree and no experience, and \$7,300 per year With reference to your "Don't with a master's degree and no Repeat This" column of June 11, experience. The school will pay \$20 for each extra credit hour beyond a degree. Millbrook is 90 miles from New York City.

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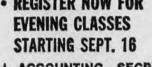
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PERB Report

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(a)	School districts	
	(82 on Long Island)	229
(b)	Other governments	55
Total	Settlements	157
(a)	School districts	0.00
	(62 on Long Island)	121
(b)	Other governments	86
Proces	ss Used in Settlements	
(a)	Mediation	85
(b)	Fact finding	63
(c)	Other	
Cases	Open	127
(a)	In mediation	
	(7 in Long Island	
	School Districts)	58
(b)	In fact finding	
	(13 in Long Island	
	School Districts)	69

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SPECIAL WEEKLY RATES FOR EXTENDED STAYS

the county.

CSEA Victorious In Major Erie Co. Fight

chapter already has laid the units in collective negotiations. ground work for its contract de- Recently Neil V. Cummings,

lations to the Erie County chapter and cited them for their successive achievements, continued right to negotiate for the emsupport, and progressive outlook. "Erie County has always had a fine chapter, and I'm sure that this added impetus will only make them a more successful organization," Wenzl said.

Rath had announced on June

Nassau Unit **Selects Officers**

At a recent general membership meeting the O.A.S. unit of the Nassau chapter of the Civil Service Employees Assn. ratified their constitution and by-laws and elected officers and delegates.

The new officers are:

Dudley Kinsley, custodial worker II, president; William McKinney, equipment operator II, vicepresident; Charles Avondet, storekeeper II, treasurer; Helen Williams, tel. operator II, secretary; Helen Todaro, clerk steno II, corres. secy., and Joseph Myers, custodial worker I, sgt. at arms. The new delegates are:

Anthony Croce, auto mechanic; Josephine McCoy, telephone operator II; Anthony Bellissimo, maintenance carpenter; Charles Merritt, purchasing supervisor; James Demos, personnel specialist IV; William Rider, chief sta. Engr. II; Hank La Bella Jr., chief sta. engr. II, Elwyn M. Hoke, programmer I; Dominick Cascio, data process; Irving Halversen, bldg. mgr. II; Gil Shadwick, maintenance paint foreman; Dorothy Kehoe, clerk typist III; Robert Tur-Espinosa, dup. mch. oper. II.

cess of preparing programs to be ees would be placed in three barnegotiated with the county. It gaining units but had not recogwas not announced when bargain- nized any employee organizations ing talks would begin, but the to represent the employees in the

mands, and is working out a chapter president, announced that mutually agreed to schedule with another employee organizationthe Erie County Competitive Civil Dr. Theodore C. Wenzl, CSEA Service Association-has agreed to president, has sent his congratu- have CSEA represent it in bargaining matters.

> Playing key roles in winning the ployees, besides Cummings, was Thomas Christy, fourth vicepresident of the Erie chapter.

Mental Hygiene

(Continued from Page 1)

"In fact," Wenzl pointed out, "last year the Department of Mental Hygiene conducted a large-scale recruitment drive and spent thousands of dollars on advertising and personal contact, but the drive fell flat on its face. The reason for the lack of interest was obvious to everyone - not enough money, poor working conditions and many other factors."

Continuing, the president of the 170,000-member Employees Association said, "This certainly is not a new problem; it's one that has existed for a good number of years. And when an opportunity to rectify the situation through our appeal presents itself, it is arbitrarily and casually dismissed. This appeal affects more than 21,000 of the 48,000 persons employed by the Mental Hygiene Department. It cannot be taken lightly, especially when the majority of these employees are making less than \$6,000 at their highest step.

"Recruiting and retention aside, just the responsibility given to those in the attendant series in the care of the patients mandates that they receive higher salaries.

"Morale has ebbed to a dangerously low point. These people feel, and rightly so, that they are being discriminated against. They are working in overcrowded wardsone attendant being responsible



GRIEVANCE MEETING - Members of the Civil Service Employees Assn.'s grievance committee gather in Albany for the final meeting prior to CSEA's annual delegate meeting. Seated, left to right, are: Roger Cilli, George DeLong, chairman, and Elmer Martin. Standing, Nicholas Cimino, and E. Norbert Zahm and John J. Reddish, CSEA staff members. Committee members not present for the picture were Olive Allen, Daniel Daly, Mary Gormley, John Larney, Rose Lefink, Lois Minozzi, and Thomas McDonough,

CSEA-D. of E. Meet On Clerks

Representative of the Metropolitan Division of Employment chapter of the Civil Service Employees Assn., along with Dr. Theodore C. Wenzl, president of the Statewide CSEA, met with State Industrial Commissioner Martin A. Catherwood last week to resolve an apparent impasse on the hiring of grade three through grade five clerks in receptionist positions in the Division's New York City area offices. The meeting, which was held in Commissioner Catherwood's office at 80 Centre St. in Manhattan, ended with an agreement calling for the immediate adjustments in the Manhattan office involved. with clerks assuming the reception duties, and the initiation of further studies of the need for such adjustments in the Long Island and Westchester area of-

Division of Employment chapter president John Lo Monaco stated that the problem arose when it was pointed out to the personnel officials of the division and State Civil Service Commissioner Mrs. Ersa Poston that Grade 14 and 18 personnel interviewers were doing reception duties in the Metropolitan area offices of the division. It was agreed at that time, Lo Monaco said, that grade three through grade five clerks should be installed in these offices for reception duties. The appointments were never made in compliance with the agreement, the chapter official said.

