

Civil Service LEADER

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Therapists Career Ladder

See Page 11

DIFFERENTIALS WON FOR NURSES BY CSEA

CSEA Saves The Day For 37 OGS Workers Faced With Job Loss

ALBANY — The Civil Service Employees Assn. announced last week that the situation involving 37 professional employees of the Office of General Services (OGS), who have been threatened with loss of their jobs because of so-called economic reasons, has been brought to a favorable conclusion.

Theodore C. Wenzl, CSEA president, said following a meeting with OGS officials that most of the affected employees have been placed in new jobs or retained, while a handful have voluntarily retired.

CSEA had threatened to go to court to prevent the firings unless the matter had been resolved by yesterday.

CSEA officials, including Wenzl, met last week with General C.V.R.

Schuyler, commissioner of the Office of General Services, at which time they were informed that 22 of the 37 employees had been placed in other jobs.

Wenzl and other State representatives told several hundred OGS employees at a meeting at the State Campus last week that CSEA "was doing all in its power to clear up this unfortunate situation." Wenzl had established a "troubleshooting desk" at the

campus cafeteria, manned by a CSEA staff representative, to handle individual and group grievances of OGS employees.

Contracting Denounced

While CSEA expressed general satisfaction with the solution of the current problem, Wenzl was emphatic in denouncing the State's policy of causing reduction in its civil service work force by "farming out" design work to private consultant firms.

"The need to keep our people employed has been met in this instance, but the problem is likely to recur unless the State curtails the outrageous practice of giving out the work of our competent career employees to outside sources at greater expense to the taxpayer," Wenzl said. "CSEA will continue to press the State to eliminate the practice," he added.

When the budget cutback was announced in early June by General Schuyler, nine State-employed chauffeurs also faced the loss of their jobs. Joint efforts on the part of CSEA and the OGS have resulted in finding new positions for seven of the employees. One chauffeur is currently on sick leave while the remaining employee did not seek any assistance.

Will Press For More To Keep Pay Parity

ALBANY—The Division of the Budget last week approved shift and area differentials for New York State nurses in the nine-county New York metropolitan area.

The Civil Service Employees Assn., the sole employee organization to appeal to the State for the restoration of shift differentials to nurses to keep their salaries on a par with those of New York City nurses not employed by the State, claimed the differentials as a major victory, although a spokesman for the Association said that all of the res-

torations asked for by CSEA were not granted.

According to Budget Director T. Norman Hurd, in the five counties of New York City a shift differential of \$1,200 will be paid to all registered nurses for the afternoon and night shifts in addition to the \$300 inconvenience pay, negotiated by CSEA for all night shift State workers now in effect.

In the counties of Rockland, Westchester, Nassau and Suffolk, a shift differential of \$700 will be paid for the afternoon and night shifts in addition to the \$300 inconvenience pay.

In the counties of Rockland, Westchester, Nassau and Suffolk, a geographic pay differential of \$400 will be paid to staff nurses, in addition to the \$200 location

(Continued on Page 16)

Marcy Nurses Want CSEA As Bargainer

(Special To The Leader)

MARCY — Nurses at Marcy State Hospital have signed a petition throwing their support behind the Civil Service Employees Assn. in the current representation election for State employees. The petition, signed by 90 percent of the nurses, rejects the State Nurses Assn. as their bargaining agent and declares a firm desire to be represented by CSEA in negotiations with the State.

The petition reflects the growing support throughout the State for CSEA as bargaining agent. In recent weeks, numerous endorsements and petitions have come into CSEA Headquarters from various employee groups and organizations.

The majority of nurses at Syracuse Psychiatric Hospital have joined their colleagues at Syracuse State School by signing a petition pledging their votes to CSEA. Other organizations behind CSEA include the Mental Hygiene Employees Assn., the Mental Hygiene Educators Assn., the New York State Highway Engineers Assn., and the Institutional Educators Assn., and the nurses at Craig Colony State Mental Institution.

All Others July 21

Security Unit Election Delayed; New Deadline Scheduled For July 28

The original yellow ballots for the Security Unit—correction officers, safety officers, conservation officers, and other uniformed personnel—have been voided by the Public Employment Relations Board because of a printing error in the name of one of the competing unions on the ballots.

A new, gray ballot is being sent out to all members of the Security Unit which they must fill out and mail in before July 28 instead of July 21.

If you are in the Security Unit you will be receiving one of the new gray ballots. Even if you voted before, using the yellow ballot, you must vote again, using the gray ballot, in order for your vote to be counted. The previous yellow ballot you filled out was invalidated because of the printing error.

If you are in the Administrative, Operational, Institutional, or Professional, Technical and Scientific Unit—that is, if you received a blue, gold, pink or green ballot, nothing has changed for you. The elections in those units are going on as scheduled using the same ballots. The deadline for these ballots is still July 21.

Last Call On Albany, Buffalo Bahama Vacations

A last call has been issued for the few seats available on one-week gala vacation trips to the Grand Bahamas, available only to

(Continued on Page 3)

Vote For CSEA
 It's YOUR Future!

Don't
Repeat This!

In New York City
The Importance Of Lefkowitz To GOP In The 1970 Race

WITH the political spotlight focused mainly these days on a few prominent Democrats throwing their support to Mayor John V. Lindsay, what should not be overlooked is the fact that one very big Republican vote getter—Attorney General Louis J. Lefkowitz—is also on Lindsay's side in the forthcoming November election.

(Continued on Page 2)

DON'T REPEAT THIS!

(Continued from Page 1)

Lefkowitz's support of the Mayor has a far deeper meaning than the current mayoralty contest. Conservative Republicans may have captured the primary here but that victory could cost the party votes in the important gubernatorial election of next year. Most political pros concede that

a good many Democratic votes are needed from New York City to win the Governor's chair but that votes are not going to be forthcoming if the GOP is strongly marked as conservative.

The man who may preserve the liberal image of the GOP for his party is, at this time, Attorney General Lefkowitz. Assuming that

Rockefeller does run again with Lefkowitz and Lt. Gov. Malcolm Wilson as his teammates, the image of these men is now far different than when they ran together the last time. Wilson now has moved more sharply to the right with his strong support of Sen. John Marchi, who took the GOP nomination away from Lindsay. Rockefeller has marred his image of a liberal Republican by backing down severely on several of his own programs, such as medicaid, and by increasing the tax burden on the middle class.

The only one left with his image intact as a liberal Republican is Louis Lefkowitz and, what is probably more important, he was the biggest vote-getter of the three in the last two gubernatorial elections. In the 1966 election, Democrat Frank O'Connor had a plurality of 69,648 votes over Rockefeller in New York City but Lefkowitz' plurality over his Democratic opponent was 99,000. Statewide in 1966, Lefkowitz drew some 700,000 votes more than Rockefeller on the GOP ticket.

This is not to say that the Attorney General can transfer his political charisma to whomever else is on the GOP ticket in 1970. But it does strongly indicate that his political popularity in New York City is vital to Republican hopes here next year. Lefkowitz is a first-rate campaigner and he may be able to persuade a significant number of voters to go along with him on the GOP ticket next year.

At any rate, unless Governor Rockefeller does a turnabout and rewinds the hearts of New York City voters with some relief on taxes and welfare programs, Lefkowitz may be the only GOP State figure left to save part of the City's vote for Republicans in 1970.

Pulmonary Hosp. Unit Sets Annual Picnic

PLAINVIEW—The annual picnic of the Pulmonary Disease Hospital unit of the Civil Service Employees Assn. will be held Friday, July 25 at Roosevelt Park, Oyster Bay. Guests will include Irving Flaumenbaum, president

Wenzl Tells Leader:

PERB Cannot Justify Taking Voting Rights From State Employees

(Special To The Leader)

ALBANY — "It is a terrible thing when State employees who are going to be directly affected in the years to come by the outcome of the State collective bargaining election are deprived from voting for arbitrary, unjustifiable reasons," said Theodore C. Wenzl, president of the Civil Service Employees Assn., last week.

"We have received many, many calls at CSEA Headquarters from members and non-members alike, expressing their amazement and anger that so many State employees who actually have nothing to do with 'management' or 'confidential' jobs are not being allowed to vote in this election."

Wenzl told The Leader that all employees in the State Department of Civil Service, all employees in the Division of the Budget, all employees in the Executive Chamber and many workers in other departments have been classified by the Public Employment Relations Board as holding "management" or "confidential" positions and will not receive ballots for the Statewide election now being conducted by PERB.

"Most of these workers in the designated departments cannot by any stretch of the imagination be called 'management' or 'confidential' employees," Wenzl asserted. "A lot of these people are clerks

or other lower-grade employees. They have every right to vote for the organization that will represent them in the future. PERB has no right to disenfranchise them."

"Here is just one example of one of the unusual twistings which PERB accomplished in determining voter eligibility; a man who had been on the State payroll for years in a grade 18 job classified as 'confidential' was transferred to a grade 23 job in another department a day after the State eligibility cutoff date, May 7. His new job is not classified as 'confidential' and he should be entitled to vote in the election. But an employee was told that he could not vote because he was not in his new position on May 7, although he had actually been on the State payroll for several years in another position.

"PERB should realize," Wenzl concluded, "that in an election of this importance, every effort should be made to allow every employee to vote unless he is in a management or confidential position. So far this has not been the case."

Jean House Elected By Thruway Chapter

ALBANY—The Thruway Headquarters chapter of the Civil Service Employees Assn. recently elected Jean House president. She will serve until 1970.

Other new officers are Donald Mahar, vice president; Gertrude Ogden, secretary; William Rourke, treasurer; Patricia Putnam, delegate; and Nancy Burns, alternate.

Members of the Nassau chapter, CSEA and Mrs. Beatrice Jeanson, president of the Oyster Bay unit.

Clinton Prison Unit Honors 7 Employees At Retirement Fete

The annual CSEA Banquet and Retirement Party for the employees of Clinton Prison was held recently at Jackie's Club in Madisonville, New York.

Over 275 correction officers and civilians along with their wives attended the affair. The principal speakers were Deputy Warden Perry DeLong, Protestant Chaplain Reverend Fenwick Wheeler and Catholic Chaplain Father Cormac Walsh with John Ball, CSEA chapter president, as master of ceremonies.

Deputy Warden DeLong presented watches to the seven retirees for their long years of service to the State. The men who retired are:

Gilbert LaVarnway, correction officer with 30 years; Walter McGoon, correction officer with 25 years; Earl Carter, stationary engineer with 37 years; Oscar LaCour, correction officer with 31 years; Clarence Mears, assistant superintendent of industries with 25 years; James Sheehan, construction equipment operator with 25 years; and Howard Corey, nurse with 20 years of service.

