

Civil Service LEADER

America's Largest Weekly for Public Employees

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CSEA Wins Historic Thruway Pact

See Page 3

VOTE FOR CSEA

EDITORIAL

Give A Damn—Use Your Ballot

Of all the liberties enjoyed by Americans, the right to choose representation by secret ballot in elections ranging from unions to the Presidency of the United States is one of the most cherished. Yet, this unique, democratic privilege goes unexercised every year by millions of well-intentioned persons who, for some reason or another, fail to vote even when their own interests are very much at stake.

The result, a good many times, is that these non-voters awaken the next day to find that their fates are now in the hands of a kind of leadership to which they are violently opposed. These same non-voters are further horrified to learn that victory was gained by only a few votes. In other words, it was the non-voters who handed the game to men whose ideas, philosophies and methods of doing things are in direct opposition to those of the man who failed to cast his ballot.

State workers will soon receive ballots in the mail by which they will be asked to choose the organization they wish to represent them in future bargaining with the State. The choice lies between the Civil Service Employees Assn., which for more than 50 years has led State employees higher and higher up the economic ladder with stable, member-elected leadership, or one of two or three other organizations with outsized dues and no record of accomplishment except the mark of a cruel strike against mental patients in the State's hospitals.

Militancy has its place in the labor movement, but the strike called against the Mental Hygiene Dept. by Council 50 of the American Federation of State, County and Municipal Employees, accomplished only two things—the delay of negotiations with the State to the point where workers would have gotten no gains last year were it not for the heroic efforts of the Employees Association and, secondly, the passage of unbelievably harsh amendments to the Taylor Law which now provides strong, individual punishments for workers who break the law.

Intelligent, aggressive leadership such as the Civil Service Employees Assn. offers is one thing. Chaos and anarchy are the alternatives offered by Council 50, AFSCME.

We believe the vast majority of State workers—from Mental Hygiene attendants to Correction Officers to clerks, lawyers, engineers and nurses—are more dedicated to their jobs than to the scheming political and financial ambitions of inept organization leaders, most of whom are not even acquainted with the civil service field.

We believe the most stable, enlightened direction in public employment has come from the Civil Service Employees Assn., which has long since earned the right to represent State workers. This leadership could be endangered, however, by the failure of thousands of employees to vote, even though CSEA is their choice for representation. Show you really do give a damn about your own future. Use your ballot—vote for CSEA.

In Mental Hygiene:

Another Council 50 Local Official Quits, Joins CSEA, Says AFSCME Fails Employees

MINEOLA—Withdrawals from Council 50 of the American Federation of State, County and Municipal Employees in favor of membership in the Civil Service Employees Assn. mounted this week as a resigned official of AFSCME declared the organization has ceased to exist as a voice for State employees.

Failure by AFSCME was cited by Harry Raskin, who has resigned as secretary-treasurer of the Pillgrim State Hospital local of Council 50, in announcing his support of the Civil Service Employees Assn.

"There is no Council 50 anymore," he declared, asserting that deficits, internal politics and dissension had led to a takeover of the council by New York City Employees' Council 37.

"Now CSEA looks more like a

union than Council 50, the International and all of AFSCME put together," Raskin declared. "CSEA is the militant organization now—the Thruway election proved that—and outshines

(Continued on Page 18)

Bread And Butter Items Of Election Detailed By Wenzl

By THEODORE C. WENZL, President
Civil Service Employees Assn.

ALBANY—In the next few weeks you will be voting for an employee organization to represent you in all negotiations with New York State, your employer. This could be the most important vote you cast in your whole life—because your entire future is at stake in this election.

Make no mistake about it—the organization you choose in

ability or lack of it to secure a realistic retirement plan for you, whether or not you spend your retirement years relaxing in the sun, secure on a pension that is kept up to date with the ever-rising cost of living, or whether you spend your last years in near-poverty, sick or unable to work.

The union you select could determine, by its expertise or inexperience in winning solid, realistic health insurance and life insurance coverage for you, whether or not your family will suffer economically if you get sick or

(Continued on Page 15)

Warning!

During the next few weeks, State workers will be deluged with propaganda material from organizations opposing the Civil Service Employees Assn. in the election for representation soon to be underway.

Employees should be warned and aware of the technique of the "Big Lie" which will dominate this Niagara of misinformation. These opposing organizations can claim nothing because they have done nothing for more than 20 years. They are seeking dues for internal advancement of pet projects designed not for employees but for overpaid officials.

Don't be fooled by blatant propaganda. Read the pages of this special issue carefully. The true story of how State employees have benefitted by membership in the Civil Service Employees Assn. is told in great detail. Remember—any organization except CSEA laying claim to any advancement for State workers is indulging in nothing more than the "Big Lie"

the upcoming election will greatly affect your life in the years ahead. The organization you choose could determine, through its skill in winning pay raises and other benefits for you, whether or not your children will go to college. It could determine whether or not you ever pay off the mortgage on your house or ever buy another new car. It could determine, through its

Don't
Repeat This!

Democrats Girding For 1970 Battle To Win Legislature

UNDER cover of the tumult and shouting of the City's Mayoral primary, the opening salvos were fired in the 1970 campaign for Governor and for control of the State Legislature.

It started last month with a fund-raising dinner to replenish Republican campaign coffers for the 1970 campaign, sponsored by the State Committee at the New

(Continued on Page 14)

ONLY ON SUNDAY! Browse or Shop at the New York Flea Market, 25th and Sixth Avenue. Open-Air Arts & Antiques Fair. Adm. 99c.—Advt.

FANTASTIC DOCUMENT

**Contra Costa Employees
Break Ties With AFSCME!**

(AFTER MORE THAN A DECADE OF DISAPPOINTMENT, DISILLUSION AND FRUSTRATION, THE CONTRA COSTA COUNTY EMPLOYEES ASSOCIATION HAS DECIDED TO "DISAFFILIATE" WITH AFSCME. THE FOLLOWING LETTER FROM THE ASSOCIATION TO ITS MEMBERS CONSTITUTES A DAMNING INDICTMENT OF AFSCME AND ITS LEADER, PRESIDENT J. WURF.)

CONTRA COSTA COUNTY EMPLOYEES ASSOCIATION
2739 Alhambra Avenue — Martinez, Calif.

April 22, 1969

Dear Brother and/or Sister:

The Board of Directors and Membership of our union has voted, at meetings held on Monday, April 21st, to disaffiliate from International AFSCME (American Federation of State, County and Municipal Employees) as of the above mentioned date.

It is always unhappy when a relationship which started with high hopes and dreams should end on a note of distrust and, insofar as we are concerned, betrayal of the interests of the individual member by AFSCME.

Yet, for those of you who have been members for any length of time, this move will not come as any great surprise. Our relationship with International AFSCME and its leader, President J. Wurf, has been one of growing strain and tension over the past two or three years.

At one point, when they attempted to strip our local union of its autonomy (control of much of our funds and all of our staff), we fought them to a standstill throughout the state to the point where they finally conceded our point.

\$200,000 WASTE

Unhappily, other AFSCME local unions in California, neither so strong nor insistent of their rights, were forced into an experiment that ended for them only last month in extensive loss of membership and the wastage of some \$200,000 over a two-year period.

It might be pointed out in conjunction with this, that while our local union has paid out \$30,000 a year to International AFSCME in per capita dues, while constantly requesting organizing and other help from the International, we have received nothing whatsoever in return during these same past two years.

The problem that brought the issue to a head was a directive from President Wurf ordering us to cease our efforts toward a collective bargaining agreement in the City of Oakland and in Contra Costa County.

At the same time, he ordered us to get rid of some 400 members who had previously belonged to other organizations and therefore, according to his thinking, had no right to join our local union.

We should point out that since our fight over autonomy with Wurf and International AFSCME began over two years ago, we have made every effort to heal the breach. However, such efforts have consistently been either rejected or ignored.

In December of last year and February of this year we made final attempts to reach an understanding so that we might continue to function inside International AFSCME. On these two occasions representatives of our Board of Directors and Staff met with President Wurf in final agonizing efforts to speak sense and make peace. But Wurf didn't even pretend to exhibit any interest in peace with us.

It was only a month after the last meeting with him that we received his directive which not only extends the old fight, but also would cripple us in doing the basic union job which must be done.

\$30,000 PAYOFF

Throughout this period, as has been previously pointed out, we have gone on paying our \$30,000 per year to International AFSCME, while futilely asking for some return on our members' hard-earned dues.

It is in this context — growing harassment from International AFSCME, no return on our dues, and a directive that cripples our efforts to fulfill our function as a local union — that our Board of Directors and membership decided that if we were to survive, a break was absolutely necessary.

We feel that we have consistently lived up to the highest standards of unionism. We feel that it is intolerable to continue affiliation with an organization (which itself has been guilty of some of the most abominable practices and failures in California unionism) which openly orders us to stop pressing for Collective Bargaining, which is contrary to the standards and ideals all unions have been taught to live up to.

BREAKING TRUST

We feel that in disaffiliating from International AFSCME, we are not breaking our ties with the labor movement and its ideals. On the contrary, we feel that it is International AFSCME which is breaking a sacred trust, not only with us but with the past and future of all working people, everywhere.

Legal justification for our disaffiliation is the fact that our Contra Costa County Employees Association was at the time of affiliation, and continues to be, a legally constituted and incorporated organization under State Law. Our affiliation was made by free choice; the same can be said of our disaffiliation.

We have from our start lived by one basic rule: The member is our reason for being, and it is to that member we owe our allegiance first, last and always. We feel that International AFSCME was attempting to block us from fulfilling this responsibility.

**“ Damning Document
Indicts AFSCME
Leadership ”**

(The article at left and the above headline are reprinted from a recent edition of a California newspaper.)

**STATE
EMPLOYEES:**

Read this story about AFSCME (the Big Daddy of Council 50) -- The organization that is looking for your vote. This is an actual letter sent by the officers of the Contra Costa County Employees Association of California to the Association members. READ THIS LETTER before you decide on what organization you will vote for in State representation elections.

If you read nothing else,
read these crucial paragraphs of the
**LETTER THAT
UNMASKED AFSCME
ONCE AND FOR ALL!**

And don't forget, AFSCME is Council 50!



M.H.E.A. Endorses CSEA In Bargaining Agent Election

(Special To The Leader)

NEWARK—The president of the Mental Hygiene Employees Assn., Mrs. Marie Donaldson, last week called upon all 10,000 MHEA members across the State to vote for the Civil Service Employees Assn. in the upcoming elections in which State employees will choose their bargaining agent.

Endorsements from other groups

bers of MHEA to vote for CSEA in the coming State collective bargaining election and use every effort at their command to encourage all their fellow employees to do likewise. The future welfare of State employees can only be guaranteed through electing CSEA as our collective bargaining agent. Its State-wide strength is needed by all State workers. The results of CSEA-State negotiations these past two years prove that CSEA can represent all us State workers very effectively.

Mrs. Donaldson referred to the 15 percent in pay raises; the 25-year, half-pay retirement plan; improved health benefits; shift and area pay differentials; and many other benefits negotiated by CSEA since 1967.

