

Civil Service LEADER

America's Largest Weekly for Public Employees

Mental Hygiene Report

See Page 3

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On Right To Bargain Exclusively

Appellate Court KO's PERB But Governor Won't Meet

Hearing Set For March 1

Grievance Appeals Board To Hear CSEA Testimony On Leave Rules Concerning Delegates To Meetings

ALBANY — The State Grievance Appeals Board will hear testimony on March 1 on a complaint by the Civil Service Employees Assn. that the removal of administrative leave for CSEA representatives attending official meetings was arbitrary and discriminatory.

The practice has been, according to Dr. Theodore Wenzl, Statewide president of the Employees Association, to grant the leave on a discretionary basis since 1957 when Governor Averill Harriman issued instructions to agency heads to allow reasonable time to attend meetings without charge against accumulated leave credits.

In a letter to Mrs. Ersa H. Poston, president of the Civil Service Commission, Dr. Wenzl said:

"We have your letter of January 20 in which you attempt to justify your action in taking away from State agency heads their discretion to grant reasonable time off for elected employee representatives to attend employee organization conventions and meetings (Continued on Page 16)

Wage Differential Of 10% Asked By CSEA For Stenos In NYC Metropolitan Area

ALBANY—A ten percent geographic wage differential for State stenographers in the metropolitan New York City area has been requested by the Civil Service Employees Assn.

William L. Blom, director of research, told The Leader the adjustment was being sought for all stenographers employed at State facilities within the counties of New York, Kings, Queens, Bronx, Richmond, Westchester, Rockland, Nassau and Suffolk.

In support of its application for the benefits, won for State employees by CSEA in last year's legislature, the Employees Association used a comparative analysis of salary data compiled by the U.S. Bureau of Labor Statistics in three metropolitan area wage surveys covering New York State—New York City, Buffalo, and the Albany-Schenectady-Troy area.

Comparisons

BLS survey figures for nearly 7,000 employees classified as general stenographer in private industry in the New York City area in early 1967 showed average weekly earnings of \$91, according to Blom.

Surveys in the same period covering 1,000,555 privately employed stenographers in the combined Albany - Schenectady - Troy and Buffalo areas revealed average weekly salaries of \$86.

On a yearly basis, CSEA's application points out, these figures showed the average New York City stenographer in private industry making \$4,732, while his or her counterpart in the combined up-state survey area earned \$4,472.

On a percentage basis, the data indicates that private employers

salary of State employed stenographers in the New York City area paid their stenographers 5.8 percent more than was paid in other areas of the State.

Relating this area differential to the \$4,316 Statewide average (Continued on Page 16)

CSEA President Charges:

Civil Service Commission Reneging On Promise For Clerical Salary Study

(Special To The Leader)

ALBANY—Charging the State Civil Service Commission with reneging on a promise to provide a study of clerical salaries in private employment, the Civil Service Employees Assn. has called for a meeting of its Special Committee on Reallocation of Office and Clerical Workers to consider what action might be taken toward getting a two-grade reallocation for 28,000 office and clerical workers.

The meeting, called by Irving Fisher, committee chairman, is scheduled for March 4 in Albany.

Commenting on the Commission's reply to a recent CSEA telegram demanding immediate action on the reallocations, Dr.

Court Of Appeals To Get Case; CSEA To Meet On Forcing Talks With State

ALBANY—In the wake of a ruling by the Appellate Division of the Supreme Court that the Public Employment Relations Board did not have the right to forbid the Rockefeller Administration to recognize and negotiate with the Civil Service Employees Assn. as the sole representative for most State employees, the CSEA last week renewed its demands for immediate resumption of negotiations with the Governor's negotiating team.

PERB announced that it would appeal the decision, which has the affect of maintaining a lower court opinion, which ruled in behalf of the PERB stand, and John T. DeGraff, counsel to the Employees Association, announced that he had asked the Court of Appeals to hear the case as soon as possible. The latter court is the State's highest.

In upsetting the lower court decision, unanimously, the Court ruled that exclusivity was not really an issue. This basically supports a CSEA stand, which has been that the Employees Association is not concerned with whom else the Rockefeller Administra-

tion wishes to deal with—they insist that negotiations with CSEA should not have stopped and should be resumed immediately.

The Governor's office late last week announced, however, that it (Continued on Page 14)

Injunction Sought On Overtime

ALBANY—Legal action has been started by the Civil Service Employees Assn. which would stop the State Director of the Budget from taking back money which the State claims was paid mistakenly for overtime work on three holidays to certain State Department of Transportation employees.

Last Friday in the State Supreme Court, former Albany City Judge Samuel Jacobs, a CSEA counsel, asked for and obtained a temporary restraining order from Justice John H. Pennock which prevents any action by the Budget Director until CSEA motions for an injunction are heard on March 8.

CSEA has initiated a law suit against T. Norman Hurd, State Budget director; State Comptroller Arthur Levitt, and J. Burch McMorran, Commission of Transportation, which, if successful, would allow 642 employees of the (Continued on Page 16)

D'Alessandro Picked

ALBANY—Adam F. D'Alessandro, a veteran of New York City Police Department, has joined the New York State Identification and Intelligence System.

He is serving as deputy director for the new State unit and brings to it some 27 years of experience as a career police official in New York City.

Don't Repeat This!

Not Over Yet, But— Both Rockefeller And Lindsay Are Losers Over Strike

DESPITE heavy editorial comment that Mayor John Lindsay is the winner and Governor Rockefeller the loser in the tangled sanitation strike, the fact of the matter is that there is no true winner emerging from this sorry mess, at least at Leader press time. Lindsay has made himself highly popular with most of the public and he has almost ruined his administration's working relation- (Continued on Page 13)

(Continued on Page 16)

Prepaid GROUP PRACTICE- ANSWER TO A CRISIS!



THE "TIME HAS COME" for prepaid group practice.

Never before have group practice plans received such nationwide recognition. "A sudden explosion of public attention" is the way one health leader describes it!

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

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

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

In government they are saying:

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

—Health Message to Congress—President Lyndon B. Johnson

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

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

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

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

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

—Report by President's Consumer Advisory Council

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

In medicine:

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

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

In labor:

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

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

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

—AFL-CIO Executive Council, Feb. 1967



**HEALTH INSURANCE PLAN OF GREATER NEW YORK
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Gov't. Needs Clerk-Typists; \$4,108 & Up

The Social Security Administration is seeking clerk-typists for career positions at GS-2 (\$4,108) with its Payment Center in Rego Park, Queens.

Clerk-typists will be promoted to GS-3 (\$4,466) after six months satisfactory service.

An examination to fill the positions will be given Saturday (Feb. 24) at 9:30 a.m. at the Payment Center, 96-05 Horace Harding Expressway, Rego Park.

Applicants should call in advance of the test on 699-3535, 699-353 or 699-3652.

Asst. Superintendent Of Sewage Treatment Plant; \$9,256 & Up

Applications are being received up through March 8 for an examination for the position of assistant superintendent, sewage treatment. At present there is one vacancy with the Department of Public Works. The salary range is \$9,256 to \$12,272.

The examination will be held on April 6. Candidates must have been legal residents of Westchester or Fairfield, Conn. County for at least four months immediately preceding the date of the written test.

Further information and applications can be obtained at the Westchester County Personnel Office, Room 700, County Office Building, White Plains.

Westchester Has Senior Clerk Jobs

Applications are being received up through Friday (Feb. 2) for a Civil Service examination for the position of senior clerk to fill vacancies, with Mount Pleasant C.S.D. 1, at a salary of \$3,583 (10 months). The examination will be held on March 2, 1968. Further information and applications can be obtained at the Westchester County Personnel Office, Room 700, County Office Building, White Plains.

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Mental Hygiene Comm. Meets With Dept. On 16 Problems Affecting CSEA Membership

ALBANY—Sixteen subjects affecting employees of the Department of Mental Hygiene were discussed at a recent meeting between department officials and the Civil Service Employees Assn.'s Special Mental Hygiene Committee.

Representing CSEA were the following members of the special mental hygiene committee: Pauline Fitchpatrick, Anne Bossette, Julia Duffy, Charles Ecker, George Felkel, Edward Limner, William McGowan, William J. Rossiter, J. Arthur Tennis, Elizabeth Begeal and George Celentano.

CSEA president Theodore C. Wenzl was in attendance. Staff members present were: Thomas J. Luposello, associate program specialist and Mary T. Blair, assistant program specialist.

Representing the Department of Mental Hygiene were: the commissioner, Dr. Alan D. Miller; Lawrence B. McArthur, assistant commissioner, Bureau of Manpower; John J. Lagatt, director of personnel; Michael Weitzman, associate personnel administrator; and William Corrigan, associate personnel administrator.

Topics discussed were:

Unfinished Business

Reallocation Of Employees In Narcotics Units—CSEA again requested Departmental support of the Association's appeal to the Civil Service Commission on the reallocation of Narcotic Security Assistants from Grade 8 to Grade 12. The Department stated that its decision has been made with respect to CSEA's appeal but advised the committee that a budget appropriation will be requested for an intensive study of all Ward Service Personnel. It is anticipated that Career Ladder plans will be developed as a result of this study not only for Narcotic Security Personnel but for all other Ward Service employees.

Social Worker Career Ladder—CSEA asked if the Department's decision to maintain the use of former working titles in the Psychiatric Social Worker Series had

been implemented. The Department advised that the trainee (Continued on Page 11)

Six Formal Contracts Signed By CSEA's Nassau Chapter

MINEOLA — Six formal, written labor contracts have been negotiated for public employees in Nassau County in recent weeks "without threats of strikes or violence" by the Nassau chapter of the Civil Service Employees Assn.

"Despite the failures elsewhere to achieve just negotiations on the part of public employees' groups, the Nassau chapter of CSEA has successfully concluded negotiations in six Nassau political subdivisions," Irving Flaumenbaum, president of the 15,000-member chapter said.

"This has been done quietly, without threats of strikes or violence," Flaumenbaum asserted. "The agreements weren't easy to come by, but in each case significant objectives of the employees have been accepted by their public employers.

"We feel a responsibility to the public and to ourselves to settle without drastic action, if possible," Flaumenbaum said.

He cited agreements signed on behalf of employees of Sanitary Districts No. 1, Inwood, signed recently, and No. 2, Baldwin, and labor contracts accepted and awaiting formal signature in the villages of Garden City and Freeport, the Long Beach Library and Nassau County Bridge Authority.

The contracts are the first formal, written labor agreements entered into by public employees in Nassau. The binding formal labor contracts were authorized by the State's Taylor Act, which went

Onondaga County Chapter Appeals To State PERB To Force County Recognition Of Employees Association

(From Leader Correspondent)

SYRACUSE—Onondaga chapter, Civil Service Employees Assn., is awaiting action by the State Public Employment Relations Board on its appeal of Onondaga County's failure to recognize it as the bargaining agent for county workers.

The chapter voted unanimously recently to file the appeal when the county took no action on the formal request for recognition, filed Dec. 12, 1967.

John J. Ray, CSEA field representative, said the chapter be-

came "impatient with repeated delaying tactics of the (County Executive John H.) Mulroy administration."

He sharply criticized the county's position that it could not recognize the chapter until the State PERB approves the application for exemption and its own local PERB. Ray charged that the county's posture is: "part of a grand scheme to deprive the county employees of their legal rights under this historic law."

"This appeal to the State board is totally unnecessary, and Mulroy is becoming a part and parcel, knowingly or not, of activity that erodes the concept of home rule," Ray said.

The State board, he said, "has continually insisted that recognition of a bargaining agent should not be delayed because local government exemptions to the State statute were not approved, provided the employee organization requesting recognition met all the criteria established in the law."

Onondaga chapter has proved its membership — more than any other county employees' group — and agreed not to strike, as required by the new Public Employees Fair Employment Law, he said.

"Yet, he (Mulroy) still fails to designate a bargaining agent for the employees. We earnestly regret making this appeal, and it is being done only after the closest consultation with our members, our chapter board of directors, our attorneys here and in Albany, for we do respect and honor the concept of home rule," Ray said.

