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America's Largest Weekly for Public Employees

Vol. XXX, No. 14 Tuesday, December 31, 1968 Price Ten Cents

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Pension Proposal

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ALBANY
page 3

CSEA Demands

NEGOTIATE NOW!

Gov. Rockefeller—Please Read!

ALBANY — The Civil Service Employees Assn. has described the proposed five negotiating units that the Public Employment Relations Board has mandated that the Rockefeller Administration set up for all State employees, what it will do to the State employee benefit structure, and what it does to CSEA.

STATE BENEFIT STRUCTURE

The employees in each unit would have the right to set up their own demands on the employer. If good faith bargaining followed, it would result in five or more separate salary schedules in the State Government; five or more separate retirement systems; five or more different sets of attendance rules; five or more different health insurance programs, and so on, and so on. Thus, employees in the five dif-

ferent units working side by side in the same institution or in the same State office would receive different benefits as to salaries, retirement, vacation, holidays, leaves, insurance benefits, etc. In each of the 75 State Institutions there would be parts of each of the five units established by

PERB, and the same can be said for most of the other several hundred work locations of State employees. It is not difficult to predict the chaos and confusion that would result.

To prevent the establishment of different sets of benefits of
(Continued on Page 3)

— BULLETIN —

16.5% Raise, Other Benefits For Erie Aides

BUFFALO — At Leader press time a committee of Erie County legislators had agreed with negotiators for the Civil Service Employees Assn., representing most County employees, to an average 16.5 percent pay increase.

The legislators also gave in to CSEA demands and increased the mileage reimbursement rate for County employees who use their personal cars on official business from nine to eleven cents per mile.

The agreement on these two major items came after Erie County CSEA members staged demonstrations before the Erie County municipal building on two occasions last week for higher pay and other benefits.
(Continued on Page 18)

'Nothing In Way', Wenzl Declares

ALBANY — The Civil Service Employees Assn. has called upon Governor Rockefeller to resume negotiations in behalf of State employees.

CSEA president, Theodore C. Wenzl made known the Employees Association's demands in a telegram to Rockefeller.

Wenzl, claiming that there is now nothing standing in Rockefeller's way, cited the recent action by an Albany Supreme Court Justice who continued the stay of all CSEA actions in connection with the Public Employment Relations Board decision splitting State employees into five bargaining units, including the PERB order halting negotiations.

Supreme Court Justice John H. Pennock continued the stay and reserved decision until written briefs are submitted by both sides.

In calling for the resumption of bargaining talks, the CSEA chief cited the Governor's latest re-entry into the court case as an intervenor in favor of the single bargaining unit. Rockefeller, with the CSEA, appealed the original six-unit determination of PERB's director of representation.

Paul Klein, last August in favor of the single unit, but reversed his stand and agreed to abide by the full board's Nov. 27 decision and its order stopping negotiations.

CSEA leaders feel that the court's stay temporarily negates both the PERB decision on the unit determination and the order which halted bargaining talks on Nov. 27. Up to that time CSEA had been negotiating with the State administration since late September. The CSEA, recognized by Governor Rockefeller as the bargaining agent for 124,000 State workers in November of 1967, was on the verge of winning a contract for 1969 when PERB stepped in.

The PERB actions, CSEA leaders further contend, were accelerated and influenced by a series of aborted but highly publicized walk-outs at several State Men-
(Continued on Page 18)

Don't Repeat This!

Continued

Full List Of Top Patronage Jobs Open Under Nixon

THIS week, The Leader continues its presentation of non-competitive, appointed jobs to be filled in the early days of the Nixon Administration. The President-elect has
(Continued on Page 2)

Dr. Miller, Answer Your Mail!

MH Dept. Allows 'Sick' Employee Work For Union

(Special To The Leader)
ALBANY — The Civil Service Employees Assn. has voiced another protest to the Mental Hygiene Department's director of personnel concerning the active membership solicitation for Council 50 by a Manhattan State Hospital employee — on hospital grounds — while being paid for sick leave.

CSEA executive director Joseph D. Lochner told The Leader that Alex Shaw, an employee at Manhattan State, was granted sick leave this Fall and during such time was seen "all over the
(Continued on Page 18)

Miller Fiddles While Union Breaks Rules

(Special To The Leader)
ALBANY — "The Mental Hygiene Department has once again allowed Council 50, American Federation of State, County and Municipal Employees, to break departmental rules in Mental Hygiene institutions" a Civil Service Employees Assn. spokesman charged last week.

He referred to a smear-type bulletin put out by Council 50 last summer and posted at Pilgrim
(Continued on Page 18)

CSEA Works — Miller, Council 50 Take The Credit

(Special To The Leader)
ALBANY — The State Dept. of Mental Hygiene has been accused of jumping on the bandwagon by claiming credit for the success of a pilot high school equivalency training program begun by the Civil Service Employees Assn. and using another union as a smokescreen for its own failure to initiate such a program.

One State mental institution refused to post a bulletin from CSEA — which met all of the departmental requirements for bulletins — rightly claiming credit
(Continued on Page 18)

CSEA Ready For Vote On T'wy Representation

(Special To The Leader)

ALBANY — Fresh from a first-stage triumph over two competing organizations in the race to determine a bargaining agent for more than 2,000 Thruway employees, the Civil Service Employees Assn. has rolled into high gear in the second and final campaign to win the run-off election scheduled for next month.

The run-off will pit CSEA, which gathered the highest number of votes (only 100 shy of total victory) in the first election against the Yonkers-based Local

445 of the Teamsters Union, the runner-up. Council 50 AFL-CIO finished a dismal third in the race, receiving only 260 votes.

Ballots will be mailed by the State Public Employment Relations Board
(Continued on Page 3)

(Adv.)
COMPUTING YOUR RETIREMENT BENEFITS? THE MAURICE BLOND AGENCY, 11 W. 42nd ST., N.Y.C. TEL. 730-6664.

DON'T REPEAT THIS!

(Continued from Page 1)
 more than 2,000 of these high-paying patronage positions to fill in the Federal service.
Office of Science and Technology
 In the Office of Science and Technology, openings are as follows: director of the office, who is special assistant to the President, at \$30,000; deputy director, at \$28,750; executive director and technical assistant, at \$30,239;

an executive secretary for the Federal Council of Science and Technology, at \$30,239; a technical assistant, at \$22,835; a White House fellow, at \$19,780; a technical assistant, at \$19,780; a special assistant to the director, at \$26,264; a technical assistant, at \$30,239 and another, at \$26,264; and a director of the energy policy staff, at \$30,239.
 There are nine more technical

assistants in the same agency, two of them, at \$30,239; two, at \$26,264; three, at \$22,835; one, at \$19,780; and one, at \$16,946. There is also a confidential assistant (secretary), at \$12,174; same, at \$12,174; and a secretary, at \$7,699.

Department of the Treasury
 The following positions in the Treasury Department: Secretary, at \$35,000; Under Secretary, at \$29,500; Under Secretary for monetary affairs, \$29,500; four assistant secretaries, all at \$28,750; (three of them, veteran preferred); a general counsel, also at \$28,750, comptroller of currency, \$29,500 (tenure, five years, expires Feb. 1, 1972); commissioner of internal revenue, \$29,500; assistant general counsel (chief counsel, IRS), \$28,000 (veteran preferred).

In the Bureau of the Mint, there is a director in Washington, at \$30,239 (with a five-year tenure, which is not finished until Oct. 12, 1972); a superintendent at Denver, Colorado, at \$19,780; an assayer in the same city, at \$14,400; a superintendent at Philadelphia, at \$19,780; an engraver, at \$16,946 and an assayer, \$14,409; both in Philadelphia, also.
 The Treasurer of the United States carries an annual salary of \$30,239.
 The deputy general counsel (veteran preferred), at \$30,239 and the assistant general counsel, at \$26,264 are assigned to the Office of General Counsel of

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.

The Future

TO CLOSE out this column's eighth year and open its ninth, we break precedent by making no predictions of things to come during 1969.

WE MADE predictions last year (1968—A Year of Decision), and too many came true—assassinations, Chicago, riots, etc. etc.
 WE MADE NO claim to clairvoyance. All we did was put all the facts and moods of the time into our own mental computer. Out came predictions which even frightened us. Henceforth, we'll leave the crystal ball act to someone else.

THIS YEAR WE would rather pose those problems civil servants will face, which will affect their public relations.

IT WILL probably not be an easy year for the civil service corps. No year is an easy one when a nation of more than 200 million people is changing in mores, standards, economics, and thinking.