She said that representatives of the MHEA at all State mental hygiene institutions "will work in close harmony" with the CSEA chapters in those institutions "in an all-out effort to guarantee a big election victory for CSEA."

Pass your Leader on to a non-member.

Anyone Can Vote CSEA

ALBANY — The president of the Civil Service Employees Assn. said last week that CSEA welcomes votes from members and non-members alike in the coming State collective bargaining elections.

"You don't have to be a member of CSEA to vote for CSEA in the election," Theodore C. Wenzl declared. "There has been some confusion about this and now I want to make it absolutely clear that anybody can vote for CSEA, whether or not you are a member."

are also pouring in to the CSEA headquarters daily, a spokesman noted.

In her statement, Mrs. Donaldson said:

I sincerely urge all mem-

Historic Pact Negotiated

Impartial Arbitration On Grievances Included In CSEA's Thruway Contract

ALBANY—An "historic contract for New York State" has been tentatively agreed to by negotiators for the Civil Service Employees Assn. and the New York State Thruway Authority, benefiting the 2,122 employees in the maintenance, toll and clerical unit of Thruway employees.

The \$3.1 million pay and benefit package includes a five percent pay raise with a \$700 minimum raise retroactive to April 1, 1969; shift and location pay differentials; generous improvements in health insurance coverage and in the retirement program and, for the first time in any State contract, provisions for impartial arbitration of grievances.

William E. Tinney, Thruway assistant executive director for employee relations, and Joseph P. Reedy, CSEA collective bargaining specialist, leaders of the two negotiating teams, made the joint announcement at Thruway headquarters.

The contract will not be finalized until it is ratified by the members of the unit and the Thruway Authority Board. Talks between the Thruway negotiating team and the CSEA negotiators began last April.

A \$200-a-year location pay differential will be paid to employees who work in Bronx, Westchester and Rockland counties, and a

\$300 pay differential to shift employees who work at least four hours between 6 p.m. and 6 a.m.

Holidays—Another First

For the first time, all employees will get time off for all legal holidays observed by the State, including those that fall on Saturday as well as the days declared as special holidays by the Governor.

The unprecedented arbitration clause, the first negotiated for a group of Statewide public employees, provides that impartial arbitrators will rule on employment grievances. Formerly, the Thruway Authority Board was the final arbiter of employee grievances.

The retirement improvements for maintenance, toll and clerical employees provide a 25-year, half-pay pension plan, with additional retirement credit for service beyond 25 years and 60 percent of salary at 30 years. Employees' retirement would be computed on the final average of their three consecutive years of salary.

Also won was the privilege of a permanent, unlimited "pass plate" for employee use on the Thruway after five years of service. The plate would be retained by Thruway employees who retire after 20 or more years of Thruway service. This particular item is subject to the approval of the Thruway's bond counsel.

Agreement was made to form joint labor-management committees to study various conditions of employment including the apprenticeship training program, working hours and other conditions.

Sykes Hails Pact

CSEA Special Authorities Committee Chairman Joseph C. Sykes, a member of the CSEA negotiating team, called the agreement an "historic" one. "This agreement, which provides arbitration on employee grievances for the first time, plus generous pay, health and retirement benefits, is a breakthrough for Thruway employees and the Authority alike," he said. "Both the Authority and CSEA can be proud of this contract."

Members of the CSEA negotiating team were Reedy; Sykes; Eugene Bernstein; Jack Gallagher; Earl Rosenthal; Shirley Lacy; Earl Mayfield; Alfred Vitanza; Vito Dandrea; Ronald Roosa; Frank Kawski; Hazel Grenier; Veronica Stead; Jean House; Winifred Guerriere; CSEA counsel Frederick C. Riester; assistant research director Thomas M. Coyle; research assistant Cindy Walker; and Patrick Monachino of the CSEA staff.

Thruway negotiators were Tinney; G. J. Wiley, Thruway controller; John P. MacArthur, special counsel; Thomas A. Gibbs, assistant personnel director; and M. S. Pitzele, labor relations consultant.

CSEA, which is also the bargaining agent for a unit of 270 professional, technical and supervisory Thruway personnel, reached tentative agreement with the Thruway on the terms of a contract for those employees on May 21.

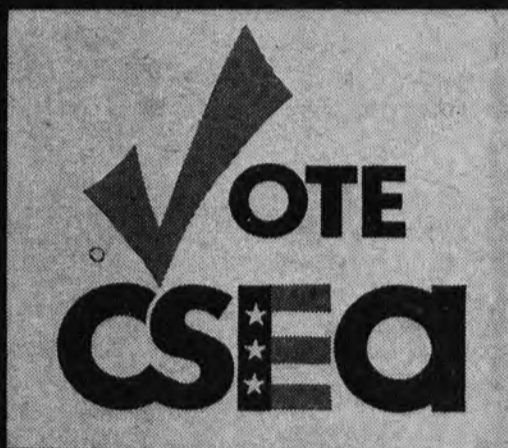
Resolutions Committee Will Meet July 10-11

ALBANY—The resolutions committee of the Civil Service Employees Assn. will meet July 10-11 to review new resolutions proposed by the membership.

Chapter presidents are urged to forward proposals as soon as possible to CSEA headquarters, care of Randolph V. Jacobs, resolutions committee chairman. The deadline date for submitting resolutions is July 20.

The committee reviewed the 1969 legislative resolutions at its first meeting on June 7.

State Workers: Not to vote in this election today...



is like saying you don't give a damn what your wages, pension and benefits will be tomorrow.

New Hope for People Who Have Not Finished High School

Information is available to men and women 17 or over who have not finished high school, advising how they can complete their education at home in spare time. Information explains how you can receive credit for work already completed, and covers selection of courses to meet your needs whether you plan to attend college or advance to a better job. Accord-

ing to government reports high school graduates earn on the average \$75,000 more in their lifetime (from \$25 to \$50 higher weekly pay) than those who did not finish. Without cost or obligation learn how you can be helped. Write for FREE Brochure today. American School, Dept. 9AP-54, 276 Fifth Ave., New York, N.Y. 10001. Phone: BR 9-2604 Day or Night. Approved for Veterans Training.

Computer Operator Job With C.G. In Brooklyn

A digital computer operator position exists with the Coast Guard Supply Center, at a starting salary of \$5,732 per year. Federal civil service employees who are qualified may apply for this post on a promotional basis. Persons not in the Federal service may also apply, for this night shift (4:00 p.m. to 12:30 a.m.) job.

Candidates should report to the Civilian Personnel Branch of the supply center, 30th St. and Third

Ave., Brooklyn; or call ST 8-5000, extension 204 and ask for Mr. Dloss. An interview will be scheduled.

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Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit 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—Department of Civil Service, 1350 Ave of the Americas, N.Y. 10036, phone 765-3811; Gov. Alfred E. Smith State Office Building and the State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse, 13202; 500 Midtown Tower, Rochester, 14604 (Wednesdays only).

After 5 p.m. telephone, (212) 765-3811, give the job title in which you are interested, plus your name and address.

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.

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.

The Statewide Plan:



it's a nice, safe feeling.

Most of us don't have bags of money around just to take care of hospital and medical bills. Most of us just don't save the kind of money a serious illness can cost today. But Statewide Plan subscribers can enjoy that nice, safe feeling — just as if they had bags of money in their own bank vault.

Why?

Because the Statewide Plan is literally worth a small fortune. As a Statewide Plan subscriber, thousands and thousands of dollars are waiting, ready to pay your

hospital and medical bill expenses.

The Statewide Plan doesn't have an option . . . it's a "no-nonsense" program that takes care of you and your family when you need it.

When you have the Statewide Plan you've got it all . . . Blue Cross, Blue Shield and Metropolitan's Major Medical . . . realistic coverage, especially designed for the expensive long-term illness.

You didn't realize you were so rich, or did you, money bags?

BLUE CROSS  **BLUE SHIELD** 

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TUESDAY, JUNE 24, 1969

Another CSEA 'First'

BY gaining agreement in the State Thruway Authority that employee grievances would be handled by impartial arbitration, the Civil Service Employees Assn. last week added another historic "first" to its list of accomplishments as an outstanding negotiator for public employees.

This important step creates a needed precedent for the same treatment of all public employees in the State. The Employees Association did successfully pass in the Legislature this year a bill that would have provided independent hearing officers to handle disciplinary hearings for public employees throughout the State but, unfortunately, the bill was vetoed by Governor Rockefeller, supposedly on technical grounds.

The provision in the Thruway contract sets the stage now for the State to submit to impartial arbitration in other areas, a step that can eventually lead to government being held responsible for its side of the bargain in negotiations, too.

We congratulate the CSEA for adding this important first. It adds further glory to an employee organization which was the first to bring public employees social security coverage; the first to get a non-contributory retirement system for public employees, the first to get a health plan for State workers—and more.

Good Luck

THE New York City Police Patrolmen Benevolent Association has a new leader after 11 years.

John Cassese, who outlasted four commissioners including one who decided to test his power against him, is stepping down. He withstood bitter cold assignments, directing traffic at areas where there was no relief and no reason for him to be there—except the demands of a commissioner who wanted to "get even" with the PBA leader for winning a battle.

The more punishment was heaped upon him, the higher went the respect of his membership and the general public.

One of the most memorable incidents in the career of John Cassese was the picture of the Park Avenue matron, bedecked with furs, stopping her chauffeur-driven limousine and handing Cassese a thermos of hot soup, during one of his banishments to the waterfront post.

Cassese's successor, Edward Kiernan, is no stranger to either the members of the department or to the legislators with whom he must deal when seeking benefits for the the nearly 30,000 New York City policemen. Kiernan is well known and respected both in Albany and in New York City where he guided the PBA-sponsored legislation through the affected legislative body.

To John Cassese—we wish you well.

To Ed Kiernan—congratulations and best wishes for a successful tenure as PBA president.

Mediator Retained

ALBANY—Arnold Zack of Boston has been retained by the Public Employment Relations Board as a mediator in the dispute between the Patchogue-Medford Board of Education in Suffolk County and the Teachers' Associa-

Ruling

ALBANY — Attorney General Louis J. Lefkowitz has held that a fire district is not liable for the negligent operation of a privately owned motor vehicle by its volunteer firemen in performance of their fireman duties.

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs are listed below.

Monday, June 30

4:00 p.m. (color)—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 series.

9:00 p.m. (color)—Lester Smith hosts interviews between City officials and visiting newsmen. Presented in cooperation with WOR-TV.

Tuesday, July 1

3:00 p.m.—Return to Nursing—"The Changing Role of the Nurse." Refresher course for nurses, lesson 1.

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

Wednesday, July 2

3:00 p.m.—Return to Nursing—"Comprehensive Nursing Care." Refresher course for nurses, lesson 2.

4:00 p.m. (color)—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 series.

Mayor Makes Appeal To City Employees: Boost United Fund

Mayor John V. Lindsay has urged all City employees to pledge full support for the newly-formed United Fund of Greater New York, the first United Fund in the City's history.

