

# Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

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## CSEA WILL FIGHT IN HIGHER COURT TO STOP PERB DELAYS

### Nassau Chapter To Demonstrate On January 3

(From Leader Correspondent)

MINEOLA—Nassau chapter, Civil Service Employees Assn., will demonstrate at the Jan. 3 meeting of the County Board of Supervisors against inaction by the outgoing board on their demands.

The demonstration was called by the chapter's board of directors last week to protest the County's failure to act on:

- The CSEA demand for exclusive recognition.
- A request to increase the proposed three and one-half percent across-the-board salary adjustment.
- Recommended early action on time and one-half payments, and
- A request to reduce the employees' contribution for health insurance.

The demonstration was called for the first meeting of the year so that two new members of the board will be involved. They are new North Hempstead Town Supervisor Robert Meade and new Glen Cove Mayor-Supervisor Andrew J. DiPaola. CSEA members will carry placards and "jam the room," according to chapter president Irving Flaumenbaum. "We will show them our solidarity," Flaumenbaum asserted.

### Zausmer To Retire

ALBANY — Garson Zausmer, assistant administrative director for the State Civil Service Department, is planning to retire soon. He will take up winter residence in Florida and spend his summers at Saratoga Lake.

### Inspector Of The Year

ALBANY—Joseph A. Waldo of Canastota was named "Inspector of the Year" at a recent in-service training school at Cornell U.

## Chanukah Greetings

To all our members and friends of the Jewish Faith, we send our best wishes for a Happy Chanukah, the Festival of Lights.

Theodore C. Wenzl, President, Civil Service Employees Assn.

### Kingston CSEA KO's Teamsters

(From Leader Correspondent)

KINGSTON — Non-teaching employees in the Kingston Consolidated School District chose the Civil Service Employees Assn. as their bargaining agent under the Taylor Law on Dec. 19 in a hotly contested runoff election between CSEA and Teamsters Local 445 of Yonkers.

The vote was 76-67 in favor of CSEA. The school district employees went to the poll on Dec. 12 to pick either CSEA, the Teamsters, or no representative at all. CSEA came out on top in that vote, but by a slim margin, because many employees had voted for no representation. The runoff result, however, was between only CSEA and the Teamsters.

#### Who's Covered

As a result of the vote, CSEA will represent cafeteria workers, custodians and maintenance men in negotiating their wages, benefits and conditions of employment. The drive for members in the district and the subsequent elections were coordinated by Edward J. Gusty, CSEA field representative, and Daniel Houser, president of the Kingston School CSEA unit, John J. Pender, another CSEA field representative, assisted in the election campaign.

CSEA recently won a pay boost and other benefits for Kingston City employees and also has been recognized as the bargaining agent in the nearby school districts of Poughkeepsie, Pine Plains, Pawling, Hyde Park and Arlington.

Houser said he will appoint committees from the custodial, cafeteria and maintenance ranks to lay the ground work for contract negotiations with the board of education.

### Clinton School Aides Choose Employees Assn.

(From Leader Correspondent)

CLINTON — The Civil Service Employees Assn. won the right to represent non-teaching employees in the Clinton school district by a better than 2 to 1 margin in a recent representation election.

Of the 53 votes cast out of an eligible 64 voters, 35 favored CSEA while 16 voted for the Clinton Central Local Employees Association. Two persons voted for no representation.

As a result of the vote, CSEA becomes exclusive bargaining agent for all non-teaching employees in this Oneida County school district and is guaranteed dues checkoff rights. Negotiations for a work contract are expected to begin soon, according to Frank (Continued on Page 16)

### Says Board's Action Defeats Law's Purpose On Good Negotiations

ALBANY—The Civil Service Employees Assn. announced early last week it was preparing an immediate appeal to reverse a State Supreme Court ruling upholding a Public Employment Relations Board order staying CSEA's right to bargain exclusively on behalf of 124,000 State employees.

Labeling the lower court's refusal to lift the stay "merely a temporary set-back," CSEA president Dr. Theodore C. Wenzl said his organization was determined to get the PERB order thrown out and resume bargaining talks with Governor Rockefeller's negotiators "before time runs out."

"We simply cannot abide the outcome of this preliminary skirmish," Dr. Wenzl said. "It remains manifestly unjust that the collective bargaining rights of the

great majority of the 124,000-employee bargaining unit be held in abeyance while the PERB decides

### Bendet Asks Special Meeting of Delegates

Solomon Bendet, chairman of the Salary Committee of the Civil Service Employees Assn., has asked Dr. Theodore Wenzl, CSEA president, to call a special meeting of Employees Association delegates as soon as possible.

In a telegram to Dr. Wenzl, Bendet said that salary negotiations with the Rockefeller Administration obviously had reached an impasse and, in accordance with a mandate of delegates at their annual meeting last October, asked for the special session.

Since the Governor will deliver his budget to the Legislature on Jan. 16, expectations are that a special delegates meeting will be held prior to that time. At Leader presstime, however, there was no confirmation available on a specific date for the meeting.

after the fact on the dubious claims of rival organizations that they represent a small minority."

(Continued on Page 16)



(Leader Staff Photo by Deasy)

**DOLLS FOR CHILDREN** — Dolls donated by State employees for children in the New York Foundling Hospital are placed under the Christmas tree in the lobby of the State Insurance Fund Building, 199 Church St., Manhattan. The dolls were donated and dressed by State employees. Under the sponsorship of the Dongan Guild of State Employees, looking over the dolls are, left to right: Marie Elaine Brillante, Harriet Hart, Eleanor Maresca, Mary Warner and Anna Maenza.

*Don't Repeat This!*  
Morgenthau or Bassine

### Lindsay Stock For Mayoralty Drops

THERE was a violent upheaval in New York City's political stock market last week.

The glamorous stock of Mayor John V. Lindsay dropped sharply. The stock of U.S. Attorney (Continued on Page 2)

# Don't Repeat This!

(Continued from Page 1)  
Robert M. Morgenthau skyrocketed.

The cause of all of this was the indictment by Robert Morgenthau of one of the bright stars of the Lindsay Administration, ex-Water Commissioner James L. Marcus. Marcus was charged with participating with Mafia members in a \$40,000 kickback from a \$835,000 cleaning job of a Bronx reservoir which he had awarded without public bidding. The cleaning, Marcus said, "was an emergency" and the contract, therefore, could be awarded without public bidding.

A number of developments followed speedily in the wake of the Marcus debacle. Most important is the effect on the 1969 Democratic mayoralty nomination, which last week had as much apparent value as a phony subway token. Suddenly it began to look like solid 24 karat gold.

These questions were being asked about the Marcus affair and the function of the Lindsay Administration: How was it possible for Marcus to be under in-

vestigation simultaneously by the FBI, the U.S. Attorney's Office and District Attorney Frank Hogan, of New York County, without the Lindsay Commissioner of Investigation, Arthur Fraiman, being aware of it? It appeared to some observers that the fact that Fraiman did not know that Marcus was associated with an alleged Mafia leader was incredibly naive on his part.

Another question remaining unanswered is how Corporation Counsel J. Lee Rankin approved the reservoir cleaning solely on Marcus's say so. Surely Rankin should have asked for verification of the "emergency" from the City Board of Health. The truth is that the reservoir has not been cleaned for 88 years and a few months more would have been insignificant. Likewise, the real cost of the job may never be known. But some contractors believe that public bidding might have resulted in a saving of at least one half million dollars, a sum large enough to put a squad of policemen on the City's crime-infested

(Continued on Page 15)

# 1/60th Report

By LOUIS BUSSELL

In my last column, I discussed the assets of the Retirement System. What has been the impact of the gigantic Retirement System on its active members? For the answer we are indebted to Comptroller Arthur Levitt for his comprehensive 46th Annual Report on the operation of the State Employee's Retirement System, for the fiscal year ending March 31, 1966.

In this report, Comptroller Levitt states that during the five-year period just elapsed, service retirements continued at a rate which was lower than anticipated according to present tables and that the actual cost of these benefits is less than the expected cost. In fact, the report also states that the ratio of actual to expected retirements is very low for all occupations (approximately 34%). It is interesting to note that of the 288-odd thousand active members, 69-odd thousand are age 55 years or over (about 25% of total members).

Various conclusions may be drawn from these statistics, but it is our opinion, supported by letters received from readers of this column, that members are not retiring at age 56, or even close to that age, for the reason that they just can't afford to retire on the small pension they will receive.

Have your chapter form a committee to join the fight to make retirement a realization not a myth. Support the drive for a fully retroactive 1/60th Retirement Law. We welcome all thoughts on this subject. Address them to this column care of The Leader, 97 Duane St., N.Y.C., N.Y. 10007.

# Your Public Relations IQ

By LEO J. MARGOLIN



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

## Music As A Medium

OUR CIVIL service readers should be pleased to know that it took a government entity—State University College at Fredonia, New York—to successfully employ one of the most difficult of techniques to achieve outstanding public relations.

MUSIC IS both Fredonia's excellence as well as its most effective medium of public relations communication.

ALTHOUGH MUSIC is as much a medium of communication as television, magazines, newspapers, brochures, speeches, etc., unusual skill is required to make music do triple public relations duty—outstanding performance in the public interest effectively communicated.

AS A BY-PRODUCT of its superior competence in musical education, Fredonia has developed an absolutely first rate student choir of 75 voices, good enough to perform in New York's Philharmonic Hall and win accolades from the "N.Y. Times" music critic.

THIS CHORUS of handsome, musically knowledgeable young men and women, some of them sons and daughters of civil servants, communicates their college's

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excellence with every note they sing. In fact, the College's program in music education is acknowledged to be one of the 10 best in the United States.

THE FREDONIA singers have been giving superb performances for years. However, for the current academic year of 1967-68, Fredonia's College Choir is dramatizing the College's 100th anniversary.

IT REQUIRED the deft professional hands in administration, musical education, and public relations to give music a three-pronged public relations assignment and get favorable results.