Failure to comply with the directive was noted in one Manhattan division office and in the entire Westchester and Long Island areas.

"When we inquired of the division's personnel staff why the appointments were never made we got nothing but doubletalks," Lo Monaco said.

for an overly large number of patients. They are not only dealing with bed cases here, but with persons, many of whom are physically healthy, who require attentive individual care.

"Not only are salaries too low, but once in the job, attendants find themselves at a dead end as far as promotions are concerned. This, coupled with the poor working conditions, contributes to an excessive turnover rate in personnel, resulting in many cases of untrained people working with patients who need experienced care.

"The State of New York professes to have a progressive, suc- Thruway Authority to recognize cessful mental health program. How can this be possible when the people who administer the mental health program in the institutions -attendants especially-are required to wash floors and windows, sweep down wards and perform other housekeeping duties instead of devoting 100 percent of their working time to the patients?" Dr. Wenzl asked.

"It's a sorry day for the State the so-called Empire State when such deplorable conditions are allowed to continue behind the walls of our mental institutions and away from the eyes of the public."



SUCCESSFUL MEETING - State Industrial Commissloner Martin A. Catherwood, center, greets Dr. Theodore C. Wenzl, on the right, president of the Civil Service Employees Assn., and John Lo Monaco, president of the CSEA's Metropolitan Division of Employment chapter at the Commissioner's offices at 80 Center St. in New York City. The successful meeting was held to resolve the problem of the appointment of grade three through five clerks in receptionist positions in most of the metropolitan area's D. of E. offices.

reported, the D. of E. personnel Commissioner Catherwood as the offices maintained that there was need for the clerical appointments no need for such appointments in the offices involved.

other metropolitan D. of E. chap- sion of Employment personnel deter officers went to Albany to discuss the problem with CSEA president Wenzl. At the meeting and Lo Monaco were satisfied that were Wenzl; Lo Monaco; Nicholas Pollicino, chapter vice-president; Paul Greenberg, chapter vicepresident; John Payne, the chapter's grievance committee chairman; Ralph Fabiano, chapter vice-president and consultant to Harry Smith, the division's dir-Coyle of the CSEA research department; Seth Towse, CSEA Division of Employment; Samuel counsel and New York City area Diamond, deputy industrial comrepresentative William Farrell.

As late as last week, it was ask for last week's meeting with politan area director.

was again verified.

At the successful meeting at the Two weeks ago Lo Monaco and Commissioner's office, the Divipartment's previous recalcitrance seemed to have evaporated. Wenzl assurances were given in good faith that the proper appointments would be made at the offices involved.

Other State officials at the meeting besides Catherwood were the grievance committee; Thomas ector of personnel, Irving Weinstock, assistant director of the missioner and Edward Caine, It was agreed at the meeting to Division of Employment metro-

Lochner Denounces Thruway Auth.

(Continued from Page 1) Further attacking the Thruway these benefits and the refusal of with CSEA has convinced our your Authority." members and our leadership that the Thruway Authority is using for the loss of additional retirethe Taylor Law to avoid dealing ment compensation by a number with the duly-designated representatives of its employees." CSEA has 1,700 of the 2,200 employees

as dues-paying members.

Continuing, the executive director said, "The failure of the Authority recognized CSEA in CSEA has deprived the employees as it should have, we are certain of representation with reference that a number of your Thruway to their salaries, retirement and terms and conditions of employ- aforementioned time would not ment during the last year, and now be deprived of the benefits it is almost certain that your of the new 1/60th plan negotiated action will deprive CSEA of negotiating with the Thruway Auth- Lochner told Bixby. The benefits ority for benefits to be provided for State workers became effective in the next budget, which takes April 1. effect, as we understand it, on January 1, 1969.

"Furthermore, the Thruway Authority disowned its own state-

> To Keep Informed, Follow The Leader.

ments of employee relations, to which another organization as leadership in a letter to R. Bur- well as CSEA agreed in writing, dell Bixby, Authority chairman, without any written notice to Lochner said: "Refusal to grant CSEA . . . Based on this record, we are amazed at the poor labor the Thruway Authority to meet relations practices followed by

Lochner blamed the Authority of employees who retired between last April 1 and the date the Authority's approval of the 1/60th plan retroactive to 1938 became effective. "Had the Thruway September employees who retired during the by CSEA for State employees."

Units Recognized

MINEOLA-Units of the Nassau chapter, Civil Service Employees Assn., have gained exclusive recognition for employees of the Great Neck Park District and Hewlett-Woodmere Public Library