Emphasizing that the formation of the new philanthropic organization merged the hitherto separate money-raising campaigns of The Greater New York Fund and The American Red Cross in Greater New York, Mayor Lindsay urged each administration, department and agency to take advantage of the United Fund's single appeal.

The Mayor said: "The new United Fund has the enthusiastic support of business, labor and civic leaders who have joined together to make possible this major step forward in New York City philanthropy.

"One essential area of support for the Fund is employee on the job contributions. In this area the support of City employees, like all other employee groups in our City, is vital to the success of this initial United Fund campaign.

The Great New York Fund is the largest network of local hospitals, health and welfare agencies in the world. The American Red Cross provides service for military families and veterans, disaster aid, blood programs, and youth and community projects. Together they expend 86 percent of the total monies spent on voluntary health and social services in the City.

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.")

Amended Exam Notices

PRIOR TO JANUARY 2, 1968, caseworkers assigned to the Department of Social Services of the City of New York were initially classified as caseworker I. After one year of service, they were reclassified as caseworker II. After January 2, 1968, as the result of a new contract with the Social Service Employees' Union, the title of caseworker I and caseworker II were abolished, and caseworkers were simply classified as caseworker.

THE DEPARTMENT of Personnel of the City of New York, by notice of examination published on December 7, 1967 for promotion to supervisor I (Welfare), provided that the examination be open to employees of the Department of Social Services with the title of caseworker II and who had served in the Department of Social Services for a period of not less than six consecutive months immediately preceding that date. Eligibility for certification was limited to employees who had served permanently "in the eligible title" for not less than one year prior to the date of promotion.

ALTHOUGH THE examination itself was not held until February 22, 1968, the Department of Personnel did not amend its notice of examination to reflect the abolition of the classification of caseworker II. Approximately 85 caseworkers who had been automatically reclassified from caseworker I to caseworker on January 2, 1968, participated in the examination confident that the merger of caseworker II title under the new classification of caseworker meant that they satisfied the eligibility requirements. However, instead of being rated on their examinations their test papers were filed without rating on the ground that they had not qualified for admission to the examination.

IN GOLDMAN v. Civil Service Commission the petitioner instituted judicial proceedings to direct the Department of Personnel to rate his paper on the examination for promotion to supervisor I (Welfare). Petitioner was only five days short of a full year's employment on the date of the test. As a full year's experience was a prerequisite for caseworker II, he had not qualified for such title. The Department of Personnel argued that the notice of examination by limiting eligibility to employees in the title of caseworker II in effect required that applicant's have one year's experience even though such title had been abolished.

THE DEPARTMENT'S contention was that it should not have been required to amend the notice of examination to reflect the abolition of the title of caseworker II prior to the date of the examination and specify the requirement of a year's experience.

IT IS ONLY fair to observe that the Department of Personnel often amends notices of examination with far less necessity. The failure to amend the notice reasonably led a large number of employees to interpret the notice as including all caseworkers regardless of whether they were formerly caseworker I or caseworker II. Such employees, as events transpired, devoted the usual hours of preparation and study for a promotion examination in which they participated in vain, simply because the Department of Personnel did not bother to amend the notice of examination to reflect the fact that caseworker II had become a non-existent classification, but that one year's experience as a caseworker was an eligibility requirement.

JUSTICE SIDNEY A. Fine ruled that granting to the petitioner the relief that he requested would be prejudicial to caseworkers with less than a year in the title who had not filed for the examination for supervisor I. The notice of examination for supervisor I (Welfare) stated that it was open to employees of the Department of Social Services who on the date of the test were permanently employed in the title of caseworker II.

IT IS DIFFICULT to understand the Department of Personnel's insistence that employment as a caseworker II implies as a prerequisite at least one year's service on the date of the test when appointment in any event cannot be made until the employee had a year's experience. As the title of caseworker II could only be achieved after a year's service, it seems meaningless to require as well as a year's service on the date of appointment. At the same time, this provi-

(Continued on Page 7)

LAW COLUMN

(Continued from Page 6)

tion in the notice of examination assured that all caseworkers, whether or not they would have qualified as caseworker II, would have a year's experience prior to appointment as supervisor I.

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KEY ANSWERS

EXAMINATION NO. 8140
For Methods Analyst
EXAMINATION NO. 8630
For Promotion to Methods Analyst
Proposed Key Answers for Written
Test Held June 7, 1969
Candidates who wish to file pro-

tests against these proposed key answers have until July 7, 1969 to make a written request for an appointment to review the test in person. Protests, together with supporting evidence, may be submitted on the appointment day.

1, A; 2, D; 3, C; 4, D; 5, D;
6, A; 7, C; 8, C; 9, B; 10, C;
11, C; 12, B; 13, A; 14, D; 15, B;
16, B; 17, C; 18, D; 19, A; 20, D;
21, C; 22, C; 23, D; 24, A; 25, C;
26, A; 27, D; 28, A; 29, C; 30, A;
31, B; 32, D; 33, D; 34, B; 35, C;
36, A; 37, B; 38, B; 39, C; 40, A;
41, C; 42, A; 43, B; 44, B; 45, D;
46, D; 47, D; 48, A; 49, B; 50, A;
51, A; 52, A; 53, C; 54, A; 55, D;
56, C; 57, B; 58, B; 59, B; 60, B;
61, D; 62, D; 63, D; 64, D; 65, D;
66, B; 67, C; 68, D; 69, C; 70, D;
71, B; 72, D; 73, D; 74, ; 75, C;
76, B; 77, A; 78, A; 79, A; 80, C.

The following are the final key answers as adopted by the Commission at a meeting held on June 17, 1969. No protests to proposed key answers were received from candidates.

Proposed Key Answers for Written Test Held June 9, 1969

Candidates who wish to file protests against the proposed key answers must make a written request for permission to review the test. Such written request must be postmarked not later than July 9, 1969, and must contain the candidate's application number. Protests, together with supporting evidence, may be submitted on the appointment day.

1, B; 2, D; 3, A; 4, B; 5, A;
6, D; 7, A; 8, D; 9, C; 10, D;
11, D; 12, D; 13, B; 14, D; 15, D;
16, B; 17, A; 18, D; 19, B; 20, B;
21, D; 22, A; 23, D; 24, B; 25, A;
26, D; 27, D; 28, B; 29, A; 30, A;
31, C; 32, C; 33, A and/or D; 34, D;
35, C; 36, C; 37, B; 38, D; 39, C;
40, D; 41, A; 42, D; 43, B; 44, C;
45, A; 46, C and/or D; 47, C; 48, A;
49, D; 50, B;
51, C; 52, C; 53, D; 54, C; 55, C;
56, A; 57, A; 58, D; 59, D; 60, D;
61, D; 62, A; 63, B; 64, C; 65, C;
66, B; 67, A; 68, B; 69, A; 70, C;
71, B; 72, D; 73, D; 74, C; 75, C;
76, D; 77, A; 78, D; 79, C; 80, A;
81, A; 82, B; 83, D; 84, C; 85, C;
86, A; 87, C; 88, D; 89, A; 90, A;
91, C; 92, D; 93, A; 94, C; 95, C;
96, B; 97, D; 98, B; 99, D; 100, A.

(Continued on Page 16)

Special Military Examination
No. 9 For Promotion To
Road Car Inspector
New York City Transit Authority
Final Key Answers For Written
Test Held February 20, 1969

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Section 1
1, C; 2, A; 3, C; 4, B; 5, A;
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11, A; 12, C; 13, B; 14, D; 15, B;
16, C; 17, D; 18, A; 19, D; 20, C;
21, A; 22, C; 23, B; 24, A; 25, C;
26, D; 27, D; 28, B; 29, A; 30, C;
31, D; 32, A; 33, B; 34, B; 35, B;
36, C; 37, C; 38, A; 39, D; 40, B;
41, B; 42, C; 43, D; 44, C; 45, A;
46, B; 47, D; 48, D; 49, C; 50, D;
51, A; 52, B; 53, A; 54, B; 55, B;
56, A; 57, C; 58, D; 59, C; 60, C.

Section 2
61, D; 62, C; 63, A; 64, B; 65, B;
66, C; 67, B; 68, A; 69, D; 70, B;
71, D; 72, C; 73, A; 74, D; 75, A;
76, B; 77, A; 78, D; 79, A; 80, D.

Section 3
61, D; 62, C; 63, A; 64, B; 65, B;
66, C; 67, B; 68, A; 69, D; 70, B;
71, D; 72, C; 73, A; 74, D; 75, A;
76, B; 77, A; 78, D; 79, A; 80, D.

Section 4
61, D; 62, C; 63, A; 64, B; 65, B;
66, C; 67, B; 68, A; 69, D; 70, B;
71, D; 72, C; 73, A; 74, D; 75, A;
76, B; 77, A; 78, D; 79, A; 80, D.

EXAMINATION NO. 7580
Promotion to Assistant
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\$1,000	2 Years	5%	5.26%	\$1,105.17
1,000	5 Years	5%	5.68%	1,284.03
1,000	13 Years, 11 Months	5%	7.22%	2,005.38

(No withdrawals can be made until the maturity date.
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TO: FRANKLIN NATIONAL BANK P.O. Box 563, Westbury, New York 11590		BONDS TO BE IN NAME OF		MR. _____ MRS. _____ MISS _____ MR. _____ MRS. _____ MISS _____		(ONE NAME OR TWO)	
Enclosed is my check payable to Franklin National Bank for \$ _____ for purchase of Tax Deferred Bonds.				ADDRESS (NO. & STREET)		SOCIAL SECURITY NO.	
Tax Deferred Bonds may be selected in any multiples of \$1,000.				ADDRESS (CITY)		(STATE) (ZIP CODE)	
AMOUNT OF BOND (Minimum \$1,000)		MATURITY DATE (Minimum 2 Years)		NAME OF PURCHASER (PLEASE PRINT)			
		MONTH YEAR		SIGNATURE OF PURCHASER			
\$ _____				ADDRESS (NO. & STREET)			
\$ _____				ADDRESS (CITY)			
\$ _____				(STATE) (ZIP CODE)			
\$ _____							
BONDS WILL BE MAILED TO REGISTERED OWNER AT THE ABOVE ADDRESS							

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RETIREE HONORED — Retiring after 46 years as a referee for the Department of Motor Vehicles is Howard Connelly, center. Presenting him with a certificate for meritorious service is Thomas McDonough, right, president of the Albany Department of Motor Vehicles chapter of the Civil Service Employees Assn. At left is Albert Danzig, deputy commissioner of the Department of Motor Vehicles. Connelly was honored at a dinner at the Golden Fox Restaurant by his co-workers and friends.

Against AFSCME-Weddings

Craig Colony Nurses Will Support CSEA; Condemn SNA Action

SONYEA—Registered nurses employed at Craig Colony State School here have voted unanimously to support and vote for the Civil Service Employees Assn. in the forthcoming State collective bargaining elections.

At a meeting June 9, the nurses joined the nurses at Syracuse State School who had previously condemned the State Nurses Association's recent move to join with the American Federation of State, County and Municipal Employees — without consulting the Nurses Association membership — in the elections.