The chapter "has been asking continually for recognition since last Fall so a contract could be negotiated for these people—to no avail; we have requested a contract for this year on their behalf—to no avail; we have done everything in our power to resolve this at the local level—to no avail," he said.

"The time now has run out for the local government. Perhaps we should have appealed two weeks ago when the time lapsed," he declared.

Ray charged that Mulroy "wants to delay our recognition as long as possible, so that the time for actual negotiations will be lessened." He said the chapter (Continued on Page 16)

Brookhaven PERB Certifies CSEA

BROOKHAVEN — The Brookhaven Town Public Employment Relations Board has certified the Civil Service Employees Assn. as the exclusive bargaining agent for all Brookhaven Town employees.

The Board's decision was based on the overwhelming number of employees who are members of the CSEA and who have designated CSEA as their bargaining agent. Cards were submitted covering 95 percent of Town employees.

Robert Villa, Suffolk chapter CSEA president, hailed the decision as "a milestone in our representation efforts on behalf of public employees, in general, and especially for the employees of Brookhaven Town."

Dr. Wenzl Urges Governor Make Good Friday-Passover Holiday For State Employees

ALBANY—Governor Rockefeller has been asked by the Civil Service Employees Assn. to make Friday, April 13, a holiday for State workers.

Dr. Theodore C. Wenzl, CSEA president, in asking for the day off, said that both Good Friday and Passover fall on April 13 this year and "our members predict difficulty in giving personal leave for religious observance to all who will desire it."

In the event the State will not grant the whole day off, Dr. Wenzl, in a letter, asked the Governor to at least consider closing the State offices at noon on that day.

Pointing to the problem of giving time off to institution workers, Dr. Wenzl proposed, if time off is accorded, that institution and other employees who cannot be relieved from duty on that day be given equivalent time off at some other time.

To Keep Informed, Follow The Leader.

Aranove Retires After 47 Years Of Service

ALBANY—Harry Aranove, who served two terms as president of the State Department of Commerce Chapter of the Civil Service Employees Assn., has retired from State service.

Aranove, whose career in film distribution spanned 47 years, retired as film library supervisor for the Commerce Department, a post he held for the last ten years.

Prior to entering State service, he served for 37 years as manager of the local distribution office for Warner Brothers Films.

During his State career, Mr. Aranove was active on various chapter committees.



CREDIT UNION — Members of the 873-member Federal Credit Union of Gowanda State Hospital met recently, at which time the board of directors declared a 4 1/2 percent dividend. Officers and committee members are, seated left to right, Charles Clorius, treasurer; Joseph Palucci, board of directors; Donald Tarbox, second vice-president; Edward Nelson, first vice-president; Kenneth Nelson, secretary and Richard Keifer, board of directors. Standing, left to right, are; Carl Bley,

credit committee; Clifford Hussey, credit committee chairman; Donald French, credit committee; Dr. Rothery Haight, Hospital director, Mary Schaack, assistant treasurer; Pauline Schauer, second assistant treasurer; Ethel Parker, credit committee; Lester Wallschlaeger, supervisory committee; Robert Colburn, Hospital business officer; Richard McKeon, supervisory committee; Cornelius Labour, credit committee and James Wait, supervisory committee chairman.

Electric Accounting Machine Operators

An electric accounting machine operator is being sought for a position with the Interagency Board of U.S. Civil Service Examiners at 220 East 42nd Street, Manhattan. The job pays \$4,995 (GS-4) to \$5,565 (GS-5). Tests will be given each Wednesday at 8:30 a.m. and 12:30 p.m. to persons with one year's experience in the operation of accounting machines and one year's experience in setting up such a machine for operation.

Six Laborers Win Reclassification After Eight Months Delay

ALBANY — Reclassification of six laborers (grade 6) in the State Department of Transportation's Division of Canals to maintenance men (grade 8) became effective last Thursday, according to John W. Raymond, CSEA departmental representative.

Raymond was contacted by the men, all of whom work in Section 1 of the Canals Division, at Fort Edward in Washington County, as to the status of their applications which were submitted nearly a year ago.

Upon checking with Transportation Department authorities, Raymond learned that the reclassifications were approved by the director of Classification and Compensation last May, but apparently received the State Budget Director's sanction only last week.

State officials were at a loss in explaining the reasons for the holdup. "Unnecessary delays such as this certainly do not help the morale of the State worker," CSEA official said.

The applications were submitted to the Director of Classification and Compensation through the Department of Transportation.

Raymond informed the men and other Canal workers at a meeting last Thursday night in Cohoes, Albany County.

The men who were reclassified are Robert Stark, Wilbur Gonyea, Bernard Creedon, Raymond Lamoureux, Benjamin Guitar and Ronald LaRose.

Nassau Needs Court Officers

The Administrative Board of the Judicial Conference has announced a written exam for uniformed court officer positions in Nassau County at \$7,238. Filing ends March 8 for the April 6 test.

Applicants must be residents of Nassau County and between 21 to 50 years old. They must have a high school or equivalency diploma and either three years court work experience, one year law enforcement background or a bachelor's degree.

Further information and applications may be obtained from the Administrative Board of the Judicial Conference, personnel officer, Room 1212, 270 Broadway, New York, N.Y. 10007.

Electrical Maintenance Jobs In Westchester

Applications are being received up through March 8 for an examination for the position of maintenance mechanic (electrician) for service in the various departments of the County of Westchester. The salary range is \$6,370 to \$8,086.

The examination will be held on April 6. Candidates must be legal residents of Westchester County for at least four months preceding the date of the written test and must be residents at the time of appointment.

Further information and applications can be obtained at the Westchester County Personnel Office, Room 700, County Office Building, White Plains.

Where to Apply For Public Jobs

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

CITY

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

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

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

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

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

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

STATE

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

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

FEDERAL

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

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

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

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PUBLIC NOTICE

NOTICE TO CONTRACTORS: STATE DEPARTMENT OF TRANSPORTATION, ALBANY, N.Y. — Sealed proposals will be received until ten-thirty o'clock A.M. on March 21, 1968 by Director of Contracts and Claims Bureau, Department of Transportation, Administration and Engineering Building, 1220 Washington Avenue, State Campus, Albany, New York 12226 for the projects described below. Any projects in this letting that are on the Federal Aid highway systems are subject to the provisions of the "Federal Aid Highway Act of 1956," being Public Law 627, 84th Congress, approved June 29, 1956, as amended, and are also subject to the applicable New York State statutes. In compliance with the provisions of Section 113, Title 23, U.S.C., the minimum wages to be paid laborers and mechanics are included in wage schedules that are set out in the bid proposal. Maps, plans, specifications and proposal forms may be seen and obtained at the office of the Director of Contracts and Claims, State Department of Transportation, Albany, N.Y., at the office of the District Engineers noted below. Proposal for each contract must be submitted in a separate sealed envelope with the name and number of the contract plainly endorsed on the outside of the envelope. Each proposal must be accompanied by certified check payable to the order of the "State of New York, Department of Transportation" for the sum as specified in the advertisement and the proposal. The retention and disposal of the bid deposit, the execution of the contract and bonds shall conform to the provisions of the Highway Law and the Specifications. The right is reserved to reject any or all bids.

DISTRICT No. 1 E. J. Fuller, Dist. Engr., 353 Broadway, Albany, New York 12201, Albany County, FISH 68-3P, FASH 68-2, FARC 68-21, F.A. Project 1-787-3(114), U-712(8); 4.49 miles of cement concrete pavement and structures on Interstate Route 787, Patroon Island to Watervliet, including connections. Bid Deposit \$710,000.00, Plan \$10.00, Engineers Estimate \$12,900,000.00.

Albany, Saratoga Counties, FIRC 68-11, F.A. Project U-1132(5), I-87-3(109); Safety Improvement including Guide Rail, Bridge Rail, Traffic Signs on Interstate Route 87, Albany to Crescent. Bid Deposit \$65,000.00, Plans \$5.00, Engineers Estimate \$1,154,000.00.

Albany, Schenectady Counties, FIRC 68-9, F.A. Project I-890-5(45); Safety Improvement including Guide Rail, Median Barrier, Traffic Signs on Interstate Route 890, City of Schenectady, Broadway to Thruway Exit 25. Bid Deposit \$35,000.00, Plans \$5.00, Engineers Estimate \$645,000.00.

Saratoga, Warren Counties, FIRC 68-12, F.A. Project I-87-3(110); Safety Improvement including Guide Rail and Bridge Rail on Interstate Route 87, Crescent to Queensbury. Bid Deposit \$85,000.00, Plans \$5.00, Engineers Estimate \$1,567,000.00.

Washington County, M 68-2, Lock Gates, Valve and Gate Operating Machinery, Electrical Work at Lock 11, Champlain Canal, Constock. Bid Deposit \$35,000.00, Plans \$5.00, Engineers Estimate \$650,000.00.

Warren County, FIRC 68-13, F.A. Project I-87-3(111); Safety Improvement including Guide Rail, Bridge Rail and Drain-

age on Interstate Route 87, Queensbury to Riverbank. Bid Deposit \$62,000.00, Plans \$5.00, Engineers Estimate \$1,120,000.00.

DISTRICT No. 2 B.M. Evans, Dist. Engr., 109 No. Genesee St., Utica, New York Oneida County, FARC 68-18, F.A. Project U-693(7), SU-854(5); 1.25 miles of asphalt concrete pavement and structures on Routes 5A and 12C, Kirkland-Northville-Whitesboro-Yorkville. Bid Deposit \$150,000.00, Plans \$5.00, Engineers Estimate \$2,737,000.00.

DISTRICT No. 3 E.E. Towson, Dist. Engr., 333 E. Washington St., Syracuse, N.Y. 13202, Onondaga County, FISH 68-4, FISH 68-5, FISH 68-6P, F.A. Project I-690-3(23), I-281-2(103); 5.93 miles of asphalt concrete pavement and structures on Interstate Routes 281 and 690, City of Syracuse including Butternut Interchange. Bid Deposit \$1,100,000.00, Plan \$10.00, Engineers Estimate \$20,012,000.00.

DISTRICT No. 4 B.F. Perry, Dist. Engr., Barge Canal Terminal, Rochester, N.Y. Genesee County, R.C. 68-29, 1.59 miles asphalt concrete pavement, City of Batavia Bid Deposit \$8,000.00, Plans \$5.00, Engineers Estimate \$145,000.00.

DISTRICT No. 5 N.W. Krapf, Dist. Engr., 125 Main St., Buffalo, New York 14203, Cattaraugus County, C.R. 68-1, Cemetery Removal on the Hinsdale-Cuba section of the Southern Tier Expressway, Bid Deposit \$450.00, No Plans, Proposal \$2.00, Engineers Estimate \$5,200.00.

Cattaraugus County FASTE 68-5M, F.A. Project, APD 449(18); 10.00 miles of cement concrete pavement and structure on West Bound Lanes of the Southern Tier Expressway, Steamburg to Salamanca. Bid Deposit \$300,000.00, Plans \$10.00, Engineers Estimate \$5,450,000.00.

DISTRICT No. 6 W.J. Dennis, Dist. Engr., 30 West Main St., Hornell, New York, Allegany and Steuben Counties, FALD 68-3, F.A. Project CJE-332(1), CJE-579(1), Junkyard Screening on Routes 19 408, 36, Friendship-Belmont and Arkport-Dansville sections. Bid Deposit \$2,000.00, Plans \$5.00, Engineers Estimate \$38,000.00.

Steuben County, R.C. 68-20, 1.01 miles of asphalt concrete and structure on Route 70, Big Creek section. Bid Deposit \$22,000.00, Plans \$5.00, Engineers Estimate \$400,000.00.

Tioga County, FALD 68-4 F.A. Project CJE-498(1), Junkyard Screening at 3 locations on Route 17, Waverly-Owego. Bid Deposit \$2,700.00, Plans \$5.00, Engineers Estimate \$49,000.00.