Introducing The Fabulous Bahama 'Weekender' Tours

Featuring 4 or 5 days at the luxurious Oceanus North Hotel in the Grand Bahamas with deluxe breakfast, dinner and free golf included.

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From New York—Oct. 1 to 5, \$135. Nov. 9 to 12, \$125. Write to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. telephone (after 5 p.m.) (212) 253-4488.

From Albany—Oct. 8 to 12, \$149. Write to Deloras Fussell, 111 Winthrop Ave., Albany, telephone (518) IV 2-3597.

From Buffalo—Nov. 23 to 26, \$144. Write to Mrs. Mary Gormley, 1883 Seneca Ave., Buffalo. Telephone (716) TA 2-6069, days, or (716) 842-4296, nights.

AND DON'T FORGET THESE EXCITING FALL SPECIALS

Puerto Rico—Six days, Oct. 8 to 13 and Nov. 6 to 11, only \$173. For the October trip write Mr. Emmett and for the November trip, Miss Fussell.

London Jaunt—Oct. 9 to 13 (Columbus Day) or Nov. 26 to 30 (Thanksgiving), each only \$199, with hotels and sightseeing included. For October, write to Miss Fussell. For November, write Randolph Jacobs, 762 East 217th St., The Bronx, N.Y. telephone (212) 882-5864.

Mexico Fiesta Tours—15 days for only \$299 plus tax. Mexico City, Taxco and Acapulco. Oct. 12 to 26 or Nov. 23 to Dec. 7. Write to Mr. Emmett.

Spain—Nine days from Oct. 17 to 26 on the fabulous Costa del Sol, meals included, only \$338. Space on this trip is limited. Write at once to Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y., telephone (516) 868-7715.

Rome-Florence Christmas Tour—11 Days, Dec. 23 to Jan. 3, only, \$329 (Air fare only—\$239.) Space on this tour is limited. Write at once to Mrs. Grace Smith, R. D. Box 1195, Waterford, N.Y.

Hawaii—15 days, including Las Vegas and San Francisco, only \$489 plus tax. Write to Noni Kepner, Box 275, West Sand Lake, N.Y., 12196, telephone (518) OR 4-5539, or Virginia Long, 131 Northern Blvd., Albany, N.Y., telephone (518) HE 4-8403.

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'Council 50's Harassment Hurt State Employee Gains', Bendet Tells Radio Audience

(Special To The Leader)

Solomon Bendet, president of the New York City chapter of the Civil Service Employees Assn., told a radio audience last week that CSEA could have done better in recent negotiations for State employees had it not been harried by constant interference from Council 50, AFSCME.

Appearing on "Report to the People," a Sunday night feature on New York's widely listened-to station WABC, Bendet scored the smaller union on this and numerous other points, in a half-hour debate with Morton Shapiro, area organizer for Council 50, CSEA's chief rival in current representation elections among State employees.

(At Leader press time, it was learned that Bendet also appeared on CBS-TV on Friday night.)

Bendet blamed Council 50 for depriving State workers of most of their rightful negotiating time by staging "illegal, cruel strikes" in mental hospitals which successfully pressured Governor Rockefeller into stopping his negotiations with CSEA for several months. When negotiations did resume, Bendet said, it was on a cumbersome joint basis with Council 50 which seriously hampered CSEA's work.

The New York City chapter head pointed out that CSEA won a valuable benefit package this

year despite this handicap, and noted that CSEA's total negotiated benefits for State workers over the last five years are in excess of \$500 million. All of this, he emphasized, was won through the effort of CSEA alone, without the help of Council 50 or any other union.

Bendet labelled as a "canard" a Council 50 allegation that CSEA was "hand-picked" by the Governor in 1967 to represent State employees. The Employees Assn., he said, was properly recognized as bargaining agent under the Taylor Law only after CSEA members had forcefully pressed their rightful claim to that status through Statewide demonstrations supported by concrete proof of overwhelming majority membership.

Paul Ehrlich, WABC-Radio news director who moderated the program, drew praise from Bendet for "his very fair presentation of the issue and for airing it to the thousands of interested listeners in the New York metropolitan area."

After Promotion

Suffolk Chapter Wins Jobs For Court Officers

RIVERHEAD — Robert Villaa, president of the Suffolk County chapter of the Civil Service Employees Assn., announced last week that his chapter, with the assistance of CSEA regional attorney Lester Lipkind, had guaranteed the permanent jobs of 11 senior court officers in Suffolk County.

Villaa said that Justice John P. Cohalan Jr. of State Supreme Court for Suffolk County had ruled in CSEA's favor in the Suffolk chapter's suit to retain the senior court officers in their permanent positions as such without a further civil service examination.

The 11 officers, originally unformed court officers, served and were compensated as senior court officers for a "lengthy time," the Justice said. The Judicial Conference claimed that their positions were provisional only and that they had failed a promotional examination in June to qualify them as senior court officers.

Justice Cohalan noted that there were no recorded complaints against the petitioners on their records as senior court officers, and that "if merit and fairness are to be the criteria for performance, then the practicability of conducting an examination at this time is an exercise in futility and unfairness."



VOTE GETTERS — Rockland County Civil Service Employees Assn. leaders and CSEA field staff are shown with their 'Get-out-the-vote' sound truck at one of the three rallies held recently in the county. Left to right, are: John Clark, president of the Letchworth State Hospital chapter; Mrs. Viola Svensson, president of the New York State Rehabilitation Hospital chapter; George Celentano, president of the Rockland State Hospital chapter; Thomas Luposello, supervising field representative; Thomas Brann, field representative and Bradley Moore, president of the Palisades Interstate Park chapter.

'We Have Facts To Support Our Claims, But Council 50 Doesn't Have The Answers'

(Special To The Leader)

ALBANY — Theodore C. Wenzl, president of the Civil Service Employees Assn. last week lashed out at the American Federation of State, County and Municipal Employees (AFSCME), the parent body of Council 50, for "hiding the truth with irresponsible charges of mudslinging."

Wenzl said AFSCME has circulated bulletins in State agencies accusing both CSEA and The Civil Service Leader of "lunatic fringe mudslinging," but these bulletins have failed to answer the CSEA charges with facts.

The AFSCME bulletins also failed to mention specific accusations made by CSEA, and stated that "We're not going to stoop to answer these desperate last-minute lunges . . ."

"The truth of the matter," said Wenzl, "is that AFSCME has no defense. The charges that CSEA made are true. AFSCME can't deny that the 3,000-member Contra Costa County Employees Assn. in California broke away from AFSCME because Jerry Wurf and his Washington bigwigs were trying to stifle the individual member's voice and take over that Association lock, stock and barrel."

"Wurf, also can't deny the fact that the president of the Kings Park Local of Council 50 quit his union and joined CSEA because she said CSEA "is more democratically run."

"He also can't deny that the secretary-treasurer of his Pilgrim State Hospital local quit and came to CSEA's side because he was dissatisfied with the way his local was being run. These people have given their statements to CSEA. They wanted a say in a union and they're getting that chance with CSEA."

"The Council 50 bulletin talks about that union's accomplishments, but fails to name them. We've listed our accomplishments. We have nothing to be ashamed of. We're proud of our record, and most important, we HAVE a record."

"The bulletin, as many other bulletins have done, refers to

CSEA as an 'insurance Association.' CSEA offers low cost group life and accident and health insurance. But it is not compulsory. An employee organization exists to provide security and to ease the financial burdens of its members. Any union worth its salt across the country offers insurance of different kinds to its members. In the future, we hope to provide more and different types of insurance benefits for our members on a similar voluntary basis. CSEA's primary function is to negotiate decent wages and other benefits for its members, to represent them, individually and in group grievances; and to provide other services such as insurances under low group rates.

"Council 50 has an inferior, mandatory benefit plan for its 12,000 members. This is insurance in a sense, but a very unstable insurance to say the least. It could go bankrupt. That's why they don't brag about it. This is not so with CSEA insurance—it's protected—underwritten by one of the nation's largest insurance companies.

"Council 50 would love to have a group insurance like CSEA's but they don't have enough members to provide an attractive group rate (to members).

"For years this small-time union, unable to get a decent group insurance policy for its members, has been knocking our program. But they know it's good, and so do our members. Our members also know that our insurance plans are strictly voluntary.

"I ask Council 50, Jerry Wurf, and his AFSCME union, to publicly refute the charges CSEA has made—if they can—and further challenge Council 50 to list in detail what it has done for New York State Public Employees in the 20 years of its existence."

The Pay Raise Issue

CSEA Wins 7 Percent, AFSCME Gets But 4, In Monroe County Area

(From Leader Correspondent)

ROCHESTER — Monroe County's 4,000 employees, represented by the Civil Service Employees Assn., received a seven percent across-the-board pay raise this year and last year.

A three to four percent across-the-board pay raise started July 1 for City employees not represented by collective bargaining.

City Manager Seymour Scher, who disclosed the pay hike this week, said it will apply to 600 to 800 of Rochester's 4,000 employees and will total about \$170,000.

Within the City, collective bargaining settlements of last year

already provide that members of the Police and Fire bureaus will receive wage increases of 5.6 percent and that general city workers represented by the American Federation of State, County and Municipal Employees, Local 1635, AFL-CIO, only received a four percent pay boost.

Grievance Comm. Slates Meeting For Wednesday

George DeLong, chairman of CSEA's Grievance Committee, has sent word to committee members that a meeting of the Grievance Committee has been scheduled for Wednesday, July 16, 1969 at 12 p.m. at the Tom Sawyer Motor Inn, Western Avenue, Albany, New York. This will be a luncheon meeting.

New Info Specialists

ALBANY—The State Teachers Retirement System has hired two public information specialists.

They are: Graham W. Zeh, a senior public information officer and Carmen J. Ronca, a field information representative.

CSEA Retirees' Group To Elect First Officers

ALBANY — Members of the Albany unit, Capital District Area Retirees Group of the Civil Service Employees Assn., met recently at CSEA Headquarters and selected a nominating committee to prepare a slate of candidates who will be elected as permanent officers of the group. Mrs. Mildred Meskil, chairman of the ad hoc committee, presided.

The nominating committee consists of Mrs. Meskil, Margaret Willi, Isabelle O'Hagan and Edwin Friedlander. The Committee will prepare a slate of candidates to fill the offices of chairman, vice-chairman, secretary and treasurer. Elections will take place at the July meeting.

Dr. Albert H. Harris has been chosen as chairman of the legislative committee and May M. DeSeve has been named to serve as chairman of the publicity committee.

Hazel Abrams, CSEA third vice-president and chairman of the Statewide retirees committee, was guest speaker. Miss Abrams reported on resolutions and pending matters of special interest to retirees.