The Craig Colony nurses called this action "undemocratic," noting that less than one-third of the total number of State-employed nurses are members of the Nurses Association while 80 percent of State-employed nurses are members of CSEA.

Many State nurses it was noted, refuse to support the Nurses Association because they claim this group is fighting against the promotion of nurses who do not have college degrees. The majority of State-employed nurses are professionally qualified and are State-licensed, but do not have college degrees.

Letters of support for CSEA in the coming elections have poured in to CSEA headquarters from professional nurses throughout the State, praising the effective representation they have received from CSEA in the past and denouncing the Nurses Association's move.

At Leader press time it was learned that the AFSCME-Nurses Association alliance did not receive enough votes to get a place on the PERB election ballot for the professional-technical-supervisory unit. Both groups will appear separately on the ballot.

"This proves," said a CSEA spokesman, "that the nurses in New York State want nothing to do with the 'unholy alliance' forced on them by AFSCME and the Nurses Association."

CSEA Demands Investigation Of Nurse Pay Cuts

(Special To The Leader)

ALBANY — The Civil Service Employees Assn. has called for an investigation of the status of geographic pay differentials for New York State registered nurses, in the Metropolitan New York area, charging that many of the differentials have been either rescinded or adjusted downward with no advance warning, as a result of the CSEA-negotiated pay increases.

In the pay raise negotiated by CSEA last April, all State employees received a \$600 or five percent increase (whichever is greater) and an additional \$200 raise was provided for State workers based in the nine-county New York Metropolitan area.

Theodore C. Wenzl, president of the 172,000-member CSEA, telegraphed Governor Rockefeller last week saying that CSEA and the professional nurses involved were "greatly alarmed" over the paycuts which, Wenzl said, in many cases "resulted in a nullification of the pay increase for professional nursing personnel."

Wenzl demanded that Rockefeller have the situation "thoroughly investigated" in order to restore the geographic pay differential to the nurses.

He noted that the State is having a great difficulty in recruitment and retention of professional nurses and that the denial of the pay differential would not make the recruiting any easier.

Rochester Sanitmen Back On Job, Blast AFSCME; Seek New Representative

(From Leader Correspondent)

ROCHESTER — City refuse collections were back to normal after a two-day strike led by a trucker driver-foreman who seeks to throw out the union which represents the sanitation workers — the American Federation of State, County and Municipal Employees (AFL-CIO).

The strike was crushed when City Manager Seymour Scher threatened to invoke the Taylor Law, which could have brought fines, imprisonment, loss of pay and dismissal, against the drivers and laborers.

The issue in the walkout of some 35 workers on the City's east side was the City's plan to cut back on the number of laborers on each refuse truck, which would have eliminated 28 jobs.

The strike halted trash collection in all residential neighborhoods and cut downtown pickups to a minimum. Cool weather and the short duration of the strike prevented a health hazard.

Angel Diaz, a truck driver-foreman, said he had collected more than 60 signatures on a petition calling for an election of another bargaining agent.

He said he sought support to throw out the AFSCME by taking a petition to the National Labor Relations Board. He charged that the AFSCME "does not represent us."

"This union is a City Hall union," he said. "It doesn't give a damn about the drivers and lab-

orers, and we want an outside union to represent us. We never even see the union representative (Jack Cicotte)."

Cicotte met with city officials and, with Alfred Ancello, public works commissioner, issued a statement condemning the stoppage as unauthorized and stating that all workers were expected to be on the job immediately.

"Any grievances any members of the union have should be taken to the union leadership for discussion," the statement read. "There is machinery through which the union and the City discuss such problems."

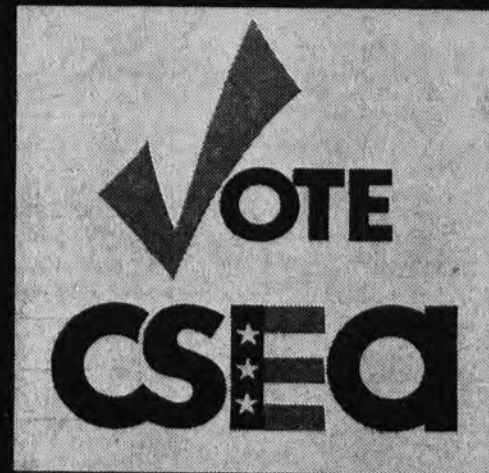
Diaz said he had told Cicotte about the grievances last week, but received no satisfaction or hearing from the City administration.

MH Ass't. Commiss.

ALBANY—Dr. Judith Rettig of Delmar has been appointed assistant commissioner in the Division of Mental Retardation for the State Department of Mental Hygiene at \$28,500 a year.

She will be responsible for the administration of medical activities of the division.

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CSEA gives you the say
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Why You Should Vote For CSEA

1. The collective bargaining strength of CSEA was demonstrated by \$600 minimum (five percent) pay raise, and the new 1/50th guaranteed pension plan, the improved death benefit and the many benefits won for State employees effective April 1, 1969.

Another proof is the 10 percent, minimum \$600, pay increase and the 1/60th guaranteed retirement system and other important benefits—effective April 1, 1968.

2. CSEA bargaining know-how is amply illustrated in spite of the Governor, the Public Employment Relations Board and Council 50 teaming up to illegally stop CSEA negotiations both last year and this year.

3. You can join CSEA without taking any group insurance and all your dues are used to represent you. You can't join Council 50 without taking its insurance and paying for. It is really an insurance organization (Council 50).

4. CSEA has an enviable record of accomplishment for State employees for many years as to salaries, retirement, social security, health insurance, holidays, sick leaves, overtime pay and in the protection of employee interests as to recruitment, transfer, promotion and protection against dismissal.

5. Council 50 and other competitors have no record of accomplishment and service to State employees which is proved by their low membership among State employees.

6. CSEA has the Statewide political strength with the State Legislature to secure laws to back up agreements negotiated with the Executive Branch which are of benefit both to the State and government employees.

7. CSEA has the respect of the State and local executive and legislative branches of government which it has won through honest representation and fair dealings.

8. Council 50 and the other small competitors have very little membership among public workers outside of New York City and do not have Statewide political strength to be successful in the State Legislature and in fact representatives of Council 50 have stressed that the Legislature can do very little for public employees—this statement was made by the executive director of Council 50 to a meeting of the Albany chapter of the Public Personnel Association.

9. CSEA retains an outstanding legal firm to represent its members with several full-time attorneys in Albany and sixteen regional attorneys throughout the State. This firm represents CSEA to assist in negotiations, for its lobbying work with the State Legislature and in the courts and formal hearings involving CSEA interests. Council 50 and the other small competitors have one attorney or borrow an attorney at times. CSEA has unchallenged outstanding legal representation.

10. CSEA has a State headquarters fully equipped 100 yards distance from the State Capitol which provides an efficient and effective base of operations to represent State employees in all matters. Its competitors referred to have second-class space far removed from the State government headquarters consisting of about 1/10th the space and with practically no modern equipment.

11. CSEA has well-qualified staff of experts including public relations, research, administration, grievance and collective bargaining experts, well trained and educated to serve the members throughout the State.

12. Council 50 and our other small competitors have a few employees each and depend upon borrowing help here and there from their sister councils and unions, etc.

13. CSEA has a field staff of 35 well-qualified representatives who serve the members in various parts of the State and who assist in the collective bargaining effort over 400 political subdivisions in which CSEA is recognized as the collective bargaining agent. Council 50 and the other small competitors have three or four of this type of staff.

14. CSEA's dues are \$1 bi-weekly, \$26 annually, all

of it used to represent employees in New York State.

15. Council 50 and our other competitors charge anywhere from \$65 per year to \$90 per year, a good portion of which is forwarded to an International labor czar far removed from State service whose funds are not used on behalf of State employees but are used for National political activity, promotion and other programs over which the individual State employee never has and never will have any control whatsoever as to how this portion of his dues money is spent.

16. CSEA is financially very solvent with sufficient reserves to meet current emergencies and attacks upon the interests of its members whereas Council 50, for example, in its report to the State Labor Department dated June 30, 1968 showed a deficit for the year of \$60,000 of which \$35,000 was a debt outstanding to its benefit fund which the report indicated has not been paid as of that date.

17. CSEA has successfully bargained for State employees throughout the years whereas Council 50 has had little or no experience along this line for State employees. CSEA has bargained as a negotiating agent for employees in hundreds of local government units in New York State and has attained for the employees involved improvements in benefits more liberal during the last two years under the Taylor Law than they had ever heretofore enjoyed.

18. CSEA is the State employees' "own" organization organized from within the State service by State employees themselves. Its union competitors have been brought in from outside the State service to impose themselves on State employees for the purpose of "reaping a harvest of membership dollars"—the small dues of CSEA vs. the large dues of these competitive unions proves this.

19. Each and every member of CSEA elects the officers of CSEA as the chapter members elect its officers. CSEA objectives and programs are voted on by the delegates chosen by the members they represent. State employees are invited to investigate into Council 50's method of operation to see how much different they operate in these regards with very little left to the individual member's say-so (note how Al Baron Wurf, Executive Director of Council 50, is the brother of Jerry Wurf, International President of AFSCME—it looks like the International President runs the whole shebang).

20. CSEA respects the intelligence of State employees by telling them the truth. Council 50, on the other hand, excels in misrepresentation, attempts at confusion and deception. State employees are too intelligent to be misled by Council 50.

21. Council 50 is selling the big lie to professional nurses and others that employees in a particular title or occupation can negotiate separately for themselves in one of the five negotiating units established by PERB in spite of the laws and rules preventing that, and the insistence of the State Government and PERB that it is not possible. Through this deception, Council 50 is trying to divide State employees into many units so that their union can hope to represent some State employees in such smaller units.

22. CSEA consults its members before making major decisions with reference to affiliating with other employee groups, whereas the AFSCME International President, Jerry Wurf, sold out all the members of his State Council 50 by establishing a competitive "Security Council" without consulting Council 50 members.

23. The State Nurses Association; the Safety Officers Benevolent Association; the Licensed Practical Nurses Association, and the majority of the people they claim to represent in State service, bought the big lie from Jerry Wurf that they could represent their own members exclusively and bargain for them in the five negotiating units established by PERB. These organizations did not consult

their individual members before taking this action, and thus their members are advising CSEA headquarters and chapters that they support CSEA fully and will vote for CSEA.

24. The State employees are too intelligent to be misled by organizations such as the Nurses Association and the others named in the previous paragraph who apparently do not give their members the right to express themselves democratically in formulating the major decisions of their organization.

25. All these organizations named in the preceding paragraph are telling their members that they have not joined AFSCME and that they have not joined Council 50, and this must be because they are ashamed to be really affiliated with AFSCME and Council 50 so how can they recommend that their members vote for a merger with these organizations.