A NEW PRESIDENT is taking office in three weeks. That single event will bring about a major change. No matter how much new

political leadership wants to maintain the status quo, there must be change if for no other reason than that the people expect change with a new national Administration.

SUCH CHANGE must carry over into the civil service corps, who will continue to operate government no matter who is President, governor or mayor. There

(Continued on Page 7)

CIVIL SERVICE LEADER
 America's Leading Weekly for Public Employees
 97 Duane St., New York, N.Y. 10007
 Telephone: 212 BEEKMAN 3-6610
 Published Each Tuesday
 669 Atlantic Street
 Stamford, Conn.
 Business and Editorial Office:
 97 Duane St., New York, N.Y. 10007
 Entered as second-class matter and second-class postage paid, October 1, 1939 at the post office at Stamford, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.
 Subscription Price \$5.00 Per Year
 Individual Copies, 10c

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Fallacy Of PERB Decision

(Continued from Page 1)

various types in each of the five units, the State Government might refuse to bargain in certain areas such as health insurance, retirement system, and attendance rules, and insist that these types of benefits be uniform for all State employees. Thus, the five units may seriously limit the scope of negotiations and very adversely affect State employees.

It is assumed that the employees in each of the five units, acting freely within each unit, would set up five different sets of demands which would be filed with the State Government. Five separate negotiations would then be carried on between the State and the employee organizations certified to represent the employees in each of the five units. It is assumed that these five negotiations would consume enormous time of government representatives and would force employee representatives to meet with government representatives of much less stature than at present—with officials who cannot really make decisions of any significance on their own.

Much more could be said concerning difficulties caused by the five units with reference to the State benefit structure, but for the sake of brevity the foregoing should give a good idea as to the effect of the five units on the State benefit structure. This fragmentation certainly would not provide harmonious labor relations when employees working side by side, who are in different negotiating units, receive different benefits with reference to retirement, health insurance, vacation, sick leave, holidays, overtime pay, etc.

THE STATE WORKERS

It destroys the unity of all State workers working together in a common effort to secure just treatment from the employer with reference to salaries and fringe benefits. The political strength of State employees with the executive branch and with the Legislature is aborted by the five units. The employees in each of the five units are not presently organized in separate employee organizations or in distinct parts of any existing organization. Employees in each of the specific units have no established communications with one another throughout the State.

There are 3,700 separate job

titles in the State service. Each of these titles would be assigned to a particular unit. It is obvious that in the case of many titles there could be great disagreement as to what particular unit the particular title should be put into. The Public Employment Relations Board indicated that the five units were necessary because of different interests of employees in different classes of employment. The five unit decision, however, does not correct this at all when you realize that in a particular unit there may be several hundred job titles, and there would be just as much variety of interests as there would be if all State employees were in one unit.

Mainly, the five unit decision destroys the Statewide unity of State employees and makes possible five different programs of improvements of Statewide benefits, all being negotiated at one time. With the confusion and chaos that this will produce, it is obvious that the political strength of the State workers will be dissipated by being cut into five parts, each of which will be proposing a different set of employee benefits each year.

TO CSEA

All through the years, CSEA has maintained a united Statewide organization of State employees working together for common goals. This united front has been effective in achieving worthwhile accomplishments for public employees even without the Taylor law, which for the first time is intended to force the employer to actually bargain with employee representatives and enter into a bilateral agreement. It has been well demonstrated by the record that other public employee organizations who did not have this Statewide unity and strength were unable to achieve any worthwhile record in the State Legislature. For example, Council 50, AFSCME, has never been able to get a single bill through the State Legislature and enacted into law.

In the five units eventually survive, it would force each CSEA State Division Chapter, numbering about 195, to set up within each chapter five units composed of the employees in each of the five units within the chapter. Employees within each unit in each chapter would act independ-

ently to set up their particular demands upon the employer. Delegates to our Annual Meeting would have to be split up into five units or there might have to be five different Delegate Meetings, one for each unit, to establish such demands. If CSEA were certified as the collective bargaining agent eventually in all five units, it might be possible that some of the demands in the five units might be similar but the decision as to this would be up to the members in each unit. CSEA, or the employee organization finally certified, would have to negotiate separately with the State Government for each of the five units and this would make necessary the maintenance and daily operation of five expert negotiating teams aided by legal and professional staff to efficiently handle such negotiations and assure effective representation to the members in each unit. There would have to be five different Delegate Meetings or a Delegate Meeting separated into five units, at which the representatives of the employees in each unit would vote to accept or refuse the negotiating results produced in each of the five units. There would have to be separate contracts drawn for each of the five units.

All of the foregoing will cause a tremendous increase in cost of operation of CSEA as the collective bargaining agent in each of the five units. It would reflect probably in a material increase in membership dues. This increased cost of representation to the employee will be even greater if a different employee organization is certified in each of the five units because the necessary cost would then be spread over a lesser number of employees than it is now with CSEA operating as a Statewide single unit of State employees. Instead of providing attorneys and professional staff to take care of one series of negotiations, there would be the need for a simultaneous assignment of attorneys and professional staff to five sets of negotiations. The five units if they survive may double, triple or quadruple the cost of employee representation as now provided by CSEA in a single unit.

Ultimately, the five unit decision may lead to five separate chapters to replace the single chapter in each instance as it now exists in the State Division. This would depend on whether employees in each of the bargaining units would be satisfied to have only a separate unit in the chapter or whether they would want their own chapter.

To sum it up, the five unit decision does nothing to benefit State employees and threatens to destroy Statewide unity and strength. The five units set up by PERB were not requested by any of the employee organizations—some 15—who petitioned for specific units. CSEA urged a single unit and so did the State. The five units set up were strictly the idea of PERB and their purpose appears to be to give the other unions a "piece of the action."

Moses Speaks

MINEOLA—Nassau field representative Arnold Moses was one of a panel of experts on the Taylor law in an all-day conference at Hofstra University recently.

Erie Chapter Members Brave Wind And Storm To Picket Buffalo Offices

(From Leader Correspondent)

BUFFALO — Wind and snow made Buffalo uninhabitable two days before Christmas but members of Erie chapter, Civil Service Employees Assn., took it on the chin in outdoor demonstrations to press contract demands.

Some 60 CSEA members carried signs in front of the downtown building housing the offices of B. John Tutuska, Erie County's new executive. He took office early this month, succeeding the late Edward A. Rath.

"It was a terrible day to demonstrate outdoors," said Neil V. Cummings, chapter chairman, "but we did get to see Mr. Tutuska and he seemed concerned over the legitimate unrest among Erie County employees."

Cummings noted that chapter officers, headed by Thomas B. Christy, negotiations chairman, have been bargaining for more than six months with Erie County officials on a contract, the first for the State's largest upstate county under the Taylor Law.

The CSEA has charged Erie County Budget Director Louis J. Russo with "an implacable attitude" at the bargaining table.

What finally happened, observers said, is that Russo, who headed negotiations for the county, dawdled so long that smaller

unions, snipping at the CSEA position, made enough inroads to force the representation issue to the Erie County Public Employment Relations Board.

"This," Cummings said, "despite the fact that the CSEA had been officially recognized as the bargaining agent for 6,200 Erie County workers."

Cummings said the delay now probably forecloses any immediate opportunity for the CSEA to negotiate a Taylor Law agreement with Erie County.

"What we will have to do," he said, "and what we have impressed on Mr. Tutuska is that CSEA will seek equal or higher raises for 1969 as those the county gives to sheriff's deputies and others outside CSEA jurisdiction."

The Erie County 1969 budget, already approved, includes a reserve of \$4.5 million pay increases for county workers.

In bargaining talks, the CSEA requested upgrading each county employee and sought a 10 percent

Beacon DPW Aides Sign Two-Year Pact Adding 15¢ An Hour

BEACON — Mayor Charles Wolf has been authorized by the City Council to sign the contract with the Civil Service Employees Assn. chapter, representing the Beacon Public Works Department employees. It includes a 15-cent per hour raise in 1969 with a similar increase in 1970.

The two-year contract also recognizes CSEA as the sole bargaining agent. The contract has a no strike clause.

Other benefits negotiated include three personal leave days per year, 10 days vacation after a year of service and an extra day

for each additional year up to 11 years or 20 work days of vacation.

The contract also provides for a 40-hour work week and time-and-a-half for work above that or over eight hours per day. A minimum of two hours overtime pay will be given each time a man is called out in an emergency.

Thruway Election

(Continued from Page 1)

tions Board to toll, maintenance and clerical personnel employed by the Thruway on Jan. 8. The Thruway employees must return the ballots to PERB not later than Jan. 17 in order for them to be valid. PERB will count the ballots on Jan. 23.