Newark State School Schedules Picnic

ROCHESTER — The Newark State School chapter of the CSEA will hold its third annual chicken barbecue July 16 for all CSEA members and their families.

The barbecue will be held in the afternoon and evening at Beckens Park, where Assemblyman Finley and State Senator Day and their wives will be guests.

Last Call

(Continued from Page 1)

Civil Service Employees Assn. members and their immediate families.

The trips leave Aug. 3 from Albany and Aug. 10 from Buffalo and prices include round trip jet transportation from the two cities, deluxe breakfast and dinner, hotel rooms, etc. Total price from Buffalo is \$220 and \$200 from Albany.

For remaining space, write immediately to Foster Potter, Dept. of Agriculture and Markets, Campus Site, Albany, telephone (518) GL 7-2747. In the Buffalo area, write either Mrs. Mary Gormley, 1883 Seneca Ave., Buffalo, call (716) 342-4206 or Mrs. Grace Hillery, 6 Navaho Pkwy., Buffalo, telephone (716) 823-3367.

Parking Director Raise

The New York City Department of Personnel has adjusted the salary of assistant director of parking enforcement agents to \$10,450 to \$13,250 per year. This represents a general increase of \$600 per year.

Use Zip Codes—It's faster

(Adv.)

Guidance 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. According 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 High School Brochure today. Approved for Veterans Training. American School, Dept. 9AP-57 276 Fifth Ave. (30th St.), New York, N.Y. 10001 or phone BR 9-2604.

Utica Water Board Unit, CSEA, Wins \$725 Pact

(From Leader Correspondent)

UTICA—The Board of Water Supply and the board unit of the Civil Service Employees Assn. have agreed on a two-year labor contract calling for across-the-board raises of \$350 the first year and \$375 the second.

The contract is retroactive to May 18, the first day of the new contract. It covers 87 board employees and does not include management, part-time or reservoir caretaker employees.

The contract, which would cost \$90,000 over two years, was approved June 25 by the Water Board. It had been approved earlier by the CSEA.

The contract was announced jointly by the Water Board general manager Russell LoGalbo and Louis Sunderhaft, head of the CSEA board unit.

To become effective, the contract still must be approved by

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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.

Med. Technologists Sought For Federal Hospital Positions

Many medical technologists are vitally needed in Federal service for interesting and challenging careers for those who wish to be part of professional hospital teams.

Annual pay runs from \$5,732 to \$10,203. Appointments may be made from this exam to positions in various Federal hospitals in the States of New York and New Jersey, except Camden County.

What duties can you expect? You'll conduct tests and examinations of samples of fluids and other body substances of patients. Your report of findings on these tests will be used by physicians in their treatment of patients. Accordingly, your work may be general in nature or you may specialize in one field, such as chemistry, microbiology or hematology.

Degree Is Needed

Applicants for all grades must meet one of the requirements described: (a) bachelor's degree in medical technology; (b) bachelor's degree in chemistry or one of the biological sciences which included experience and/or training in several fields of medical lab work; or (c) at least 3 academic years — 90 semester hours — and a 1-year training course at a medical tech school approved by the American Medical Assn.

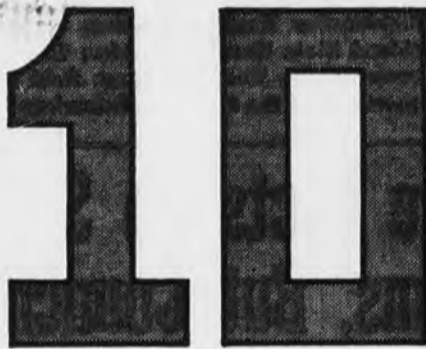
All coursework must have been taken at accredited colleges or universities. Post graduate education and superior academic achievement will be deemed as a substitution for experience for placement in GS-7 positions.

In rating professional experience requirements, the Interagency Board of U.S. Civil Service Examiners uses this gauge: GS-5 for no experience; GS-7 for one year; GS-9 for two years; and GS-11 for three years. Rating is for background as a medical technologist or a specialist in a related field situated in a clinical or anatomical lab.

Full details of the position can be gotten in Announcement No. NY-9-02, issued through the Interagency Board for the Greater New York City area. Their address is 26 Federal Plaza, New York 10007.

For application forms and more information, write them and ask for Form 171 and Card Form 50001 ABC as well as CSC Form 226, on which you list college courses taken. Copies of transcripts may also be submitted. The Interagency Board may be called at 264-0422 in New York City; at 473-5660 in Syracuse also.

Pass your Leader on to a non-member.



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Ardsley School Aides Sign Pact



CONTRACT SIGNING — Anthony Del Vecchio, president of the Civil Service Employees Assn. unit, center, is shown as a renewal contract was signed with the Ardsley School District. Looking on are Michael Del Vecchio, left, Westchester chapter, CSEA, president and chief negotiator for the unit, and Richard Lerer, right, assistant superintendent of schools.

ARDSLEY — A renewal contract effective through June 30, 1970 with the Ardsley School District has been signed, providing various items including a pay increase which averages seven and a half percent by the School District unit of Westchester chapter, Civil Service Employees Assn.

The official signing was conducted by Anthony Del Vecchio, president of the unit, Michael Del Vecchio, president of the chapter, the chief negotiator, and Richard Lerer, assistant superintendent of schools.

Lerer and the school counsel, Edward Alm, were the negotiating team for the administration, while the employees' team was comprised of Michael Del Vecchio, Anthony Del Vecchio, Norman Anctil and Jerry Thompson.

In addition to the pay increase, the renewal contract provides improved vacation schedules; improved health insurance coverage, with the employer to pay 75 percent on employees' coverage and 50 percent on dependents' coverage; minimum of three hours pay for call-ins; mileage allowance of 12 cents per mile for authorized use of personal cars; advance notice to be made to custodians and bus drivers for special activities and trips.

Also, double time pay for snow removal between 11 p.m. and 6 a.m.; payroll deduction and canvass privileges for CSEA optional group insurances; adoption of dispute procedure for contract terms; preference for current employees in transfers and promotional opportunities; past practice clause; association rights clauses; one elected delegate to be allowed three days with pay, once every two years, to attend CSEA conventions; basic tools to be supplied to maintenance workers; all employees to be provided with a copy of the agreement and the recognition of the unit to be extended to the end of the contract.

This contract covers all custodial and maintenance employees of the Ardsley School District.

Lifeguard Tests Slated July 23

A. John Willis, personnel officer of the Suffolk County Civil Service Department, announces that the next pool and still water lifeguard performance examination will be held at the Dix Hills Pool, Vanderbilt Parkway, Huntington o., Wednesday, July 23, at 6 p.m.

To be eligible a candidate must have reached his seventeenth birthday on or before the date of the test. The candidate must show proof of age by presenting a legal document, such as a birth or baptismal certificate. No type of card will be accepted.

The candidate must also present a physician's statement stating that the applicant "is physically fit to take a strenuous performance lifeguard test." Included within the main body of the doctor's note must be the candidate's height and weight. No exceptions will be made.

For further information, write to the Suffolk County Civil Service Department, County Center, Riverhead, or phone PARK 7-4700, ext. 249.

Pass your Leader on to a non-member.

Trembly Tops Slate Of Albany Chapter, Division of Parole

ALBANY—A slate of six officers, including two Statewide executive board members, was recently chosen by the members of the Albany chapter, Division of Parole, of the Civil Service Employees Assn.

Those elected include: Jay

Trembly, president; Mary Dwyer, vice-president; Mary VanDewal, secretary; and Diane Ingui, treasurer. Chosen for executive committee posts were Sylvia Bunke and Arthur McCabe, representing clerical and professional employees of the division.

City Surveyor

A single candidate took the written exam for city surveyor recently.

CIVIL SERVICE LEADER, Tuesday, July 15, 1969

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TUESDAY, JULY 15, 1969

No Way To Treat A Good Policeman

BECAUSE of a goof-up by the City Civil Service Commission, Patrolman Richard Hartfield is no longer a policeman.

Because of this same goof-up, a gun wielding thug has been released from custody and free to prey on innocent women in apartment house lobbies. There was no arresting officer to testify. This was all because the Commission failed to recognize the validity of a high school diploma issued in Illinois to a New York City resident.

It would have been all right had the patrolman been an Illinois resident — then the diploma would have been valid in the eyes of the three men who sit in their ivory tower and run the Civil Service Commission and the City Personnel Department.

It would have been all right had they noticed the invalid diploma during the two years that Hartfield was waiting for appointment. It would have been all right had it been noticed during the eight and a half months that Hartfield was serving as a probationary patrolman. He could have passed the high school equivalency examination during this time.

But, no, the Department of Personnel caught the invalid diploma a week before he was to have passed his probation and the day before he was to go before Police Commissioner Howard Leary for commendation for one of his many arrests.

The Department of Personnel told the Police Department to dismiss him because he was unqualified to be a policeman.

Was he unqualified?

He had over six arrests for felonies to his credit. These included homicide, armed robbery, assault and robbery, grand larceny (auto), narcotics sales and possession of a gun. That's unqualified?

As Congressman Mario Biaggi of The Bronx who serves Hartfield's area and who is a former hero policeman himself, noted: "This is the time that officials of the Civil Service Commission should have used some discretion. The man has had the education. He has the qualifications and he has proved—the hard way, in the field—that he is more than qualified to be a policeman."

From his fine arrest record and his respect from people in the area where he served as a patrolman on probation, people feel—and we agree—that he seems to have more qualifications than those who sit in judgment upon him.

SOCIAL SECURITY

Questions and Answers

I have income from stocks and a company pension which amounts to about \$3000. Must I report this income?

No. Only wages or self-employment income of over \$1680 per year must be reported.

I have had my eyes checked and I find that I need glasses. Will medicare reimburse me for the cost of the examination and the glasses?

No. Routine eye examination and glasses are not included under the medical insurance coverage. However, if glasses are necessary because of an injury to the eyes, the cost of examinations, treatment, and the glasses would be covered by the medical insurance.

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, July 21

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

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

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

Tuesday, July 22

3:00 p.m.—Return to Nursing—"Intramuscular Injections." Refresher course for nurses, lesson 7.

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

Wednesday, July 23

3:00—Return to Nursing—"The Patient With Peptic Ulcer: Diagnosis." Refresher course for nurses, lesson 8.

4:00 p.m.—"Crime Scene Tactics." New York Police Academy series for in-service training.

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

Thursday, July 24

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

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

Friday, July 25

10:00 a.m. (live-color)—Staff Meeting on the Air—Officials in New York City's Department of Social Services answer phoned-in inquiries from the offices in the field.

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

Saturday, July 26

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

In Western Area

Powers Named Supervisor Of CSEA Fieldmen

ATTICA—James J. Powers, a field representative for the Civil Service Employees Assn. since 1960, has been named regional field supervisor for the Western New York State area.