BUT FREDONIA is lucky to have President Oscar Lanford, Dr. Robert Marvel, Director of the College's Music Department and PR specialist Robert R. Hesa.

FREDONIA IS not the first to use music as a cornerstone of its public relations program, but it is one of the few to achieve such effective results.

EDWARD L. BERNAYS, the distinguished public relations pioneer, used music during World War I to stir up patriotism and citizen support for war activities. He succeeded in having concert singers include martial music in each of their programs. He convinced composers to write patriotic and military music, and arranged for bands to play stirring music at recruiting booths.

IN HIS BOOK published in 1965 by the University of Oklahoma Press, Mr. Bernays called all this activity, "the engineering of consent." He could not have chosen a more effective emotion generator than music to excite the citizenry about the war.

LIKE ALL intelligent users of public relations, Fredonia intends to make continuous use of public relations as an integral part of its operation program. Sometime during 1968, Fredonia will dedicate its 1200-seat concert hall, which is being sped to completion. That, too, will become a significant public relations event.

THERE ARE generous dividends for Fredonia's expert public relations activity not only for the College and its students, but for the State University of New York, an educational complex of 60 campuses which is moving up fast to national educational eminence.

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OUR 70th YEAR

## Education Dept, Seeks Own Merit System For Professional Employees

A State Education Department plan to set up its own "little civil service system" for professional employees will be placed before the 1968 Legislature.

The State Board of Regents has proposed removing 500 of its professional jobs from State civil service requirements.

The move, as explained by State Education Commissioner James E. Allen, would add recruitment and permit the department to operate outside the regular civil service law.

"We would set up our own merit system for professional employees," he stated.

In effect, what the Regents' proposal would do is to abolish present civil service promotion lines for professional staff and permit the department to hire certain professional people without regular State civil service examinations.

A similar easing of civil service procedures for the State University was approved by the Legislature earlier.

### Poor Salary Structure

Inadequate salaries are another "important deterrent" to filling professional jobs, the Regents said. Substantial salary increases for all its staff are needed.

The Regents also called for legislation which would permit professional employees who come to the department with membership in a private college or university retirement system to con-

tinue in the plan with the State paying the employers' share.

The Regents stated, "Recruitment for vacancies in professional positions is severely inhibited by procedures mandated under the Civil Service Law." At present, the Regents added, the department was forced to operate with some 16 percent of its professional jobs unfilled.

## Morgan Elected

UTICA—Robert Morgan was elected to a one-year term as president of the New Hartford Central School unit of the Civil Service Employees Assn., Oneida County chapter, at a recent meeting.

Other officers elected were: vice president, Virginia Mayack; secretary, Dorothy Johnson, and treasurer, Frank Argento.

The unit was established because it had been recognized by the school board as the official employee representative of the 115 non-teaching employees.

One of the main items on the agenda was the selection of a salary committee to organize proposals for future negotiations with the school board.

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## Levitt Urges Legislature To Extend Cost-Of-Living Benefits For Pensioners

(Special To The Leader)

ALBANY—State Comptroller Arthur Levitt has called on the 1968 Legislature to extend the supplemental cost of living benefits to retired State and municipal employees.

The present law, which is linked to change in the Federal Consumer Price Index, is due to expire Sept. 30, 1968.

"The inflationary pressure of rising prices continues to erode the security of retired persons who lack the financial mobility and bargaining power of most workers," the Comptroller said.

Levitt said the supplemental pension law covers 46,000 retired members of the State Employees Retirement System and 2,500 retired policemen and firemen.

Under the Levitt-sponsored legislation, the law would be extend-

ed to cover those persons whose retirement allowances were taken over by other systems after their retirement and to retired members of the closed Hospital and Correction Department Retirement Systems and some retired employees of the State Police and Division of Military and Naval Affairs.

The legislation has been filed for action at the 1968 legislative session by Senator John E. Flynn of Yonkers and Assemblyman Harvey M. Lifset of Albany.

## Broome Recognition Of CSEA Delayed; Officials Still Intend To Designate Employees Assn.

BINGHAMTON—Broome County officials have decided to "go slow" on their plan to name the Broome chapter of the Civil Service Employees Assn. sole bargaining agent for the county's 1,200 workers.

Broome leaders had a resolution drafted for action by the Board of Supervisors this month to give CSEA the designation.

It was hurriedly withdrawn from the agenda of the December board meeting after a ruling by the State Public Employment Relations Board rejecting the CSEA as exclusive bargaining agent for most State workers.

But Broome officials made it clear they still intend to give the "sole bargaining agent" designation to the local CSEA chapter, which contains a majority of the county workers.

"This doesn't change my attitude one bit that we should recognize CSEA as the bargaining agent for all county workers," Edwin L. Crawford, board chairman, said after hearing the State PERB decision.

"There is no urgency for the county to recognize any group immediately," he said. "We had hoped to do it this month to clear the air."

"Meaningful collective bargaining is going to be seriously impaired if a municipality must get involved in interminable negotiations with many employee groups," the board chairman said.

The CSEA chapter has represented employees in Broome County government for 21 years.

John E. Herrick, chapter president, expressed his "dissatisfaction" with the Board of Supervisors for not taking action this month to establish a local PERB or to designate the chapter as bargaining agent.

"For 21 years CSEA has bargained collectively for all county employees as one bargaining unit," he told the board. "A community of interest has definitely been established and the way is clear for you to create one bargaining unit with CSEA as its representative."

"Our Employees Association, working hand-in-hand with county officials, has put our county among the leaders in providing higher salaries and better fringe benefits when compared with those offered by other public employers."

"However, the new Public Employees Fair Employment Act which provides for collective bargaining, mediation, fact-finding and finally the execution of a labor relations contract will bring about a new era for public employees."

"Public employees can now see the day when their salaries will be commensurate with wages in private industry."

"In order to achieve these ends and to enact the benefits of the new law it is necessary for you with great dispatch to create a local PERB. This will allow our county to continue with well-manned departments and competent employees."

"A local board would afford our organization the facilities for an immediate appeal of decisions made which may be contrary to the interest of our group."

## Utica CSEA Files Decertification Action Against Two Labor Unions

(From Leader Correspondent)

UTICA—A petition calling for the decertification of two labor unions representing City employees was filed last week by the Civil Service Employees Assn., according to Robert Guild, Marcy, Utica area CSEA district representative.

Guild said action has been taken against the Utica locals of the Teamsters Union and the International Association of Machinists (IAM) union.

He said the CSEA's decertification claim is based on evidence of coercion and falsified signatures when the unions organized city employees.

Last Friday, Utica Mayor Frank Dulan officially recognized seven organizations as bargaining agents for the Public Works Department and Memorial Auditorium employees, and the IAM as representative of the Water Board yard workers.

The CSEA, prior to Dulan's recognition, represented the DPW, Water Board and auditorium employees.

Dulan, who fought the Teamsters when he took office in 1960, said Monday the CSEA's action was "proper" and "all we can

do is wait for a decision and abide by it."

Guild said the CSEA petition is filed with the New York State Public Employment Relations Board and a reply is expected soon.

Theodore C. Wenzl, president of the State CSEA, telephoned Mayor Dulan last week, asking Dulan not to stop CSEA payroll dues deductions in the case of auditorium, Water Board and DPW employees on grounds that the IAM and Teamsters petitions submitted to City Comptroller Sebastian Convertino were contrary to law.

In view of Dulan's recognition of the two unions, Guild said the CSEA had no alternative but to initiate legal proceedings against the IAM and Teamsters.

Guild added that Dulan was wrong when he stated last week "they (CSEA) didn't have any signatures at all. After the Taylor Law came into existence (Sept. 1), they (CSEA) could have gone out and re-signed these people."

Quoting a section of the Public Employees Fair Employment Act, Guild said recognition or certification is determined by "payroll deductions or other evidence."

Convertino said his office received Wenzl's telegram and the union petitions. He said payroll deductions have not been stopped and that his staff is in the process of "researching the law to see if this is necessary."

Convertino said he would have an answer shortly on whether or

not to stop deductions of CSEA dues. The dues obligation is 50 cents bi-weekly. The next city payroll date is Dec. 29 and Convertino added he needs "at least four days to take payroll deductions off."

Mayor-elect Dominick Assaro, who previously said he would like to choose the bargaining agents for city workers after he takes office Jan. 1, said earlier this week "the CSEA has the right to file a petition if they feel they have justification."

## Industrial Commissioner Joins CSEA In Support Of Reallocation, Reclassification Titles In D Of E

(Special to The Leader)

ALBANY—A joint effort by the Special Division of Employment committee of the Civil Service Employees Assn. and Division officials has resulted in recommended reallocations and reclassifications affecting certain titles in that State agency.

Martin P. Catherwood, State Industrial Commissioner, has given his approval and support to the changes which involve titles in the employment insurance investigator series and others, and sent the recommendations to J. Earl Kelly, Director of the State Division of Classification and Compensation.

CSEA and the Division recommend that certain unemployment insurance claims examiners (Grade 14) who were formerly U.I. investigators be reclassified special agents (grade 15).

Recommendations involving change of title but not grade include: Senior U.I. investigator (grade 18) to senior special agent; associate U.I. investigator (grade 21) to associate special agent; assistant chief U.I. investigator (grade 24) to assistant chief of investigation, and chief U.I. in-

vestigator (grade 27) to chief of investigation.

Two-grade reallocations approved by Commissioner Catherwood and forwarded to Kelly include: employment service representative to grade 18, senior employment service representative to grade 21, associate employment service representative to grade 23, occupational analyst to grade 21, principal occupational analyst to grade 29, employment

(Continued on Page 16)

## Two More Nassau Villages OK CSEA

MINEOLA — Exclusive recognition has been won by units of the Nassau chapter Civil Service Employees Assn., in the Village of New Hyde Park and Plainedge School District.