CSEA president Theodore C. Wenzl has issued a strong appeal to all eligible voters to fill out and return the ballot, noting that a large number of workers failed to vote in the first election. "This is their future and they help to decide it," said Wenzl.

"We have been fighting to get to the bargaining table for Thruway employees for more than a year. The moment is at hand. The Thruway Authority cannot have any excuses once the ballots are counted. We're ready to go in and start bargaining immediately," the CSEA leader concluded. See editorial, page 6.

Troy CSEA Unit Re-elects J. Dennis

TROY—The Troy city unit of the Civil Service Employees Assn. has elected Jackson D. Dennis president for a second term.

Also elected were Fred Ryan, vice-president; Thomas H. Brown, secretary; John T. Pierson, treasurer; Clarence J. Morse and Edmund J. Seney, sergeants at arms, and James K. Maloney, convention delegate.

Dennis reported that the Troy city unit's Christmas and installation party, scheduled for Dec. 27, has been postponed because of the Hong Kong flu outbreak. The chapter will host a joint installation and Valentine party instead, on Feb. 1 at the Sunset Inn in Troy.

Levitt Will Urge Final Three Years Pension Average

ALBANY — State Comptroller Arthur Levitt has announced that he would ask the 1969 Legislature to base retirement benefits for all public employees on a three-year final average salary formula rather than five.

"The amendment I propose," said the Comptroller, "will alleviate a serious inequity in determining retirement allowances."

He noted that the Legislature, during the last session, reduced the final average salary formula to three years—but only for members of the State Policemen's and Firemen's Retirement System.

The Comptroller's bill would restore uniformity to the computation of benefits for all 400,000 persons covered by the Retirement and Social Security Law. A reduction from five to three years would have the effect of increasing the retirement allowance of all persons who retire after July 1, 1969, effective date of the proposed amendment.

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If you can check the "yes" box for every question, you are either an H.I.P. member or you haven't had much need for doctors' services lately.

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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, Federal Bldg., Federal Plaza at Duane St. and Broadway, New York, N.Y. 10007. Take the IRT Lexington Ave. Line to City Hall and walk two blocks north, or take any other train to Chambers St. or Broadway Stations.

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

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

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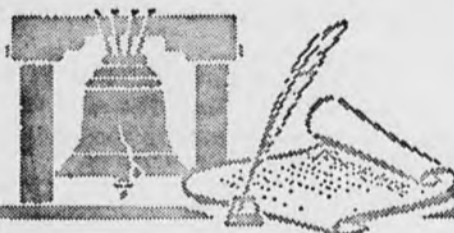
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Civil Service LEADER

America's Largest Weekly for Public Employees

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Published every Tuesday by

LEADER PUBLICATIONS, INC.

97 Duane Street, New York, N.Y. 10007

212-BEekman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor
B.V. Copeland, Assoc. Editor

Joe Deasy, Jr., City Editor
Ron Linden, Ass't. Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474
KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, FEderal 8-8350
10c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, DECEMBER 31, 1968

Compare Their Records

NEW YORK State Thruway employees will vote within the next two weeks on a representative in collective bargaining for the next year. Employees will choose between the Civil Service Employees Assn. and the International Brotherhood of Teamsters.

What have these two unions done over the past years for the governmental employees they represent? When one compares the answers to these questions, he can judge and vote for the one that has done the most and charges smallest dues.

CSEA, traditionally has represented New York State employees in Thruway service. The Teamsters have represented employees of the Massachusetts Turnpike Authority which runs an extension of the Berkshire section of the New York State Thruway.

First compare the benefits.

New York State employees receive health insurance fully paid for by the State. Massachusetts employees must contribute to their insurance.

New York State employees receive five days annually for personal business. Bay Staters must take vacation time or lose pay when they take time off for emergencies.

Speaking of vacations, New York Thruway employees receive 14 days after one year; 18 after five and 20 after seven. Massachusetts employees receive ten days until their sixth year and 15 thereafter.

In their most recent contract with the State, the Teamsters have allowed the hiring of part-time help for periods of up to 100 consecutive days. The State can terminate an employee, under this system, after 90 days, rehire him several days later, and continue operating in this manner as long as it wants. The Civil Service Employees Assn. has pledged to eliminate using part-time employees to avoid paying overtime. The Teamsters in their contract still allow this abnominal practice to continue.

On the salary level, let's compare:

Toll collector—New York: \$5,500 to \$6,800; Massachusetts: \$4,450 to \$4,950.

Laborer—New York: \$4,645 to \$5,786; Massachusetts: \$4,050 to \$4,550.

Mechanic Helper—New York: \$5,200 to \$6,440; Massachusetts: \$4,050 to \$4,550.

Mechanic—New York: \$6,535 to \$8,010; Massachusetts: \$5,150 to \$5,650.

Dispatcher—New York: \$6,535 to \$8,010; Massachusetts: \$5,150 to \$5,900.

Senior Toll Collector—New York: \$6,535 to \$8,010; Massachusetts: \$4,850 to \$5,350.

Senior Storekeeper—New York: \$5,550 to \$6,800; Massachusetts: \$5,250 to \$5,750.

And there are more, too many more, examples of the Teamster-negotiated contracts for the Massachusetts Turnpike Authority employees. Too bad, the New York State Civil Service Employees Assn. cannot represent them. We believe that they, too, would choose CSEA.

Congratulations!

THE entire civil service community is extremely proud of three of its members who brought credit to themselves and their country last week.

We refer to the astronauts, Col. Frank Borman and Major William Anders of the Air Force and Navy Captain James Lovel, Jr.

Congratulations, Astronauts and the other civil servants who made our victory possible!

Civil Service Television

Channel 31

Sunday, January 5

10:30 p.m.—With Mayor Lindsay —weekly report presented in cooperation with WNEW-TV.

Monday, January 6

3:00 p.m.—Return to Nursing—"The Patient with Peptic Ulcer: Nursing Care." Refresher course for nurses.

4:00 p.m.—Around the Clock—New York Police Academy series for in-service training.

7:30 p.m.—On the Job—"Forcible Entry," New York City Fire Department training series.

Tuesday, January 7

4:00 p.m.—Around the Clock—New York Police Academy series for in-service training.

Wednesday, January 8

3:00 p.m.—Return to Nursing—"Fluid and Electrolytes." Refresher course for nurses.

4:00 p.m.—Around the Clock—New York Police Academy series for in-service training.

7:30 p.m.—On the Job—"Forcible Entry," New York City Fire Department training program.

Thursday, January 9

4:00 p.m.—Around the Clock—New York Police Academy series for in-service training.

7:30 p.m.—On the Job—New York City Fire Department training program.

Friday, January 10

4:00 p.m.—Around the Clock—New York Police Academy series for in-service training.

Saturday, January 11

7:30 p.m.—On the Job—New York City Fire Department training series.

New Award For The Handicapped

Underlining the growing number of handicapped employees in the Federal service, a new award has been established for the annual selection of the Outstanding Handicapped Federal Employee of the Year.

The Civil Service Commission has established the award not only to increase recognition of individual service, but also to increase public awareness of the contributions made by the handicapped in government work.

Two basic qualifications will be considered by the judges: job performance clearly exceeding requirements in spite of severely limiting physical factors, and the kind of courage and initiative in overcoming handicaps that serves as an inspiration to others.

A committee of key government and non-government officials will make the final selection from among ten finalists. All ten finalists will be honored at a public ceremony in Washington, D.C. in March of each year.

Nominations can be sent to the Director of Selective Placement Programs, U.S. Civil Service Commission, 1900 E Street, N.W., Washington, D.C. 20415 by Jan. 1 of each year.

Lange Of Labor

Edward Lang of Westmere is the new director of the Division of Labor and Managements Practices in the State Labor Department. He succeeded William J. Hurley, who retired after 31 years of State service.

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.")

Reclassification

THE DECISIONS of our Court protecting Civil Service rights are gratifying. A recent example is *Matter of Flynn v. McCory*, decided by Justice Charles Marks (*New York Law Journal*, December 16, 1968, page 15).

THE PETITIONERS, Jeremiah J. Flynn and Nathan Grossman, protested reclassification by the Administrative Board of the Judicial Conference to Court Clerk I. They contended that their new classification should have been Court Clerk II.

PRIOR TO THE reclassification, petitioner Jeremiah J. Flynn was a Court Clerk IV, City Court of the City of New York, and petitioner Nathan Grossman was a Court Clerk, Magistrates Court. The reclassification as Court Clerk I was effectuated pursuant to the authority of the Administrative Board over administration of the unified court system established by the State Constitution effective September 1, 1962.