DISTRICT No. 7 J.C. Norton, Dist. Engr., 444 Van Duzee St., Watertown, New York, Jefferson County, FIRC 68-23, F.A. Project I-81-3(37); Safety Improvement including Guide Rail, Median Barrier, Bridge Rail and Traffic Signs on Interstate Route 81, Jefferson County Line to Watertown. Bid Deposit \$79,000.00, Plans \$5.00, Engineers Estimate \$1,437,000.00.

DISTRICT No. 10 A.M. Sarr, Dist. Engr., 325 W. Main St., Babylon, New York 11702, Nassau County, MSP 68-1, Widening existing northern section of Meadowbrook State Parkway with cement concrete pavement. Bid Deposit \$200,000.00, Plans \$5.00, Engineers Estimate \$3,616,000.00.

J. BURCH McMORRAN, Commissioner of Transportation

Housing Sergeant List

J. Strafford, A. Waldon, M. Shannon, J. Irizarry, A. Regan, A. Fortunato, J. Basile, M. Krivitzky, A. Trowell, J. Marcus, A. Williams, A. Brown, W. Carson, J. Summers, S. Reiser, C. Bentley, J. Mazzella, A. Polizi, Charles B. Knudson, V. Pizzo, R. Citenio, D. Whittfield, J. Ross, J. Amodeo, E. Bishop, C. Ruiz, W. Maillard, Wilbur J. Hawshurst, Charles P. Dana, A. Robinson.

31 J. Sweeney, Jan H. Brinkers, Greene, R. Timmons, W. Bussey, D. King, J. Jenkins, A. Siegel, Hunter, C. Petty, J. Bennett, Damico Jr., R. Harris, F. Carlos, Goldman, A. McCormick Jr., Gore, J. Scheck, Robert W. Barbieri, A. Forst, W. Wells, J. Keeney, C. Clark, G. Fredericks, Lett Jr., C. Brennan, E. Lopez, M. Simmons, C. McDonald, J. Dina.

61 H. Odom, Nickolas V. Cerbellin, R. Caravello, J. Condon, P. Lynch, J. White, C. James, J. Reels, D. Foley, M. Page, W. Ryan, W. Caldwell, D. Jones, W. Jones, P. Brown, W. Maloney, S. Ferguson, E. Fish, J. Brown, A. Karlquist, R. Johnson, G. Scalia, R. Hart R. Brent, D. Butler, M. Ingraham, E. Bolds, E. Lacondre, A. Odis, T. Bazerjian.

91 F. Manzi, E. O'Dwyer, A. Peterson, G. Prince, T. Begley, R. Burgher, J. Ascher, S. Gross, E.

Harley, F. Pappas, M. Mason, Kenneth C. McCabe, Jordon Beverly, E. Vance, L. Vanpelt, J. Lutterloh, A. Mendolia, R. Suarez, L. Trotter, W. Washington, J. Hone, E. Gruskin, M. Leon, J. Varvaro, S. Wilson, F. Schilt, S. Babolcsay, V. House, W. Montano, W. Riddick.

121 B. Perry, A. Ortiz, P. Zarella, K. Henry, R. Cooke, P. Rivelli Jr., M. Duggan, J. Noerino, J. Zeruto, C. Bishop, S. Rayow, E. Shannon, E. Gaton, H. Maybloom, M. Brady, P. Willie, A. Yaccarino, Phillip J. Abisognio, I. Borden, E. Jamems, J. Foley, J. Emiddio, H. Payne, C. Leonard, E. Morgan, R. Andretta, N. Akie, E. Sergeant, J. Blake, D. Pirrello.

151 R. Wingate, H. Hughes, A. Strong, B. Amari, S. Wilson, H. Rieman, P. Ruocco, W. Thomas, R. Davis, F. Kearns, W. Brooks,

A. Walker, D. Davis, A. Font, W. Johnson, J. Brown, B. Church, G. Jackson, L. Adams, L. Winston, F. Fernandez, J. Marsala, F. Nieroda, W. Popper, V. Duell, P. Marcigliano, Carl V. Garitani, Paul M. Dinatale, G. Walker J. Baynes.

181 C. Younger, J. Martinez, J. Nobles, W. Fuchs, F. Burnett, J. Cummings, I. Hadpton, R. Parham, H. Burns, I. Ingraham, I. Anderson, J. Pitts, F. Dowling, J. Fields, J. Confino, J. Bethon, T. Dougherty, J. Taggart, V. Allocca, C. Mercado, S. Reddick, E. Roach, John Green, Louis J. Togno, Lawrence A. Walsh, Raphael W. Williams, J. Mills, J. Carvino, C. Johns, A. Melillo.


211 M. Singer, A. Jackson, J. Lawless, J. Morgan, M. Stern, V. Daugusta, J. Ametrano Jr., J. Owad, E. Marshall, N. Debello, E. Morris, A. Porter, J. Hynes, D.

City Adopts Housing Sgt. Key Answers

The City Department of Personnel has adopted the Oct. 1 and Oct. 13 written promotion exams for Housing Authority sergeant positions.

The Oct. 1 key answers are: 1, B; 2, A; 3, C; 4, D; 5, B; 6, A and/or B; 7, B; 8, A and/or B; 9, C; 10, D; 11, B and/or D;

(Continued on Page 9)



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241 G. Bennett, A. Jackson, R. Bunch, H. Courtney, W. Reece, J. Gaschler, H. Friedman, R. Coughlin, W. Murphy C. Crutckshank, P. Wagner, R. Williams, H. Tillery, C. Beatty, C. Manzo-lillo, P. Stubbs, S. Kellow, R. Stapleton, R. Pritchett, R. Thompson, M. Echevarria, J. Perez, R. Meaders, G. Hackshaw, J. Quinn,

(Continued on Page 9)

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TUESDAY, FEBRUARY 20, 1968



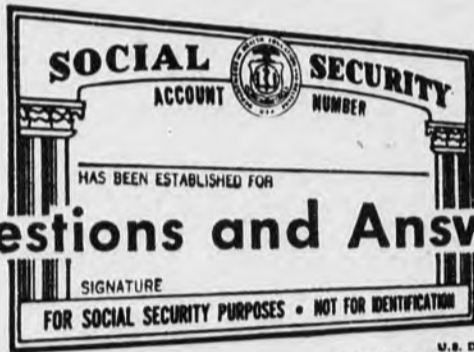
Punish Government, Too

ONE can hardly believe that in view of the crashing failure of the late Condon-Wadlin anti-strike law and the growing pains in labor relations resulting from the Taylor Law that some legislators still think the answer to employee problems in the public sector is more punishment rather than more enlightened and imaginative approaches to working out things with public employees.

A strike by the New York City Sanitationmen's Union certainly does not call for the punishment of tens of thousands of other public workers with the threat of being branded felons if they go out on strike. What we would like to know is who is going to punish government for not doing its part in these matters?

Labor relations is a two-way street and we see no excitement or concern by lawmakers over the failure of the executive branch of government to keep a viable policy that will genuinely create an atmosphere of true bargaining and true progress in employee negotiations.

The law says public employees cannot strike. If another law is needed, let the Legislature show some initiative in thoroughly examining a mandated set of responsibilities for government to follow as well.



Questions and Answers

I am a disabled widow and never worked under social security. Is it possible for me to receive benefits on my deceased husband's work record?

Under the new law recently signed by President Johnson, a widow who is unable to work because of severe disability, and whose husband worked long enough under social security, may be able to get monthly benefits as early as age 50. In general, you can be eligible for these benefits only if your disability started before your husband's death or within seven years after his death. However, if you have received benefits as a widow with children, you could be eligible if you were disabled before those payments ended. The people at your local social security office will be glad to help you apply for these benefits and to tell you what proofs are needed.

I heard that social security benefit checks will be increased under the new law beginning with the check due early in March. I receive the special payment pay-

able to people over 72 years of age who had little or no past earnings under social security. Will this special payment also be increased?"

Yes. Special payment for people 72 or older who had little or no past earnings under social security will be increased by the new law from \$35 to \$40 for an individual and from \$52.50 to \$60 for a couple.

How can I know what I am going to earn in the calendar year, I may become ill have to quit?

You will not know exactly, of course, but you should be able to give a reasonable estimate of your expected earnings for the year. The Social Security Administration will withhold benefits, if necessary, based on your estimate. After the end of the particular year when you know your exact earnings, you are expected to file an annual report. The Social Security Administration will make adjustments in your benefits based on your report. Incidentally, in 1968 you may earn \$1680 and receive all your benefits.

LETTERS TO THE EDITOR

Urges Vote For Held In Special Election

Editor, The Leader:

Your political column (Don't Repeat This, Feb. 6), while interesting, failed to seriously analyze the Republican Party's able and articulate candidate for Congress in Brooklyn's February 20 Special Election.

Gerald Held, the Republican candidate, is an energetic, bright and capable young attorney. "He is the kind of Republican we need in Congress," Governor Rockefeller has said in a letter to all Republicans in the district. "He's a concerned Republican." Victor Riesel said on the Barry Gray Radio Show a few days ago.

Normally, this is a district where a Republican stands a chance of success. This year, however, a split within the Democratic party ranks creates a significant and real opportunity for Republican success. Polls show that the regular Democratic candidate, and a peace candidate running on an independent line, will split the regular Democratic vote.

Thus, the Republican entry in this special Congressional election stands a real chance for success.

Gerry Held is a dedicated and progressive Republican, in the tradition exemplified by Governor Rockefeller and Senator Javits. He is an urbanist, concerned with the problems of cities. He will make an outstanding Congressman in the modern Republican manner.

I urge concerned citizens, who are more concerned with the man than with the party, to have the courage to demonstrate their dissatisfaction with the way things are going for America and for the world, by voting for Gerry Held for Congress. Polls are open until 7 p.m. and voters cast their ballots at the same place they did last year and the year before.

WILLIAM BERMAN
Chairman, Civil Service Employees for Held for Congress

Urges Communication With State Officials

Editor, The Leader:

Frank Valenza's excellent letter in last week's Leader explained very clearly that the only pension payable by the State to any employee for 30 years service prior to 1960 is one-quarter (25 percent) of the employee's final average salary. Service for less than 30 years would be proportionately less. That states our retirement problem.

The question is: "What are we doing about the solution; or are we part of the problem? I submit that we are part of the problem! The Leader affords us valuable space to relate our grievances. It is up to us to do something. If all those who read Frank Valenza's letter would write to the Governor and the Comptroller along the same lines—that would be an important step towards a solution. There is nothing to be gained by complaining to ourselves. Unless we are willing to write and to do so now it makes no sense whatsoever to feel sorry for ourselves while doing nothing about the solution. The Lord helps those who help themselves.

LEO S. GARTEN
Peekskill, N.Y.

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.")

The Judicial Conference

THE JUDICIAL Conference of the State of New York is composed of the Chief Judge of the Court of Appeals, the Presiding Justice of each of the four Appellate Divisions of the Supreme Court, one Supreme Court Justice from each of the four Judicial Departments, one Surrogate, one County Judge, one Judge of the Court of Claims, one Judge of the Family Court and one Judge of each of the Courts of the City of New York.

PRIOR TO September 1, 1962, the non-judicial personnel of the State Courts were under the authority of the State Civil Service Commission. Since that date, such authority has been exercised by an Administrative Board of the Judicial Conference of the State of New York. In the exercise of this authority, the Administrative Board is required to act in conformity with the Civil Service Law.

IN MATTER OF Crowley, (New York Law Journal, January 4, 1967), the petitioners, probation officers with permanent status in the Nassau County Probation Department questioned the reasonableness of eligibility requirements fixed by Thomas F. McCoy, as State Administrator of the Judicial Conference for promotion to the position of supervising probation officer. Specifically, the petitioners urged that the reduction in eligibility requirements from those specified in a notice of examination by the Nassau County Civil Service Commission on December 15, 1962 to those specified by the Administrative Board on November 18, 1967, would result in placing supervision in the hands of unqualified persons. In addition, the reduced eligibility requirements would increase the number of probation officers eligible to compete in the examination from 36 to 80.