## Buffalo Chapter Adds to Fund For Slain Policeman

BUFFALO — "Our deepest sympathy goes out to the family of a brave and courageous civil servant."

With those words, members of the University of Buffalo chapter, Civil Service Employees Assn. sent along \$100 to a fund for the family of a Buffalo patrolman shot and killed here Nov. 27 in a gunfight.

The CSEA unit, headed by the president, Edward G. Dubek, joined hundreds of Buffalo groups who so far have raised over \$15,000 for the wife and four children of Patrolman William F. Gleisle, 32.

Mr. Gleisle was shot to death by a man he sought to question after a disturbance in a downtown Buffalo restaurant. Police said the suspect, now charged with murder, has a history of drug addiction.

## Ferro Resigns As M.H. Representative

HELMUTH — Vito J. Ferro, Mental Hygiene Department representative from the Central and Western Conferences, Civil Service Employees Assn., has resigned from the post as well as other CSEA committee assignments.

The resignation was based on recommendations from his doctor, Ferro reported. He has just been released from the hospital but has not returned to work.

"I wish to thank those that supported me during the past election and regret that I cannot carry out the work intended for me."

"I also wish to thank the many friends who sent the lovely cards during my stay in the hospital," he added to his resignation notice.

## Carroll New Head Of Insurance Fund

James J. Carroll of Scarsdale has succeeded William B. Folger as Executive Director of the State Insurance Fund. Folger retired after 17 years in the post.

Carroll, formerly deputy executive director, is an attorney and a former assistant vice-president of the Federal Reserve Bank. A native of Haverstraw, Carroll is 63 years old, and a 1928 graduate of Fordham University. He is married and the father of five children.

Commenting on Carroll's appointment, Randolph V. Jacobs, Civil Service Employees Assn. chapter president said: "I think that the Board of Commissioners has chosen a man who, having served as deputy for the past 12 years, knows well the operations and problems of the Fund. Our chapter officers have established a rapport with Carroll in the past and we look for a continuance of a relationship which will benefit both the Fund and its employees."

## Maiwald Promoted

ALBANY — Albert A. Maiwald, of Albany, has been named principal biostatistician of the New York State Department of Mental Hygiene, Commissioner Dr. Alan D. Miller, has announced.

# Q and A

## QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



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

This is the last of four columns, in which I will publish basic information on the subject of how the Statewide Plan supplements the Federal Medicare Program. May I suggest that you clip this column on the subject for future reference.

All bills for expenses covered by Medicare, Part "B" must be submitted to Medicare first, in accordance with instructions contained in your Medicare Handbook.

After Medicare processes your claim, they will send you an Explanation of Benefits form which explains how they arrive at your payment. This form will also show you how much of the submitted expenses were not covered by Medicare. The unpaid portion of these expenses may be covered under the Statewide Plan. Claims for these expenses should be submitted in the following manner.

Enter the identifying information typed on your Blue Cross card on your Explanation of Benefits form. Be sure to include full name, Group Number or Department/Division Code and complete identification Number including prefix letters.

If your Medicare Explanation of Benefits form show charges for surgery, anesthesia, in-hospital medical care or radiation therapy unpaid by Medicare, send it to your local Blue Shield Plan. If you live outside of New York State, your Blue Shield claims should be sent to Blue Shield of Northeastern New York, 1215 Western Avenue, Albany, New York 12203.

Any portion of such charges not payable by Blue Shield may be included in a major medical claim as described below. All statements sent to you by Blue Shield should be attached to your major medical claim form.

If your Explanation of Benefits form shows covered major medical expenses such as

# New 18-Year Federal Pay Chart

Grade	1 <sup>st</sup> Year	2	3	4+5	6+7	8+9	10 11 12	13 14 15	16 17 18	OVER 18
1	3,776	3,902	4,028	4,154	4,280	4,406	4,532	4,658	4,784	4,910
2	4,108	4,245	4,382	4,519	4,656	4,793	4,930	5,067	5,204	5,341
3	4,466	4,615	4,764	4,913	5,062	5,211	5,360	5,509	5,658	5,807
4	4,945	5,161	5,327	5,493	5,659	5,825	5,991	6,157	6,323	6,489
5	5,565	5,751	5,937	6,123	6,309	6,495	6,681	6,867	7,053	7,239
6	6,137	6,342	6,547	6,752	6,957	7,162	7,367	7,572	7,777	7,982
7	6,734	6,959	7,184	7,409	7,634	7,859	8,084	8,309	8,534	8,759
8	7,364	7,630	7,876	8,122	8,368	8,614	8,860	9,106	9,352	9,598
9	8,054	8,323	8,592	8,861	9,130	9,399	9,668	9,937	10,206	10,475
10	8,821	9,115	9,409	9,703	9,997	10,291	10,585	10,879	11,173	11,467
11	9,657	9,979	10,301	10,623	10,945	11,267	11,589	11,911	12,233	12,555
12	11,461	11,843	12,225	12,607	12,989	13,371	13,753	14,135	14,517	14,899
13	13,507	13,957	14,407	14,857	15,307	15,757	16,207	16,657	17,107	17,557
14	15,841	16,369	16,897	17,425	17,953	18,481	19,009	19,537	20,065	20,593
15	18,404	19,017	19,630	20,243	20,856	21,469	22,082	22,695	23,308	23,921
16	20,982	21,681	22,380	23,079	23,778	24,477	25,176	25,875	26,574	
17	23,788	24,581	25,374	26,167	26,960					
18	27,055									

## Where to Apply For Public Jobs

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

### CITY

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

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

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

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

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

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

### STATE

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

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

### FEDERAL

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

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

Applications are also obtainable at main post offices except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

## U.S. Service News Items

By VIRGIL SWING

Federal agencies have been told that the two percent cut in personnel costs—agreed to by President Johnson to get Congressional approval of his 10 percent surtax—may be made by slicing other-expense items rather than by cutting the actual number of employees.

doctors' office or home visits or out-patient diagnostic laboratory or x-ray examinations, the unpaid portion of these charges may be included in your major medical claim as may a hospital's inpatient charges in excess of the number of days covered by Medicare and Blue Cross.

Expenses for prescribed drugs and medicines, private duty nursing and certain medical supplies which are not covered by Medicare should also be included in your major medical claim.

And—if the personnel roster must be trimmed—it can be done through normal attrition rather than through dismissals.

House-Senate conferees considering the budget cuts agreed to these measures to ease the impact on various agencies.

The conferees retained the requirement that controllable expenditures be cut 10 percent for fiscal 1968 by all agencies except the Department of Defense. The Pentagon must cut only non-Viet Nam expenses by the required 10 percent.

The initial impact of the personnel cut was expected to mean

a loss of 60,000 jobs in all agencies.

Along with the general Federal pay raise signed into law by President Johnson, special pay increases have been authorized by the U.S. Civil Service Commission for those occupations in which the government has trouble recruiting because of especially high salaries in the private sector.

These special pay rates, which are not normally affected by a general raise, are reviewed by CSC each time a general increase is granted. They may also be reviewed at any time the Commission feels it is having trouble retaining or recruiting persons for these positions.

The positions include engineers, chemists, physicists, mathematicians, accountants, Internal Revenue agents, medical officers, psychologists and nurses.

The adjustment by the Commission is normally for a salary increase—though not always in (Continued on Page 5)

# Summer Farm Jobs With Government Pay \$82 Weekly To Start

The U.S. Department of Agriculture has full-time summer farm positions for college students at \$82 to \$92 weekly.

The Department has an organized work-study program in the occupational areas of soil conservation; soil science; engineering; agricultural management; agricultural statistics; and accounting. Those students who are selected participate in programs consisting of planned on-the-job training during the vacation period which is coupled with attendance at college during the scholastic year.

In addition to passing a written test, students must have completed, by June 30, 1968, at least one full academic year of study for GS-3; and two and one-half years of study for GS-4, in one of the fields described above in order to qualify.

Detailed information can be found in Civil Service Announcement NS-7-56, issued by the Interagency Board of U.S. Civil Service Examiners, 301 Erie Boulevard West, Syracuse, New York 13202. These announcements are available at most of the larger Post Offices. If you are unable to get a copy, write to the Interagency Board.

### Stenographers

The City Personnel Department will conduct qualifying practical tests this week for 118 candidates for senior stenographer positions.

### Sales Store Jobs

Sales store checkers are needed at \$4,269 for positions throughout the New York City area, according to the Interagency Board of U.S. Civil Service Examiners. Candidates must file by Jan. 3, 1968 and must have experience in this field.

Applications and further information may be obtained from the Board at 220 East 42nd St., New York, N.Y. 10017 and the main post offices in Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead, and Yonkers.

### U.S. News

(Continued from Page 4)

the same proportion as the general pay increase. The raise for these hard-to-recruit positions will be designed to keep it in line with the pay for the civilian counterpart.

**WITRNAUER**



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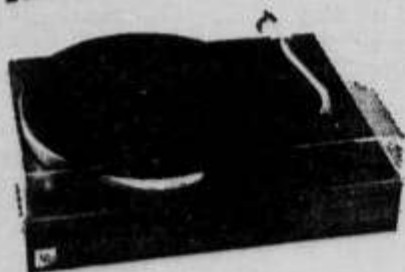
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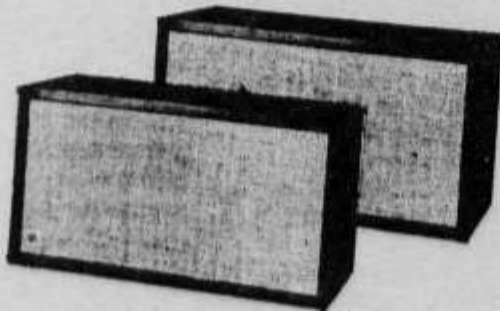
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TUESDAY, DECEMBER 26, 1967



## Get To Work

THE 1968 session of the New York State Legislature will open shortly. Most of the civil service goals have been decided and many bills prefiled.