26. A vote for AFSCME, or for "no representation" will not eventually relieve a member of paying dues, or the equivalent of same, if AFSCME should win the election in any unit under this misapprehension. The proof is the deal between Mayor Lindsay and AFSCME in New York City whereunder City employees, through an "agency shop" deal made with the Mayor, have to pay to the Union the same amount as if they were a member even though they are not a member.

27. The CSEA membership strength of 170,000 throughout the State is many times the total membership of Council 50 and its small competitors who want to represent departmental or occupational groups. CSEA membership strength is spread out throughout the entire State into over 450 political subdivisions, and thus its influence in the Legislature and the Governor's office, and its experience, far exceeds its competitors. Statewide influence is necessary because the occupational and departmental groups, which the competitor unions hope to represent, are spread throughout the State and decisions with reference to them are of Statewide significance.

28. CSEA does not indulge in high in the sky and absurd promises as does Council 50 which has a string of broken promises extending over the length and breadth of the State, and over many years.

29. AFSCME is a "Company Union"—in New York City, as proven by its deals with Mayor Lindsay—AFSCME Locals in Philadelphia, Rochester, New York and elsewhere are also company unions, as proven by political deals which deprive their members of benefits. In New York State, AFSCME had to depend on the Governor and the Public Employment Relations Board to break up the State service and give it a "chance" to represent some State employees. They would not have any chance whatsoever to be the collective bargaining agent if State employees were all in a single collective bargaining unit.

30. Council 50 concentrated on stopping CSEA-State negotiations without any care whether State employees were deprived of benefits by their action.

31. CSEA had to threaten the Governor with job action in order to get negotiations resumed in March 1969 after they were stopped for a second year in a row by an illegal order issued by PERB, demanded by Council 50, and accepted by Governor Rockefeller. If CSEA did not threaten this action, there would have been no negotiations and no pay increase, retirement improvement, and other benefits for State employees, effective April 1, 1969.

32. If CSEA had not fought through the Court of Appeals to have the order by PERB declared illegal which stopped CSEA negotiations in November 1967, there would have been no resumption of CSEA-State negotiations in March, 1968 which resulted in a 10 percent pay increase, minimum \$600, for all State employees and other important benefits effective April 1, 1968.

CSEA Wins Improved Sites For Paying Youth Corps Aides

ALBANY—Further improvement was won last week by the Civil Service Employees Assn. in the location of payment sites for Summer Neighborhood Youth Corps workers in New York City.

John LoMonaco, president of CSEA's Metro Division of Employment chapter, announced after a meeting between chapter representatives and D of E officials last Friday that two out of three locations protested as unacceptable have been changed.

The changes had been requested, LoMonaco said, because the designated sites posed a threat to personal safety of D of E

employees involved and offered inadequate facilities. The moves affect these sites:

- Payments slated for Office 534, Brooklyn, will instead be made at the Church Building at Mermaid Ave. and West 19th St., Coney Island.
- Payments scheduled at the Mobilization for Youth site at East Second St. will be changed to Office 511 at 3 Carlisle St.

Of the two other sites protested, there is a "good likelihood," according to LoMonaco, that payments will be shifted from the Summer Ave. Armory to the Bedford and Atlantic Ave. Armory, while the site designated at the 142nd St.—Fifth Ave. Armory will remain unchanged.

Last Friday's meeting followed several earlier sessions between LoMonaco's group and D of E officials voicing employee dissatisfaction with the arrangement worked out between the Federal government and the State where—by unemployment insurance per-

sonel of the Division of Employment will take over the job of paying summer workers in the Federally financed Neighborhood Youth Corps program.

Other improvements worked out since the arrangements was first proposed have reduced the number of non-D of E pay sites from 31 to 16 and have cut down the D of E personnel involved from 650 to 150, LoMonaco said. Also, he noted, D of E employees making the payments will be provided with transportation to and from the sites and will be afforded whatever security measures

are necessary.

Attending the Friday meeting for CSEA, in addition to LoMonaco, were Vincent DeGrazia, Irving Sandler, and Louis Goldfarb, members of the Metro D of E chapter; Seth Towse, CSEA assistant counsel; and Thomas Coyle, CSEA assistant director of research.

Division of Employment officials present were Alfred L. Green, executive director; Samuel Diamond, assistant industrial commissioner; Harold Kasper, planning office director; William O'Toole, director of unemployment insurance accounts; and James Slavin, New York area insurance director.

Vacation Home Sales Record Huge Success

Announcing average sales of \$40,000 weekly since the middle of May, Donald A. Gerson, developer, also announces what the public may have guessed, that Hickory Hills, White Haven, Pa., located on Route 940 and Stillwater Lakes, Pocono Summit, Pa.,

located on Old Pa. Route 940 and Interstate 80, are both his projects.

He states that he will shortly add one more community to his nounced on acquiring title. Contracts have been signed. Four-season homes will be offered at less than surrounding prices to summer, spring, fall, and winter vacationists and to retirement minded couples. Stillwater Lakes, Mount Pocono, adjoins the Pocono Manor Golf Club and the 22,000-acre Pa. Hunting and Fishing Preserve. Hickory Hills is practically next door to Hickory Run State Park.

Both developments will be within easy driving distance of "Tocks Island," the huge Delaware River Federal-State Recreation Park enclosing a winding lake 37 miles "department store" of Pocono vacation home projects to be an-long.

Creedmoor Director

ALBANY—Dr. Irwin M. Greenberg is the new director of Creedmoor State Hospital in Queens. He succeeds Dr. Harry A. LaBurt, who retired.

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Long Beach Unit Installs Stapleton

MINEOLA — More than 350 members and supporters turned out as officers for the Long Beach city employees unit of the Nassau chapter, Civil Service Employees Assn., were installed by chapter president Irving Flaumenbaum.

Thomas Stapleton, re-elected president, headed the slate, which was lauded by Flaumenbaum, Long Beach County Supervisor George B. Costigan and City Manager Foster Vogel.

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Nassau Crossing Guards Receive CSEA Awards
MINEOLA—Eighty members of the Nassau School Crossing Guards unit of the Nassau chapter, Civil Service Employees Assn., received awards for 15 years service at a dinner June 6. Chapter president Irving Flaumenbaum was master of ceremonies and unit president Sally Sartor, who also serves on the chapter board of directors, presided. The dinner was at the Coral House, Baldwin.

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LEGAL NOTICE
In a Special Term, Part 1 of the Supreme Court, County of The Bronx, at the Courthouse, 851 Grand Concourse, Bronx, New York, on the 19th day of May, 1969.
PRESENT: HON. HARRY B. FRANK, Justice.
The Matter of the Application of PEPI FOY GEWING, an infant, by OTTO GEWING and BERNICE GEWING, his parents, for permission to assume the name of DAVID PEPI GEWING. Index No. 6783-1969. ORDER AUTHORIZING CHANGE OF NAME.
Upon reading and filing the petition of OTTO GEWING and BERNICE GEWING, the natural parents of PEPI FOY GEWING, the 3rd day of May, 1969, praying for leave to change the name of PEPI FOY GEWING, an infant, to DAVID PEPI GEWING, in place of his present name, and the Court being satisfied by said petition that there is no reasonable objection to the change of name proposed and the said infant having been born in the City of New York, County of The Bronx, State of New York on the 30th day of July, 1954; and the number of the birth certificate of said infant is 164-54-211919 and the Court being further satisfied that the interest of the said infant will be substantially promoted by such change, now, motion of LESTER H. HIRSH, now, attorney for the petitioner, it is hereby ORDERED that the said PEPI FOY GEWING be and he hereby is authorized to assume the name of DAVID PEPI GEWING in place of his present name on or after the 24th day of June, 1969, and it is further ORDERED, that this order be entered on the papers on which it was granted and filed within 10 days after the entry thereof in the office of the County Clerk of the County of The Bronx and that a copy of this order be published once in 20 days after the entry thereof in the N.Y. Law Journal and in the Civil Service Leader, newspapers published in the County of Bronx, and that within 10 days after the making of this order, a copy of such publication, by affidavit to be filed with the Clerk of this Court and it is further ORDERED that upon compliance with the provisions of this order, on and after the 24th day of June, 1969, petitioner shall be known by the name of DAVID PEPI GEWING, and by no other name.
H.B.F.
J.S.C.

DON'T REPEAT THIS!

(Continued from Page 1)

York Hilton Hotel, where 3,500 of the party faithful pledged their allegiance to the party and paid \$150 apiece for a listing in the dinner seating plan.

Governor Nelson A. Rockefeller, Mayor John V. Lindsay and other party luminaries exhorted the diners to gird for the 1970 gubernatorial campaign. That was before Lindsay was read out of the party by President Nixon and the voters in the Republican primary. Bob Hope flew in from Cali-

fornia to serve as master of ceremonies, a circumstance that inspired Minority Leader Stanley Steingut to quip that "Bob was the only hope Rockefeller ever brought to the State."

Upstate Visits

Steingut countered this Republican campaign move with an Upstate swing, accompanied by John J. Burns, chairman of the State Democratic party, to rally party precinct workers for the 1969 local elections as a first step in a broad strategy to unseat Rockefeller in 1970 and to recapture control of the State Assembly, lost by the Democrats in 1968. A return of a Democratic majority to the Assem-

bly would make Steingut the speaker.

As a second step in the party's unfolding strategy for victory in 1970, State Chairman Burns organized a legislative conference that met in Albany. In the call for the conference, Burns outlined the party's tactics from now until November, 1970. "The way to win the Governorship and the Legislature," he said, "is to win the city, town, and county halls in 1969. I hope all Democrats will do their utmost in these local contests, and I urge each one of you to be active now."

Burns' Appeal

Burns' appeal was directed to party leaders and candidates for local office who descended upon Albany to hear a keynote address delivered by State Comptroller Arthur Levitt, the only Democrat who survived the three electoral victories of Rockefeller. After the keynote address, Senate Minority Leader Joseph Zaretzki, Steingut and other members of the State Legislature zeroed in on Rockefeller and Republican legislative leaders for their alleged failures during the 1969 legislative session.

As viewed by the Democrats, the critical issues for 1970 will be the increase in the State sales tax from two to three percent, the failure of the Republicans to approve the proposed Democratic tax reform package, and cuts in

State budget appropriations for education, Medicaid, and other social services.

The program prepared for the Albany conference followed closely the pattern adopted by Burns and Steingut in their Upstate swing through Buffalo, Syracuse, Rochester, and Rockland County. In Buffalo, Steingut told the Democratic gathering that the "result of abdication by the Republican leadership of its responsibilities will be to force middle income and low income families in this area to bear the highest tax burden in the Nation by cutting almost \$12.7 million from State aid to the eight county Buffalo area."

Democrats' Warning

Burns joined in this appeal for the votes of middle and low income families by warning that Republican budget cuts affected most seriously the "aged, the blind, the disabled, the sick, and the children."

A similar tack was taken by both Steingut and Burns in Syracuse, Rochester, and Rockland County. The gut issues for the Democrats in the local elections this year, as viewed from the perspective of next year's gubernatorial and legislative elections, are the sales tax increase, rising real estate taxes on the home owner, and reductions in State appropriations for schools, Medicaid, and social services. This strategy for 1970 will be put to its first test in the local elections throughout the State this November.