JUSTICE DANIEL G. Albert observed that the Administrative Board adopted similar eligibility requirements for the position of supervising probation officer within the New York City Courts. In a well reasoned opinion, he held that the needs of the Nassau County Probation Department, the number of vacancies, and the judgment of the Administrator as to the minimum qualifications that may reasonably be established may justify the downward revision of the requirements established by the Nassau County Civil Service Commission in 1962. The fact that the better qualified candidates would accordingly face more competitors in the examination is no justification for barring the revision of eligibility standards. Possessing superior merit, the better qualified candidates would probably achieve higher positions on the eligible list.

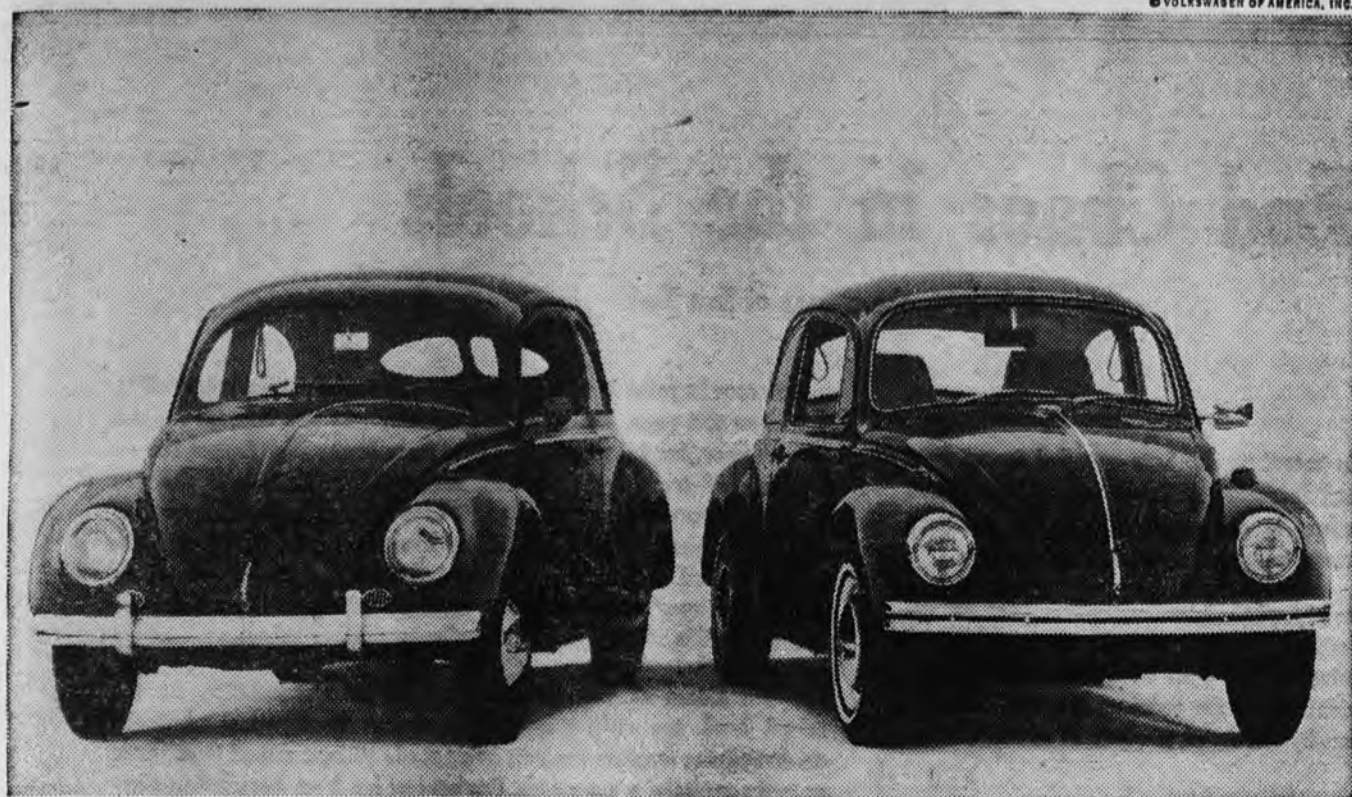
CITING CONLON v. McCoy, Justice Albert noted that the Administrator had not abused his power to fix qualifications for positions in the unified court system or to change them. In the Conlon case, Justice Steuer wrote for the Appellate Division, First Department, an opinion holding that the Administrator's change in qualifications he established previously for Senior Court Officer by mere announcement in a notice of examination required the voiding of the examination. Presumably changes in its specifications would require a change in the Board's rules fixing job specifications.

A FURTHER issue in the Crowley case arose from the petitioners' attack upon the jurisdiction of the Administrative Board over positions in the Nassau County Probation Department. Among the Courts expressly included in the unified court system are the County Courts and the Family Courts. The Nassau County Probation Department is subject to the supervision of those Courts. Since September 1, 1962 when the unified court system was established, the administration of the Department has been through the Administrative Board whose responsibility includes determination of eligibility requirements for positions held by non-judicial court personnel, including the petitioners.

Brooklyn State Hospital Chapter Sets Plan For 25th Anniversary Event

BROOKLYN — The Brooklyn State Hospital chapter of the Civil Service Employees Assn. has announced plans for a dinner-dance to celebrate the 25th anniversary of its charter. All past chapter presidents will

be honored at the May 17 event at the Farragut Manor, 1460 Flatbush. Plans include cocktails and hors d'oeuvres at 8 p.m. and the dinner and dancing at 9 p.m. Each table of 10 guests will get one bottle of scotch, one bottle of rye and beer also. The ticket price of \$10 each includes gratuities for the waiter. Tickets are limited and will be sold on a first-come, first-served basis.



The 1949 Volkswagen Sedan

The 1968 Volkswagen Sedan

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Can you find the one thing we haven't changed?

It's not our engine.
We've changed our engine 4 times since we introduced the bug in 1949.
And each time we've made it stronger. So today you can drive the bug 78 mph all day. And not harm the engine.
It's not our transmission.
In '61, we synchronized all 4 forward gears for smoother shifting.
And just this year, we introduced a new optional transmission: the automatic stick shift.
Like most automatics, it has a Low, a Drive, and naturally, no clutch.
But unlike most automatics, it has both a stick shift and an extra gear.
Once you're cruising above 55 mph, you simply shift our stick into our extra gear. And save extra gas.
Is it our suspension system?
We added an anti-sway bar in '60 and an equalizer spring in '67. Both

for better road holding.
Our brakes?
Just last summer we switched to a dual brake system.
Luggage space?
We enlarged it twice. So today's bug can hold about as much luggage as most domestic compacts. Which average about 2' longer outside.
Of course, these are all big things. Maybe you think the one thing we haven't changed is a little thing.
Like the filler cap for our gas tank? It used to be inside, under the front hood.
But for 1968, we've moved it outside, above the right front fender. (So you won't have to open the hood to fill the tank anymore.)
In fact, for '68 we've made 36 changes in the bug.
For instance, we've moved our bumpers up. And strengthened them. We've enlarged our windshield

wiper blades. Installed a telescoping steering column. Included seat belts for all seats. And added extra padding all around.
We've even added a fresh-air ventilation system for inside. And an anti-air-pollution system for outside.
What's the one thing we haven't changed since 1949?
The basic idea behind the bug.
Even with all our changes, it's still the honest, sensible, economy car it started out to be 19 years ago.
For instance, it still costs less to buy than most other cars.
And it still costs less to run than most other cars.
In fact, not changing the basic idea behind our car is probably the best thing we've ever done.
Because in 1949, we sold only 2 cars.
But since then, we've sold almost 3 million.

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- Auburn Martin Berry, Inc.
- Batavia Bob Hawkes, Inc.
- Bay Shore Trans-Island Automobiles Corp.
- Bayside Bay Volkswagen Corp.
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- Bronx Avoca Corporation
- Bronx Balk-Defrin Motor Corp.
- Brooklyn Aidan Volkswagen, Inc.
- Brooklyn Economy Volkswagen, Inc.
- Brooklyn Kingsboro Motors Corp.
- Buffalo Jim Kelly's, Inc.
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- Fulton Lakeland Volkswagen, Inc.
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- Glens Falls Bromley Imports, Inc.
- Hamburg Hal Casey Motors, Inc.
- Harmon Jim McGlone Motors, Inc.
- Hempstead Small Cars, Inc.
- Hicksville Walters-Donaldson, Inc.
- Hornell Suburban Motors, Inc.
- Horseheads H. R. Amacher & Sons, Inc.
- Hudson John Feore Motors, Inc.

- Huntington Fearn Motors, Inc.
- Inwood Volkswagen 5 Towns, Inc.
- Ithaca Ripley Motor Corp.
- Jamaica Manes Volkswagen, Inc.
- Jamestown Stateside Motors, Inc.
- Johnstown Valley Small Car Corp.
- Kingston Amerling Volkswagen, Inc.
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- Middletown Greenspan Motors, Inc.
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- New Hyde Park Auslander Volkswagen, Inc.
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- New York City Volkswagen Bristol Motors, Inc.
- New York City Volkswagen Fifth Avenue, Inc.
- Newburgh F & C Motors, Inc.
- Niagara Falls Pat Dillon, Inc.
- Olean Olean Imports, Inc.
- Oneonta John Eckert, Inc.
- Pittsburgh Celeste Motors, Inc.
- Queens Village Weis Volkswagen Corp.

- Rensselaer Cooley Motors Corp.
- Riverhead Don Wald Motors, Inc.
- Rochester Breton Motors, Inc.
- Rochester F. A. Motors, Inc.
- Rochester Mt. Read Volkswagen, Inc.
- Rome Seth Huntley and Sons, Inc.
- Roslyn Dor Motors, Ltd.
- Sayville Blanco Motors, Inc.
- Schenectady Colonie Motors, Inc.
- Smithtown George and Dalton Volkswagen, Inc.
- Southampton Brill Motors, Ltd.
- Spring Valley C. A. Halgh, Inc.
- Staten Island Staten Island Small Cars, Ltd.
- Syracuse Sprague Motors, Inc.
- East Syracuse Precision Autos, Inc.
- Tonawanda Granville Motors, Inc.
- Utica Martin Volkswagen, Inc.
- Valley Stream Val-Stream Volkswagen, Inc.
- Watertown Harblin Motors, Inc.
- West Nyack Foreign Cars of Rockland, Inc.
- Woodbury Courtesy Volkswagen, Inc.
- Woodside Queensboro Volkswagen, Inc.
- Yonkers Dunwoodie Motor Corp.



Student Dependents Get HIP Coverage Of Parents' Pacts

ALBANY—Mrs. Ersa Poston, president of the State Civil Service Commission, has announced that effective April 1 all eligible student dependents of enrollees in the New York State Health Insurance Program will be covered under the individual and dependent (family) contracts of parents or guardians without payment of an additional premium.

The parent or guardian will still be required to submit an enrollment form for such a dependent and the cost of student dependent coverage will be included in the family rate.

Effective Jan. 1, 1968, the State increased its contribution toward the cost of dependent coverage from 35 percent to 50 percent and also began contributing 50 percent of the cost of student dependent coverage.

Commissioner Poston said, "The inclusion of the dependent student in the family coverage, starting April 1, will insure against those situations where a dependent student is denied benefits because a parent or guardian inadvertently neglected to provide for student coverage when the individual attained eligibility."

Three Suffolk Units Added To Chapter

SMITHTOWN—Three new units have affiliated with the Suffolk chapter, Civil Service Employees Assn., representing employees in the Village of Greenport and the Elwood and South Huntington School Districts.

The South Huntington unit, started with 130 members and has already achieved exclusive recognition and is negotiating a written contract. The Elwood unit was formed with 90 percent of the employees joining and in Greenport the unit numbered 20 of 24 employees as charter members. All three units were assisted by CSEA Field Representative Edwin Cleary.