City clerical workers are going to seek a reduced length-of-service clause in their pension systems. Policemen are timing for a repeal or modification in present Penal Law provisions on self-defense for both policemen and the homeowner. Firefighters are planning an all-out fight for passage of their heart and lung bills which will classify any disease of the heart and lung as presumed to have been service-connected.

Strong support will also be given to measures designed to maintain peace officer status for court and correction officers, an attack on which has already begun.

The Statewide Civil Service Employees Assn., representing nearly all State employees, has a similar ambitious program for its membership in all departments and titles.

It is not too early now, even before the sessions begin, for the public employee to start making contact with his legislator, advising him that, as a constituent, he will be watching the solon's voting record on bills affecting the civil servant.

Since most legislators know the truism that "public employees remember—in November," the goals of the civil servant can be accomplished when the lawmakers are reminded that "One In Eight, In New York State" is a public employee.



## SOCIAL SECURITY

### Questions and Answers

I am past 65, but have never filed for social security because I still work and earn too much to receive monthly benefits. Someone told me I should apply now because of health insurance. Is this true?

Yes. We need to establish a record to show that you are eligible for health insurance. The retirement test does not apply to health insurance since you are over age 65, you will not have an opportunity to elect medical insurance coverage until December, 1967, but you currently may be entitled to hospital insurance benefits.

I filed for disability benefits a couple of years ago and was denied because social security said my condition was not permanent. Has there been any change that would permit me to receive a benefit?

Yes. In 1965 a change was made in the disability requirements. A person may now get disability payments if he has a condition that prevents him from working and is expected to last at least 12 months.

I have been receiving social security for some time. If I go to work in August for \$300 a month, will I lose my social security? I understood that I cannot make over \$125 a month. I haven't

## LETTERS TO THE EDITOR

Letters to the editor must be 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.

### 1/60th Importance

Editor, The Leader:

Mr. Louis Bussell's 1/60th Report brought to our minds how important it is that this law be passed. Everyone that has more than five years service and has his eye on future and near future retirement should fight for this cause.

We will be scanning the future issues of The Leader for definite recommendations.

(MR. & MRS.)

HENRY J. WECHSLER  
Albany, N.Y.

### State Official

#### Thanks The Leader

Editor, The Leader,

January 1, 1968 will mark the completion of my first year in office as Commissioner of the New York State Department of Commerce. It has been a rewarding year, and I particularly appreciate the many opportunities I have had to meet with representatives of the newspaper, radio and television profession.

I want to thank you for your coverage of my Department's programs and activities, and I look forward to continuing pleasant relations with you in future years.

My best wishes to you for a happy Holiday Season, and may you and your family enjoy good health and prosperity in the forthcoming year.

RONALD PETERSON,  
Commissioner, State  
Commerce Department

### Employment Clerk Files Complaint

Editor, The Leader:

Just how much work is a senior employment security clerk expected to do? Not only do we have our own work to do but more and more of the claims examiner's work is being delegated to us. We are forced to make determinations on the original claims line, such as: failure to report or register, not available or not capable.

We are now certifying claimants who are in the overpayment or willful misrepresentation file and in addition we are doing all the benefit rights interviews and periodic interviews. A new function now has been added to our duties, that of running the new movie for "Benefit Rights Interviews."

As the claims examiners are still seven grades above us, I feel we are being forced to work out of title.

NAME WITHHELD  
Dept. of Labor—Div. of Emp.

earned anything else this year.

A person under age 72 receiving social security benefits may earn \$1,500 in a year and still be entitled to benefits for all months. It does not matter how much he makes in a particular month as long as the total for the year is not over \$1,500.

## Civil Service Law & You

By WILLIAM GOFFEN



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

## Resign— Or Be Fired

SOMETIMES THE opinion at Special Term gives no inkling of the important issues of fact and law a suit poses. Such an opinion briefly disposes of the case as though the petition was obviously without merit. Only by studying the actual record may one become aware of the true nature of the matter. By way of example of such superficial treatment of a significant case, reference is made to an opinion in *Flanagan v. New York State Police*, reported in the *New York Law Journal* of December 6, 1967.

FLANAGAN SOUGHT reinstatement as a State Trooper, a position from which he was induced to resign without a hearing. His difficulties arose with an assignment to investigate a complaint by a young lady that a man was molesting her.

FLANAGAN MADE A follow-up visit to the complainant while on routine patrol in the area of her residence. He subsequently read to her from a book on judo so that she would be able to defend herself against male oppressors. In time, she announced a strong affection for Flanagan. She was outraged when he promptly refused to reciprocate—with the explanation that he was a happily married man.

AFTERWARDS, THERE was a series of annoying phone calls both at Flanagan's home and at his barracks. Mr. and Mrs. Flanagan both informed the young lady there was no hope of continued association with Flanagan.

FURIOUS THAT Mr. Flanagan had rejected her advances, the lady complained at his barracks that she feared Flanagan would name her a correspondent in a divorce action. She refused to make a written complaint, but this did not stop the State Police from initiating a more thorough investigation that it reserves for first degree murder cases. Evidence was uncovered that Flanagan had visited a bar and grill with the complainant where he tried to persuade her to drop her pursuit of him, and charges of misconduct followed. Such charges were based upon Flanagan's earlier denial of the visit to the bar and grill and of his failure to make a police blotter entry of the follow-up visit to the complainant's home.

BEFORE SERVICE of the charges, the petitioner's superior officer asked him to resign, but he refused. After the charges were served, the petitioner pleaded for his job with Deputy Superintendent William E. Kirwan (now Superintendent Kirwan) because he was the sole support of his pregnant wife and four young children as well as of his widowed mother. Like the Hanging Judge of the Old West who guaranteed every defendant a fair trial before he was hanged, Kirwan informed Flanagan that on the basis of similar cases in the past a hearing may result in his dismissal. Kirwan told him that, on the other hand, the record would look much better for Flanagan if he resigned. In that event, the record would show that Flanagan "enlisted" on a certain date and "resigned" on a certain date. Kirwan stated that he also told Flanagan "that if he applied for a police job, undoubtedly the police would ask for full facts at which time they may be given—depending upon the nature of the inquiry. But, in any event, the requesting agency would have to evaluate the information as we would not give them any conclusions on our part." Whatever this quoted language of Kirwan's means, Flanagan denied there was any suggestion that any police agency would be given any information other than the fact of his resignation. Flanagan did resign rather than have a hearing on the charges, for the very reason that he was led to believe that his chances of future police work would not be impaired.

AFTER HIS RESIGNATION, Flanagan passed the examination for appointment as Connecticut State Trooper. To his amazement, the Connecticut State Police permanently rejected him because "as a result of information received from the New York State Police, it is very doubtful that favorable consideration will be given to your employment with this department in the future."

THUS ADVISED of the respondent's apparent breach of faith, the petitioner sought judicial relief.

THE FLANAGAN case will receive further consideration in a future column.

## Brotherhood Essay Contest Now Open

The New York State Brotherhood Committee, Inc. with a membership of 14 organizations, is holding its third annual brotherhood essay contest. The subject will be "Equal Opportunity for All." Essays should be approximately 1,000 words and typed on 8½ x 11 inch paper. Entries must be submitted by Jan. 12 to the essay chairman, Phillip Hecht, Division of Employment, 559 W. 180 St., New York, N.Y. 10033.

Plaques will be awarded for the three best essays at the Brotherhood Luncheon on Feb. 8 at the New York Hilton in New York City.

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# News Of The Schools

By A. L. PETERS

## Promotional Seminar Open For Chairmen

The Board of Education is sponsoring a new set of professional promotional seminars to help train prospective chairmen of department in high school.

Several hundred applicants have registered for the program. Open competitive examinations for license will be held in the course of the school year.

These seminars are similar to others recently in progress to help train prospective assistant principals in junior high schools and elementary schools. The goal is to assist Negro and Puerto Rican teachers, as well as others, to qualify for assignment as supervisors. Chairmen supervise teachers in the high schools. Courses for prospective chairmen prepare for assignment in accounting, technical subjects, social studies, speech, stenography and typing.

Classes meet once each week for a 2½-hour session at the Annex of Mabel Dean Bacon Vocational High School, 240 Second Ave., Manhattan, at 15 St., for 24 weeks. There is a Thursday evening session from 6 to 8:30 o'clock and a Saturday morning session from 9:30 a.m. to noon.

## Plan For Return Of Viet Nam Veterans

The New York City Board of Education and the U.S. Department of Defense are joining hands to help military personnel prepare six months ahead of time for a rapid and successful adjustment to civilian life. Returnees from Viet Nam will be included in the program.

The Board approved Project Transition, expected to be launched next month for military personnel returning to the Fort Hamilton Army Base in Brooklyn. The program will include basic education, guidance counseling and intensive job training for a wide range of occupations, including auto mechanic, machinist, data processor, bookkeeper, typist, welder, draftsman, baker, butcher and others. New skills will be added as the needs of the employment market require.

## City U Gets Back \$60 Million in Budget

In a hearing before the City Planning Commission, The City University of New York moved to restore \$60,000,000 to the proposed capital budget for 1968-69, four-fifths of it for the community colleges. In addition, the university asked that a new token item of \$100,000 be added for the acquisition and study of sites for proposed community colleges including Community College Number VII, approved in principle by the Board of Higher Education in November, and four or five additional community colleges projected in the next several years.

The university had requested \$72.8 million and the draft budget prepared by the commission totaled \$12.9 million. The major item knocked out of the university's budget was \$33 million to construct the Bronx campus.

## Exam Is Postponed To Lower Requirements

In an effort to obtain larger eligible lists and a staff of supervisory employees young enough to provide many years of service, the Board of Education last week announced a reduction in the requirements for supervisory personnel (see below) and at the same time postponed an examination for Junior High School Assistant Principals scheduled for Dec. 27 and 28.