FLYNN'S TITLE of Court Clerk IV, resulting from successful participation in a competitive examination, was the highest civil service title in the clerical service of the former City Court, with unlimited salary and duties. Grossman's title of Court Clerk was the highest competitive civil service title in the Magistrates Court.

WITH COURT UNIFICATION, the City Court and the Magistrates Court were abolished, and Flynn and Grossman were transferred to the Civil Court and to the Family Court, respectively. Both employees continued the performance of their former duties.

THE ADMINISTRATIVE Board reclassified the titles of the petitioners in accordance with a "Table of Conversion." The Table of Conversion provided for reclassification on the basis of the employee's former title without regard to the duties actually performed. However, the Administrative Board made a "position evaluation" according to duties performed. In the case of the petitioners, such evaluation established that their duties corresponded to the new title of Court Clerk II. In order to qualify for the performance of the duties as Court Clerk II, the Administrative Board required one year's service as a Court Clerk I. Manifestly, Flynn and Grossman on the basis of actual duties performed both before and after court unification, as distinguished from the titles given to their jobs, should have been reclassified as Court Clerk II.

THE ADMINISTRATIVE Board, in making appointments, is required to comply with the Civil Service Law. Its standards respecting title structure and job definitions must be consistent with the Civil Service Law.

THE BOARD MUST assure full preservation of the rights of employees under the Civil Service Law. It cannot appoint or promote personnel to positions in the civil service without examination or remove employees except with the safeguards provided by the Civil Service Law.

JUSTICE MARKS took judicial notice that notices of civil service examinations for promotion to Court Clerk IV defined their duties as including responsibility "for the operation and control of a part at either trial or special term." He also took judicial notice that notices of civil service examinations for promotion of employees of the City Magistrates Court to Court Clerk defined their duties as including "supervision of a part."

FLYNN'S FORMER assignment was as Clerk in Charge of Special Term Part II, City Court, New York County. Grossman's duties placed him in charge of Home Term of the Magistrates Court. Therefore, both petitioners were actually performing the "in-title" duties of the reclassified position of Court Clerk II.

BY BEING reclassified as Court Clerk I, the petitioners were rendered ineligible to continue performance of their former duties unless they were promoted to Court Clerk II as a result of competitive examination. Justice Marks, however, sustained the right of the petitioners to reclassification as Court Clerk II without further examination because they had been validly performing the duties of Court Clerk II under competitive civil service titles encompassing unlimited duties.

PR Column

(Continued from Page 2)

Coolidge.

WE CAN EXPECT more and more pressure from within the civil service corps for higher and higher pay. But we can also expect some resistance from the taxpayers. We're not at all sure

they want to foot the bills, which escalate from year to year with no end in sight.

THERE HAVE been definite rumblings among the taxpayers. They seem to be willing to pay up to a point, but they are getting somewhat mad about the attitude of many civil servants: "They got theirs so we want ours and if they get more, we want still more."

WE DON'T want to hurt anyone's feelings, but the public image of civil service won't be helped by "job action." There remains a large residue of resentment to the "job action" in the State's mental hospitals. The taxpayers will sympathize with legitimate gripes, but their sympathy evaporated when helpless mental patients became the direct victims of "job action." Even many union members resigned from the union rather than strike.

WE'VE ALWAYS leveled with civil service leaders and we have no intention of writing only what they would like to read. We can

tell them that whatever public relations they had in "the bank" has run out as a result of "job action." Any more "job action" will have to be strictly on the "debit" side of the public relations ledger.

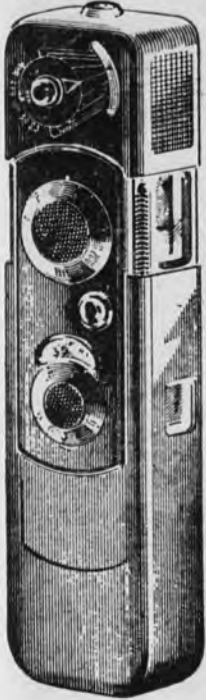
IT'S NOT OUR nature to sound only sour notes, but public relations is a two-way street. If the civil service unions want to win the approval of the taxpayers, they had better know also what the taxpayers are thinking.

No organization can earn good public relations by completely ignoring the mood of the very people on whom they depend for good public relations.

WE WOULD like to remind our civil service readers that nearly 60 years after Commodore Vanderbilt made his declaration—"The public be damned!"—big business is still trying to live down this colossal public relations blunder.

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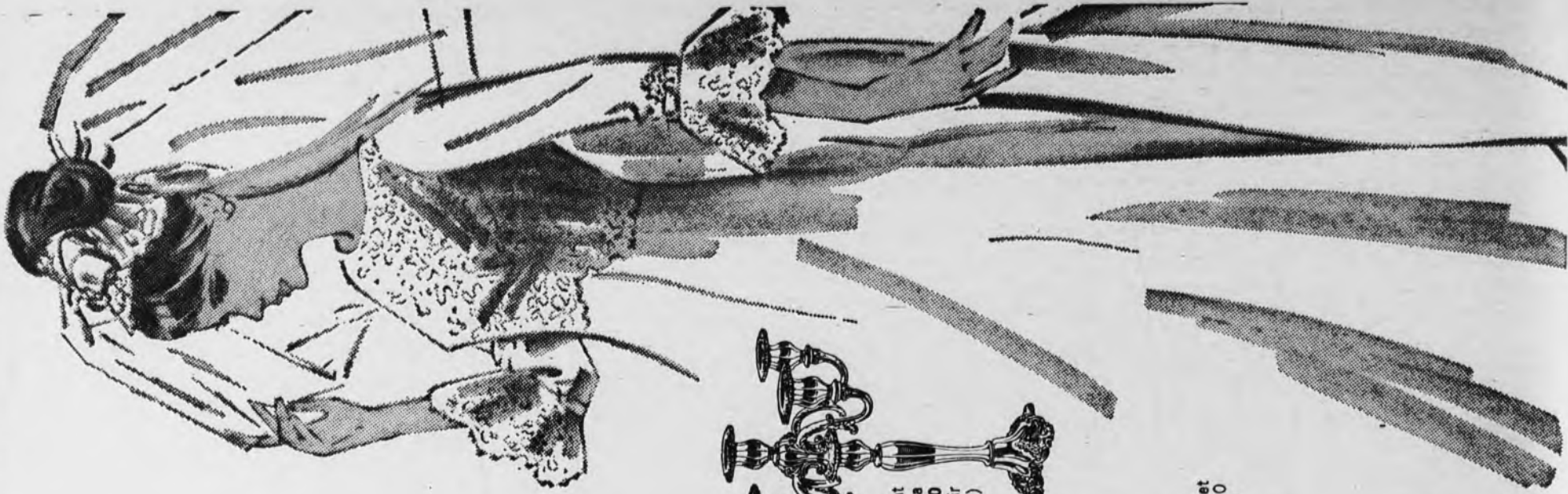
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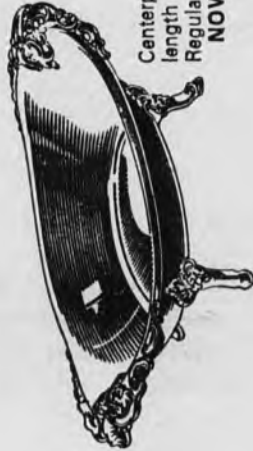
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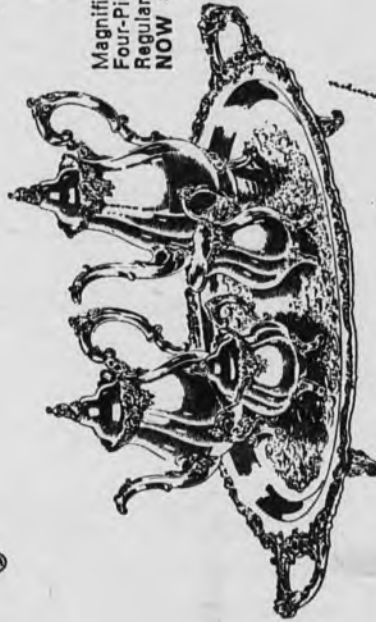


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Applicants should call the Personnel Office, 252 Seventh Ave., N.Y., at 620-6536.

Promotion Exams Set For February

Applications for the following seven promotional exams will be accepted up to Jan. 6. Tests will be given by the New York State Department of Civil Service and take place Feb. 15.