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

LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent,

To Attorney General of the State of New York, Timothy Kudatzky, The City of New York, Department of Social Services; The City of New York, Department of Hospitals, and The distributees of Jennie Bondze, also known as Jenny Bondze and Jenne Bondze, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, distributees or otherwise in the estate of Jennie Bondze, also known as Jenny Bondze and Jenne Bondze, deceased, who at the time of her death was a resident of 324 East 86th Street, New York, N.Y.

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 9th day of April 1968, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

(Seal) WITNESS, HON. S. SAMUEL DIFALOO, a Surrogate of our said County, at the County of New York, the 7th day of February, in the year of our Lord one thousand nine hundred and sixty-eight.

Clerk of the Surrogate's Court
William S. Mullen.

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End Chaos in the Schools

An open letter to the citizens of New York

Fellow New Yorkers:

Newspaper headlines in recent weeks have revealed to all New Yorkers what we in the United Federation of Teachers have long viewed with growing alarm. Teachers in our public schools are becoming targets of a mounting volume of attacks by extremist groups.

These attacks have gone beyond the bounds of criticism and debate. Ugly pressure tactics are employed. School officials are hounded and harassed. Teachers are deprived of the most elementary rights of due process. Threats and intimidation are the order of the day. Teachers are beaten in their classrooms by self-styled prophets of educational reform.

School after school has been enveloped by a climate of fear and chaos.

The UFT is well aware of the underlying conditions that have produced this climate. Our school system has been heading downhill for a long time. There are not enough teachers, adequate facilities, and special services. Our schools have been starved for funds. The needs of poor and non-white children have not been met.

Not only have we recognized these conditions; we have fought hard to change them. Through collective bargaining, legislative campaigns, demonstrations—through every method available to us—we have demanded better schools for our children. And we will continue this struggle, with the pride of our profession and the determination of our union.

But these conditions cannot excuse the flagrant abuse of our members. We shall not permit our teachers to be used as scapegoats for the failures of a system for which we are not responsible.

Again and again we have made clear that the problems plaguing our public schools are so massive that they cannot be tackled by teachers alone. We need and want the involvement of parents and responsible community groups.

But involvement does not mean vigilantism. It does not mean kowtowing to irresponsible extremists whose terrorist tactics are in proportion to their lack of real community support. This may be the easy way out for the Board of Education, but we shall not passively submit to it.

New York's schools now employ almost 60,000 teachers. Among such a large number there must be a few lemons. There can be no doubt that from time to time some teachers will act unwisely, incorrectly, foolishly, even harmfully. Some of these acts may require disciplinary action.

But many recent accusations and attacks have been completely unfounded. False charges have been made, and then pressure tactics have been used to force teachers to transfer as the price for "peace" with certain active community groups.

George Fuccillo, 23 years old, has been teaching at Junior High School 258 in Brooklyn for 1½ years. On January 23, he was called in by his principal and given a letter terminating his service immediately.

He was charged with punching a student. According to George, he had merely taken the boy by the arm when the boy refused to line up with the rest of the class. The boy bolted, knocked over some chairs, hurled them in Mr. Fuccillo's direction, left the class and was not seen again by George.



To this day, no accident report has been filed, no witnesses produced, no evidence offered. Although the principal says that she received a statement of charges from the boy's parent, the statement has not been produced. Board of Education representatives have admitted, in meetings with UFT representatives, that they are under "pressure." As one of them put it, "We have to cool it." They have offered to drop the matter if George will agree to transfer out of the school. George has rejected this offer. He denies the charges and wants to remain in Junior High School 258, with the children he likes and he taught so well.

He has the backing of our Union.

A case in point is what happened to George Fuccillo, whose story is told on this page. This dedicated teacher, who has unusual rapport with children, has been summarily fired from Junior High School 258 on a charge of assaulting a student. Although Mr. Fuccillo denied the charges, he was fired without benefit of a formal, impartial review. In fact, no accident report was filed, no witnesses produced, no evidence offered. Board of Education representatives, responding to what they called "pressure," stated that they would be willing to drop all charges if Mr. Fuccillo would agree to transfer to another school.

The Board of Education is avoiding its responsibility. At the school level, the district level, and central headquarters, decisions on disciplining teachers are now being made without regard to evidence or to the merits of a given case. Due process has been discarded in favor of outside pressures.

The Board of Education's capitulation to these pressures is resulting in an ever increasing flight of teachers from our public schools.

As the Board follows the dictates of local extremists, more and more schools exhibit the chaos recently reported in I.S. 201. Teachers and children are the victims.

This situation cannot be tolerated any longer if the public schools of New York are to be saved!

Because of the failure of the Board of Education to act responsibly, the United Federation of Teachers is compelled to act to protect our members from intimidation, railroading and kangaroo court procedures.

We demand that any disciplinary action against a teacher henceforth be subject to impartial review by a third party, with the customary presumption that the teacher is innocent until proven guilty.

We urge the Mayor and the Board of Education to accept this arbitration procedure, with its elementary guarantees of fairness and justice. If the Mayor and the Board intend to be governed by these principles, they have nothing to fear.

Meanwhile, we shall not sit idly by while the rights of teachers are trampled. The Executive Board of the UFT is recommending to our membership that whenever a teacher is dismissed or punished without the benefit of impartial review, we will close down the entire school district in which this action has occurred. And we will keep it closed until the injustice has been redressed.

We are fully mindful of the seriousness of such a step. But we believe we will have the support of the overwhelming majority of our fellow citizens who know that unless fundamental principles of justice are protected, they yield to chaos and disorder.

Albert Shanker

President, UFT

United Federation of Teachers

Local 2, American Federation of Teachers, AFL-CIO

300 Park Avenue South, New York, N.Y. 10010

Police Trainee List

1 Robert Edwards, Gerard Hurley, James F. Ruoff, Alan W. Slodowitz, Marvin B. Ripps, Patrick J. Shea, John F. Ayers, James M. Cadigan, Richard J. Cox, Peter W. Douglas, Richard V. Larson, Arthur J. Peitler, James M. Cleary, James J. Fink, Thomas E. Garland, Richard Goldstein, Victor T. Isca, Kevin J. McGillo-ray, Richard C. Micker, James P. O'Connor, Michael S. Safran-ski, Lawrence S. Schwartz, Louis V. Dambrosio, Donald J. DeBellis, Harry J. Donnelly, John J. Duffy, Jerold Feldman, Charles J. Lemons, John Malkin, Edward J. Maloney.

31 Thomas M. O'Donnell, Joseph A. Polizzi, Nat Rogers Jr., Lyle M. Wienick, William C. Bauer, Dennis Ciupa, Richard B. Conroy, Francis H. Dowd Jr., Robert H. Ganer, Patrick J. Gildea, John S. Ievolo, Wayne G. Jones, Michael J. Kirby, Marc P. Mayer, William P. McGarry, Albert Mosberg, Kevin J. O'Connor, John L. Sang, Dennis J. Sheehan, Kevin M. Walsh, Richard M. Bachman, Gregory G. Colie, Michael K. Collins, Edward G. Collins Jr., Raymond T. Coppola, George F. Di-camillo, Chester J. Dombrowski, Bernard J. Enright, Gary J. Fagan, Thomas E. Hayde Jr.

61 Kevin P. Hickey, Jerry I. Kasmer, Robert G. Lutjen, Nicholas R. Dagnell, Alfred J. Materasso, Richard W. McCarthy, Stephen F. Monahan, Thomas J. Mullen, Neville J. O'Callaghan Jr., Donald E. Olley, Dennis M. Or-

gan, Henry C. Sarno, Frank A. Tokarzewski, Morris Wechad-towski, Anthony A. Aversano, Denis C. Collins, Anthony C. Darienzo, Christophe Fahl, Raymond D. Fairbanks, James F. Fitzgerald, Thomas A. Janezic, Denis J. Keo-hane, Melvin Lasky, Peter A. Leonetti, James M. Loughran, Wil-liam C. Wiese, Thomas R. Bracco, Wayne F. Mackey, Lloyd G. Mair, Robert E. Marsicano.

91 Edmond J. McDerby, John J. Molly, Peter N. Montemarano, Richard J. Murphy, Douglas A.

Nichelson, Mark T. Pettersen, Wil-liam K. Peuplie, Frank D. Scla-fani, John D. Seidler, John J. Tortora, Mark D. Anderson, Ri-chard Atteo, Ronald G. Avenoso, Vincent Bila, Steven Calinda, Alan R. Carena, Angelo J. Cas-tiglione, James G. Coyle, Eric G. Coyle, Eric F. Espeut Jr., Rich-ard T. Garitta, Martin P. Glynn, Kenneth D. Gutterson, Warren R. Haring, Robert L. Heck, Edward C. Kaufold, Gerald D. Rex, Mi-chael Distasio, John A. Lawless,

(Continued on Page 10)

Housing Sergeant List

(Continued from Page 5)

R. Katz, C. Trotman, L. Smith, S. Mondesir, J. Fortugno.
271 C. Rollocks, H. Young, H. Spooner, S. Lopresti, M. Salz. E. Jones, A. Barrett, Joseph G. Laut-erborn, W. Davis, J. Bligen, J. Brown, D. Cade, R. Hillman, M. Deddo, H. Myers, J. McCabe, C. Peters, S. Stewart, M. Jacobs, R. Harris, R. Hadley, M. King, L. Brooks, T. Deangelis, H. Raimondo, S. Young, P. Chapman, T. Grif-fin, H. Williams Sr., H. Bonaparte.
301 J. Phelan, R. Jones, E. Rug-gieri, A. Dambrosio, W. Mullady, W. Cox, E. Walker, F. Burger, E. Gregory, Victor L. Calderon, H. Gruenthal, L. Allen, R. Har-ris, Rudolph A. Walwyn, Henry J. Ahearn, Nicholas A. Destefano, V. Hartman, A. Allen, H. Kanner, R. McGhee, L. Lormel, V. Nortez, L. Toney, V. Kellman, J. Moore Jr., A. Massiah, A. Fisher, Colum-bus J. Brown, H. Lane, M. May-

nard.
331 S. Isaacson, P. Corrigan, N. Gallagher, A. Bass, A. Everstz, P. Wojcik, J. arris, C. Boyce, H. Banks, J. Bierster, G. Upton, J. Campbell, John P. McLean, Mat-thew J. Moore, J. Dennis, John K. Hahnenberger, Thomas A. Townsend, J. Suppes, D. Balazno, M. Santiago, W. Jordan, E. Rielly, L. Ruffin, J. Wilson, H. Hector, R. Threft, R. Pope, J. Mack, M. Gaynor, T. Johnson.
361 F. Lamberti, James B. Mar-tin, John P. Peduzzi, Fred L. Auriana Jr., Pasquale J. Cirin-cione, H. Halsey, J. Hollomon, P. O'Brien, A. Ponsigilione, H. Butler, J. Luchsinger, J. Sepe, H. Dia-mond, A. Crumley, R. Zappula, W. Schell Jr., W. Hallas, E. Walker, R. Boyce, William J. Liell, James G. Carragher, J. Santangelo, G. Hawkins Jr., O. Giolli, Ralph H. Williams, Mauro J. Capobianco, Joel J. Domingo.

HA Sergeant Key Answers

(Continued from Page 5)

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

61, A; 62, C; 63, Delete; 64, C and/or D; 65, D; 66, Delete 67, D; 68, B; 69, A; 70, C; 71, C; 72, D; 73, A; 74, C and/or D; 75, C; 76, C; 77, A; 78, D; 79, C; 80, C; 81, C; 82, C; 83, A; 84, C; 85, D; 86, A; 87, B; 88, C; 89, B; 90, Delete.