In previous years lists have been exhausted within a week after they were promulgated. In addition, the wait between examinations and processing time extended the waiting period for as long as ten years before supervisory personnel could be appointed. The new policy is designed to increase the pace of promotion and permit younger people to enter into supervisory status.

Immediate reaction was a protest from those who had been preparing for the examination a year. A new examination will be given during Easter Week, 1147 teachers filed for the Dec. 27-28 series which has been eliminated.

## Requirements Reduced For Supervisory Jobs

Changes in eligibility requirements for supervisory and administrative licenses have reduced the required amount of teaching experience by two years, the Board of Education has announced. Moreover, two years of service as a regular substitute teacher will be accepted as one of the required years of service. Heretofore, all experience had to be as a regular teacher. Furthermore, applicants will be given an additional semester to complete these requirements.

A further step was taken by the Board to afford greater opportunity for promotion to the post of elementary school principal, Director of a Bureau and other administrative posts. The Board reduced from eight years to four years the life of eligible lists and certification lists resulting from examinations to be held in the future to assure more frequent opportunities for advancement and to enable staff members to qualify for these positions soon after they are eligible and at an earlier age. Existing lists will continue in effect for eight years.

Licenses affected by the amended regulations easing the experience requirements include principal and assistant principal of elementary, junior high and senior high schools, chairmen of department and administrative assistant in high school, assistant administrative director, and director, assistant director or supervisor of special areas such as general and special subjects, early childhood education, handicapped children, research, library service, audio-visual instruction, industrial arts, trade subjects, technical subjects and others.

School officials explained that

## Key Answers — Recent Tests

### Regular Teacher—C.R.M.D.

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- 5, (3); 6, (3); 7, (3); 8, (1);
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- 165, (3); 166, (2); 167, (2); 168, (3);
- 169, (4); 170, (1); 171, (2);
- 172, (1); 173, (4); 174, (2); 175, (1);
- 176, (2); 177, (3); 178, (4); 179, (2);
- 180, (1); 181, (3); 182, (2);
- 183, (2); 184, (1); 185, (2); 186, (4);
- 187, (1); 188, (1); 189, (4);
- 190, (2); 191, (1); 192, (1); 193, (4);
- 194, (4); 195, (2); 196, (1);
- 197, (2); 198, (2); 199, (3); 200, (4).

### Early Childhood— Special Paper B1

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

### Jr. High Math Test

The forthcoming examination for license as teacher of mathematics in junior high schools will be announced early next month. In this test, the National Teacher Examinations Common and Teaching Area (Mathematics) examination will be substituted for the customary written test of the Board of Examiners. Applicants will pay the basic fee of \$11 required by the Educational Testing Service, which administers the NTE instead of the \$5 examination fee of the Board of Examiners. The results of this test will be accepted by the Board of Examiners in judging the fitness of applicants for license.

Successful applicants in this experimental test must meet minimum requirements by September 1, 1968, by which time they are expected to be appointed to positions in the New York City schools. The appointees will have five years from that date to complete the full requirements for license. Minimum requirements call for a B.A. degree including or supplemented by 18 credits in appropriate education courses and 22 credits in mathematics courses.

Complete requirements demand a B.A. degree plus 30 credit in graduate courses; a proper distribution of 60 semester hours in general-liberal studies, which may be undergraduate; the 18 credits in education included in the minimum requirements and a total of 33 semester hours in appropriate mathematics courses.

## Project Opportunity Receives \$5,000 Gift

A \$5,000 Christmas gift to assist disadvantaged Project Opportunity students next summer at Nassau Community College has been turned over to the College Association by William J. Levitt, president of the Levitt Foundation, it was announced Dr. George P. Chambers, president of the institution.

In making the gift, Dr. Chambers said, Mr. Levitt expressed the hope that his action would stimulate other foundations and groups to contribute to the program.

## Exam Fee Revised

The \$5 examination fee will cover positions up to \$7,000 per annum instead of the \$6,000 heretofore, according to a new resolution. The change was made necessary by the fact that the salaries effective Sept. 1, 1967 automatically increased the filing fee from \$5 to \$10 because salaries went into a new bracket.

## Boys High Gets Site

Boys High School in Brooklyn will have a new site soon. The Mayor and the site selection board have been authorized to acquire attractive land bounded by Fulton Street, Utica Avenue, Atlantic Avenue or Schenectady Avenue.

## Glasses At Hospitals

Three classes for physically handicapped children will be established as annexes to 400 schools. The three participating hospitals are Harlem Hospital, Lebanon Hospital and Bronx Hospital. They will serve approximately 29 children under 12 years of age.

Michelangelo School is now Intermediate School 144. The Board of Education made the change at a meeting recently.

## ELIGIBLE LIST

### DAY SCHOOLS

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### JUNIOR HIGH SCHOOLS

William A. Samber, Assistant Principal, 71.92; Anne Korshakovska, School Social Worker, 73.25; Olivia C. Bannis, School Social Worker, 60.00; Fannie G. Gould, Supervisor of the Education of the Physically Handicapped, 73.95.

### LICENSE AS TEACHER OF HEALTH EDUCATION IN JUNIOR HIGH SCHOOLS

Jerrold P. Stoopack, 7640; James H. Kearney Jr., 7034; Gary S. Halperin, 7630; Martin C. Jacobson, 7470; Booker T. Hutchinson, 7428; Leonard W. Lebowitz, 7406; John F. O'Donoghue, 7392; Robert G. Spata, 7382; Ira Cohen, 7364; Matthew J. Rozzi, 7278; Kenneth R. Dennis, 72554; Kenneth M. Troll, 7246; Edward M. Berger, 7236; Frank J. Borrello Jr., 7234; William A. Earl, 7234; Martin E. Fiedler, 7214; Seymour Ginsberg, 7174; Louis D. Roer, 7172; Ralph N. Lando, 7154; Michael Diegues, 7154; Jon K. Beutel, 7134; Lewis G. Tracer, 7120; Ralph Provenza, 7088; Melvin Herman, 7058; Alan J. Fierstein, 7058; Sandy J. Siff, 7056; Barry L. Syeler, 7050; Larry Saposnick, 6990; Edward L. Riddick, 6992; James A. Desimone, 6986.

Chester A. Richter, 6980; Michael B. Lamb, 6962; Lawrence A. Parrish, 6962; Stewart A. Lebowitz, 6956; Jack J. Herschknwitz, 6942; Richard L. Lamann, 6930; Robert W. Grzelaczynk, 6906; Gerard W. Inguarato, 6902; Murray M. Low, 6888; Anthony P. Bandelato, 6876; Edward F. Kennedy, 6864; Herbert Abramowitz, 6852; Joseph Gottesman, 6844; Edward A. Gregory Jr., 6838; Michael I. Goldman, 6834.

Zev Gelbendorf, 6822; John A. Costello, 6798; Martin D. Malkin, 6786; Michael Lettieri, 6766; Rokert G. Canal, 6762; Alan M. Vogelman, 6750; Ira J. Brand, 6728; Vincent J. Simonetti, 6726; William M. Silver, 6706; Ivan R. Pfeffer, 6692; Leonard Strober, 6684; Charles L. Comanducci, 6652; Michael J. Miller, 6652; Morris Sheby, 6626; Marvin L. Lazarus, 6624.

Michael G. Bezner, 6620; Michael D. Eilenberg, 6598; Joseph C. Spillberg, 6574; Stanley Snegoff, 6556; Howard L. Zitofsky, 6550; Barry L. Goldstein, 6540; Albert W. Lenowicz, 6524; Peter A. Kemper, 6518; Burawss Schuster, 6516; Allen G. Leibowitz, 6488; Samuel B. Ford, 6478; Harold D. Shapiro, 6476; Bruce W. Moody, 6474; Morton E. Leshay, 6452; Richard P. Perfito, 6452.

Howard Adelson, 6448; Michael A. Tobey, 6434; Jerry Donner, 6428; Steven H. Sontag, 6420; Anthony R. Dello, 6414; Paul S. Weiss, 6402; Frank G. Fugazino, 6396; Mark D. Becher, 6394; David W. Goldberg, 6392; Gerald Liehstein, 6392; Ra'ph J. Ronga, 6390; David Greenfield, 6352; Marvin Minshkin, 6350; Robert G. Marzenstetn, 6344; Howard S. Weintraub, 6340; Sheldon L. Silver, 6316; Richard S. Tortorici, 6314; Alan D. Rubin, 6268; Arthur H. Sternbach, 6252; Thomas N. Pope, 6206; Joseph P. Staropoli, 6206; Alan Garbowitz, 6186; Philip T. Leone, 6178; Michael W. Marcus, 6178; Mark Redbus, 6160; Harvey Zaltzman, 6044.

### LICENSE AS TEACHER OF SPANISH IN DAY HIGH SCHOOLS

Florence N. Goldman, 8160; Shirley A. Kranski, 8630; Margarita Sullman, 8790; Juanara A. Acobellino, 8780; Allan S. Golombek, 8650; Victor R. Bouchamp, 8620; Edward Leftowitz, 8310; Judith A. Marcus, 8310; Irma M. Agront, 8200; Carmen E. Aponte, 8060; Henry Spadacini, 8030; Ido Decarolla, 8030; Arthur C. Grannis, 8020; Beverly S. Jacobs, 7980; Leida J. Domenech, 7940.

Reva E. Levy, 7880; Sue Ellen Weitz, 7780; Sandra C. Haasan, 7780; Elaine Stern, 7740; Anna T. Rodriguez, 7730; Phillip Susskind, 7720; Barbara L. Wolfson, 7650; Zolla A. Quintero, 7590; Gladys M. Califano, 7430; Lida D. Gonsalves, 7430; Andrew J. Ruzzoro, 7380; Carol D. Schaeffer, 7360; Judith K. Laufer, 7340; Marie J. Allegro, 7330; Roberta B. Chase, 7310.