The exams are for: printing audit clerk G-11 in the Department of Audit and Control; senior

building construction engineer G-23, and housing development fund coordinator G-25 in the Executive Department; employment interviewer G-14, associate employment consultant (testing) G-25, and unemployment insurance claims examiner G-14 in the Department of Labor; and radio dispatcher in the Thruway Department. The last position pays between \$6,535 and \$8,010.

These positions are open only

to permanent employees in the department of promotion unit for which the examination is announced.

Jobs In Plattsburgh

Expanded programs at the Plattsburgh Air Force Base create openings for the following civilian jobs: administrative librarian, at \$6,981 to \$8,462; mechanical engineer (utilities), at \$10,203; and

a general supply assistant \$7,352 to \$6,981.

Further information on these U.S. positions can be obtained by contacting the Civilian Personnel Office, Plattsburgh AFB, New York.

Elec. Equipment Foremen

A written exam was given to candidates for promotion to electronic equipment foreman last week. Twelve took the test.

Research for Protection ... so more will live.

Respiratory diseases cause or contribute to about 80,000 deaths a year in the United States. They are the major cause of time lost from school and work.

Tuberculosis remains a major public health problem. Discovery and treatment methods which are the results of years of research have greatly improved, but TB can only be wiped out when research provides the answer to prevention and eventual elimination.

Air pollution contributes to the increase in respiratory diseases. The contamination of the air is largely caused by the waste products of man: fumes from internal combustion engines; smoke from power plants, oil refineries and other industrial operations; open burning; trash piles and incinerators.

In every community in New York State, Health Associations work diligently to secure the funds necessary to continue the fight against respiratory diseases and combat air pollution.

Their major source of income is the sale of Christmas Seals. The power of the Christmas Seal is unique in the history of voluntary giving. Not only has the Seal raised money to finance programs in tuberculosis and respiratory disease but it also has alerted the public to the problems of air pollution and school health.

Support your local health association by purchasing and using Christmas Seals.

Benefits for Protection ... so more will be secure.

The Statewide Plan — since its beginning in 1957 — has been improved and expanded to provide more protection for eligible persons and their dependents against the steadily rising costs of hospital and medical care. Medical research has given mankind more ways both to prevent illnesses and cure them when they strike. Hospitals and doctors are far better equipped to effect cures than they were a few years ago. The benefits of the STATEWIDE PLAN are constantly being expanded to meet the needs of those it serves — employees of New York State, other governmental units and agencies and their dependents.

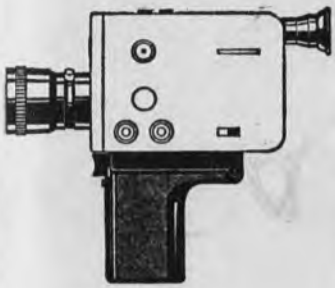
The Major Medical provisions of the STATEWIDE PLAN — provided through the Metropolitan Life Insurance Company — are important! When the total amount of covered medical expenses incurred by a member (or one of his or her dependents) is not covered through Blue Cross-Blue Shield and/or exceeds the benefits under the basic Blue Cross-Blue Shield contracts, the Major Medical expense benefits will cover 80% of the excess covered medical expenses up to a maximum of \$10,000 during a calendar year or \$20,000 during a lifetime, for each covered subscriber. The initial amount for a member, or an eligible dependent of a member is the first \$50 of covered medical expenses in any calendar year.

If you are not now enrolled in the STATEWIDE PLAN, get all the details on how you may enroll from your Payroll or Personnel Officer.



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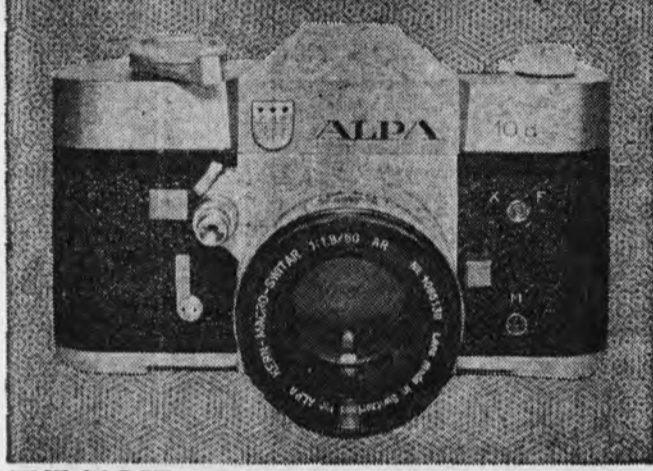
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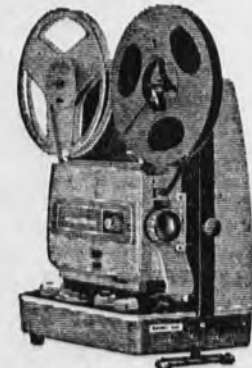


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November Exam For Nassau Police Is Void

The Nassau County police captain and lieutenant exams of Nov. 16, 1968 have been canceled on the basis of a Civil Service Department investigation report which revealed that a

number of candidates who took the test had access to previously used questions, it was announced by the New York State Civil Service Commission.

The rescheduling of these exams is presently under consideration. The Commission found that some items appearing on the November tests had been used in a 1964 examination and had been

removed by unknown persons in violation of Civil Service security measures. These items had been circulated among an unknown

number of candidates in the captain and lieutenant exams. The Commission has directed the strengthening of security

measures on all examinations to prevent a recurrence of such a situation and insure fairness to all candidates.

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CASE SUPERVISOR, Grade B, Child Welfare. Salary range \$6720-\$7670. Open to New York State eligibles. Examination date February 1, 1969. Last day for filing applications January 6, 1969. Applications and further information available at the office of the Ontario County Civil Service Commission, Court House, Third Floor, Canandaigua, New York.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK: COUNTY OF BRONX Adele De Feo, plaintiff, against Francis M. De Feo, defendant. Index No. 13666/1968. Plaintiff designates Bronx County as the place of trial. The basis of the venue is the plaintiff's residence in Bronx County, New York.

SUMMONS: ACTION FOR ABSOLUTE DIVORCE

To the above named defendant: You are hereby summoned to answer the complaint in this action and to serve a copy of your answer or, if the complaint is not served with this summons, to serve a notice of appearance, on the plaintiff's attorney, within 20 days after service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the state of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. Feigin & Silverman, Esqs. Attorneys for the plaintiff: Office and Post Office Address, 215 West 34 Street, New York, N.Y. 10001.

TO: Francis M. De Feo, the above-named defendant. The foregoing summons is served upon you by publication pursuant to an order of Hon. Sidney M. Fine, a Justice of the Supreme Court of the State of New York, entered December 29th, 1968 and filed with the summons and complaint, in the office of the Clerk of the County of Bronx, at the Courthouse, 851 Grand Concourse, Bx., N.Y. The object of this action is for absolute divorce. The attorneys for the plaintiff are Feigin & Silverman, Esqs.