In his new job, Powers, 39, will supervise a group of six CSEA field men in the western area of the State.

A resident of Attica, Powers was a New York State correction officer at Attica State Prison for six years. He served in the United States and in Korea as a sergeant in the Marine Corps from 1951 to 1953.

He has supplemented his education with courses at Rochester Business Institute, State University of New York at New Paltz and the University of Buffalo.

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.")

Court Unification Problems

ON SEPTEMBER 1, 1962, Article VI of the Constitution of the State of New York became effective. This provision established a unified court system for the State of New York. Article VI guarantees that non-judicial court personnel shall continue to enjoy the same status rights as before the unification of the court system.

IN MISTOFSKY v. McCoy (New York Law Journal, June 23, 1969), the petitioner was a Clerk Grade B of the Supreme Court, Kings County. With unification of the court system, the Administrative Board of the Judicial Conference was established. This Board promulgated a Classification Plan pursuant to which the title of Clerk Grade B was converted to Court Clerk I or the higher title of Court Clerk II, effective July 1, 1966. The determination whether the employee received the Court Clerk I or Court Clerk II classification depended upon the nature of the work assignment of the employee for the year prior to January 1, 1966. Such work assignment was largely a matter of accident which established whether reclassification be at the lower or higher title.

THE CLASSIFICATION of Clerk Grade B had been established through competitive examination. This title encompassed all clerical duties performed in the Supreme Court, Kings County. It was the highest competitive Civil Service Grade attainable in the non-judicial service of the Court.

IN ESSENCE, the petitioner's protest was that he was reclassified as Court Clerk I rather than Court Clerk II. The duties of Court Clerk I and Court Clerk II differ, with the result that after such reclassification, the petitioner's duties were confined to the lower level ones of the Court Clerk I position.

JUSTICE DOMINIC S. Rinaldi noted that the duties of the new classification of Court Clerk II were performed interchangeably by those in the former position of Clerk Grade B, whether or not they were subsequently classified as Court Clerk I or Court Clerk II. He further noted that the petitioner's salary was approximately the same as that of others who were reclassified as Court Clerk II.

THE RECLASSIFICATION of the petitioner to Court Clerk I deprived him of his eligibility, earned from competitive examination, to perform those duties which would have qualified him as a Court Clerk II. Justice Rinaldi accordingly held that the petitioner's status had been reduced through deprivation of the right to perform duties in the classification of Court Clerk I which he theretofore enjoyed as a Clerk Grade B. Moreover, the reclassification was not based on evidence of lack of ability to perform the duties of Court Clerk II. There was no indication that the assignment of duties to a Clerk Grade B entitling him to become a Court Clerk II was on the basis of special qualification or ability superior to those who were classified as Court Clerk I. Indeed, petitioner was actually performing the duties of Court Clerk II out of title.

JUSTICE RINALDI ruled that the reclassification of petitioner was discriminatory. His status earned through competitive examination had been impaired by depriving him of his eligibility to perform in title the duties of the position of Court Clerk II. Respondent's determination was arbitrary.

THE RESPONDENT'S reliance upon Mandle v. Brown, was misplaced. In the Mandle case, attorneys in the New York City Corporation Counsel's Office with the title of Grade 4 were reclassified into four separate titles with varying duties and salary ranges equivalent to their previous duties and salaries. Thus, the reclassification conformed the Civil Service structure to the realities obtaining prior to reclassification.

IN THE MISTOFSKY case, however, there were no significant differences prior to reclassification in salaries paid. Besides there was no evidence that the duties assigned to Court Clerks Grade B involved different degrees of competence, supervision and supervisory capabilities as in the Mandle case.

Nassau Aides Win Night Differential

MINEOLA — Members of the Nassau chapter, Civil Service Employees Assn., will get night differential pay worth \$316 per year starting as of last week, chapter president Irving Blaumenbaum reported.

The night pay was arranged with Nassau County officials, effective July 1, in recognition of the hardship borne by many who work the major part of their shifts between 4 p.m. and 8 a.m. The bonus pay is 15 cents per hour, or \$316 a year for fulltime employees.

HICKORY HILLS CLUBHOUSE COMPLETED, DEDICATED

Friday, July 4th at a picnic and festival in Hickory Hills, located on Route 940, Whitehaven, Pa., 2½ miles left to Exit 40 from Interstate 80, the Teenagers accepted the management of the new Clubhouse and the keys were turned over to them at a dedication ceremony. They will act as a committee under the supervision of the Property Owners' Association.

The new Clubhouse will be used by young and old for dances, parties, card parties and meetings. Activities were extended over the weekend with games, songs and dancing. The \$185 4-season Pine Chalet (with land) was well patronized and several homes are sold.

H.I.P. Appoints Dr. Bates Vice-President For Medical Affairs

James Brindle, president of the Health Insurance Plan of Greater New York (H.I.P.), announced the appointment of Dr. LeRoy E. Bates as vice-president for medical affairs.

Most recently a hospital consultant on the west coast, Dr. Bates is a former executive vice-president and director of the 370-bed Alto-Stanford Hospital Center. Before that he was director of Union Memorial Hospital, Baltimore, Md., and assistant director of both the American Hospital Association and the John Hopkins Hospital, Baltimore.

Dr. Brindle said that Dr. Bates' hospital experience would be invaluable to H.I.P. in the development of its program of hospital-based medical group practice.

A graduate of the Medical College of South Carolina, Dr. Bates served at Roper Hospital, Charleston, S.C. He holds a master's degree in public health from the University of California and engaged in post graduate study at Hopkins School of Hygiene and Public Health.

Dr. Bates is married and has children.

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

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

In government they are saying:

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

— Health Message to Congress—President Lyndon B. Johnson

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

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

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

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

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

— Report by President's Consumer Advisory Council

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

In medicine:

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

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

In labor:

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

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

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

— AFL-CIO Executive Council, Feb. 1967



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Utica Water Board Signs Pay Pact

(Continued from Page 4)
the Board of Estimate and Apportionment.

The new contract changes retirement procedures, as soon as can be implemented, so that employees may retire after 25 years with half-pay, instead of after 30 years.

It increases accumulated sick leave from 130 to 150 days and calls for the board to provide summer work uniforms for employees. The board now provides winter uniforms.

The contract also calls for the

institution of formal grievance procedures.

By agreement, the CSEA worked under provisions of the old contract from its May 17 expiration date until settlement of the new contract.

Bus Maintainer Exam

Eighty candidates for bus maintainer, group A took the practical examination for jobs in the New York City Transit Authority recently.

BUY U.S. SAVINGS BONDS

'State Cheating On O.T. Pay', Lochner Protests

(Special To The Leader)

ALBANY — "The State is not keeping its agreement with CSEA and, in the best interests of our members, we are protesting," said Joseph D. Lochner, executive director of the Civil Service Employees Assn., last week.

Lochner referred to the commitment won from the State by CSEA in recent negotiations to discontinue the practice of forcing State employees to take equivalent time off to avoid payment

for overtime work.

After the agreement, the State made a minor change in the Budget Director's overtime pay rules which CSEA insisted, according to Lochner, was not sufficient to carry out the agreement. The State thereupon agreed to issue clarifying directives to assure that the agreement would be fully carried out.

CSEA representatives Lochner; William L. Blom, research director; Thomas M. Coyle, assistant research director; and John M. Carey, program specialist, met with State director of collective bargaining Abe Levine in early July to discuss the directives.

"We protested," Lochner said, "because the clarifying directives were not sufficient to stop the practice of State agencies who are juggling work shifts and work hours, sometimes on a day-to-day basis, to avoid payment for overtime work. We gave Mr. Levine lots of examples that our members have told us about, where their work schedules were changed to avoid paying overtime."

"The State still insists that the right to schedule work is a management prerogative and that only a 24-hour notice of work schedule changes is required. CSEA protested this and demanded that more than 24 hours' notice be given.

"I ask all CSEA members and indeed all State employees to inform CSEA if they are caught in a problem like this," Lochner said. "We are going to get this thing resolved so that State employees are not cheated out of overtime pay."

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• National Association of Blue Shield Plans

Caruso Installed As President Of Utica Chapter

UTICA—Philip J. Caruso, senior excise tax examiner with the State Department of Taxation and Finance, was installed for another term as president of the Utica chapter, Civil Service Employees Assn., at a recent dinner meeting in Hart's Hill Inn, Whitesboro.

Dr. Theodore Wenzl, State president of CSEA, attended. Robert Guild, Utica area field representative, installed the slate. Mary Pat Bryan was in charge of arrangements.

Also installed were: Mrs. Lois Ann Minozzi, first vice-president; Homer Sherman, second vice-president; Lawrence White, treasurer; Evina Dekin, corresponding secretary, and Mary LoGalbo, recording secretary.

VISITORS RENAMED

ALBANY—The State Board of Regents have reappointed Alan Feldman, Syracuse, and George Grow, Rome, to the Board of Visitors of the State School for the Deaf.

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| Cort Drug, 64-25 108th St., Forest Hills, N.Y. | Perlman's Phcy., 4227 18th Ave. Cor. E. 3rd St., Brooklyn, N.Y. |
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| Dorchester Phcy., 1148 Flatbush Ave., Cor. Dorchester Rd., Brooklyn, N.Y. | Sachs Pharmacy, 1117 Broadway, Brooklyn, N.Y. |
| Epstein's Pharmacy, 5548 Myrtle Ave., Brooklyn, N.Y. | Shopper Drug, 89-05 185th St. Bus terminal, Jamaica, N.Y. |
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Key Answers

Examination No. 9073
for

Parking Enforcement Agent
Test Held June 28, 1969

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

Patrolman

Rating Key Answers for Written
Test Held June 28, 1969

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

EXAMINATION NO. 7567,
EXAMINATION FOR
PROMOTION TO SUPERVISOR
OF RECREATION (PARKS,
RECREATION AND CULTURAL
AFFAIRS ADMINISTRATION)

Final Key Answers for Written
Test Held December 14, 1968

The following are the final key answers as adopted by the Commission at a meeting held on the 30th day of June 1969. These key answers result from careful consideration of all protests submitted by candidates.

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

Motor Pool Chapter Elects New Officers

Members of the Public Service Motor Pool Vehicle Inspectors chapter of the Civil Service Employees Assn. elected the following officers in Albany recently:

Lawrence E. Manley, president; Cornelius F. Shea, first vice-president; Gerald J. Hussong, second vice-president; Ole E. Christensen, third vice-president; Thomas J. McGourty, treasurer; and Harry A. Godkin, secretary.