The Oct. 13 key answers are:

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

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. — ANNE BROWN, Plaintiff, against JAMES HOGAN, also sometimes known as JAMES HAGAN; ANN HOGAN, wife of JAMES HOGAN; JOHN HOGAN, also sometimes known as JOHN HAGAN; CASSEY R. HOGAN, wife of JOHN HOGAN, sometimes known as CASSY HOGAN; ALL of the above, if living, and if any of the above-named individual defendants be dead, their and each of their respective widows, husbands, heirs-at-law, devisees, next-of-kin, legatees, distributees, personal representatives, creditors, lienors, grantees, assignees and successors in interest; and any and all respective unknown persons and any and all respective unknown heirs-at-law, devisees, next-of-kin, legatees, distributees, personal representatives, creditors, lienors, grantees, assignees and successors in interest of the above-named persons or of any other person having an interest in the real property described in the complaint in this action or any part thereof, by way of title or easement or claim of whatsoever nature, through or under any of the above-named defendants, or by or through any other means or persons, all of whom and whose names and places and places of residence are unknown to the plaintiff and are hereby designated as "Unknown Defendants": THE PEOPLE OF THE STATE OF NEW YORK, Defendants.

TO THE ABOVE NAMED DEFENDANTS:

YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a Notice of Appearance on the plaintiff's attorney within twenty (20) days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated: New York, December 15, 1967.
Yours, etc.,
HARRY HAUSKNECHT,
Attorney for Plaintiff,

Office & P.O. Address, 225 Broadway, Borough of Manhattan, New York, New York, Telephone No.: BA 7-6517
TO THE ABOVE NAMED DEFENDANTS:

The foregoing summons is served upon you by publication pursuant to an order of the Hon. Irving H. Saypol, a Justice of the Supreme Court of the State of New York, dated January 19, 1968 and filed with the complaint in the office of the Clerk of the County of New York at the Courthouse, Borough of Manhattan, City and State of New York.

The object of the action is to compel the determination of claims to real property and to bar all of the defendants and every person claiming under them from any estate, interest, title, easement or right in the real property described in the complaint and designated as Lot 22, Block 1303 on the Tax Map of the City of New York, Borough of Manhattan, located at the northeasterly corner of East 48th Street and Lexington Avenue and commonly described as 617 Lexington Avenue, New York City, New York, and for a determination that the plaintiff is the sole lawful owner of the aforesaid premises in fee simple and is entitled to the lawful, peaceful and undisturbed possession thereof.

Dated: January 22, 1968.
HARRY HAUSKNECHT, Attorney for Plaintiff, Office & P.O. Address, 225 Broadway, Borough of Manhattan, New York, New York, Telephone: BA 7-6517.

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151 Edward T. Fitzpatrick, James F. Fleming, Joel Helfenbein, Richard B. Herling, Charles J. Iacovone, Robert F. Jodal, Arthur L. Katz, John P. Kelly, Ronald H. Kemly, Joseph J. Kokasko, Thomas Lambert, John Lincoln, Joe W. Lynam, Joseph S. Madigan, Kenneth S. Josephson, Frederick Cronin, George Heintz, John Mark, Marc G. Matuszewitch, Robert W. McClellan, Joseph F. McGowan, Edward H. McGuire, Thomas P. McKenna, John M. McNicholas, Michael G. Morahan, Brian N. Murphy, Thomas P. O'Brien, Michael C. Patterson, Raymond M. Paul, Peter Pfadenhauer,

181 Patrick D. Rice, George S. Rogers, James M. Russell, Kevin P. Shay, Michael D. Signorile, Bruce R. Sullivan, Stanley Teitel, Edward G. Timm, Leigh J. Tyrrel, James J. Ullrich, Gerrard R. Walsh, Daniel G. Waring, James J. Whiston, Vincent C. Wincelowiez, Victor M. Zatti, William J. Ashworth, Bryan P. Ayers, Walter H. Behrens, Louis P. Benitto, Richard B. Buckley, Richard K. Burst, Robert Buturla, Kevin J. Carroll, Joseph F. Chabriel, Neal C. Delahanty, George A. Edgar, William V. Espanet, Gregory M. Fitzgerald, James B. Flanigan, Paul R. Giblin.

211 Bernard S. Herschbein, Richard L. Iadarola, John C. Immordino, Douglas S. Kaplan, Patrick J. Kenny, Stephen J. King 3rd, Allan S. Lowenthal, Ronald Castro, John A. Maldy, Joseph M. Martucci, William McKeon, John J. McManus, Frank Nosek, Joseph A. Novello, Stephen P. O'Connell, William M. O'Neill, Kevin M. O'Shea, Raymond M. Pierce, Gregory Pirog, Phil C. Puglisi, Thomas M. Quigley, George F. Raymond, Dale B. Riedel, Michael A. Rubino, Bruce J. Ryan, Kurt C. Schaffner, John C. Shannon, Stanley Simon, Timothy Slaughter Jr., Steve E. Sobel, Eugene B. Sullivan.

241 James H. Sweetman, Roy

F. Zinkiewicz, Salvatore Amato, Robert L. Angelone, Dennis W. Banas, Frank O. Benevento, Stephen W. Bernhard, Philip T. Blessinger, Fred W. Bruno Jr., Louis M. Carbone, Frank T. Cestero, William T. Clifford, Stephen A. Coleman, Duane R. Cornella, Joseph P. Cotignola, Victor A. Dandrea, Peter R. Dankel, Arthur R. Davis, Daniel J. Desposito, Michael Downing, James E. Drost, Michael J. Fallon, Gary E. Farrell, Robert J. Fayda, Angelo P. Garruba, Patrick E. Glynn, Roger M. Gordon, Lawrence Hunt, Stephen R. Jason.

James E. Bird, John J. Blanks, Harold T. Broderick, Brad J. Brown, Anthony Brullo, Philip J. Buckles, Victor R. Cipullo, Daniel J. Colligan, William S. Cullen, Charles D. Delabar, Robert Delcore, Joseph J. Dellafiora, James Desio, Raymond W. Dobbins, Gerard J. Donlin, George J. Duginan, Dennis M. Egan, Kenneth C. Fennessey, Leslie I. Fine, Joseph J. Finer, John J. Fitzgerald, Kevin Fitzgerald, Andrew J. Fleming, Daniel J. Gilroy, Gene Ginzburg.

331 Philip A. Giordano, Phillip F. Gleason, Larry I. Gold, Douglas S. Hess, John F. Hickey, Phillip Hunt, Glenford W. Irish, Stephen P. Kelly, Boris O. Lawrence, Gary J. Lewandowski, Kevin E. Lincoln, Robert A. Hanley, Thomas J. Burt, Eugene J. Hall, George J. Mahr, Jr., Francis A. Mainiero, Milton A. Malla, Kevin C. Mallon, Thomas R. McGoldrick, Robert A. Moccia, Clark J. Mooney, Francis P. Mulvey, Walter P. Nino, Joseph G. O'Rourke, Dennis G. Peppel, Robert J. Porto, Robert A. Prete, William J. Recevuto, James J. Reilly, Charles J. Reinfurt.

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Mental Hygiene Meeting

Local PERB's Approved For Three Subdivisions

(Continued from Page 3)

titles and Assistant I, II, and III titles are the official designations set by the Department of Civil Service. These official titles must be used for payroll purposes. The Department advised that there is no reason why the former title cannot be continued within the institutions.

Establishment of maintenance apprentice positions which would permit automatic salary adjustments over a three year period so that at the end of three years the incumbents would attain the journeyman title and salary grade—With respect to this item, the Department maintains that since the recruitment problem for Maintenance positions was not unique to Mental Hygiene, cooperative efforts on the part of other affected agencies might be useful. CSEA stated that a similar program would be requested in the Department of Transportation and the Office of General Services.

Overtime—Since the Department previously indicated support of CSEA's request for payment at a rate of time and one-half after the normal work day, CSEA asked if the Department had communicated with the Division of Budget with respect to this matter. The Department stated that they had recommended to the Budget that overtime pay be provided after eight hours a day. CSEA advised that legislation would be submitted to accomplish this and requested departmental support of this legislation. The Department stated that should CSEA's bill pass both houses of the Legislature, they will formally endorse the bill and recommend to the Governor that it be signed into law.

At the previous meeting CSEA requested information regarding the Department's list of titles which are ineligible to earn overtime pay. The Department stated that the ineligibility list which was initially established in 1963 is the same that was submitted to the Division of the Budget. Tentative approval has been granted by the Budget with respect to the list. However, there are four titles which have been added to the list and as soon as final approval has been made by the Budget, a copy of the list will be given to CSEA.

Several local problems regarding the implementation of overtime rules and regulations were discussed. The department indicated that they would look into these situations, but requested that additional problems to first dealt with at the institution level.

X-Ray Technician Series — CSEA had submitted to the Department a copy of the reallocation appeal that has been filed for the X-Ray Technician Series. The Department stated that their review of this appeal was in progress and would advise CSEA at a later date as to whether or not they would support the appeal. The department did agree that X-ray personnel were inadequately paid and also agreed that the recruitment problem is acute. With respect to the shortage of personnel to fill these items, CSEA suggested that the Department send employees to accredited schools to be trained in this field. The Department stated that they would give consideration to this request.

Post Staffing—The Department submitted to CSEA a summary report of post-staffing for hospitals and schools within the Department. This report includes post-staffing for 25 institutions and schools, and copies of the report will be reproduced and distributed to all CSEA Mental Hygiene chapters.

Career Ladder For Recreational And Occupational Therapy Departments—The department submitted their draft proposals for Occupational Therapy and Recreational Therapy Career Ladder Plans. With respect to the Occupational Therapy Plan, the Department advised that portions of the Plan submitted by members of the Rockland State Hospital Occupational Therapy Department had been incorporated in the Department's draft proposal. CSEA stated that both Career Ladder Plans would be submitted to all CSEA Mental Hygiene Chapters for their comments. The Department stated that any proposals submitted by CSEA with respect to either plan will be considered prior to implementing the final plans.

New Business
Additional Items For Electrical Department At Pilgrim State Hospital—CSEA representatives reviewed a situation at Pilgrim where three incumbents of the four grade 12 electrician items allocated were doing work that had nothing to do with their assigned duties. The department advised that since this was a matter of out-of-title work they would explore the situation at Pilgrim.

Reclassification Of Certain Attendant Items—CSEA representatives felt that since many attendants performed specialized work that there was a need to reclassify certain attendant items according to the qualifications of the attendants and the work that they perform. The Department stated that their proposed study of all Ward Service personnel would ultimately provide Career Ladder Plans. Any chapters who want to submit recommendations with respect to a Career Ladder for these positions should submit them to CSEA headquarters.

Refrigeration Plant Mechanic Title Be Assigned To Each Institution—CSEA requested that the department assign the item of refrigeration plant mechanic to each institution and that additional supporting items be provided. The Department advised that each institution, with the exception of Central Islip, had been staffed with this item. A CSEA representative advised that Pilgrim State Hospital does not have this item. The Department stated that they would look into this matter.

Use Of Detailed Attendants—CSEA representatives stated that Detailed Attendants are being assigned to clerical duties at Marcy State Hospital and felt that this would severely hamper the efforts of Post-Staffing. The Department indicated that instructions had been issued to all institutions which prohibited permanent assignments under Detailed Items. CSEA stated that they would look into this situation in order to determine if these were temporary assignments at Marcy State Hospital and would advise the Department in the near future.

Plans For New Installation — CSEA requested that when the

Department plans to construct or remodel facilities at the institutions that the employees working in these facilities be consulted prior to the construction or remodeling. When the Department asked for a specific example that pointed up a need for this, CSEA representatives reviewed the problems that have developed since the new Medical Surgical Building has been constructed at Harlem Valley State Hospital. The inadequacies of the Dental Clinic in this building were partially reviewed. CSEA agreed to submit a detailed report on the Clinic to the Department.

Examination Questions — Food Service Workers And Attendants — CSEA representatives stated that the entrance examinations for Attendant and Food Service workers contained questions that were not even remotely related to the duties of these positions. Several examples as to the kinds of questions that have been asked on these and other examinations were reviewed.