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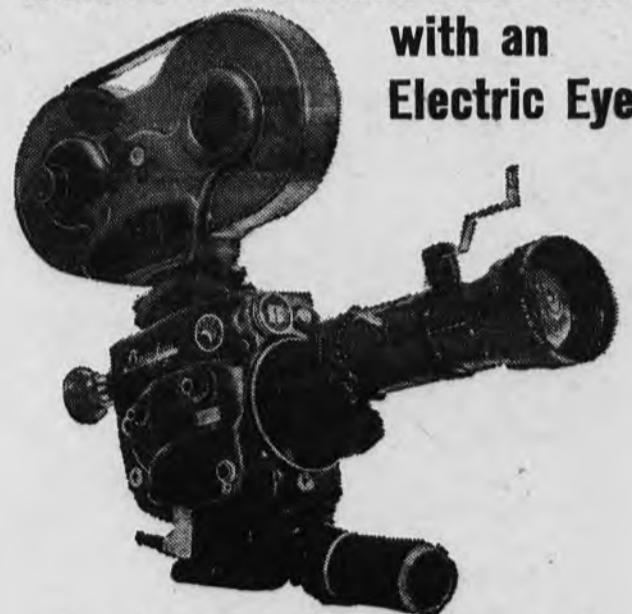
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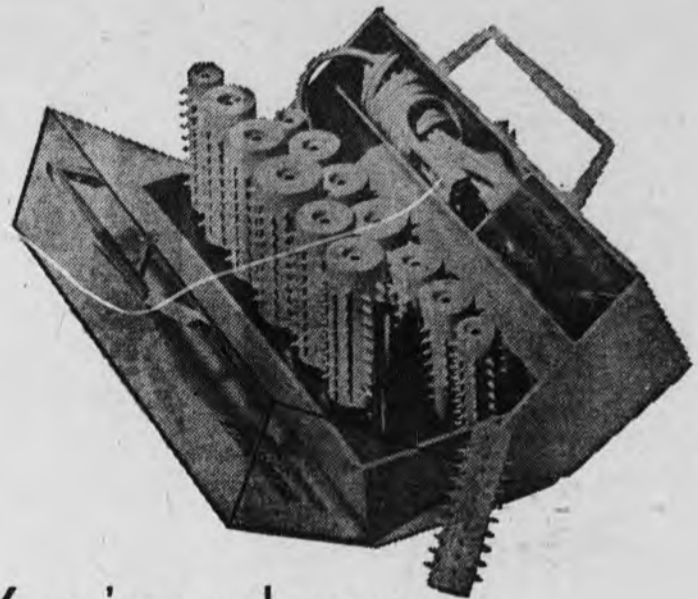
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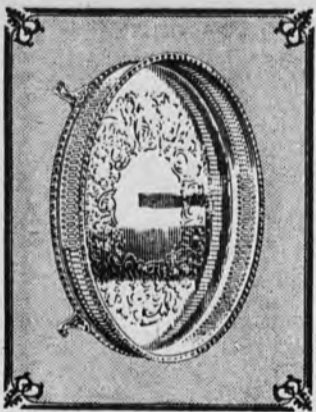
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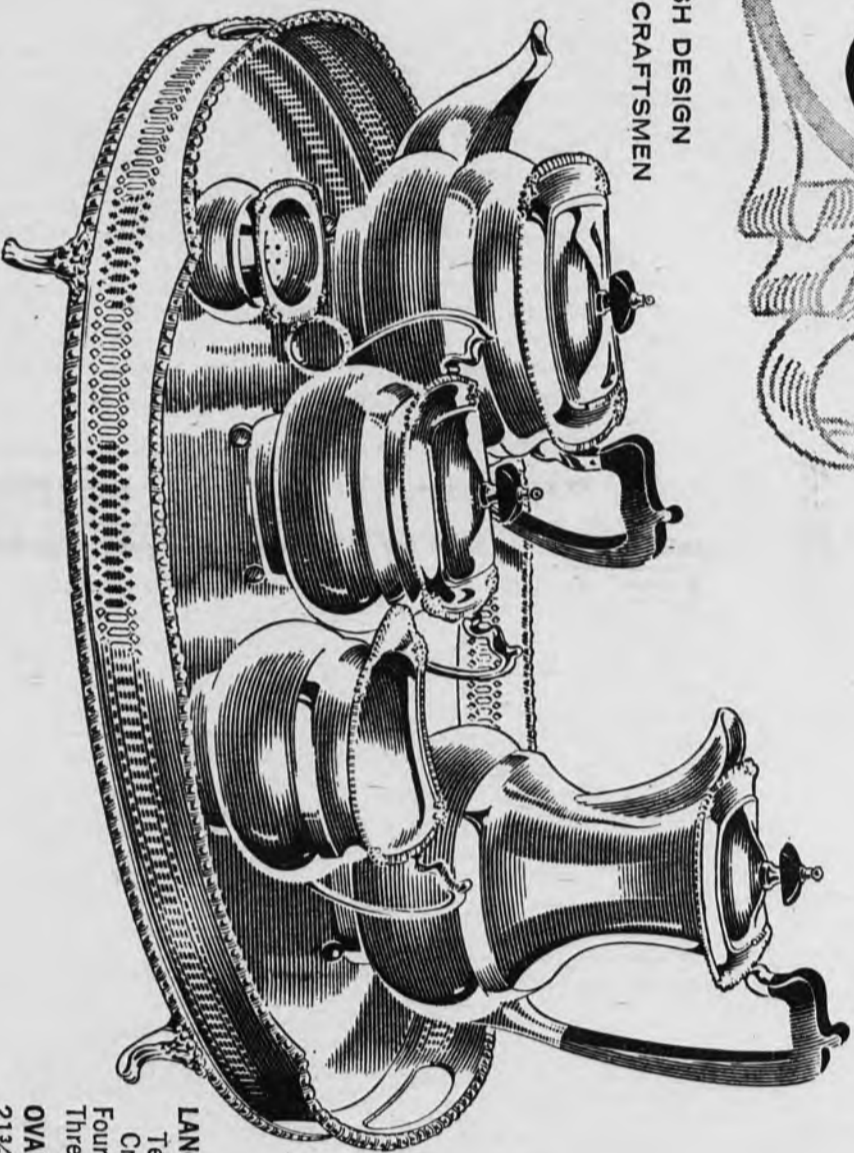


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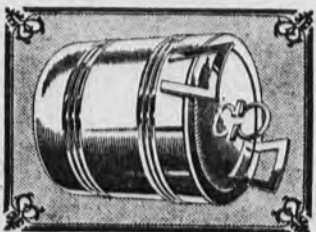


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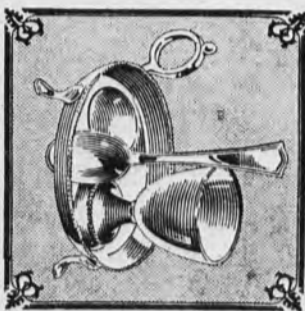


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Don't Repeat This!

(Continued from Page 2)

the Treasury. In addition, there are three other assistant general counsels, all at \$26,264, with one of them "veteran preferred."

The following jobs in the office of the Secretary are all at \$30,239 and preference is given to veterans: assistant to the Secretary (in debt management); assistant to the Secretary (in public affairs); director of the Office of Financial Analysis; special assistant to the Secretary; deputy assistant to the Secretary (tax policy); director, Office of Tax Legislation.

Preference is given to veterans in the following jobs in the same office: deputy assistant to the Secretary (for enforcement), at \$26,274; deputy assistant to the Secretary (Congressional relations), at \$22,835; deputy assistant to the Secretary (public affairs), at \$22,835.

Also in the office of the Secretary are: director in the Office of Tax Analysis, at \$30,209; a deputy assistant to the Secretary (Congressional relations), and a special assistant to the Under Secretary, both at \$22,835.

The national director of the U.S. Savings Bond Division gets

\$30,239. There are also: a special assistant to the Secretary (already vacant), at \$19,780; an assistant to the Secretary (for national security affairs), at \$19,780; a deputy assistant secretary (for international affairs), at \$28,000, veteran preferred in both cases; a staff assistant to the Assistant to the Secretary (for national security affairs), at \$10,203 and a staff assistant to the Under Secretary (liaison officer), at \$19,780.

A special assistant to the Secretary (for enforcement), at \$28,750; a deputy assistant to the Secretary, at \$26,264; and an executive assistant to the special assistant to the Secretary (for enforcement), at \$19,780—veterans preferred for all three.

Also in the Treasury Department, are a Commissioner of Customs, at \$28,000, a maximum of ten positions in the Research and Planning Office of the Office of the Assistant Secretary for International Affairs, all now vacant, ranging from \$14,409 to \$26,264; and two accountants (tax specialist), at \$14,409 and above.

Defense Department

Veterans are preferred for the following positions in the immediate office of the Secretary of Defense: executive and confidential assistant to the Secretary, at \$19,780; private secretary to the military assistant to the Secretary and private secretary to

the Secretary, both at \$10,203; private secretary to the special assistant to the Secretary, \$8,462; and two chauffeurs, at a salary to be locally determined.

Other openings in the same office are: a special assistant to the Secretary and Deputy Secretary, at \$28,000; a staff assistant to the Secretary (already vacant), at \$22,835; a confidential assistant to the special assistant, at \$14,409; a private secretary to the special assistant, at \$7,699; a staff assistant to the special assistant, at \$10,203; a private secretary to the special assistant, at \$8,462; and a chauffeur, at a locally determined salary. The last three named positions were already vacant in the last Administration.

In the office of the Deputy Secretary of Defense, veterans are preferred for the following jobs: assistant to the Deputy Secretary, at \$28,000; Principal Deputy Director of defense research and Engineering, at \$28,750; a deputy director for Southeast Asia matters, at \$28,000; and a deputy director for strategic and space systems, at the same figure.

In the same office, there are other openings as follows: two private secretaries to the Deputy Secretary, both at \$10,203; a director of defense research and engineering, at \$29,500; a deputy director for electronics and information systems, at \$28,000; a deputy director for electronics and information systems, at \$28,000; a deputy director for tactical warfare programs and a deputy director for research and technology, both at \$28,000; a private secretary to the director of defense research and engineering, at \$10,203; and four other secretaries to the same official, all at \$7,699.