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Maintainer Helper Group E	4.00
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SSA Seeking Trainee Talent For Benefit Examiner Posts

The job is called benefit examiner trainee, and the beginning salary at the GS-5 level in Federal service has recently been raised to \$6,176. Once the traineeship is completed and you attain the actual title of benefit examiner, your yearly pay climbs to \$7,639.

Should you meet the sought-after requirements, your employer will be the Social Security Administration's New York Payment Center. Its location is suburban: 96-05 Horace Harding Expwy., in

the heart of Rego Park in Queens. That's easily reached by the IND subway — via the 63rd Dr. local station.

The SSA maintains a staff of over 2,600 people in the New York Payment Center, an office which certifies payment of \$440 a month to more than 4½ million beneficiaries. The building itself is modern, air-conditioned, and with-

in walking distance of the busy Rego Park-Forest Hills shopping area.

Let's look at the job per se. The incumbent, reports SSA, serves as a trainee in acquiring the knowledge and skills needed in making decisions on continuing eligibility of payments under Title II of the Social Security Act, as amended.

In performing these duties, the benefits examiner is responsible for (1) the processing of suspension, termination, reinstatement and adjustment actions in connection with claims for social security benefits; and (2) preparing necessary documents and forms to effect these determinations.

SSA stresses that these are in-office desk jobs and will require individual decisions. There is no public contact involved. Qualification is based solely on an eligibility rating on the Federal Service Entrance Examination, forms for which are available at most major post offices and at the Federal Job Information Center, 26 Federal Plaza, New York 10007.

Fringe Advantages

Fringe benefits include liberal vacation benefits which increase with length of Federal Service, a generous sick leave program, low cost group life insurance and a comprehensive health benefits program which is financed in part by Government contributions. Also included is membership in the Civil Service Retirement System with comprehensive benefits including annuities, disability and survivor protection.

Other openings at the New York Payment Center are for various clerical positions and for claims authorizer trainees. The center will be happy to supply you more information on any of these titles if you call or visit. You may telephone them at 699-3652.

Car Maintainer B

Only one candidate took the practical examination for car maintainer group B (special military) recently.

In 27 Titles

State Sets Promotion Test For September & October

The New York State Department of Civil Service has scheduled 27 promotion examinations for employees in various departments for September 20, with applications due before August 11. Three other promotion tests will be held October 18, and filing for these closes September 8.

The latter tests are for senior attorney and senior attorney (various specialties), G-24 — interdepartmental; chief, bureau of pupil testing and advisory services, G-28 — Education Department; and senior computer programmer, G-18 — interdepartmental (continuous recruitment).

The August 11 cutoff date applies to the following titles:

Interdepartmental — supervisor of public employee training, G-27.

Audit and Control (including Employee Retirement System) — senior examiner of municipal affairs — G-18; and senior State accounts auditor, G-18.

Conservation (exclusive of Division of Parks) — flood control projects representative, G-23.

Education — chief bureau of migrant education, G-28.

Executive (Division of the Budget) — principal budget examiner (public finance), G-31; and deputy chief budget examiner (public finance), G-36, Executive (local government) — senior tax valuation engineer, G-23; and associate tax valuation engineer, G-27. Executive (OGS) — principal telephone operator, G-12.

Mental Hygiene — principal psychologist, G-27; chief psychologist, G-31; psychiatric senior attendant, G-7 (applications accepted through August 4); psychiatric staff attendant, G-8 (applications accepted through August 4); dentist II, G-31; dentist III, G-34.

Social Services (including Institutions) — assistant youth parole

director, G-25; senior youth parole worker, G-21; director of cottage program, G-22; youth parole supervisor, G-23; training school administrators, G-24 and G-25; and supervisor of youth center, G-24.

Transportation — director of transportation administrative service, G-33; hydro-electric operator, G-12; and senior hydro-electric operator, G-13.

State University of Buffalo — scientist (chemistry), G-18.

Polley Appointed

ALBANY — The new assistant commissioner for educational finance is John W. Polley of Delmar.

His appointment was just announced and he succeeds Stanley L. Raub, who was promoted to the post of associate commissioner.

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CSEA HOLDS STATEWIDE VOTING RALLIES



"Get Out The Vote" Rallies are being held throughout the State. Shown above are scenes from two of them.

Therapist Career Ladders Effective July 24

(Special To The Leader)

ALBANY — "Although they are not ideal, these career ladders are a break-through for Mental Hygiene employees now working for the State, and CSEA is justly proud of them," said Theodore C. Wenzl, president of the Civil Service Employees Assn., of the new career ladders approved by the Division of the Budget last week.

The career ladders — for employees in occupational therapy, recreation therapy, physical therapy and speech and hearing therapy, are effective July 24, 1969.

Following are the provisions of the new career ladders worked out by CSEA, department officials, the Civil Service Department and the Division of the Budget:

(1) High school graduation or an equivalency certificate will be an absolute requirement for future appointments to the new positions of occupational therapy trainee I at a salary of \$6,240, recreation trainee I and physical therapy trainee I. However, in the first open competitive examination for occupational therapy trainee I and physical therapy trainee I, present incumbents of the positions of occupational therapy aide and physical therapy aide may substitute experience for the high school requirement.

(2) Every occupational instructor, Grade 7, assistant recreation instructor, Grade 7, and physical therapy technician, Grade 8, who has two years of permanent competitive service in these titles, will be covered-in without further examination as occupational therapy assistant I, Grade 11, recreation assistant, Grade 11, or physical therapy assistant I, Grade 11, respectively.

(3) Any occupational instructor, Grade 7, assistant recreation instructor, Grade 7, or physical therapy technician, Grade 8, who has less than two years of permanent competitive service in such title will be covered-in without further examination as occupational therapy trainee I, recreation trainee I, or physical therapy trainee I, respectively. Upon acquiring two years of permanent competitive service these employees will also advance to occupational therapy assistant I, Grade 11, recreation assistant, Grade 11, or physical

therapy assistant I, Grade 11, respectively.

(4) Present employees who lack two years of college will be eligible to compete for promotion to occupational therapy assistant II, Grade 14, recreation worker, Grade 14, or physical therapy assistant II, Grade 14, as soon as they have two years of service as occupational therapy assistant I, Grade 11, recreation assistant, Grade II, or physical therapy assistant, Grade II, respectively. Employees entering the career ladder subsequent to July 24, 1969 must have or acquire two years of college training before becoming eligible for promotion to occupational therapy assistant II, recreation worker, or physical therapy assistant II.

(5) Positions of senior physical therapy technician, Grade 11, and senior physical therapy technician (TBS), Grade 12, have been reclassified to physical therapy assistant, Grade 14, and physical therapy assistant (TBS), Grade 15, respectively. Incumbents of these positions who have two years of permanent competitive service in these titles will be covered-in to the reclassified titles without further examination.

(6) There will be a last round of open competitive examinations for occupational instructor, Grade 7, assistant recreation instructor, Grade 7, and physical therapy technician, Grade 8. This will provide a final opportunity for present provisionals to acquire status. Those who pass can be appointed to the title of occupational therapy trainee I, recreation trainee I, or physical therapy trainee I, respectively. After serving one year as trainee I, they will advance to the assistant level. Those who fail will be moved to other available positions for which they are qualified or their services will be terminated.

Positions of chief occupation therapist, Grade 23, and chief recreation therapist, Grade 23, will be created by the reclassification of vacant positions.

The following changes will be processed as re-allocations and, where retitled as changes in title structure:

Occupational therapist, Grade 13 to occupational therapist, Grade 15.

Occupational therapist (TBS), Grade 14 to oc-

cupational therapist (TBS), Grade 16.

Senior occupational therapist, Grade 16 to senior occupational therapist, Grade 17.

Senior occupational therapist (psychiatric), Grade 16 to senior occupational therapist, Grade 17.

Senior occupational therapist (orthopedic), Grade 16 to senior occupational therapist, Grade 17.

Senior occupational therapist (TBS), Grade 17 to senior occupational therapist (TBS), Grade 18.

Recreation instructor, Grade 12 to recreation therapist, Grade 14.

Recreation instructor (TBS), Grade 13 to recreation therapist (TBS), Grade 15.

Recreation supervisor, Grade 16 to senior recreation therapist, Grade 17.

Head recreation supervisor, Grade 19 to head recreation therapist, Grade 20.

Physical therapist, Grade 13 to physical therapist, Grade 15.

Supervising physical therapist, Grade 16 to senior physical therapist, Grade 17.

Supervising physical therapist (public health), Grade 16 to senior physical therapist (public health), Grade 17.

Assistant director of physical therapy, Grade 19 to head physical therapist, Grade 20.

Director of physical therapy, Grade 21 to chief physical therapist, Grade 23.

Director of cerebral palsy unit, Grade 19 to director of cerebral palsy unit, Grade 20.

Speech and hearing therapist, Grade 13 to speech and hearing therapist, Grade 15.

Senior speech and hearing therapist, Grade 16 to senior speech and hearing therapist, Grade 17.

CSEA has been working on these career ladders for several months and had been doing research on them for years.

"We wanted a lot more than we finally got," Wenzl said, "and we will keep fighting for the rest. But we are extremely pleased with the career ladders that were finally approved by both sides, and I am sure that employees affected will also be pleased with them."

Training For Youths And Adults Available Through Board Of Ed.

(SECOND IN A SERIES OF ARTICLES)

Unemployed and underemployed youths and adults can learn occupational skills while mastering basic education, bring home a salary at the same time through the Board of Education's Manpower Development Training Program. Last week, The Leader explained the basic philosophy of the Federally-financed project, how to apply for these services, and listed types of jobs for which training is available. Below are descriptions of these occupations.

Next week: Special veterans training programs, vocational rehabilitation, Department of Social Service training, and a list of the Manpower and New York State Employment Centers.

AUTO STATION ATTENDANT

Performs duties at automobile service station as requested by customer; supplies car with oil, water, air and gasoline; changes oil and lubricates automobile; sells and installs accessories, such as windshield wipers, rear-view mirrors and spark plugs; changes and repairs tires. May wash automobiles.

AUTO SERVICE STATION MECHANIC

Repairs, services and maintains automotive vehicles by diagnosing defects, disassembling units, servicing and making adjustments, and reassembling parts.

AUTOMOBILE MECHANIC — NEW CAR

Repairs, replaces, overhauls and provides stipulated services for new cars and new light commercial vehicles by diagnosing defects, disassembling units, servicing and making adjustments or replacements and reassembling, using a variety of hand and power tools.

BOOKKEEPING MACHINE OPERATOR

Under supervision of head bookkeeper, maintains accurate records of business transactions using both manual bookkeeping and bookkeeping machines. Ability to figure mathematically, manually, and on calculating machines, is essential. Performs other duties—such as payroll preparation typewriting, filing, and monitoring telephone switchboard. May be assigned special jobs—such as payroll clerk, accounts receivable clerk, or accounts payable clerk.