LEGAL NOTICE

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Theriot, Chickes Valley Road, Locust Valley, N.Y., \$200,000, 2,758,628; Frank M. Trantham, Jr., 37 Sunset Blvd., Massapequa, N.Y., \$90,000, 1,241,379; Frank M. Trantham, Jr., as Trustee U/A dated July 1, 1968—A FBO Leonie L. Sheldon, Priscilla W. Sheldon and Virginia B. Sheldon, 37 Sunset Blvd., Massapequa, N.Y., \$30,000, .4137931; Frank M. Trantham, Jr., as Trustee U/A dated July 1, 1968—B FBO Leonie L. Sheldon, Priscilla W. Sheldon and Virginia B. Sheldon, 37 Sunset Blvd., Massapequa, N.Y., \$100,000, 1,379,310; Arthur B. Treman, Jr., 220 East 60th Street, New York, N.Y., \$50,000, .6896551; George B. Trimble, Jr., RD3-308, Princeton, N.J., \$25,000, .3448275; Bayard Walker, 120 East End Avenue, New York, N.Y., \$100,000, 1,379,310; Mrs. Maud T. Walker, 120 East End Avenue, New York, N.Y., \$100,000, 1,379,310; Trustees u/w Elisha Walker FBO Bayard Walker, 120 East End Avenue, \$120,000, 1,655,172; Leo D. 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Wenzl Details The Issues

(Continued from Page 1)

disabled or even die before you reach retirement age.

Your vote could determine whether you enjoy your working years with paid holidays off, a decent salary at least comparable to or above those paid by private industry. Whether or not you get paid overtime for the extra work you do; receive cost-of-living and shift pay differentials, and all of the other little things that, added up, make your working years both profitable and enjoyable.

The union you choose could also determine whether or not you keep your job, by its know-how in representing you if you are brought up on a disciplinary charge, by its power—or lack of it—to protect the existence of your job itself, and by how much it cares, or doesn't care, that you get a fair shake from your supervisor.

The responsibilities that you face in choosing an employee organization to represent you in the years ahead are enormous and awesome. I am sure that you sincerely want to choose the organization that can do the most for you and your family, and for the least money.

Now let us look at the two main contenders in the upcoming elections, and see how each one fulfills the grave responsibilities that a public employee union must bear.

On the one hand, there is Council 50, a 20-year-old organization based on downstate New York and drawing most of its membership from that area.

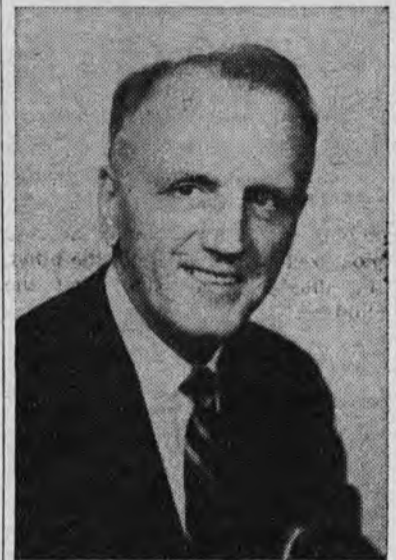
\$65 Dues—For What?

This is a small union which in 20 years of browbeating and harassing state employees in order to recruit them for its \$65-a-year membership has only managed to scrape together less than 15,000 members.

It is an organization which has a history and tradition of name-calling, of fast-talking, and of coming out empty-handed when it goes to meet State negotiators. It is an organization which offers you wild promises that no employer in his right mind would or could grant; an organization

which only last fall staged an uncalled-for, strange and cruel strike at several State mental hygiene institutions, in order to stop the negotiations that were then going on in behalf of State employees between the state and the legal, recognized bargaining agent.

It is also an organization which has no independence. It is tied to a parent union, the American Federation of State, County and Municipal Employees. Council 50 takes its orders from AFSCME. Where, in this muddle of strong-arm top officials, is there room for an individual New York State employee, or even a group of them, to have his voice heard and heeded? Where, in this muddle of politicking and orders from above, is there room for an individual employee to get his single grievance solved? And where is the opportunity, in this organization, for him to elect to his own local officers and to make sure that they carry out the policies that he and his fellow employees want them to carry out?



THEODORE C. WENZL

20 Years of Failure

In 20 years, this organization has failed to build an effective field staff to meet with you and help you solve your problems with your employer; it has not developed an internal staff of experts who know civil service law, who can draw up career ladders, who know the individual state departments with their unique problems and policies, who are experienced in negotiating with public employers who understand the problems of public employees today and know how to deal with them; who can speak your language and find out what you need done for you, and then find the ways and means to do it.

This is an organization that has characterized itself by engaging in fighting, by disregarding its own constitution, and by spawning droves of former members and officers who quit and seek membership in other labor organizations because they want to have a voice in their own union.

Talkers, Not Doers

It is an organization of big spenders and talkers, not doers. It is an organization which feeds on its members and is ever ready to devour more and more of their dues money—for what?

This organization described above, Council 50 (or AFSCME) is seeking your vote.

On the other hand, I offer you CSEA's fine record of achievements—some in the past and present and many more in the future.

CSEA is the organization which is ruled by its members through their elected delegates and which exists not to fill its treasury, but to fulfill the needs and desires of its more than 172,000 members in New York State public service.

CSEA is an independent labor union, answering to and taking

orders from no one but its members.

CSEA Performs

CSEA is the organization which has won every major victory for state employees in the past—the 5-day work week; the 25-year, half-pay retirement plan; the minimum wages of \$4900 for up-state and \$5200 for New York metropolitan area employees; the unprecedented and unequalled Blue Cross, Blue Shield and Major Medical Health benefits; the right to bargain collectively, by law, with your employers; and many more.

CSEA is the organization which has solved untold numbers of individual grievances and on-the-job problems—problems involving overtime, callback pay, disciplinary cases, out-of-title work, irrational supervision, unsanitary working conditions, reallocations, an reclassifications, paid holidays, sick leave, personal leave, personality differences, and on and on. Every one of these matters has been brought to CSEA for action. And every one has been solved or at least improved. Every person working for the State today enjoys the fruits of CSEA's labor and effectiveness over the years.

And CSEA never stops working for the public employee—our dedicated field staff, our research and program people, our public relations men who get your message to the public—the message of the dedicated public employee performing an essential service—our legal staff including regional attorneys, our collective bargaining specialists—all are on the job full-time constantly seeking to improve the lot of the New York State public employee.

Our Huge Membership

CSEA's success can be measured not only by the benefits that we've won for public employees throughout the last 59 years, but also by our huge membership. More than 172,000 people have given us their trust and their

endorsement and their hard work. These thousands of employees have built CSEA into the organization that can do the best job for them—their organization.

In contrast the wild claims of the other organization that is seeking your vote, I offer you the dedicated hard work, the diligence and the knowhow of the organization — CSEA — that has proven to you and will continue to prove to you in the future that it is your ally, your protector and your union. Remember—you are CSEA. Your vote is vital—use it!

CSEA Wins 25-Year Plan In West Seneca

(From Leader Correspondent)

BUFFALO — The Civil Service Employees Assn. blazed another trail last week when the West Seneca Town Board agreed to adopt the 25-year retirement plan for about 100 town employees.

It was the first political subdivision in Erie County to pledge the 25-year clause, a benefit now enjoyed by more than 100,000 State employees.

West Seneca is a populous suburb of Buffalo. The West Seneca unit, Erie chapter, CSEA, is the bargaining agent for the 100 workers. Robert Dobstaff is unit chairman.

Thomas B. Christy, a CSEA field representative, conducted the negotiations that led to the 25-year retirement plan.

Rights Board Member

Governor Rockefeller has appointed Mrs. Irma Vidal Santella of the Bronx, subject to Senate confirmation, as a member of the Human Rights Review Board for a term ending June 30, 1972. The post pays \$26,224 annually.

Charge Bad Faith

Niagara Falls Teachers Jam Bd. Meeting

(From Leader Correspondent)

NIAGARA FALLS — Charging bad faith in negotiations by the Niagara Falls Board of Education, about 400 non-teaching employees of the Falls school system demonstrated Thursday, June 19 at the Board's regular June meeting.

The 400 workers are represented for collective bargaining purposes by the Niagara County chapter, Civil Service Employees Assn. "As far as the CSEA is concerned," said Thomas B. Christy, a CSEA field representative who is negotiating for the chapter, "there is an impasse."

The CSEA termed the peaceful demonstration a "job action." Allen Sharp is chairman of the unit that represents the non-teaching employees and John Hilliard is a member of the negotiating committee.



GETTING OUT THE VOTE — Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn. and CSEA chapter presidents from around the State met last week in Albany to plan

for the forthcoming election to decide a bargaining agent for State employees. CSEA's local government chapter officers will assist State Division officers in getting out the vote.

Retirees' City Hall Rally Called Complete Success

Gerard Farley, president of the New York City Civil Service Retired Employees Association, said this week that the City Hall demonstration last week concerning rehiring retired City employees was a complete success.

Gathering in the Board of Estimate chamber, two hundred members of the Association heard president Farley and Secretary-Treasurer Herbert S. Bauch demand of the Board of Estimate officials that the provisions of the recently enacted Grieco Law be disseminated to all commissioners.

The Grieco Bill, signed into law by Governor Nelson A. Rockefeller several months ago, permits a retired City employee to work for the City of New York and earn up to one thousand dollars a year without jeopardizing his City pension.

Farley said that it was a shame that pensioners had to wait so long for their first pay check, and said that the City could pension their employees, and immediately rehire them while they waited for their pension checks.

Bauch, in his address said that the Association was informed that almost twenty percent of all retired City employees were receiving some kind of supplementary assistance, much of it on welfare and said it was a "de-

grading" slight indeed to see retired City employees who were on the ball, knew their jobs, denied the right to work for the City while "kids" were given summer jobs. He said that he did not mean that these young people should not be taken off the streets during the summer. He thought it was a very good idea, but that retired City employees were entitled to some consideration in this area, too.

Also present were Executive Board members, Walter McDonald and Irving Hirsh, as well as the following delegates of the Association: Leonard Forgione, John Schiavone, Willard M. Trohmelmer, John P. Lowry, Harriet Schmitz, Elsie Aull, Albert Lazarus, John McCormack, Giuseppe Salerno, Gaetano Savasta, Frank Raitano, George Sweeney, Thomas J. Kinney, Edna L. Rosebrock, Charles Schmelzer, Edward Bronsko, Victor Shapiro, Joe Judelson, James McEvoy, Robert Dausch, Thomas J. Galvin, Ethel A. Koontz, Giovanni Spadaro, Salvatore Arena, John Damiano, James Stabile, Nicholas Divirgilio, Victor Scuccimarra, Alexander Klein, William F. Lynch, Louis Pearlman, Samuel H. Fenold, William McCormick, Alice R. Kramer, Mabel Wettl, Abraham Ashkenazy, Stephen S. Konchelder, Angelo Nwgritti, Denzil Thorpe, Bernard Schrift, Stephen J. Vitkan, William Schonfield, John Civitello, Henriette Law, Salvatore Insemona.