Advanced Research

In the advanced research projects agency of the Defense Department, there is a director, at \$28,000 and his private secretary, at \$8,462.

There is an assistant to the Secretary of Defense for administration, at \$28,750 (veteran preferred) and his private secretary, at \$9,247.

In the International security affairs division of Defense, veterans are preferred for the following positions: Assistant Secretary of Defense, at \$28,750; Principal Deputy Assistant Secretary of De-

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fense, at \$28,000; Deputy Assistant Secretary of Defense for European and NATO affairs, at \$30,239; and a private secretary to the Assistant Secretary of Defense for international security affairs, at \$9,297.

Other positions in this office are: Deputy Assistant Secretary (for Far Eastern affairs), at \$30,39; Deputy Assistant Secretary (for plans and arms control), at \$26,264; and assistant to the Assistant Secretary of Defense (for international security affairs), also at \$26,264; Deputy Assistant Secretary (for Northeast and South Asia affairs and MAP policy review) at a salary yet to be determined (position still vacant); a special assistant for planning (in international security affairs), at \$22,835; one confidential assistant to the Assistant Secretary of Defense (for international security affairs), at \$19,780; another, at \$14,409. The last three named positions are already vacant.

(Continued Next Week)

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Columbia Officers

The New York Transit Authority Columbia Association elected officers this month, choosing Paul S. Gibaldi of Brooklyn for president of the 10,000-member organization.

Other new officers are: Angelo Rovegno of Queens, first vice-president; Olderico Puglisi of Brooklyn, second vice-president; Edward Scunziano of Brooklyn, third vice-president; Carmine Chiro of Brooklyn, treasurer; Salvatore Criscione of Brooklyn, financial secretary.

Mr. Gibaldi was treasurer of the Columbia Association for six years.

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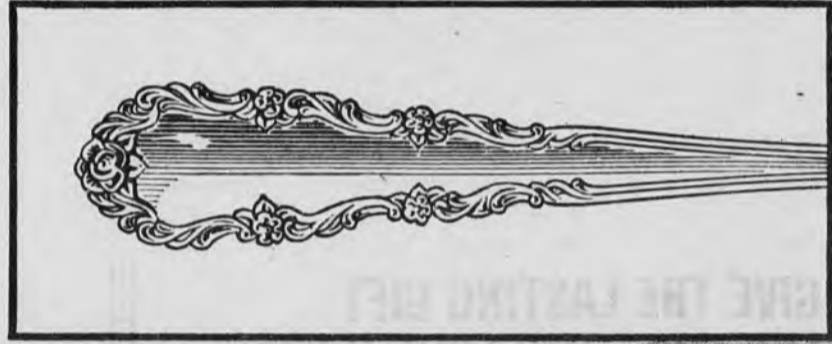
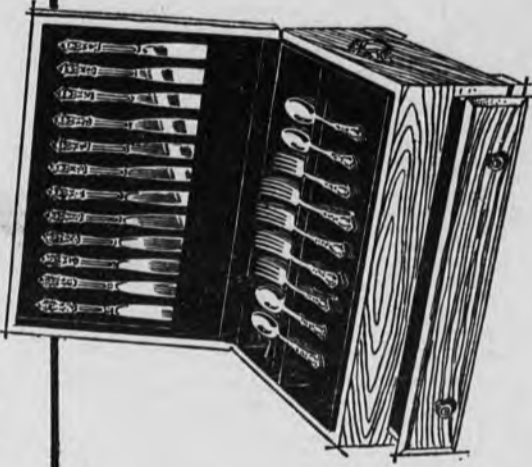
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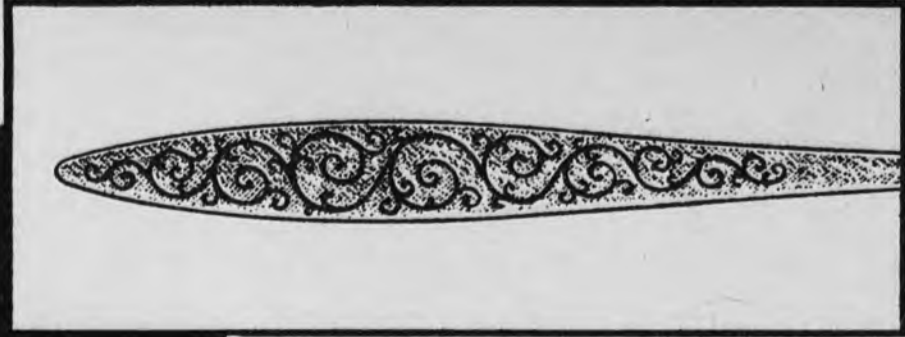
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Unfair Practices In M. H. Dept.

(Continued from Page 1)

for the program in State mental institutions. The department has also insisted that Council 50, AFL-CIO — which had nothing to do with the program — be included in talks on its expansion to other institutions.

CSEA president Theodore C. Wenzl charged that the personnel officer at West Seneca State School had disapproved the posting of a bulletin, which several other institutions had approved, because, the officer said, "This program is a public department program and has been indicated as such."

CSEA initiated the equivalency program, a high school course set up by and jointly administered by CSEA members and institution personnel at the State mental hospitals and schools, at Rockland State Hospital during the summer. The first course, open to employees who lacked a high school diploma, was so successful that the Mental Hygiene Department congratulated CSEA and sought to expand the program, with the Association's cooperation, to other State institutions.

As proof that CSEA had started the program and that the Mental Hygiene Department recognized this, Wenzl called to the attention of commissioner Allan D. Miller a letter from Joseph J. Taggart of the Commissioner's staff to George Celentano, CSEA chapter president at Rockland.

"I want to take this opportunity to thank you for the invaluable assistance which you have given to the high school equivalency training power program," Taggart's letter said. "It is ideas

Negotiations

(Continued from Page 1)

tal Hygiene Department institutions by the membership and staff poor Council 50, AFSCME.

"It is urgent that negotiations be resumed immediately," said Wenzl, noting that the Governor will be submitting his budget to the State Legislature within the next few weeks. Wenzl said: "We want to get back to the bargaining table to insure that a package containing a salary raise, retirement improvements and other benefits is included in the budget he (Rockefeller) submits.

Rockefeller watchers viewed the Governor's turnabout as a compromise move aimed at appeasing several influential New York State labor leaders. It allowed him to get off the hook by shifting the responsibility to his administrative agency (PERB), one observer commented.

"PERB's ruling took the responsibility for resolving the representation dispute out of the Governor's hands and at the same time allowed the striking union to save face and call off its ineffectual strike against mental hygiene patients — a strike that failed miserably and only lost members for the union" — Wenzl declared.

"The strike from the standpoint of the employee participation, were a flop. What success they did have can be attributed to the panic-button attitude of Mental Hygiene Commissioner Allan D. Miller, who needlessly ordered the transfer of patients from several Downstate institutions to other facilities thought to be safe from the strikes."

such as this, coming from the heart of the department, the line employees, which provide some of the most important and rewarding results. It's interesting to note that the employees at Rockland were ahead of the Governor's own staff in suggesting increased in-service training."

The letter went on: "... Again, let me thank you for your help. You have rendered a valuable service to employees throughout the State and to the Department."

Taggart also promised in this letter to try to obtain State funds so that the training program could be expanded to include all mental institutions.

"If this isn't evidence that CSEA was responsible for the high school program," Wenzl said, "then I don't know what is. The refusal to allow the posting of a bulletin that says exactly what that letter says is a denial of the facts."

Wenzl also complained to Miller that several institution directors had refused to meet with CSEA chapter presidents to discuss this program unless Council 50 representatives were present.

Wenzl also told Miller that "When our representatives met with you on Nov. 7, they urged joint par-

'Sweetheart' Union

(Continued from Page 1)

grounds" of the hospital soliciting membership for Council 50.

Lochner first wrote John J. Lagatt, director of personnel for the department on Oct. 9 for this year, protesting the rules infraction by Shaw. CSEA then called for an investigation into the matter.

In early November, the CSEA leader again complained to Lagatt that nothing had been done about Shaw's union activities, but still received no reply.

"CSEA has been following the departmental rules," Lochner told The Leader, "but Council 50 was flaunting them and was not even reprimanded for it, much less punished."

In a letter last week, Lochner charged the department with "unfair labor practice" in allowing the situation to exist for so long. Shaw's sick leave was finally terminated in November by Mental Hygiene Commissioner Allan D. Miller. But Lochner protested that Shaw's union organizing had been "called to the attention of the director of the institution on several occasions."