Sherry Z. Ludwig, 7260; Janet E. Elrott, 7240; Constantine D. Gallitsis, 7130; Marie A. Contesa, 7060; Stephen L. Glushman, 6970; Carol L. Rosen, 6970; Lyvne Merhavi, 6880; Martin L. Singer, 6880; Marcelle E. Pasotto, 6750; Marian Davide, 6740; Salvatore Tortorella, 6730; Daniel N. Portelles, 6350; Marsha J. G. Rose, 6240; Joel Bogorad, 6200; Albert M. Cohn, 6160; Jeffrey A. Gerard, 6060; Howard Thain, 5980.

### LICENSE AS TEACHER OF HEALTH EDUCATION IN DAY HIGH SCHOOLS

Lenore M. Kulek, 8268; Isabel Y. Erney, 8122; Elaine L. Goldstein, 8098; Mary F. McGloin, 7974; Claire Bauer, 7910; Barbara G. Littenberg, 7812; Hortense L. Zera, 7696; Gail Sansolo, 7682; Janet B. Edelstein, 7656; Esther Glass, 7554; Linda A. Loffredo, 7500; Carol J. Lawrence, 7388; Phyllis H. Solomon, 7364; Marlene A. Walters, 7308; Lenore D. Fleischman, 7260.

Francoise Turlet, 7254; Harriet L. Schwartz, 7248; Lynn Teper, 7240; Barbara J. Sabatini, 7180; Elaine R. Selden, 7152; Carole A. Simpson, 7146; Sandy Gold, 7138; Mattie M. Bily, 7062; Seena K. Parker, 7052; Patricia A. Hennessy, 7014; Helen J. Steward, 6730; Linda M. Sano-ton, 6720; Sheila J. Gutter, 6688; Barbara J. Glassman, 6674; Claire S. Grossman, 6494; Sue Schneider, 6356; Thelma M. Swann, 6320; Eurlatine M. Holt, 6014.

## TEACHER EXCHANGE

Math., Feb. term, Julia Richman HS, 317 E. 67th St., New York, N.Y. 10021. Call or write Radvany, chairman of Math Dept., TR 9-6866.  
Sub. School Sec'y, Feb. to June term, Julia Richman H.S., 317 E. 67th St., New York, N.Y. 10021. Call or write Mrs. Balaban, TR 9-6866.  
School Sec'y, payroll exper., Feb. thru June 1968 opening, P127Q. Call 444-4700.  
Mathematics teacher for Fed. Julia Richman H.S., Wright Radvany, 317 E. 67th St., N.Y. 10021.

# Recognition Granted Three Nassau Units

MINEOLA — Three more units of the Nassau chapter,

Civil Service Employees Assn., lion and three other units have filed impasse appeals with the State Public Employment Relations Board.

Following up on appeals to PERB by the Nassau Library System and Port Washington Water District, the chapter filed appeals for the employee units in the Village of Flower Hill and the Jericho and Bethpage schools. The village has failed to act on the CSEA demand for recognition, and the two school dis-

tricts have attempted to limit their recognition to the local unit of CSEA, according to chapter president Irving Flaumenbaum.

"No good," asserted field representative Arnold Moses. "The strength of organization is in solidarity, and this is merely an effort to split the local unit from its fellows in order to dominate it. This is an effort to weaken the employees' bargaining position."

Quick and amicable action was experienced, however, in the Villages of East Rockaway and Lawrence and the Plainedge schools. The units are following up with programs to be pressed forward to formal, written contracts.

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## Smithtown Recognizes Employees Association

SMITHTOWN — Recognition came to the Civil Service Employees Assn. here recently on the heels of the county victory. No other organization was considered, according to Smithtown Supervisor John V. N. Klein, who noted that the Smithtown unit of the Suffolk County chapter, CSEA, had presented evidence that 200 of the town's 238 employees chose representation by CSEA. Unit president Norman Vogeney noted that CSEA had been representing town employees for many years.


In another town, Southold, CSEA negotiations led to a five percent salary increase and elimination of employees' retirement contributions.

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Education Chapter Appoints Dr. Doherty To Revise Structure

ALBANY — At a recent meeting of Education chapter, Civil Service Employees Assn., Dr. Basil Hick, chapter president, announced the appointment of Dr. Leo D. Doherty, a past president, to the special task of revising the chapter's representation structure.

"With the rapid expansion of the Education Department in the last several years, and location of many units in buildings in other parts of the City, the original system and its ratios of representation is now neither practical nor workable on an effective basis," Hick said. "The situation

has seriously impaired communications between the chapter president, officers, representatives and the general membership. Dr. Doherty will have the responsibility of designing a new system of representation that will operate with maximum speed and maximum efficiency."

Hick also announced the appointment of Deloras Fussel, chapter vice-president, as chairman of a committee to revise the chapter constitution to provide delegate status to chapter officers in their own right, to all CSEA meetings. The existing document makes no provision of this kind for chapter

officers. Robert B. Carruthers, grievance committee chairman, summarized the provisions of the Taylor Law, the possible involvement of chapters on the chapter level, PERB procedures, the negotiating process under the new law, and the new rules that apply to public employees. At the conclusion of the report from Carruthers, question and answer booklets on the Taylor Law were distributed to the members.

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LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent.—To Attorney General of the State of New York; Morrow-Crouse Funeral Home; The Granville Inn & Golf Course; Frederick N. Karaffa; Sally J. Sexton; Wonnell, Malone & Kropp; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Raymond Sovey, also known as Raymond W. Sovey, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Raymond Sovey, also known as Raymond W. Sovey, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Raymond Sovey, also known as Raymond W. Sovey, deceased, who at the time of his death was a resident of 307 East 44th Street, New York, N.Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 6th day of February, 1968, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

(Seal) WITNESS, HONORABLE S. SAMUEL DI PALCO, a Surrogate of our said County, at the County of New York, the 7th day of December in the year of our Lord one thousand nine hundred and sixty-seven. WILLIAM S. MULLEN, Clerk of the Surrogate's Court.

LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. TO, Karola Margaretha Antholz Lepzien, Richard Antholz, Walter H. Williams, Inc., New York Telephone Company, and Theodore Reugener, Friederike Caroline Anna Antholz, Eleonore Louise Caroline Mathilda Antholz and Catharina Dorothea Margaretha Antholz if living and, if dead, their executors, administrators, distributees and assigns, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, distributees or otherwise in the estate of Elizabeth Campbell, deceased, who at the time of her death was a resident of 130 Haven Avenue, New York, N.Y., Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 6th day of February, 1968, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

(Seal) WITNESS, HONORABLE S. SAMUEL DI PALCO, a Surrogate of our said County, at the County of New York, the 7th day of December in the year of our Lord one thousand nine hundred and sixty-seven. WILLIAM S. MULLEN, Clerk of the Surrogate's Court.

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# Prepaid GROUP PRACTICE- ANSWER TO A CRISIS!



**THE "TIME HAS COME"** for prepaid group practice. Never before have group practice plans received such nationwide recognition. "A sudden explosion of public attention" is the way one health leader describes it!

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

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

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

In government they are saying:

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

— Health Message to Congress—President Lyndon B. Johnson

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

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

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

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

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

— Report by President's Consumer Advisory Council

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

In medicine:

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

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

In labor:

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

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

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

— AFL-CIO Executive Council, Feb. 1967



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## Fete George Kriss On His Retirement

MINEOLA—Fellow employees saluted George Kriss, deputy chief clerk of Nassau County Family Court, last week on his impending retirement.

Kriss, who has been in the county service 35 years, retires Jan. 1. His wife, Ina, who works for the State Agricultural Extension Service office in Mineola, also retires Jan. 1. The Nassau chapter, Civil Service Employees Assn., was represented by president Irving Flaumenbaum, second vice president Francis J. Diviney and treasurer Thomas Rooney at the retirement dinner, which was held in the Sallsbury Park restaurant.

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# Engineering, Typist, Steno & Clerk Jobs For Summer Open For Filing

A series of exams to fill summer positions with the federal government across the country is open for filing now. The exam are for seasonal assistant jobs with the Post Office and for typists, stenographers, clerks and engineering and science aides at GS-1 to GS-4.

To assure all applicants an equal chance to compete for the jobs that will be open next Summer, candidates who achieved eligibility for employment last Summer must re-compete if they wish to be considered for Summer work in 1968.

The examination will be given throughout the nation on February 10 and March 9. Filing ends Jan. 5 for the February test and Feb. 1 for the March exam. Federal agencies will begin making selections after the second test has been processed, so the Commission has urged interested persons to apply early.

The number of jobs is relatively small and the competition is keen, the Commission said. Last year, approximately 31,000 jobs were filled from these tests.

Jobs to be filled from the new examination are located through-

out the nation, principally in large metropolitan areas. In some parts of the country there may be few if any opportunities in some of the occupations covered.

When applicants are tested they will be asked to choose any one of the 65 geographical sections of the country in which they wish to be considered for employment. After test results have been processed, the names of those who qualify will be sent to Interagency Boards of Examiners in those areas and entered on lists of eligibles according to test results achieved.

There will be a further breakdown of the names of eligibles who express a preference for GS-1 through GS-4 jobs in the Washington, D.C., metropolitan area. In each test score bracket (i.e., 95 to 100, 80 to 85, 85 to 90, etc.)

outside the District of Columbia, Maryland, and Virginia will be listed first so that they receive first consideration for available jobs. This is to give highly qualified persons from all sections of the nation an opportunity to work temporarily in Washington.

Complete information about all summer job opportunities with Federal agencies, and complete application procedures, may be found in the Civil Service Commission's Announcement No. 414, "Summer Jobs in Federal Agencies." The announcement is available at high school counseling offices, college placement offices, U.S. Civil Service Commission offices, and many post offices.

The New York City office of the U.S. Civil Service Commission is located at 220 East 42 St.