Talks Continue For School Lunch Mgrs.

The School Lunch Managers Division of Terminal Employees Local 832 met several times this week with representatives of the Board of Education in various parts of the city.

Fred Castiglione, vice-president of the local, along with Sylvia Gottlieb, John Matine and Reginald Richards met with William Scully in Long Island City to discuss the issue of summer work for the school lunch managers. Also on their agenda was the vacation schedules of the managers. Under the contract with the Board of Education, Castiglione said that for the first time the school lunch manager is being paid on a twelve month or annual basis.

A schedule was worked out whereby school lunch managers who were scheduled to work for one month during the summer were to be given assignments for that month. It was also agreed upon that school lunch managers who did not desire to work for the one summer month would be granted consideration if a request for same was made to Director of School Lunches Kevin Howard.

A regional meeting held on Staten Island was well attended and was held to discuss local issues affecting the school lunch manager.

Several grievances submitted to vice-president Castiglione were discussed by the committee and declared valid, with the result that a meeting with Crescent Street Board of Education officials was requested. School lunch managers were advised to watch coming issues of the Civil Service Leader for results of the next meeting between the Board of Education and School Lunch Manager Division representatives.

In Five Districts

Nassau Chapter Bucks School Austerity Budgets Winning Big Pay Boosts

MINEOLA — Five more school district units of the Nassau chapter, Civil Service Employees Assn., have bucked the atmosphere of austerity by gaining significant pay boosts ranging to 15 percent, it was reported this week by chapter president Irving Flaumenbaum.

Top boost was gained by the Freeport School District unit, where no-teaching employees will get an eight percent boost in the coming year and an additional seven percent the following year, all in addition to any provided longevity increment.

Units in the schools of Malverne, Bethpage, Jericho and Plainview-Old Bethpage achieved similar boosts for the coming year.

The gains, especially in Plainview-Old Bethpage, where attempted raids by another union in the midst of contract negotiations, had threatened to undermine the employees' bargaining position, "proved that when we had unity there is no question what we can do," Flaumenbaum asserted.

The Plainview-Old Bethpage employees rejected the union raid in time to demonstrate solidarity and win the salary concessions in time to be included in a school budget vote.

The agreement provides a seven

percent boost for all clerical employees and a 20 cent an hour boost and the addition of four new steps for cafeteria personnel. There is also a ten year true longevity step of \$200.

The agreement was reached in time to be included in an upcoming school budget vote. Other benefit items were still being negotiated.

The Freeport agreement, a two year pact, provides a boost of 15 percent plus increased hospitalization insurance contribution of \$30 per employee in the coming year and \$60 in the following year. Among other items, was adoption of the 1/60 retirement plan retroactive to 1938.

Malverne employees won a \$550 across-the-board pay adjustment, improved vacations, night differential, life insurance and disability insurance.

In Bethpage, gains of \$600 for custodian and \$500 for clerical workers were won.

In Jericho it was a seven percent adjustment and a five per-

Key Answers

(Continued from Page 8)
EXAMINATION NO. 7580
Promotion to Assistant
Civil Engineer

Proposed Key Answers for Written Test Held June 7, 1969

Candidates who wish to file protests against the proposed key answers must make a written request for permission to review the test. Such written request must be postmarked not later than July 7, 1969, and must contain the candidate's application number. Protests, together with supporting evidence, may be submitted on the appointment day.

1. B; 2. D; 3. A; 4. B; 5. A; 6. D; 7. A; 8. D; 9. B; 10. A; 11. D; 12. B; 13. B; 14. C; 15. D; 16. D; 17. D; 18. B; 19. D; 20. D; 21. A; 22. C; 23. C; 24. A and/or L; 25. D;

26. C; 27. C; 28. B; 29. D; 30. C; 31. D; 32. A; 33. D; 34. B; 35. A; 36. D; 37. D; 38. B; 39. A; 40. B; 41. C; 42. C; 43. D; 44. C; 45. D; 46. A; 47. D; 48. B; 49. C; 50. A; 51. C and/or D; 52. C; 43. A; 54. D; 55. C; 56. B; 57. A; 58. B; 59. A; 60. C; 61. B; 62. D; 63. C; 64. A; 65. A; 66. D; 67. D; 68. D; 69. D; 70. A; 71. B; 72. C; 73. C; 74. A; 75. A;

76. B; 77. D; 78. C; 79. D; 80. C; 81. C; 82. D; 83. A; 84. D; 85. C; 86. D; 87. A; 88. C; 89. C; 90. B; 91. D; 92. B; 93. C; 94. A; 95. C; 96. D; 97. A; 98. A; 99. D; 100. A.

EXAMINATION NO. 8140
For Methods Analyst
(Sabbath Observer)

Proposed Key Answers for Written Test Held June 6, 1969

Candidates who wish to file protests against these proposed key answers have until July 7, 1969 to make a written request for an appointment to review the test in person. Protests, together with supporting evidence, may be sub-

mitted on the appointment day.
1. D; 2. A; 3. B; 4. C; 5. C; 6. B; 7. A; 8. D; 9. B; 10. C; 11. D; 12. A; 13. C; 14. B; 15. D; 16. D; 17. B; 18. C; 19. A; 20. B; 21. B; 22. B; 23. C; 24. D; 25. A; 26. D; 27. C; 28. C; 29. D; 30. D; 31. A; 32. C; 33. C; 34. A; 35. D; 36. A; 37. C; 38. A; 39. A; 40. C; 41. D; 42. D; 43. B; 44. B; 45. A; 46. C; 47. D; 48. D; 49. B; 50. C; 51. D; 52. D; 53. D; 54. B; 55. D; 56. D; 57. D; 58. C; 59. B; 60. A; 61. A; 62. A; 63. C; 64. D; 65. A; 66. B; 67. A; 68. A; 69. A; 70. C; 71. A; 72. D; 73. C; 74. B; 75. B; 76. B; 77. B; 78. D; 79. D; 80. D.

EXAMINATION NO. 9007
For Senior Methods Analyst
And EXAMINATION NO. 9501
For Promotion To
Senior Method Analyst

Proposed Key Answers for Written Test Held June 7, 1969

Candidates who wish to file protest against these proposed key answers have until July 7, 1969 to make a written request for an appointment to review the test in person. Protests, together with supporting evidence, may be submitted on the appointment day.

1. A; 2. D; 3. C; 4. D; 5. D; 6. A; 7. C; 8. C; 9. B; 10. C; 11. C; 12. B; 13. A; 14. D; 15. B; 16. B; 17. C; 18. D; 19. A; 20. D; 21. C; 22. C; 23. D; 24. A; 25. C; 26. A; 27. D; 28. A; 29. C; 30. A; 31. B; 32. D; 33. D; 34. B; 35. C; 36. A; 37. B; 38. B; 39. C; 40. A; 41. C; 42. D; 43. A; 44. D; 45. C; 46. C; 47. D; 48. A; 49. D; 50. D; 51. A; 52. B; 53. B; 54. D; 55. D; 56. A; 57. A; 58. A; 59. B; 60. D; 61. D; 62. C; 63. D; 64. A; 65. D; 66. A; 67. D; 68. B; 69. C; 70. C; 71. B; 72. A; 73. D; 74. B; 75. B; 76. A; 77. B; 78. C; 79. A; 80. C.

EXAMINATION NO. 9007
For Senior Methods Analyst
(Sabbath Observer)

Proposed Key Answers for Written Test Held June 6, 1969

Candidates who wish to file protests against these proposed key answers have until July 7, 1969 to make a written request for an appointment to review the test in person. Protests, together with supporting evidence, may be submitted on the appointment day.

1. D; 2. A; 3. B; 4. C; 5. C; 6. B; 7. A; 8. D; 9. B; 10. C; 11. D; 12. A; 13. C; 14. B; 15. D; 16. D; 17. B; 18. C; 19. A; 20. B; 21. B; 22. B; 23. C; 24. D; 25. A; 26. D; 27. C; 28. C; 29. D; 30. D; 31. A; 32. C; 33. C; 34. A; 35. D; 36. A; 37. C; 38. A; 39. A; 40. C; 41. C; 42. D; 43. A; 44. D; 45. C; 46. B; 47. B; 48. A; 49. B; 50. C; 51. A; 52. A; 53. D; 54. B; 55. C; 56. C; 57. B; 58. A; 59. D; 60. A; 61. A; 62. A; 63. B; 64. D; 65. D; 66. C; 67. D; 68. A; 69. D; 70. C; 71. D; 72. A; 73. D; 74. D; 75. A; 76. B; 77. B; 78. D; 79. D; 80. C.

EXAMINATION NO. 8536
Promotion to Assistant
Train Dispatcher

New York City Transit Authority
Proposed Key Answers for Written Test Held June 7, 1969

Candidates who wish to file protests against these proposed key answers have until July 7, 1969 to make a written request for an appointment to review the test in person. Protest together with

cent night differential for members in four divisions.

Bethpage and Jericho agreements were limited to monetary issues in order to meet scheduled budget votes, and negotiators were pressing demands for fringe benefits.

supporting evidence may be submitted on the appointment date, but not later than one week after the test review appointment day.

1. A and/or D; 2. C; 3. A; 4. C; 5. B; 6. A; 7. B; 8. B; 9. D; 10. D; 11. A; 12. C; 13. B; 14. D; 15. D; 16. A; 17. B; 18. B; 19. B; 20. D; 21. B; 22. B; 23. D; 24. C; 25. A; 26. C; 27. D; 28. B; 29. A; 30. B; 31. D; 32. B; 33. A; 34. A; 35. C; 36. B; 37. A; 38. B; 39. C; 40. C; 41. A; 42. D; 43. B; 44. C; 45. D; 46. B; 47. D; 48. C; 49. A; 50. A; 51. C; 52. D; 53. C; 54. A; 55. B; 56. A; 57. A; 58. B; 59. C; 60. C; 61. A; 62. D; 63. C; 64. B; 6. B; 66. C; 67. C; 68. B; 69. B; 70. D; 71. B; 72. D; 73. C; 74. A; 75. D; 76. B; 77. C; 78. C; 79. C; 80. D; 81. C; 82. B; 83. D; 84. B; 85. B; 86. C; 87. A; 88. C; 89. A and/or D; 90. B; 91. A; 92. B; 93. C; 94. D; 95. D; 96. D; 97. A; 98. D; 99. A; 100. A.

EXAMINATION NO. 8143
Assistant Bridge Operator
Rating Key Answers for Written Test Held June 7, 1969

1. B; 2. C; 3. A; 4. D; 5. A; 6. A; 7. A; 8. D; 9. B; 10. A; 11. B; 12. B; 13. D; 14. B; 15. A; 16. C; 17. B; 18. D; 19. D; 20. B; 21. A; 22. C; 23. C; 24. A; 25. C; 26. D; 27. A; 28. A; 29. B; 30. B; 31. B; 32. A; 33. D; 34. B; 35. C; 36. A; 37. C; 38. D; 39. C; 40. C; 41. C; 42. D; 43. B; 44. C; 45. B; 46. D; 47. C; 48. A; 49. A; 50. D; 51. D; 52. B; 53. B; 54. C; 55. D; 56. A; 57. C; 58. D; 59. C; 60. D; 61. D; 62. C; 63. D; 64. B; 65. B; 66. A; 67. C; 68. A; 69. C; 70. C.