The delay in notifying candidates taking these examinations was also reviewed by CSEA. In many instances candidates have waited three to four months before being notified that they either passed or failed. Department found this disturbing and stated that they would look into this situation further.

The Department suggested that at interim meetings with CSEA staff representatives matters such as the content of examinations should be included with the possibility of bringing in representatives of the Civil Service Department to discuss this matter.

Job Qualifications — Dental Assistant — CSEA representatives suggested that the job qualifications for the position of Dental Assistant be raised to what they initially were at the time the position was established. The Department stated that they would review and consider this request

ALBANY — The New York State Public Employment Relations Board last week approved local procedures in three communities for implementation of the Taylor Law.

Approved were procedures submitted by the City of White Plains, the Village of Valley Stream, and the City School District in Syracuse.

Under Section 212 of the Taylor Law, local governments are authorized to enact their own provisions and procedures and to appoint their own local public employment relations boards. The local boards must serve as neutral and impartial agencies; they exercise functions and responsibilities comparable to those of the State Board.

The new approvals were announced here by Dr. Robert D. Helsby, chairman of the State Board.

Local government procedures have previously been approved for two counties, Nassau and Oswego.

Approval of the local procedures by the State Board assures that they have been found to be "substantially equivalent" to procedures applicable to the State. Actions taken by local public employment relations boards are reviewable by the State Board only to insure that continued imple-

mentation of the procedures is consistent with those applicable to the State and its employees.

but felt that if qualifications were raised the recruitment problems would become even more acute.

Reallocation Of Safety Officers Series—CSEA stated that an appeal would be submitted in the very near future for Institution Safety Officers, Institution Safety Supervisors, and Chief Safety Supervisors. The Department stated that when they receive a copy of CSEA's appeal it would be reviewed and CSEA would be advised as to what the Department's position is with respect to the appeal.

Utilization Of Edgewood By The Narcotic Addiction Control Commission — CSEA representatives stated that it had been rumored

Issy Tessler Given Hampton Post Again

NEW HAMPTON — Issy Tessler, president of the Hampton Training School chapter of the Civil Service Employees Assn., has been re-elected to an 11th term.

Long active in CSEA affairs, Tessler is a past president of the Southern Conference and is presently serving as State Department of Social Services representative on its Board of Directors. Others elected include Ken Bougill, vice-president; William McElroy, secretary; Charles Thomas, treasurer and Olin Benedict, delegate.

To Keep Informed, Follow The Leader.



PARTICIPANTS — Two leading participants in the annual Brotherhood Award ceremonies, held in the New York Hilton Hotel, were Samuel Tannenbaum left, chairman of the event, and Henry Shemin, who served as toastmaster.

Landrum Named
PEEKSKILL—Lewis W. Landrum has been appointed chairman of the City Civil Service Commission.

State Offering 31 Promotion Tests; File Until March 18

The State Department of Civil Service has announced 31 promotion exams for employees in various State Departments. Filing will end March 18 for the April 27 written exams.

The tests are open only to permanent employees of the Department involved. The department, job title exam number and pay grade are as follows:

- INTERDEPARTMENTAL**
 Director of E.D.P., 33-024, GS-31.
 Senior clerk (public works maintenance), 33-030, G-7.
 Senior mail and supply clerk, 33-031, G-7.
 Senior mechanical stores clerk, 33-032, G-8.
 Senior stores clerk, 33-033, G-8.
 Associate architect, 33-035, G-27.
 Senior computer programmer, 33-055, G-18.
 Senior computer systems analyst, 33-057, G-18.
 Senior computer programmer (scientific), 33-056, G-18.
 Associate computer programmer (scientific), 33-058, G-23.
 Associate computer programmer, 33-059, G-23.
 Associate computer systems analyst, 33-060, G-23.
 Recreation supervisor, 33-062, G-16.
 Head recreation supervisor, 33-063, G-19.

Computer programmer trainee, 33-054, \$6,500.

AGRICULTURE AND MARKETS
Senior food bacteriologist, 33-043, G-18.

CONSERVATION
Supervisor of park operations (Division of Parks), 33-051, G-17.
Senior wildlife biologist, 33-048, G-18.
Superintendent of forest pest control, 33-049, G-23.
Supervisor of park operations, 33-064, G-17.

EXECUTIVE—OFFICE OF GENERAL SERVICES
Senior draftsman (electrical), 33-039, G-11.
Principal draftsman (electrical), 33-040, G-15.
Assistant heating and ventilating engineer, 33-045, G-23.
Senior heating and ventilating engineer, 33-045, G-23.
Associate heating and ventilating engineer, 33-046, G-27.

Law Firm Announces Expansion Of CSEA Regional Attorney Staff

(Special To The Leader)

ALBANY — An expansion of regional attorney service for members of the Civil Service Employees Assn., has been announced by the firm of DeGraff, Foy, Conway and Holt-Harris, Counsel to the Employees Association.

The expansion has caused the revamping of areas covered by the regional attorneys. The new attorneys and the areas covered are:

Essex & Clinton Counties—John L. Bell, of the firm of Jerry, Lewis and Harvey, 53 Court St., Plattsburgh, N.Y., 12902.

Jefferson & Lewis Counties—Lee Clary, of the firm of Dunk, Conboy, McKay and Bachman, 345 Washington St., Watertown, N.Y. 13601.

Oneida & Herkimer Counties—

HEALTH
Senior bacteriologist, 33-037, G-18.
Associate bacteriologist, 33-038, G-23.

PUBLIC SERVICE
Supervisor of motor carriers, 33-050, G-21.

TRANSPORTATION
Engineering materials technician, 33-041, G-8.
Senior engineering materials technician, 33-042, G-11.

THRUWAY
Senior radio dispatcher, 33-047, \$6,675 to \$8,135.

John Scholl, First National Bldg., Utica, N.Y. 13503.

Chemung, Schuyler & Tompkins Counties—James C. Graner of the firm of Donovan, Graner, Davidson & Burns, 243 Lake St., Elmira, N.Y. 14901.

Niagara & Orleans Counties—Robert E. Nicely, 4 Webster St., North Tonawanda, N.Y. 14201.

Chautauqua, Carraraugus & Allegany Counties—Loren Bly of the firm of Wade and Kehoe, Exchange National Bank Bldg., Olean, N.Y. 14760.

Warren, Washington, Hamilton, Saratoga & Fulton Counties—Henry Metzner, Colvin Bldg., 206 Glen St., Glen Falls, N.Y. 12801.

Dutchess, Columbia & Putnam Counties—Edward Rosen, 11 Market St., Poughkeepsie, N.Y. 12601.

Orange, Ulster, Greene & Sullivan Counties—Ward Ingalsbe, Jr., 41 Pearl St., Kingston, N.Y. 12401.

Albany, Rensselaer, Schoharie, Schenectady & Montgomery Counties—CSEA staff attorneys, 33 Elk

St., Albany, N.Y. 12224.

The service areas of the present regional attorneys have been reduced. The new areas of these attorneys are:

Erie, Genesee & Wyoming Counties—Charles Sandler, 120 Delaware Ave., Buffalo, N.Y. 14202.

Broome Tioga, Chenango, Delaware & Otsego Counties—William Night, 306 Marine Midland Bldg., Binghamton, N.Y. 13901.

New York City, Westchester & Rockland Counties—Stanley Mailman, of the firm of Fried and Mailman, 295 Madison Ave., N.Y. 10017.

Monroe, Livingston, Ontario & Wayne Counties—E. Willoughby Middleton, Jr., 900 Midtown Tower, Rochester, N.Y. 14604.

Onondaga, Oswego, Madison, Cayuga & Cortland Counties—Earl Boyle, 201 East Jefferson St., Syracuse, N.Y. 13202.

St. Lawrence & Franklin Counties—Verner Ingram, 19 Market St., Potsdam, N.Y. 13676.

Nassau County—Richard Gaba, 1539 Franklin Ave., Mineola, N.Y. 11501.

Suffolk County—Lester Lipkind, 12 Grove Place, Babylon, N.Y. 11702.

Wagner Appointed

Governor Rockefeller has appointed Robert H. Wagner of Fairport as a member of the Mental Hygiene Council.

POLITICAL ADVERTISEMENT

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A SPECIAL MESSAGE TO THE VOTERS OF: Bensonhurst, Brighton Beach, Manhattan Beach, Sheepshead Bay, Flatbush

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FROM THE P.B.A. TO BERT PODELL

To say that you have always devoted your energy to the interests of the New York City Police Department and to the needs of the general public is best exemplified by your current campaign for substantial police manpower increases, better street lighting, and other improvements in the arsenal which must be amassed to insure a safer New York. As chairman of the Joint Legislative Committee on Penal Institutions you have also displayed a keen insight into the essential objective of rehabilitation for those who have committed crimes against our society. This sober and judicious understanding that combines immediate action with long range constructive programs cannot fail to benefit the entire community.

Sincerely,
John J. Cassese
John J. Cassese, President

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Citizens Committee for Podell for Congress

Don't Repeat This!

(Continued from Page 1)

with public employees unions in the City. His so-called victory in this one battle may easily cost him the whole war because, as we said here last week, his call for the national guard is being viewed by many labor leaders as the final evidence of a basically anti-labor attitude, as far as City employment goes. There is no doubt that Lindsay was correctly feeling the pulse of the people in this issue and it could help him in a nomination for the GOP Vice President slot. The big question, however, is could he get elected mayor again?

Governor Rockefeller did keep labor's respect by refusing the Mayor's call for militia but there is little doubt that he did some serious political damage to himself as far as his relations with

the editorial departments of the press go, as well as some segments of the public.

Deeper Problems

But Rockefeller's problems arising from this strike and his proposed settlement go even deeper. For some months now he has taken advantage of an order by the Public Employment Relations Board not to bargain exclusively with the Civil Service Employees Assn. on State worker matters by not bargaining with anybody at all. The fact that an Appellate Court decision last week overruled the PERB ruling does little to mitigate the fact that Rockefeller negotiated with a New York City union while ignoring his own employees. He did propose an eight percent pay raise and some minor benefits for State workers but he did this on his own and without negotiations. The Employees Association is now demanding that talks resume and that the Rockefeller Administration come up with a better pay raise.

In a third area, neither Rockefeller or Lindsay gained by the public exposure of how deep the rift is between the two. Republicans have always prided themselves on the fact that their quarrels are behind doors and that the average person sees a usually unified front. But a split between the Governor and the Mayor is also proof of a split with the GOP ranks and this is bad news in an election year that might have seen and might still see Governor Rockefeller running for the Republican convention nomination for the Presidency.

Some Credit Due

There is one area where, it seems, that Rockefeller is not getting some credit he deserves. Calling out the national guard has come to have a nasty connotation in America and the Governor is too aware a political leader not to realize this. Rather than calling his refusal to order out the guard a capitulation to the strikers, one should stop to think that he may have prevented bloodshed in the streets. Many sanitationmen belong to minority racial groups. If one of them had gotten hurt unintentionally by a guardsman, who is to say what tempers might have flared and what violence may have followed?

At this writing, it is not possible to tell just what John DeLury's Sanitationmen's Union won. But so far, any victories that anybody won appear to be cancelled out by the negative factors in the situation. The end is not in sight, of course, because the whole pattern of labor relations in the City and State is bound to undergo some profound changes. The next battle for public employees is to see that these changes don't go against them.

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Court Upsets PERB Rule

(Continued from Page 1) did not plan to negotiate again until the Court of Appeals makes a final ruling on the issue.

CSEA Meeting

Because of this, a planned meeting of the CSEA State Executive Board and of chapter presidents is going ahead on scheduled this Thursday in Albany. These representatives will meet in a closed session here, reportedly to discuss means of forming a resumption of talks between CSEA and the Rockefeller Administration, even if it means some form of work stoppage.

Solomon Bendet, chairman of the organization's Salary Committee, has charged that, under the Taylor Law, the Governor is engaging in the type of provocation that could legally lead to work stoppages by State workers.