## Federal C.S. Jobs Available In Area At \$7,696 To \$9,221

A variety of positions in grades GS-9 (\$7,696) to GS-11 (\$9,221) are now open in the Greater New York City area according to the Interagency Board of U.S. Civil Service Examiners.

Although most of the positions will be at the Defense Contract Administration Services region in New York City, eligibles will be considered for vacancies as they occur in other Federal agencies in the area served by the Board. This includes New York City, Long Island and the Counties of Westchester, Dutchess, Putnam, Rockland and Orange in New York State.

A variety of options is covered by the announcement. To qualify, applicants must have appropriate experience in the negotiation, administration or termination of contracts or evaluation of price proposals submitted by bidders or contractors.

Copies of the announcement, NY-7-59, may be obtained from the Federal Job Information Center, Room 304, 220 East 42nd Street, New York, N.Y. 10017, or from the main post offices in Brooklyn, Jamaica, Hempstead, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead and Yonkers.

Applicants may come in, write or phone (212) 573-61010. Applications will be received until further notice, but those interested in early consideration should file as soon as possible.



**HONOR STUDENTS** — Transit Authority Member Daniel T. Scannell (left) congratulates four graduating Transit Authority patrolmen who achieved superior performance recognition upon graduation from the police academy. Pistol trophy awards were presented at the ceremonies held in the auditorium of the New York City Community College, Brooklyn. The trophy winners are (l. to r.) Kenneth J. Duhay of Glendale, Queens, the Transit Patrolmen's Benevolent Association Charles J. Monohan Trophy for firearms proficiency; Jack Hausle of Middle Village, Queens, the Detectives' Endowment Association Trophy for physical achievement; Paul Bolivar of Flushing, Queens, the Superior Officers' Trophy for highest academic honors and George Meyer of Brighton Beach, the Commissioner's Trophy for general excellence.

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**CAMBRIA HTS \$21,900**  
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# Mental Hygiene Officers Complete Training Course

The second class of the new training school for State Mental Hygiene Dept. safety officers graduated on Friday, Dec. 15, at Willowbrook School, Staten Island.

The school, called the only one of its kind in the country by Governor Rockefeller, is designed to provide specialized training needed for the 564 safety officers assigned to the Department of Mental Hygiene.

Thirty officers began the course Dec. 4 and completed 80 hours of intensive work in police, fire, and safety training by the time they graduated.

The 29 men and one woman in the class have been living at Willowbrook and taking classes at the Basic Research Unit—also on Staten Island.

Thomas H. Conkling, director of safety for the Department, developed the program which is un-

der the direction of Chief Raymond Keough Murray Sohmer is chief instructor and coordinator and is assisted by Daniel Carlson and Biagio Romeo, institution safety supervisors.

Instructors at the school are from the City Police Academy, the American Red Cross, and various State agencies.

The first class at the school was Oct. 16-27 and the next session is to begin Jan. 29, 1968. A more advanced course is planned for the time when all Department officers have completed the basic course.

# Bloodmobile Visiting State & Local Gov't. Offices In All Areas

ALBANY — Bloodmobiles have been conducted and more are scheduled at various State and local government facilities in the State.

The visits are being sponsored by the State Blood Insurance Program and the Community Blood Council of New York City, with the strong endorsement of the Civil Service Employees Assn. and the State Civil Service Commission.

Bloodmobiles will visit Walkkill Prison in Walkkill in January, the date to be announced later, and Sullivan County Community College in South Fallsburgh on Jan. 4.

Visits were held during December at the following locations: Area Six Office of the Department of Social Services, Home Service Bureau in New York; Manhattan State Hospital on Ward Island; Department of Motor Vehicles, Conservation Department, Health Department, Department of Commerce and the State University, all in Albany; and the Workmen's Compensation Board at 50 Park Place in New York City.

# Haberer Appointed To Health Department

John C. Haberer of Delmar, a career civil servant, has been appointed as acting assistant commissioner of the State Health Department's Division of Pure Waters by Dr. Hollis S. Ingraham, State health commissioner.

# Chemung County Chapter Gains More Recognition

ELMIRA — The Chemung County chapter of the Civil Service Employees Assn. has scored another victory in its quest to be recognized as bargaining agent for public employees under the Taylor Law in various agencies throughout the county.

The latest success was the recognition of the County CSEA chapter as the bargaining agent for non-teaching employees in the Elmira Heights School District.

The county group already has been recognized by the County, the City of Elmira, Elmira Water Board and the Town of Big Flats.

The chapter's latest success was gained through an intensive

membership drive which resulted in the signing up of 87 percent of the employees as CSEA members.

Chapter officials said the negotiations also have been under way with the county and Elmira and a contract with the water board is under preparation.

Bargainers for the chapter in recent negotiations included officers of the chapter and John Ray and Benjamin Roberts, CSEA field representatives.

# Buffalo Area Residents On State Eligible Lists

BUFFALO—Three persons from the Buffalo area qualified in the Civil Service grade of clinical teacher in examination results announced here by the State Civil Service Department. The job pays \$6,740 to \$8,600 a year.

Successful applicants were: M. D. Piracci, Irene A. Burke, and Marilyn Johnson, all of Buffalo.

Other examination results: Personnel technician, \$8,690-\$11,190—Robert A. Cownie, Tonawanda; Robert H. Wright, Amherst.

Senior civil engineer, \$10,895-\$13,080—Philip Frandina, Buffalo; A. Eisenried, West Seneca; John R. Seager, Williamsville and Edward S. Walek, East Aurora.

Cattle appraiser, \$5,615-\$6,895—Charles L. Flint, Warsaw and Charles Coleman, Perry.

Canal maintenance foreman, \$5,940-\$7,280 — George Tucker, Tonawanda.

Use Zip-Code to help speed your mail.

# Free Eye Examinations Set For State Employees

ALBANY — Free eye examinations for driver's license renewal are now available to more than 135,000 New York State employees, under a new program announced by Ersal H. Poston, Commissioner of the Civil Service Department.

The program was undertaken because a recent change in motor vehicle law now requires an eye test for renewal of a driver's license.

"To help State employees meet this requirement, the Civil Service Department will conduct eye tests at Employee Health Service nurse stations in New York City, Syracuse, Buffalo and Albany," Mrs. Poston said. "We believe this service will permit many employees to save time that might otherwise be taken from work for this purpose."

Mrs. Poston said that any State employee can now take an eye test at 12 of the Employee Health Service's 20 nurse stations throughout New York State. The remaining eight stations will soon be equipped for the vision tests, she added.

# State And County Eligible Lists

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- 10 Bentley F Troy ..... 789
- 11 Albee R Palenville ..... 784
- 12 Zetena V Bx ..... 769
- 13 Smya G Aurora ..... 760

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- 6 Causey W Albany ..... 855
- 7 Dowling M Albany ..... 801
- 8 Dixon J Latham ..... 795
- 9 Prince H NYC ..... 774
- 10 Allen R Palenville ..... 771

### ASSOCIATE ECONOMIST (LABOR RESEARCH) IDP

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- 18 Maeder D Delmar ..... 78.1

# 10 Days—9 Nights

# Miami Beach Offered For First Time

For the first time, members of the Civil Service Employees Assn. and their immediate families are being offered a 10-day stay in Miami Beach in an all-inclusive program from Jan. 20 to 29.

For only \$265, tour members will receive private room with bath at the Algiers Hotel in Miami Beach, round trip jet transportation, full breakfast and gourmet dinner daily, free chaise lounges in the sun, and nightly entertainment and dancing.

Reservations are limited and immediate application should be made to Sam Emmett, care of Crown Peters Travel Service, 711 Eighth Ave., New York, N.Y., 10036. Telephone numbers are (21) Circle 7-7780 and, after 5 p.m., 253-4488.



**PRESENTATION** — Gordon Ackler, left, and Robert F. Kibler, second from right, safety officers at Gowanda State Hospital, receive merit awards from Dr. J. Rothery Haight, Hospital director, as C. Joseph Porter, chief safety supervisor, right, looks on.



**CHRISTMAS GIFTS** — Mrs. Ersal Poston, president of the State Civil Service Commission, presents two of the 125 dolls dressed by employees of the Civil Service Department to Salvation Army representatives. Receiving the dolls are Mrs. Richard Atwell, director of Women's Services, and Mr. Atwell, commander of the Eastern New York Division. Each year the Salvation Army turns over to the Department a quota of dolls for dressing by Department employees. They are then returned and distributed to children of poor families in the Albany area at Christmas time.

# DON'T REPEAT THIS

(Continued from Page 2)  
streets.

## Political Damage

There was, of course, the political damage done to Mayor Lindsay, who one week prior to the Marcus blow-up, looked invincible. Now, suddenly, he has become vulnerable. The image of the man on the white horse has been, at the very least, tarnished.

To say the Democrats are gleeful to put it mildly. As events first began to focus it appeared as if the 1969 Democratic primary might well be a first-class old-fashioned donnybrook. Since the Marcus scandal there are now more candidates on the horizon than has been seen in a score or more of years.

Morgenthau, of course, emerged as the immediate beneficiary of the Marcus skulduggery. The tight-lipped U.S. Attorney has given no indication that he is a candidate but friends close to him believe he could be induced to run as the No. 1 Mafia fighter and clean-upper.

More civic leaders felt that perhaps it was time for a strong business hand in City Hall, and the name that is beginning to come to mind is that of Charles Bassine, the prominent industrialist who is close to both Senator Robert F. Kennedy and President Lyndon B. Johnson. Bassine was

Chairman of the prestigious Citizen's Union annual dinner last week. Here is the rundown, at the moment, and subject to change without notice, of the candidates, borough by borough:

### MANHATTAN:

Councilman Robert Low already has a task force at work on research and programs for a Low Mayoralty Campaign.

Former Councilman Paul O'Dwyer's friends still believe that the O'Dwyer name holds magic for his fellow New Yorkers especially the civil rights groups and labor.