CASHIER-WRAPPER

Records customer purchases on a cash register, receives cash, makes change, checks price tickets, wraps simple packages. Completes various business forms including proof of cash and sales checks. Must be able to perform fundamental arithmetic operations. Required to stand for extended periods.

DRAFTSMAN, ARCHITECTURAL

The beginning draftsman usually works under the direct supervision of a senior draftsman. He may be called upon to: trace or copy previously made drawings; draw to scale from sketches or instructions provided to him; draw several views of a detail; draw larger assembly or layout drawings after the supervisor has checked preliminary drawings; indicate information on drawings by symbols, notes and dimensions; make changes and adjustments in drawings as directed by his supervisor; assist in checking drawings for completeness.

The beginning draftsman should know the techniques for using the various drawing instruments and

Leader Special Report

tools. He should know the characteristics of the various papers and other materials he uses.

DUPLICATING MACHINE OPERATOR

Reproduces typewritten or hand-written matter on manual and/or electrically operated stencil and/or spirit duplicating machines. Operates machines that print copies of reading matter, figures, ruled forms—such as Multigraph and Lithograph machines. Serves as mail clerk, preparing incoming mail for distribution and outgoing mail for mailing.

ELECTRICAL APPLIANCE REPAIRMAN

Performs maintenance and repair on a large variety of electrical and/or mechanical appliances and equipment, including such household appliances as washing machines, dryers, hot water heaters, etc., industrial equipment, controls, meters, motors, and other devices of an electrical nature.

Uses various diagnostic techniques to examine electrical and/or mechanical device to be repaired and assembles it, if necessary, to determine cause of defective operation. Checks electrical circuit continuity. Repairs, adjusts or replaces defective parts and/or components such as wiring, heating elements, thermostats, switches or thermocouples, using small hand tools. Reassembles device and tests for proper operation, using special testing apparatus and tools required. Cleans and polishes device when necessary. Keeps record of work performed. May make service calls and/or deliveries and pick-ups of equipment to be repaired by car or other vehicle.

FREIGHT RATE CLERK

Checks and inspects shipping order copy of Bill of Lading for purpose of establishing correct rate from applicable tariff. Computes charges for the shipment and enters them on the Bill of Lading. Rates and extends freight bills. Calculates division of revenue and routing on interline bills. Maintains rate files. Quotes rates to shippers. Uses typewriter and machine calculators. Good memory for details is essential.

FURNITURE REPAIRER & REFINISHER

Repairs minor damage to or defects in parts of furniture using hand tools. Removes and replaces damaged or defective parts. Reglues and clamps opened joints. Lifts loosened veneer and glues it in place. Fills holes, cracks and dents with shellac. Fits doors and drawers. Corrects defects in the finish of furniture. Stains, fills wood and refinishes with varnish, lacquer, or shellac. Polishes, rubs, or waxes surfaces.

May discuss repairs with customers, estimate cost, and write out bills.

GROCERY CHECKER

Computes cost of merchandise

selected by customers in a self-service super-market using a cash register, receives payment, and makes change. Packs merchandise for customer. May issue trading stamps. Must have mathematical ability to figure cost of one or additional quantities of multiple-priced items, sales tax, and proof of cash.

HOSPITAL ORDERLY (NURSE AIDE)

Performs various duties in a hospital under the direction of or at the request of a nurse; carries meal trays; bathes and dresses patients; answers call bells; makes beds and gives alcohol rubs.

INHALATION THERAPIST

Under general supervision of a Supervisor of Inhalation Therapy, sets up inhalation therapy equipment, administers pulmonary therapy and keeps records of this according to physician's orders in hospitals, ambulances, nursing homes and other institutions. Maintains and makes minor repairs on equipment.

KEYPUNCH-VERIFIER OPERATOR

Records accounting and statistical data on tabulating cards by punching a series of holes in the cards in a specified sequence using a punch machine similar in operation and action to a typewriter.

MACHINE OPERATOR GENERAL

Operates machines to change the shape of raw materials; performs operations to produce a finished article. Performs operations such as drilling, cutting, milling, chamfering, turning, tapping, and threading. Operates engine lathes, milling machines, drill presses and surface grinders.

MAINTENANCE MAN, BUILDING

Keeps building and equipment in good repair, under supervision. Makes repairs and does minor plumbing, carpentry, electrical work, plastering and painting and other tasks necessary for building maintenance. May deal with tenants. May be employed in office or loft building or apartment house.

MEAT CUTTER — RETAIL TRADE

Cuts, trims and bones meat into standard cuts from packing-house carcasses to fill meat cases, etc. Prepares meats for frying, roasting, broiling and stewing, using sharp knives, machines, saw and cleaver. Receives, inspects, weighs, counts and stores meat. May dress poultry and fish. May cut special cuts for customers, and advise on preparation. May package meats in variety of packaging materials.

MEDICAL RECORD CLERK

Under supervision, performs clerical duties in the medical records department of a hospital or similar institution—such as maintaining medical files, transferring information from medical records to index cards, assigning code numbers using Standard No-

menclature of Diseases and Operations, releasing information to qualified personnel, assisting nurses in clinical work in wards. Must be familiar with medical terminology, able to type, write legibly, file, and work with medical personnel and with patients as admitting clerk.

METAL FABRICATOR

Fabricates parts from sheet metal of various gages using hand and power driven machines. Operates hand and power punchpress, shears, and brakes. Adjusts stops and aligns metal as it is fed into the machine. Inspects completed work.

Welds metal parts. Uses oxy-acetylene gas equipment, electric arc equipment, and inert gas equipment.

PATROLMAN (POLICE CADET)

Patrols the streets in a regularly assigned beat or area of the city to enforce laws and ordinances enacted to protect life and property, to prevent crime and disturbances of the peace and to detect and arrest offenders. Examines and becomes familiar with all parts of his beat and with those people residing or working in the area.

PICTURE FRAMER

Mounts pictures then frames them, either in frames chosen by the customer or by sawing and assembling frames; cuts glass to fit frames, mounts picture on cardboard (backing) by cutting cardboard to size of frame, centering picture on cardboard and gluing the cardboard to the frame, glues paper cover to back of frame, attaches eye hooks and wire to the frame. May gild or otherwise decorate frames.

PRACTICAL NURSE, LICENSED

Attends bedridden convalescents, infirm or mental patients. Cooperates with the physician by administering medicine, injections or massages and recording scheduled readings of pulse and temperature; gives bed baths or helps patient to bathe; changes bed linen; looks after patient's personal appearance by combing hair, manicuring nails and dressing patients; prepares special diets and serves meals; may feed patient. Must pass rigid State Board licensure examinations.

PRODUCTION MACHINE OPERATOR

Sets up and operates various machine tools including lathes, grinders, drill presses, saws, shapers, milling machines. Works from blueprint or sketch and shapes metal machinery and equipment parts from metal stock, performing all tasks involved such as laying out stock, shaping parts on various machine tools and fitting and assembling machined parts with machinists hand tools. Measures with precision instruments such as micrometers and vernier calipers.

ROUNDSMAN

An all-around cook who substitutes for and assists the Broiler Cook, Fry Cook, Roast Cook, and other cooks during their absences or during rush periods. May act as Breakfast Cook or Night Cook.

SALES CLERK — RETAIL

Explains merchandise to customer to make a selection. Keeps departmental stock, arranges displays, operates cash register, takes stock counts, price-marks merchandise. Must be able to communicate.

SCREW MACHINE OPERATOR-SWISS (MACHINE SHOP)

Attends and operates single spindle, Swiss-type automatic screw machines which feed, turn, face, thread, bore tap and cut off metal

pieces from round stock.

SHEET METAL WORKER

Plans and lays out sheet metal articles, cuts and shapes parts from sheet metal stock, uses power driven machinery or hand tools, assembles sheet metal parts into units or sub-assemblies, installs metal units, reads and works from blueprints, drawings, specifications or templates.

SHIPPING CLERK

Prepares merchandise for shipment. Selects goods ordered. Packs, wraps, addresses, weighs shipment for delivery. Prepares appropriate shipping documents. Maintains records of goods shipped. May also be required to serve as receiving clerk, physical handler, warehouse man. As head shipping clerk, may select appropriate carrier, figure common carrier rates and parcel post rates.

SHOE REPAIRMAN

Re-soles, re-heels and repairs shoes using hand tools and machines.

Places shoe on last, cuts off old sole with nippers or cobbler's knife, levels welt and sands to prepare for new sole. Builds up low spots in shoe bottom with felt, cork or other material. Bevells skives leather to provide close juncture with shoe bottom. Cements, nails or sews new sole in place over welt. Trims new sole to shape of shoe. Waxes or stains sole edges and bottom.

Removes old heel from shoe. Cements or nails new heel into place, cuts to shape of shoe and buffs to smooth finish.

Performs such services as attaching cleats, stitching ripped seams, patching holes, replacing counters, stretching and shining shoes and replacing buttons, buckles or ornaments. May be required to estimate cost of repairs.

STATISTICAL MACHINE SERVICEMAN

Specializes in repairing card punching, card sorting, card tabulating and other types of statistical machines. Uses Ammeters, Voltmeters, Trouble Light and Continuity Tester in troubleshooting. Required to perform electrical calculations involving Ohm's Law, Watts, Series Circuits, parallel Circuits and Series-Parallel Circuits.

STENOGRAPHER

Takes shorthand dictation and transcribes notes on typewriter and performs general office work for executive in private business or in the Civil Service. Maintains files and other records. Answers and makes telephone calls, receives visitors and handles mail.

STOCK CLERK

Performs a variety of tasks concerned with preparation of merchandise for the selling floor. These involve receiving and recording incoming shipments, physical handling, counting merchandise, operation of price-ticket printing and price-ticket attaching machines, filling in and calling for stock, taking inventories and completing various business forms. In larger stores, the employee may perform only one or several of these operations.

STRUCTURAL STEEL WORKER (WELDER)

Works as a member of a group that raises and places fabricated structural steel members such as girders, plates and columns and unites them permanently by bolting, riveting and welding to form a completed structure or framework of a structure. Fuses (welds) metal parts together by melting adjoining edges using A.C. Transformer or D.C. Generator, Cable and Electrode (rod)

(Continued on Page 13)

Manpower Job Training

(Continued from Page 12)
SURGICAL TECHNICIAN

Under supervision of operating room supervisor, surgeons, and professional operating room nurses, under aseptic techniques prepares operations, washes, shaves and sterilizes operative area of patient; circulates for operations, prepares operating room supplies, assembles instrument baskets, scrubs for minor operations, scrubs with professional nurses for major operations; assists with any other procedures as need arises in the operating room area.