Lochner asserted that "It looks like Council 50 has become the 'sweetheart' union of the Mental Hygiene Department when its paid organizer can be placed on sick leave with pay and then proceed to be seen all over the grounds of Manhattan State Hospital contacting employees during working hours selling Council 50 membership."

BULLETIN

(Continued from Page 1)

Approval by the full legislative body was expected to be given this Monday. The pay hike represents at least a \$670 increase for all County employees except teachers in the Community College and deputies in the Sheriff's Department.

Negotiations on other economic and non-economic items will continue, a County CSEA spokesman said.

(See earlier story, page 3.)

ticipation of CSEA and the Department to secure justified shift and geographic pay differentials for mental hygiene institution employees, but our plea for joint effort was ignored. Six days later you directed certain State mental hygiene institution heads to assist in a joint effort of your Department with Council 50, AFSCME, whereby a representative of the Department, accompanied by a representative of that union, would call upon private hospitals and institutions in the Downstate area to complete a valid survey to support shift and geographic pay differentials in the State institutions. At our recent meeting, you advised us that this joint survey was discontinued as a result of the Council 50 strike in mental institutions."

The CSEA chief again accused the Department of "unfair labor practices by giving the union (Council 50) much more favorable treatment than you have given to CSEA — this in spite of the fact that 37,000 of your State Mental Hygiene Department employees are members of CSEA, and whereas less than one-third of that number are members of Council 50."

CSEA Awaiting Putnam Contract Talks Resumptior

CARMEL—With 1968 drawing to a close, the Putnam County Board of Supervisors has yet to reach an agreement with the Civil Service Employees Assn. on wages and benefits for 1969 for county employees.

Earlier the supervisors adopted a 1969 budget of \$3,283,903.11 and set last Saturday for another meeting with CSEA representatives in an attempt to resolve differences. The vote was 4-2 approving the budget. The budget, as adopted, does not include the wage increases sought by the CSEA.

Voting against the budget were Supervisors Kenneth Carlson, R-Putnam Valley, and William Mathers, D-Carmel. These two towns did not accept the county reappraisal earlier this year.

Miller Fiddles

(Continued from Page 1)

CSEA Hospital. The sheet blasted CSEA and printed falsehoods about the Association, yet was stamped "OK for Posting" despite a department's rule against posting "controversial" printed matter on institution grounds.

CSEA sent a copy of the questionable bulletin to Mental Hygiene Commissioner Alan D. Miller this fall, with an accompanying letter, saying "We would appreciate advice by your department as early as possible as to how this bulletin would receive approval (for posting) while bulletins put out by CSEA which mention any other organization are disapproved consistently."

"It is obvious," the letter continued, "that the Department of Mental Hygiene is guilty of unfair labor practices in allowing Council 50 to post bulletins which under the departmental rules are

Rockland Aides Receive Pay Boost In Two-Year Pact

(From Leader Correspondent)

NEW CITY — The Rockland County chapter, Civil Service Employees Assn., has signed a two-year contract with the County Board of Supervisors covering approximately 900 county employees.

CSEA Demands Personal Leave For Institution Teachers

(Special To The Leader)

ALBANY — The Civil Service Employees Assn. has called on the Civil Service Commission to amend the present attendance rules governing institution teachers by granting five days a year in personal or business leave.

The action came following an organization meeting of CSEA's institution teachers committee in Albany.

Standardizing of attendance rules for the teachers throughout the State was suggested and issued throughly. The teachers concluded that the rule had to be flexible in order to coincide with the local public school districts. Higher salaries for teachers was also among the prime topics discussed.

Since the adoption of the public school calendar, institution teachers no longer receive five days personal leave, the CSEA spokesman said. "This has now resulted in the misuse of sick leave credits for emergency and religious observances."

The committee recommended that a letter be sent to the Civil Service Commission requesting that five days personal leave be granted to teachers. Acting in compliance with their request, Thomas M. Coyle, CSEA assistant director of research, immediately sent a letter to Commission President Ersa M. Poston, asking that the rule be changed.

In conclusion, the committee stated that better communications are needed in order that the institution teachers, who are spread out across the State in various departments, be informed of what is being done for them. These communications or bulletins should include any negative news as well as positive, too.

Another meeting was recommended to be held in January or early February.

"Harvest Dance"

The Brooklyn State Hospital chapter of the Civil Service Employees Assn. is holding a Harvest Dance on Friday evening, Jan. 10 in the hospital assembly hall.

It's from 9:00 p.m. to 1:00 a.m., with tickets \$1.50 per person and refreshments on the house.

Originally scheduled for Nov. 22, the event had to be postponed due to the possibility of a strike.

not proper for approval."

"Council 50 is the company union in State service," CSEA president Theodore C. Wenzl asserted.

However, no answer has been received from Dr. Miller's office. "This is his usual policy," Wenzl charged.

The major gains in the contract, negotiations on which were started in October, were reallocation of salary grades for 1969 averaging better than 10 percent. Also, the salary schedule has been maintained. The contract calls for time-and-a-half over 40 hours and double time after 48 hours; call-in pay minimum of three hours and standby pay, one hour up to every hour of standby. Vacations include one additional day added to the basic schedule, making it 13 days plus the vacation days for service.

Under Workman's Compensation, employees injured on the job can receive up to six months pay. In 1970, the benefits will include salary increases of one percent in addition to the cost-of-living adjustment to be computed from Aug. 1, 1968 to Aug. 1, 1969. Health insurance based upon the single employee share will be paid 100 percent by the county.

The negotiating team for the county employees included Albert J. Lowry, chapter president; Rudolph Hazucha, chapter representative; Jeno Mitchell, chapter delegate; Michael Frenchay, Probation Department; Alfred Stelzl, Department of Weights and Measures and Harry Edelstein, attorney.

J. Martin Cornell, County Attorney; James Anderson, County Personnel Director, Hugh LaBonne, executive assistant to the Chairman of Board of Supervisors; Jack Blecher, assistant County Attorney, and John Leavy, Personnel Department, made up the negotiating team for the Board of Supervisors.

CSEA Wins Oswego Election, Employees Must Vote Again

(Special To The Leader)

OSWEGO — Employees of the City of Oswego have been urged to fill out and return the new bargaining agent designation card as soon as possible. The Leader learned late last week.

Although cards were mailed in recently and the Civil Service Employees Assn. received enough designations to be recognized, Oswego's mayor last week claimed that many of the cards were filled out incorrectly or incompletely. In order to get to the bargaining table before the budget is submitted, a CSEA spokesman said, the entire process will be repeated. The spokesman stressed that every City employee — even if he has filled out a card once before — must "vote" again immediately for a bargaining agency.

Oswego's budget will be submitted to the City Council on Jan. 20, the CSEA official said, so the second set of cards must be mailed to Terry Coadley at City Hall by that time.

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. AVERIL L. GILL, Plaintiff, against KATHERINE McGRATH, ELIZABETH McGRATH, CATHERINE HEALY, ROSE CANNON, FRANK CANNON, MARY E. CANNON if living and if they be dead, then it is intended to sue their heirs at law devisees, next of kin, executors, distributors, distributees, administrators, and successors in interest, all of whom and whose names and addresses and whereabouts are unknown to plaintiff, and who are joined and designated as a class of "UNKNOWN DEFENDANTS" THE REGISTRAR OF NEW YORK CITY, THE STATE OF NEW YORK, THE CITY OF N.Y. & U.S. OF AMERICA, Defendants. Plaintiffs designates New York County as the place of trial. SUMMONS. Plaintiff resides in New York County.

To the above named Defendants:
YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney, within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated, October 29, 1968.
BENJAMIN SNEED,
Attorney for Plaintiff
Office and Post Office Address:
209 West 125th Street,
New York, N.Y. 10027

NOTICE TO THE ABOVE NAMED DEFENDANTS:

The foregoing summons is served upon you by publication pursuant to the orders dated Nov. 15, 1968, and December 12, 1968, respectively of Hon. Abraham N. Geller and Hon. Charles Marks, Justices of the Supreme Court of the State of New York, filed with the complaint and other papers in the office of the Clerk of the County of New York, at the Courthouse, 60 Centre St., New York, N.Y. The object of this action is to compel the determination of any claims adverse to those of the Plaintiff in the premises known as 411 West 146th Street and situate on the northerly side of 146th St. distant 142 feet westerly from the corner formed by the intersection of the westerly side of Avenue St. Nicholas with the northerly side of 146th St. being 16 feet 6 inches in width front and rear by 89 feet 11 inches in depth on either side, all as more particularly described in the complaint.
BENJAMIN SNEED,
Attorney for Plaintiff

of other benefits, the positions are expected to be filled fairly soon. For information, contact Helen

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