William Pitts Ryan is almost certain to run again as a Reformer.

### BROOKLYN:

Congressman Jack Murphy reputed to be the apple of the eye of County Leader Stanley Steingut.

Congressman Hugh Carey is another Steingut favorite. Carey, Steingut is said to believe, is a man who gets things done.

Assemblyman Bertram L. Podell is a Brooklyn favorite who undoubtedly might well wind up on any City-wide ticket in which Steingut has a hand.

### QUEENS:

Council President Frank O'Connor is almost certain to emerge as Queen's favorite son. Though

there are those who believe he should step aside for newly elected District Attorney Thomas Mackell.

### BRONX:

Borough President Herman Badillo would make an attractive and aggressive candidate with Reform ties.

Congressman James Scheuer is quietly building fences throughout the City in the hope of qualifying as the Independent-Reform candidate.

Controller Mario Procaccino feels that at the very least he should have the support of the Bronx regular organization.

Congressman Johnathan Bingham has a record of public service that warrants his being considered in any race of possible mayoralty candidates.

### STATEN ISLAND:

Congressman Jack Murphy all the way.

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These and others too, like the attractive and shrewd brother-in-law of Senator Kennedy, Stephen E. Smith, William van den Heuvel, another Kennedy favorite, Theo-

dore W. Kheel, the labor specialist and Morris Abram of the American Jewish Committee — just to name a few watching the political scene.

Thus, the Democratic line-up as the new year begins.

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**MEMBERSHIP DINNER** — The St. Lawrence County chapter, Civil Service Employees Assn., recently held its annual membership rally and dinner at the Roman Gardens in Potsdam. Seated at the dinner, left to right: John Hennessey, treasurer of the Statewide Association; Mrs. Mildred Talcott, chapter president; Judge Edmund Shea, toastmaster; Irving Flaumenbaum, second

vice-president of the Statewide CSEA and Mrs. Eleanor Blowers, chapter membership chairman and first vice-president. Standing, same order, are: Mrs. Francis Williams, executive representative of the chapter; S. Samuel Borelly, chairman of the Central Counties Workshop; Verner Ingram, CSEA regional attorney; Dr. Theodore Wenzl, CSEA president and Mrs. Marian Murry, Statewide membership committee member.

## CSEA To Fight PERB In The Higher Courts

(Continued from Page 1)

In the disputed decision, handed down here on Dec. 15, Supreme Court Justice DeForest C. Pitt ruled that the PERB does have the authority to "review and modify the Governor's decision" in recognizing CSEA as exclusive negotiator for the bulk of State workers.

Justice Pitt pointed out that the Taylor Law went quite far toward providing the Board with broad powers. Citing the statute, Pitt said "If it (the board) is to assist in resolving disputes between public employees and public employers, it must be allowed to make such pronouncements, as will, in its judgement, 'promote harmonious and cooperative relationships'."

### First Reactions

Initial CSEA reaction to denial of its move to lift the stay was renewed concern at holding to a minimum any additional delays before bargaining talks can resume. Under the Taylor Law, formal negotiations for State workers must be completed by Jan. 16, the day the Governor submits his new budget to the Legislature.

Hence, every passing day without negotiations is an added threat to CSEA's reaching a favorable agreement with the Governor's bargaining team on the employees groups' proposal for a 20 percent across the board (\$1,000 minimum) salary increase and other items in their benefit package for the 124,000 State workers in the main bargaining unit.

### Self-Seekers Hit

Obstacles in the path of the Employees Association—attributed by one CSEA spokesman to "ob-

structionist, self-seeking tactics by Council 50, AFSCME, and other irresponsible organizations"—have been the rule rather than the exception since CSEA was designated by Governor Rockefeller as exclusive bargaining agent for most State employees last Nov. 15.

Two days later, on Nov. 17, six rival employee organizations, headed by Council 50, petitioned the PERB to decertify or "unrecognize" CSEA as bargaining agent for about 30,000 of the 124,000 State employees in the main bargaining unit asking that representation rights among those 30,000 workers be decided by elections, on the basis of the rival organization's claims to 10 percent membership within the group. At the same time, they also asked PERB to stop CSEA's negotiations with the State.

While the PERB was considering its decision on this petition, Council 50 brought another action to stay CSEA's negotiations in the State Supreme Court. The Court denied stay requests on Nov. 24.

### First Negotiations

On Nov. 27 CSEA's formal collective bargaining talks got under way with the State's negotiating team. The session continued full-time through that week till late afternoon, Nov. 30, when PERB notified both sides it had decided to impose a stay on CSEA's right to bargain exclusively on behalf of State employees, pending a determination as to which employee organization should represent which employees.

In withholding CSEA's right to negotiate exclusively, the board

at the same time told the Governor he must treat all employee organizations in a neutral manner—in other words, his negotiators must meet with any and all organizations claiming to represent State workers.

In the face of this unwieldy situation, Governor Rockefeller on Dec. 1 announced he would suspend all negotiations until the PERB had aired and evaluated the representation claims of all challenging rival organizations in continuing daily hearings which began on Dec. 4 and which are still in progress. By Dec. 15, deadline for submitting decertification petitions, the list of organizations challenging CSEA's right to represent the approximately 30,000-employees segment of the State's main bargaining unit had grown to about 20.

At the conclusion of the hearings—not yet in sight—the board is expected to implement whatever changes, if any, it feels should be made in a State employee representation picture and subsequently give the green light to resume negotiations.

### Defeats Purpose

CSEA officials contend that this delay defeats the whole purpose of the Taylor Law, since it may very well extend close to or even go beyond the Jan. 16 budget submission date, thus effectively depriving 124,000 State employees of any voice at all in their terms and conditions of employment during the entire first year of the Law's existence.

"We cannot countenance this possibility," said CSEA president Wenzl. "Our recognition itself, although won on the basis of ir-

## CSEA Pushing Health Plan Option Changes

ALBANY—The Civil Service Employees Assn. is continuing to fight for the right to allow State workers to transfer to different options offered in the State Health Insurance Plan.

CSEA in a recent letter to Mrs. Ersa Poston, president of the Civil Service Commission, requested that subscribers to the program be given the opportunity to transfer from one optional coverage to another as available under the State plan. A similar CSEA request was denied last spring.

CSEA feels the request is justified in that chapter 617 of the laws of 1967 which eliminated premium charges for individuals enrolled under the plan and reduced premium charges for dependent coverage, also provided for a reduction in the optional benefits premium by the same dollar amount involved in the adjustment of premiums under the Statewide plan.

Consequently, a CSEA official said, certain employees who were forced to select a Statewide plan might now find the optional plan more accessible in terms of cost. On the other hand, the spokesman stated, certain employees may want to move from an optional plan to the Statewide plan on the basis of its being fully non-contributory for individual subscribers.

### Differences

In essence, the provisions of this law have resulted in introducing a non-contributory feature under one plan and reduced premium under all others thereby necessitating an opportunity to transfer from one optional benefit plan to another.

## Clinton Votes CSEA

(Continued from Page 1)

Martello, CSEA field representative who organized the local CSEA unit.

Martello said that recognition also has been granted CSEA by the Little Falls Central School District in Herkimer County and Massena and Norwood-Norfolk Central School Districts in Lawrence County.

## D of E Appeals

(Continued from Page 3)

specialist to grade 21, employment consultant to grade 23, senior employment consultant to grade 25.

Recommended for three grade reallocation was the title of associate employment consultant to grade 23, and for reclassification, principal employment consultant to director of special services from grade 27 to 30.

The recommendations were based on part of a division audit. CSEA is strongly urging the Division to complete its audit and come up with recommendations regarding the remaining titles.

refutable evidence as specified by the law, was unduly delayed in coming."

"We cannot accept this additional delay which threatens the very livelihood of almost all State employees, for whose interests we are responsible. We will continue to press in court for the rights to resume our negotiations," Wenzl said.

"The State is unfairly dismissing the individual needs of these employees by not providing an opportunity in which all participants might transfer from one plan to another," CSEA said.

The Employees Association spokesman said the current regulations for transfer deny many subscribers the right to transfer; namely, those who already have used the two opportunities for transfer under the current regulations and those who are 52 or 53 years of age who have never used their final opportunity for transfer.

## Two Nassau School Units Elect Officers

(From Leader Correspondent)

MINEOLA—Officers have been elected to lead the North Merrick and Valley Stream school units of the Nassau chapter, Civil Service Employees Assn.

The North Merrick group elected Fred Covill, president; Hazel Reuther, vice president and Frances Scott, secretary treasurer. The Valley Stream unit elected John McLaughlin, president; Daniel J. Franey, vice president; James Matthews, secretary, and Edward Marcinski, treasurer.

## Rehab Hospital Honors 5 Aides

WEST HAVERSTRAW—Five employees were honored for their 25 years of service to the Rehabilitation Hospital, West Haverstraw in ceremonies held recently in the Hospital auditorium.

Recipients of 25-year silver service pins and certificates of appreciation were: Miss Cecelia Byrnes and Miss Lena Magliocca, senior medical stenographers; Charles Gooler and Hanford Lewis of maintenance and Penelope Sherwood, M.D., orthopedist.

The service pins were presented by the hospital's director, Dr. Michael T. Carpendale. Refreshments were served following short speeches of praise by department directors.

## Robert B. Minerly

POUGHKEEPSIE—Robert B. Minerly died here recently at the Castle Point Veterans Hospital. Mr. Minerly was past State president of the Conference of Armory Employees, past chapter president and delegate of the Hudson Valley Armory Employees chapter, Civil Service Employees Assn.

He had been employed at the Newburgh Armory for over 20 years. A veteran of World War II and a member of the National Guard for 35 years, Mr. Minerly was described as "a diligent worker for the State and for the CSEA," by Alfred Aldrich, president of the chapter.

Mr. Minerly was buried with full military honors rendered by three National Guard Battalions in the Hudson Valley region.

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