TYPIST

Using manual or electrical typewriter, prepare typewritten letters, forms, reports, copying from long-hand or typewritten copy—from her own information or from transcribing machine. Performs other clerical duties — such as cutting stencils and operating duplicating machines, filing and record keeping.

WOODWORK MACHINE OPER.
 Cuts, shapes, drills, bores and

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sands dried (dressed) lumber to make wood parts of such items as household furniture, walk-in-coolers, store fixtures, stereo cabinets, kitchen, pianos and partitions. Sets up and operates one or more woodworking machines such as drill press, power disc sander, power drum sander, grinder, belt sander, jig saw, jointer, wood turning lathe, surface plan-

er, bandsaw, circular saw, radial arm saw, router and shaper. May operate veneer press, setting up machine for lengths and widths needed; applies glue to stock by hand, sets veneer in place, and operates machine. May use Automatic Nailing machine to assemble parts. May grind own shaper knives or knives for automatic lathe.

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Brown Re-Elected By Lancaster Unit

LANCASTER — Harry Brown was reelected for a second term as president of the Lancaster Village unit of the Erie County chapter of the Civil Service Employees Assn., which represents Lancaster Department of Public Works employees, at the group's recent elec-

tion held at the Oriole Club. Other officers named were: Leonard Fuldauer, vice president; Edward Anstett, secretary; Arthur Converse, treasurer; and Richard Moore, sergeant-at-arms. The newly elected officers will be installed at a regular meeting on September 24.



LONG SERVICE — Mildred Ray, right, retiring from the State Motor Vehicle Department after 41 years of service, receives meritorious service award from Thomas McDonough, president of the Albany Motor Vehicle Department chapter of the Civil Service Employees Assn., at a recent retirement party.



UP THE RIGHT ALLEY — Champions of the Nassau chapter, Civil Service Employees Assn., Mixed Bowling League receive a hearty handshake from chapter president Irving

Flaumenbaum, on their fine showing. They are, left to right: Flaumenbaum; Hal Hammond, league president; Gloria Blackwell, league vice-president; Vivian Cook, secretary; and Jim Wallace, treasurer.

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HONORED — Genoa Kepner, corresponding secretary and activities committee chairman of the Capital District Conference, Civil Service Employees Assn., receives a plaque and a kiss from Max Benko, outgoing president of the conference, at ceremonies at Lake Luzerne recently. Miss Kepnar was presented with the president's award during the conference's annual meeting.



NEW OFFICERS — Dr. Theodore Wenzl, rear, president of the Civil Service Employees Assn., recently installed new officers of the Capital District Conference, CSEA during the conference's annual meeting at Lake Luzerne. Left to right, are: Marion Farrelly, recording secretary; Edgar Troidle, treasurer; Alfred Pagano, second vice-president; Thomas McDonough, first vice-president and Ernest Wagner, president.

Olean School Aides Win New Contract

OLEAN—A State fact-finder has recommended a 5.5 percent salary increase for all non-teaching employees in the Olean city school district. The salary schedule was among recommendations made in the contract dispute between the Olean Board of Education and Units II and III of the Civil Service Employees Assn.

Appointed by the New York State Public Employment Relations Board, the fact-finder, Mark H. Beecher, also advocated that a further increment be added to each salary and wage scale in an amount equal to the present increment in each scale so that employees at the top of their pay scale would receive equitable treatment with those below the top.

Other recommendations include: an additional 20 days of sick leave when all accumulated sick leave has been used; two non-accumulative personal leave days per year; and maintenance of the present vacation time for 12-month employees. Rejected by the fact-finder was a request for longevity increments, based on the fact that an additional increment had been proposed in the salary schedule and that teachers of the system did not have longevity steps in their salary schedule.

Rochester Rally Draws 700 State Employees

(Special To The Leader)

ROCHESTER — A giant election rally and party was given last week by five chapters of the Civil Service Employees Assn. in the Rochester area for all State employees here.

Rochester State Hospital chapter, Brockport State University chapter, Industry State School chapter, Transportation District No. 4 chapter, and Rochester chapter were hosts to more than 700 State workers at the Towne House Motor Inn on Wednesday, July 9.

A buffet and refreshments were served, reported CSEA regional field supervisor James J. Powers. "This party put Council 50, our rival union, back into the woodwork," Powers said.

Officials of the chapters involved, whom Powers credited for getting the people out, are Carmen Farruggia, president, Industry School; Nels Carlson, president of Rochester chapter and Jeremy Pingelton, Rochester, co-chairmen; Jim Shea, Transportation District No. 4; and Thomas Gartley, Brockport State University.

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PANELISTS — Joseph D. Lochner, executive director of the Civil Service Employees Assn., standing at microphone, discussed plans for the forthcoming collective bargaining elections at the annual meeting of the Capital District Conference at Lake Luzerne, recently. Others on the panel are, seated left to right: John Carey, associate program specialist; Bernard Ryan, collective bargaining specialist; Joseph Dolan, director of local government affairs; Jerry Rogers, supervisor of field services; E. Norbert Zahm, director of education; all of the CSEA headquarters staff; May DeSeve, publicity committee chairman of the conference and John Canoby, CSEA field representative. Standing, at left, is Max Benko, past-president of the conference.

'Ballots Look Like Junk Mail,' Corcoran Warns Utica Area Rallies For State Employees

(From Leader Correspondent)

UTICA — CSEA field supervisor John Corcoran told some 200 members attending a Utica campaign rally last week that the Public Employee Relations Board was using devious methods in the mailing of election ballots.

"The ballots have been mailed in a plain envelope with no return address or mention that the envelope contained a ballot," Corcoran said.

He said the envelope was misleading because it resembled "junk mail" and could very easily be discarded by those receiving it at their home. Several attending the rally said they hadn't realized they had received their ballots because they "didn't pay any attention to the plain envelope received with what they called other 'junk mail.'"

The issue was brought to light when Utica chapter president Philip Caruso displayed the envelope in which he received his ballot. Caruso pointed out that the plain envelope could be deceiving and urged all members to make sure they got their ballot and used it.

Chapter presidents and field representatives addressed the gathering in Maennerchor Hall, each urging members to "get out the vote."

Field representative Robert Guild said CSEA could negotiate a contract for State employees "more effectively than any carpetbagger" because CSEA had the respect of the Legislative body of New York State.

"A strike is not the answer," Guild said. "It's only a substitute. The means does not justify the end."

He criticized the campaigning in his area of a "Rev. Blatz," here from out-of-State on behalf of Council 50, American Federa-

tion of State, County and Municipal Employees."

"He's pitting Catholic against Protestant and this is not right," Guild said. "Even the Catholic Bishop of Brooklyn saw through the plot and disclaimed any connection between Rev. Blatz and the Church in this matter."

During Corcoran's speech, an unidentified member of Council 50 who had gained entrance to the meeting unbeknown to CSEA members, began shouting, became belligerent, and was escorted out of the building.

Corcoran, referring to a Utica television appearance of Rev. Blatz, said the clergyman was unable to answer questions on Council 50's dues, number of members or problems they encountered. "He could only speak in vague generalities," Corcoran said.

Buffalo Sewer Aides Get 25-Year Pension

(From Leader Correspondent)

BUFFALO — Civil Service Employees Assn. negotiators last week won a 25-year retirement plan for about 100 persons who work for the Buffalo Sewer Authority.

The employees are represented by the Sewer Authority unit, Erie chapter, CSEA.

"We worked in close cooperation with Joseph LoTempo, the authority chairman, and other board members," said Dan Tattenbaum, unit chairman, who conducted the CSEA negotiations with Al Neri.

Tattenbaum explained that the Authority was under no legal obligation to consider money matters this year but agreed to do so when the CSEA won the 25-year plan for State employees.

"It's a rocky road ahead," Corcoran warned the members. "We're faced with the terrible Taylor Law, which says in its preamble that it is designed to provide harmonious relationships between public employees and employers. This is far from the truth. It's impeding meaningful negotiations."

A similar rally was held in Rome the next night.

Delegates Get Time Off For March Meet

ALBANY — Theodore C. Wenzl, president of the Civil Service Employees Assn., said last week that all CSEA delegates who attended the Association's March 7 meeting in Albany will receive time off from their State jobs without charge to accumulated leave credits for that day.

Wenzl had received word from Abe Lavine, director of the State Office of Employees Relations, Employee Relations, okaying the time off. Lavine said he would ask the State Civil Service Department to advise all State agency personnel offices accordingly.

CSEA delegates who attended the meeting should arrange to get credit for this day through their administrative officer or personnel office.

Wenzl also said that the same travel allowances accorded to delegates by CSEA for delegate meeting will be allowed for this meeting. Travel both ways up to a maximum of four hours each way will be compensated by the Association.

Rochester Area Chapters Form Political Arm

(From Leader Correspondent)

ROCHESTER — A political action committee to help upstate workers get a fairer shake from Albany has been formed by five Rochester area chapters of the Civil Service Employees Assn.

Carmen Farruggia, president of the CSEA chapter at the State Agricultural and Industrial School at nearby Industry, said the first order of committee business will be improvements in the cost-of-living pay.

"State workers in the New York City area received a \$200 cost-of-living increase this year, but upstate workers got nothing," he said. "We have figures to prove that Monroe County's cost-of-living is as high as, if not higher than, that of any other area of the State."

Besides the Industry chapter, the Rochester chapter, the Rochester State Hospital chapter, the chapter at the State University College at Brockport and the Rochester Division of the State Department of Transportation are represented on the committee, which met for the first time June 21.

One way the political action committee hopes to influence officials in Albany is to work more closely with area legislators, meeting with them and helping them to get better acquainted with the needs of local State workers, Farruggia said.

He said no chairman had been chosen for the committee.

'Friendship' Given To Employees By Newark Chapter

(From Leader Correspondent)

ROCHESTER — A "gift" of friendship recently was given to every employee at Newark State School by the Newark State School chapter of the Civil Service Employees Assn.

The "gift" was a name clip and pin, for which every employee, whether he was a CSEA member or not, became eligible merely by signing his name, title and department on a sheet of paper.

The name clip and pin then was made up personally for each employee, who was asked to wear it on the job.

"We felt that this was one of the best ways that CSEA members could be made known to everyone," said Charles L. Smith, chapter president.

But the project had side results, too.

Said one of the non-CSEA members: "When you meet someone you don't know and that person greets you, all you have to do is to glance at his name tag and you've made a new friend."

Smith said that any CSEA chapter wishing more information about starting a similar project should call or write to Harry Kabat, Newark State School, Newark, N.Y. 14513.

Electrician Exam

Five candidates for electrician took the practical test recently.