EXAMINATION NO. 8107
Senior Engineering Technician
Rating Key Answers for Written Test Held June 7, 1969

1. D; 2. B; 3. A; 4. C; 5. A; 6. A; 7. B; 8. D; 9. C; 10. B; 11. D; 12. A; 13. C; 14. B; 15. D; 16. D; 17. A; 18. B; 19. C; 20. A; 21. D; 22. C; 23. B; 24. D; 25. B; 26. B; 27. A; 28. C; 29. D; 30. B; 31. B; 32. D; 33. B; 34. D; 35. A; 36. C; 37. D; 38. B; 39. D; 40. A; 41. B; 42. D; 43. B; 44. B; 45. B; 46. C; 47. B; 48. C; 49. D; 50. B; 51. D; 52. B; 53. D; 54. D; 55. C; 56. A; 57. A; 58. A; 59. B; 60. D; 61. A; 62. C; 63. C; 64. A; 65. B; 66. B; 67. D; 68. C; 69. D; 70. B; 71. C; 72. A; 73. B; 74. A; 75. B; 76. D; 77. C; 78. C; 79. A; 80. A; 81. D; 82. A; 83. C; 84. B; 85. A; 86. A; 87. A; 88. C; 89. C; 90. C; 91. D; 92. C; 93. A; 94. D; 95. A; 96. D; 97. B; 98. A; 99. C; 100. B.

Treasury Agents

(Continued from Page 5)
ret Service and Bureau of Customs.

The GS-5 positions, except special agent (Intelligence) require three years of experience of which two years must have been in criminal investigation work. For GS-5 special agent positions in the Intelligence Division, Internal Revenue Service, three years of accounting and auditing experience is required.

Grade GS-7 positions require an additional year of criminal investigative experience. For all positions college level education may be substituted for all or part of the experience.

Application forms and a copy of announcement No. NY-9-10 may be obtained in any post office in New York State where this announcement is displayed; the Interagency Board of U.S. Civil Service Examiners, 26 Federal Plaza, New York City; and the Internal Revenue Service, Room 1105, 90 Church St., New York City.

CSC Changes Rules On Severance Pay

The Civil Service Commission is changing its regulations governing severance pay to avoid hardships to employees occasioned by an earlier amendment to its severance pay regulations. The change will be effective upon publication of the Federal Register, expected soon.

The new amendment will allow severance pay for employees separated from the service in connection with a transfer of function or reduction in force when they decline reassignment to a position in another commuting

area, even if the agency offers to pay transportation and household moving expenses. The earlier amendment to the regulations prohibited severance pay if the employee declined to accept a position of like seniority, tenure, and pay in another commuting area when the agency offered to pay transportation and household

moving expenses in connection with a transfer of functions.

Trainee Promotion Test

A written examination was given to the 427 candidates for promotion to car maintainer trainee recently.

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SAFETY OFFICERS MEET — CSEA Security Unit adviser John M. Carey, standing, addresses meeting of Long Island Mental Hygiene Department safety officers. Carey and other staff members from CSEA discussed the future of the safety officers and what role CSEA will play in shaping it. Seated at left is Nicholas Pollicino, Long Island Mental Hygiene field representative, and at right, Lawrence Doyle, president of CSEA's Central Islip State Hospital chapter.



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Fight Continuing On OGS Firings

ALBANY—Civil Service Employees Assn. representatives are exploring every avenue to prevent the firing of 35 architects and nine chauffeurs in the Albany Office of General Services, the Leader learned last week.

John A. Conoby, CSEA's field representative, and representative of the architects, met last week with State Senator Walter Langley of Albany, and had scheduled meeting over the weekend with Senator Douglas Hudson and Assemblywoman Mary Ann Krupsak to see what the Legislative leaders could do to prevent the firings.

Earlier in the week CSEA officials had met with OGS Commissioner General C.V.R. Schuyler. CSEA President Theodore C. Wenzl expressed dissatisfaction at the outcome of the session, noting that "several important questions went unanswered." CSEA is seeking an explanation as to why the OGS is hiring an outside architectural consultant for State jobs, when the work could be done for less money "by the dedicated employees of the OGS Architects' Office." Schuyler, in announcing the proposed firings, said they were mandated by the five percent cutback in State operations approved by the State Legislature this past session.

CSEA has contended all along that more than enough money could be saved by using present employees instead of hiring private consultants. The Albany press and broadcast media have been critical of the manner in which the OGS has handled the entire

issue. Numerous published reports have listed several big State construction projects for which private architects were hired.

"Civil service and job security were thought to be synonymous," Wenzl said, "but if this arbitrary and shameful action is any indication, that kind of thinking has gone out the window."

Senator Langley, according to CSEA officials, was very receptive and said he wants to do anything he can to avert the firings. The Senator said he will contact the State Division of the Budget to get specific figures on just how the five percent affects the Office of General Services. He also intends to maintain close contact with the CSEA architects and chauffeurs committee.

In a related move the Licensed Professionals Committee of CSEA has sent a letter to Governor Rockefeller condemning the action. Chairman William Groesbeck, said committee members, representing architects, physicians, engineers, and nurses in State service, "are very much dismayed by the callous treatment of the (OGS) architects . . . Such actions are detrimental to the morale of all professional people in State service."

The committee also criticized the hiring of private consultants

L.I. Conference Sets Meeting On Rep. Elections

The Long Island Conference of the Civil Service Employees Assn. has called a special meeting of delegates and chapter presidents for June 26 at 6 p.m. in the Bethpage State Park Club House, George Koch, Conference president, announced last week:

Koch said the meeting was called to formulate plans for an all-out drive to produce a big CSEA vote in the forthcoming union representation election among State workers. Dinner will be served, he said, and several speakers from CSEA headquarters will be on hand.

SUNY At Albany Chapter Glambake Set For July 26

ALBANY—The State University of New York at Albany chapter of the Civil Service Employees Assn. will have its annual clam steam and outing at McKown's Grove here on Saturday, July 26.

Chapter president Robert Whitam announced that guests at the outing will be CSEA president Theodore C. Wenzl and Mrs. Wenzl; field representative John A. Conoby and collective bargaining specialist Paul T. Burch.

to do the work State employees would normally do and further stated that "professional people obviously will be reluctant to enter State service if this policy continues."



NEW MEMBER — Harry Raskin, center, former secretary-treasurer of the Council 50 local at Pilgrim State Hospital, is seen as he is welcomed as a new member of the hospital chapter of the Civil Service Employees Assn. With him are Nick Pollicino, left, CSEA field representative, and Roger Cilli, first vice president of the chapter. Raskin quit because of Council 50's failure to act on behalf of public employees.

Another Council 50 Defection

(Continued from Page 1)

others in honesty, truthfulness and honest-to-goodness representation."

Locals of Council 50 are dominated by emissaries of Council 37 and the International "who don't know civil service," Raskin recounted. "They themselves haven't come from the ranks of civil service."

Ignorance of the civil service system has caused these men to be "hated" by representatives of the Mental Hygiene Department, Raskin recounted, "and they

get nowhere," in grievances.

Kings Park Defects

Locals of Council 50 have been shaken by dissension. The president of the Kings Park local resigned last month protesting the undemocratic takeover of that local and the head of another local called for an investigation of Council 50 officers and the actions by Council 37.

CSEA State second vice-president Irving Flaumenbaum noted reports from Raskin and CSEA field representatives of withdrawals from Council 50. "The trend is clear," he commented. "What is important is that we all get together in one organization that can pull together for the benefit of all."

The start of the crippling dissension in Council 50 was an \$80,000 debt rung up by Council 50 President Al Wurf, according to Raskin who said Al Wurf told him about it. "Everybody knows that Al Wurf and his brother Jerry, executive director of the International, are at swords' points," he continued. In addition, a group of organizers have engaged in machinations to seize control from Al Wurf. Amid all the power plays, union "carpet-baggers" have lost sight of the employees' interests.

What's In A Name

"What difference does the name make?" Raskin asked: "The issue is what are you doing for the people. Don't tell me you are going to do this or that, when you haven't done anything anywhere."

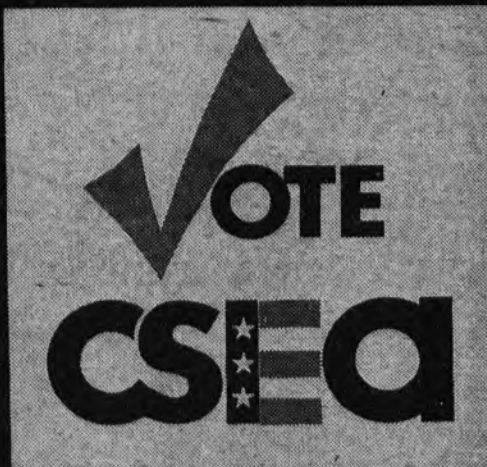
Metro Conference Sets Annual Outing

JONES BEACH—The Metropolitan New York Conference, Civil Service Employees Assn. will hold its annual outing at the State Park here on Saturday, June 28.

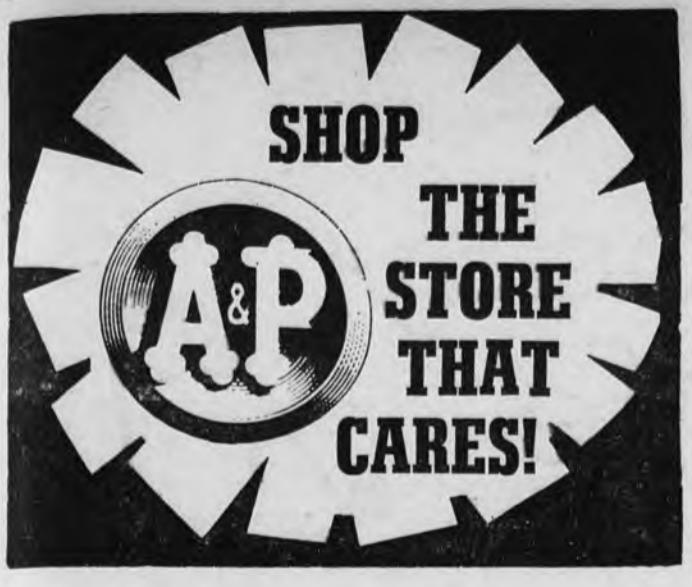
Radolph Jacobs, president of the conference and Irving Flaumenbaum, president of the Nassau chapter and second vice-president of the State CSEA, will be the luncheon speakers, discussing the importance of getting out a full vote for CSEA in the forthcoming elections.

Facilities of the beach, pool, bath house and play areas will be free to members of the Employees Association.

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