Francis McGarvey

ALBANY — A career State policeman is dead.

Francis S. McGarvey, who enlisted in the State Police in 1917 as a young man and climbed the ladder to become State superintendent of State Police, was buried in Kingston.

Mr. McGarvey was born in New York City Dec. 15, 1896. He was one of the original troopers assigned to Troop K, when it was formed.

SUNY At Oneonta Forms New Unit

ONEONTA—After many years of being an integral part of the Oneonta chapter of the Civil Service Employees Assn., the State University College at Oneonta has voted to form their own unit

within the Oneonta chapter. Since the affirmative vote by members at the university, there has been much preparation in organizing this unit.

He made district inspector in 1935 and division inspector in 1936 and on up the ladder to troop commander and chief inspector. He became State Police Superintendent in 1955.

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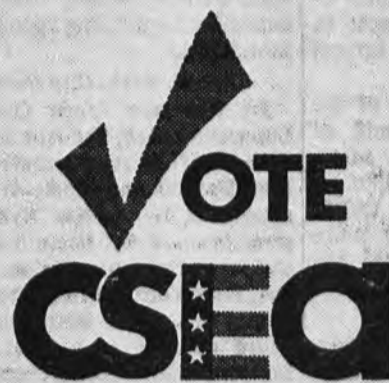


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Big Victory Seen For CSEA In All Five Units; Voter Rallies Throughout State Successful

ALBANY — The Civil Service Employees Assn., in high gear during the critical election time for State employees, last week reported that prospects for a big win in each of the five units look good in every area of the State.

Radio and TV coverage has been "excellent," CSEA president Theodore C. Wenzl said. Besides spot TV and radio announcements scheduled throughout the State, some individual rallies and parties have been filmed and shown on local news programs.

Western Regional field supervisor James Powers reported that a cocktail party and rally at the Towne House Motor Inn in Rochester last week, given by all Rochester-area CSEA chapters for the State workers in that area last week, was filmed by TV and also covered by the local radio stations.

Radio-TV Debates

In addition, several radio debates have pitted CSEA staff members, officers and members against representatives of Council 50, the Association's chief rival in the elections. Guest appearance by CSEA members, officers and staff on local radio shows have also taken place and more of these, as well as the debates, are scheduled for the closing weeks of the mail-ballot election.

The CSEA Public Relations Department at Headquarters has placed several newspapers ads in prominent newspapers across the State, and many individual chapters have supplemented these with their own ads in local papers.

County chapters from Buffalo to Long Island have pitched in with money and manpower to help out the State chapters, which are directly involved in the campaigning. Hundreds of members of the Nassau County and Suffolk County chapters have telephoned their fellow members employed by the State to urge them to vote for CSEA.

Counties Helping

In many areas of the State, county chapters have contributed cash from their own treasuries to pay for local advertising for the elections. One chapter is reported to have given \$1,000, and other contributions run nearly as high.

Person-to-person contact through rallies, parties, picnics and get-togethers has been one of CSEA's main goals during the campaigning, Wenzl said. More field representatives have been put on the CSEA force in institutions to get the word out to the thousands of State employees who will vote in the institutional unit, the largest of the five units.

Reports from every area of the State indicate that turnouts of State employees — CSEA members and non-members alike — has been excellent at every CSEA-sponsored affair, and still more parties, luncheon and rallies are scheduled.

Central New York

CSEA regional field supervisor John Corcoran reported that during the last week four big rallies were held in the central part of the State, all very successful. He credited CSEA field representative Ted Modrzejewski and chapter member Morris Solkolinsky for getting out the people at the Binghamton rally; Frank Martelli for his efforts at the Rome rally; CSEA field representative Bob Guild, for the Utica rally's

success; and field representative John Ray for the success of the Syracuse rally.

All in all, Corcoran said, he was very optimistic about CSEA's success in the central New York area.

Louis Shaw, CSEA upstate field representative, cited the contributions of advertising funds from county chapters in his area and commended Joseph Trocchia, president of the Elmira Reformatory chapter, for setting up TV new program appearances for himself and Shaw in Elmira.

Elmira Reformatory chapter, Chemung County chapter and Hornell City chapter were also cited by Shaw for their sponsorship of a series of 15 TV commercial announcements in Elmira.

Corcoran also commended field representative Richard A. Sroka for his coordination of the election operations in the Oneonta-Delhi area, the home of Oneonta chapter and the Delhi Valley chapter. Many employees in the area did not receive the ballots and CSEA assisted in obtaining them from PERB.

Hudson Valley

Outside of New York City, CSEA chapters at Letchworth Village, Rockland State Hospital, State Rehabilitation Hospital at West Haverstraw and the Palisades Interstate Park combined to send out a sound truck to tour the grounds of the three institutions as well as the park grounds.

Over a thousand State employees attended three rallies at the Samsondale Pub in West Haverstraw, according to Thomas Luposello, supervisor field representative.

Heading up the rallies in Rockland County were Thomas Brann, field representative; Miss Viola Svernsen, chapter president at NYS Rehabilitation Hospital; Bradley Moore, president of the Palisades Interstate Park chapter; George Celantano, president, Rockland State Hospital chapter; and John Clark, president of the Letchworth Village chapter.

Leading the rallies in the Southern Conference area: CSEA field representatives Harman Swits; Jack Pender; James Rogers; and collective bargaining specialist Pat Monachino.

New York City Area

In the New York City area, Luposello noted, the fine jobs produced by field representatives William Farrell and Adele West and supported by Joseph Sykes, was strengthened by these respective chapter presidents: Solomon Bendet, New York City chapter; Randolph V. Jacobs, State Insurance Fund chapter and head of the Metropolitan Conference; Jack Weisz, Parole chapter; Philip Wexler, Metropolitan P.S.C. chapter; James Barge, Bronx State Hospital chapter; Amos Royal, Manhattan State Hospital chapter; Ann Dawson, Creedmoor State Hospital chapter; Ann Chandler, Brooklyn State Hospital chapter; and Thomas Delaney, Willowbrook State Hospital chapter.

In Albany, the headquarters for

more than 25,000 State employees, three parties held at the State University Campus for State employees who work in the area were exceptionally well attended, as was a rally for downtown Albany State workers at the DeWitt Clinton Hotel.

Enthusiasm Seen

CSEA field representatives, armed with CSEA bumper stickers, posters, buttons, flyers and other campaign material report that enthusiasm for CSEA in all sections of the State is unparalleled and that no other employee organization involved in the elections is getting so much support as CSEA.

"We are very, very optimistic about winning all five units," Wenzl stated. "The enthusiasm is overwhelming, and State employees are flocking to CSEA gatherings to hear about our organization. I am very pleased with the success of our efforts in this election so far."

On the lighter side, some of the unusual campaigning gambits include sound trucks which tour areas where State employees are likely to hear the recorded CSEA messages and the CSEA "jingle," which is heard on the TV spots.

In Albany, two sound trucks of CSEA staff members toured the campus and downtown areas, where many State departments are housed, for four days, with bumper stickers and posters flying in the wind.

Planes Hired

The Buffalo State University chapter hired a plane to carry a CSEA streamer reminding Buffalo area State workers to vote, and CSEA members attending a campaign rally at the Metropolitan Conference at Long Island's Jones Beach last week looked up in the sky to see another "Vote CSEA" banner streaming from a small plane. That plane flew up and down the Long Island beaches catching the attention of all bathers, CSEA members and non-members alike.

CSEA's opposition apparently has concentrated its work on mental hygiene institutions across the State, virtually neglecting the rest of State employees.

"Our representatives tell us that the small staff of Council 50, AFSCME, the outside organizers are on loan to Council 50 and are from other states infiltrating the institutions trying to convince the employees there that Council 50 can do something for them. Few, if any, employees are swallowing this old, tired line.

"From all reports, in fact, all Council 50 affairs — both at institutions and for other State workers, have been very poorly attended. We heard of one party where the attendance was so low that the Council 50 organizers were forced to throw away pounds and pounds of fried chicken. At another of their rallies, it was reported that State employees walked in to pick up refreshments and then walked out again, not stopping to listen to the Council 50 harangue."



ERIE CHAPTER ENROLLS — Neil Cummings, president (seated left) is shown applying for the CSEA accident and sickness insurance policy with the help of Dan Volpini, insurance representative of Ter Bush & Powell, Inc., agents for the Association. Erie County employees may now participate in this low-cost program which presently protects over 60,000 other members of the Civil Service Employees Assn., Inc. against loss of income. Looking on are Thomas Christy, CSEA representative (right) and George Wachob, Ter Bush & Powell, Inc.

Differentials Won For Nurses By CSEA

(Continued from Page 1)

pay, also negotiated by CSEA, now in effect.

In Nassau and Suffolk counties, the minimum hiring rate for staff nurses will be increased to the second year salary step of grade 12 (with the location pay and geographic differential pay, this will equal \$7,770 as starting pay).

In Rockland, Westchester, Nassau and Suffolk counties, a geographic pay differential of \$275 will be paid to head nurses in addition to \$200 location pay now in effect.

All institutional nursing titles presently allocated to grade 17 and above will be reallocated by one salary grade.

All of the above changes will become effective July 24, 1969.

The CSEA spokesman said that CSEA was "extremely displeased"

that area differentials were not restored to nurses who work in New York City. The nurses had enjoyed a \$1,375 differential since last Fall but it had been partially rescinded when the CSEA \$600 minimum raise for all State workers went through on April 1, of this year.

State officials insisted that State nurses in the New York area were still on a par with other area nurses, so no restoration was necessary.

"However," the CSEA spokesman said, "the salaries of nurses employed by New York City would be reviewed again in September. If they receive a raise then, CSEA will go to work to make sure that State nurses get an identical raise to keep them on the same level as City employed and privately employed nurses."

How To Steal An Election — Utilize The Big Lie

Leaders of the Civil Service Employees Assn. warned State workers to be on guard against increasing use of the "big lie" technique by Council 50, AFSCME, in the closing days of balloting in the State representation election.

CSEA officials cautioned particularly against being misled by distortions aimed at CSEA's insurance program and false statistics on salary benefits negotiated by the Employees Assn.

Joseph D. Lochner, CSEA executive director, cited a Council 50 flyer which says employees can withdraw from CSEA membership and still retain their CSEA group insurance coverage. "This, of course, is completely untrue," said Lochner. "The law requires a person to be a member in order to have the insurance. This holds true for Council 50's insurance, too," he said.

Lochner also noted that Council 50 has circulated phony comparisons between salaries of State employees in New York City and workers employed by the City. For the City workers, Lochner said, Council 50 quotes salary levels effective after July, while for State employees, the salary figures mentioned were in effect prior to April 1.