Dr. Theodore C. Wenzl, CSEA president, fired off telegrams to Governor Rockefeller and his three-member negotiating team to demand resumption of talks. Following a maintenance of the status quo by the Governor, Dr. Wenzl said that "we have no other choice but to continue following the mandates of our delegate body—and that is to use all means at our disposal to get negotiations back on the road."

Text of Decision

ere is the full text of the Appellate Court decision:

This is an appeal from a judgement of the Supreme Court at Special Term, entered December 26, 1967 in Albany County dismissing a petition under CPLR article 78 to vacate an order issued by the Public Employment Relations Board.

Article 14 of the Civil Service Law, enacted by chapter 392 of the Laws of 1967, granted public employees the right to organize or join employee organizations and to

be represented by such organizations in collective negotiations with their employers. State and local governments were empowered to recognize employee organizations, and required to negotiate with those employee organizations which had been recognized or certified as representing their employees. A Public Employment Relations Board was created to assist in resolving disputes between public employers and employees.

Following the enactment of this statute, the Governor appointed a State Negotiating Committee to represent the State of New York as employer. On November 15, 1967, in response to demands for recognition made by appellant Civil Service Employees Association (hereinafter referred to as the CSEA and respondent employee organizations, the State Negotiating Committee determined that it would negotiate collectively with three units of State employees:

1. Professional employees of the State University;
2. Members of the State Police.
3. A general unit including all other State employees except members of the militia and those deemed to be management.

The CSEA was recognized to negotiate on behalf of employees of the general unit for a one-year period.

Pursuant to procedures established by the Public Employment Relations Board (hereinafter referred to as the board) in accordance with the statute (Civil Service Law, Sec. 205, subd. 5, par. (a); 4 NYCRR 201.1—201.7) six competitive employee organizations, respondents herein,

filed petitions with the board contesting the appropriateness of the negotiating units designated by the State Negotiating Committee and objecting to the recognition of the CSEA as representative for employees in the general unit. In such petitions and by separate motion, the competing employee organizations sought an order directing the State Negotiating Committee to cease and desist from negotiating with the CSEA.

After arguments were presented before a designated hearing officer, the board, on November 30, 1967, ordered the State Negotiating Committee, pending resolution of the dispute concerning representation status within the general unit, to (1) refrain from negotiating with the CSEA on an exclusive basis; and (2) remain neutral in its treatment of employee organizations seeking to represent employees within such negotiating unit.

Powers Exceeded

In the petition initiating this special proceeding, the CSEA alleged that the board exceeded its statutory powers in issuing the order of November 30. The board's answer denied such allegation, and asserted as an affirmative defense, that the CSEA, not having been accorded exclusive recognition, was not an aggrieved party and is, therefore, without standing to maintain this proceeding. In dismissing the petition on the merits, Special Term necessarily found that CSEA had demonstrated that it was adversely affected by the board's order, and we concur in that finding. The recognition of the CSEA as representative of employees in the general unit, even if it was not as the exclusive representative, did confer the sole right of representation until other employee organizations were recognized by the employer or certified by the board. The order of the board effectively deprived the CSEA of its de facto status as the exclusive negotiating representative or employees in the general unit. The prompt action taken by competing employee organizations to terminate this status demonstrates its substantial value to the recipient.

State Had The Right

The appellant contends that there is no authority for the board to grant the provisional remedy of a preliminary injunction as provided by its order of restraint against the State Negotiating Committee. All parties concede that, under the statute, the State, as employer, was empowered to select an appropriate unit for collective negotiations, and to recognize an employee organization to represent the employees within that unit. The statute and rules of procedure also provide for the resolution of a dispute where a competing employee organization contests the recognition of an employee organization by the public employer. (Civil Service Law, Secs. 205, 207; 4 NYCRR 201.1—201.7.)

(Continued on Page 16)

Governor Rockefeller, Hilda Ford Are Cited For Brotherhood Week

The 11th annual awards of the New York State Brotherhood Committee went this year to Governor Nelson A. Rockefeller and Hilda E. Ford, an associate employment representative in the Division of Employment, in a luncheon ceremony held in the New York Hilton Hotel.

Because of the sanitation strike, Governor Rockefeller was unable to attend the presentation ceremony and was represented by Secretary of State John Lomenzo, who accepted the Benjamin Potoker Brotherhood Award from Philip E. Wexner, chairman of the State Unemployment Insurance Appeals Board.

Miss Ford's award was presented by Jerry Wurf, International president of the American Federation of State, County and Municipal Employees.

Chairman of the committee was Samuel Tannenbaum and Henry Shemin was toastmaster for the luncheon.

Panel Discussion

Three participants in a morning panel discussion on Brotherhood all stressed the need for more employment opportunities to be made available for members of minority groups.

Commissioner William Booth of the New York City Commission for Human Rights stressed the need for government and industry to go out into the ghetto neighborhoods and recruit workers rather than have the workers come to the agencies.

Both he and Wilfred Lewin, another panel participant, stressed the fact that we ought to re-examine the criteria by which we test and select employees for positions in State Civil Service. Some of these criteria are out-

moded and an attempt should be made to determine the true needs of an individual to do a job.

The third panelist, Assemblyman Seymour Boyers of Queens, emphasizes the fact that assistance is needed in the field of education, housing, and medical care. He announced his opposition to the repeal of the so-called Blaine amendment. He stated that this repeal would divert much needed public funds from the public schools and would result in a further deterioration of the public schools.

The chairman of the panel discussion was Morris Gimpelson, Director of Field Operations for the Department of Motor Vehicles. He made the point that much progress has been made in righting the wrongs caused by discrimination but that there is still a long way to go to achieve full equality of opportunity for all minority groups.

Also present at the luncheon and seated on the dais were:

Vincent L. Tofany, Seymour Boyers, Morris Gimpelson, John Kraemer, Martin P. Catherwood, Constance Cabell, Jerry Wurf, Hilda E. Ford.

John P. Lomenzo, Samuel Tannenbaum, Henry Shemin, Phillip F. Wexner, Wildred S. Lewin, Ella Montgomery, Jay Kramer, Robert A. Dally.

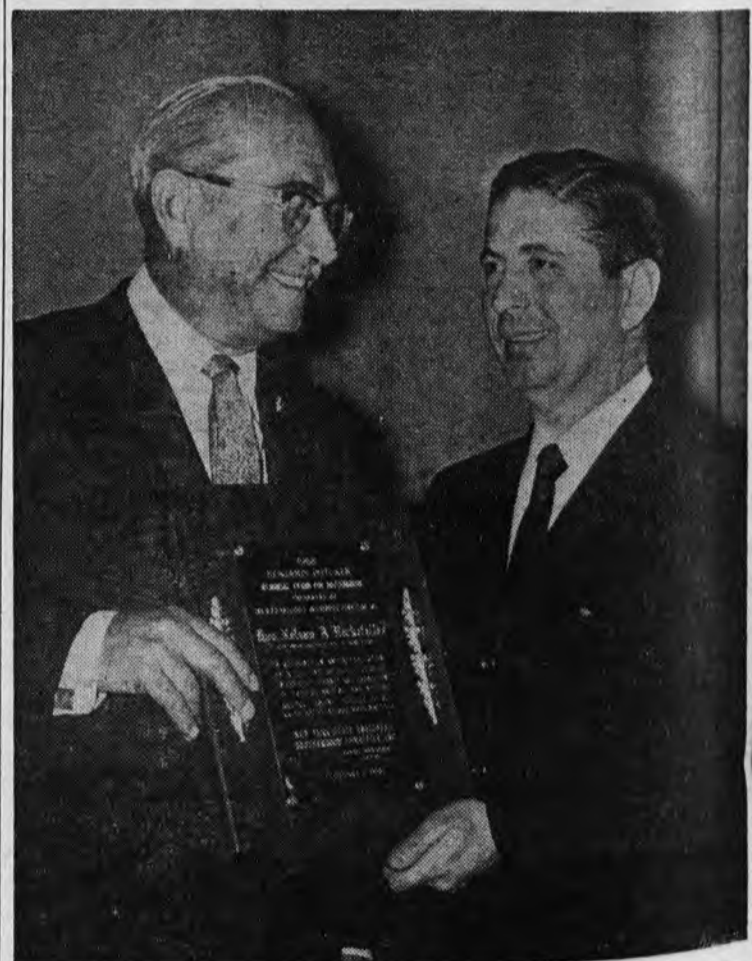
William Foy, Joseph H. Murphy, Julia B. Reidel, Monsignor John Sullivan, Richard E. Stewart, Rabbi Jerome Fishman.

Sol Bendet, Hannah Weinberg, Arnold Malech, Robert J. Mangum, Erska Poston, Algernon D. Black, Louis Levine, Alfred L. Green, Herbert Lasky, Theodora R. Ayervais and Nathan Rogers.

To Keep Informed, Follow The Leader.



FOR BROTHERHOOD — Hilda E. Ford, an associate employment representative in the State Division of Employment is seen as she received the 15th annual New York State Brotherhood award, presented to her by Jerry Wurf, international president of the American Federation of State, County and Municipal Employees.



PROXY — John P. Lomenzo, Secretary of State, is seen as he received the Benjamin Potoker award for Brotherhood in behalf of Gov. Nelson A. Rockefeller, recipient this year of the annual citation. Making the presentation is Philip Wexner, chairman of the State Unemployment Insurance Appeals Board. The Governor was unable to attend the annual event.

Your Public Relations IQ

By LEO J. MARGOLIN



Senior Hospital Care Investigator Exam Key Answers Final

The City Department of Personnel has released the final key answers for the Oct. 12, 1967 promotion exam for senior hospital care investigator. The key answers are:

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

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 - Conduct objective surveys and evaluations to cut down on irrelevant materials and misguided effort.
 - Improve communications with business; arrange briefings and other platforms for the exchange of information.
 - Provide thoughtful recommendations to top officials on upcoming events, initiate new communications approaches, suggest new communications concepts in speech drafts, testimonies and statements.
 - Spearhead a positive imaginative attitude throughout government agencies regarding public information and the obligations of government to keep all citizens adequately informed.
- TO MR. SPITZER'S program, we add a hearty "amen."

Legion Dinner Set

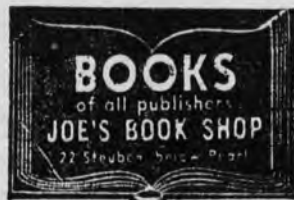
The annual dinner of Supreme Court Post of The American Legion will be held on April 2 at 6:30 p.m. at the new Grand Street Boys Clubhouse, 131 West 52 Street. Reservations at \$14 may be made with Emanuel Finkel, Room 817, Supreme Court, 81 Grand Concourse, Bronx 10451. Telephone: 298-8000, ext. 280.

81, A, B C and/or D; 82 C; 83, D; 84, A; 85, D; 86, D; 87, C; 88, D; 89, B; 90, D; 91, C; 92 C; 93, D; 94, A; 95, A; 96, C; 97, D; 98, B; 99, B; 100, C.

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P.R. Role In Government

AMONG THE REASONS for civil service's difficulty with its public relations is the lack of understanding by many in government, particularly at the top, of the role of public information and the public information officer in government policy and operations.

SOUND, HIGHLY intelligent answers to this problem appear in the current issue of "Public Relations Journal" in an article by Carlton E. Spitzer, Director of Public Information, U.S. Department of Health, Education and Welfare.

MR. SPITZER'S article is titled, "Public Information in Government Policy." It could just as well be called, "Common Sense Spoken Here." Rather than fancy words and philosophical erudition, Mr. Spitzer offers practical advice and solutions to the problem of public information by government.

HE INSISTS THAT the government public information officer must participate as an equal in policy discussions and decisions. And we hasten to add: we know many top government executives who could have saved themselves lots of grief, had they genuinely understood the role of the government public information officer.

SHOWING HIS experience and wisdom, Mr. Spitzer thinks the press release is important as a means of disseminating information, "but to limit action to a press release routine is to fall far short of the governments responsibility to itself and all citizens."

HE STATES WHAT we have heard public information officers say time and again: don't worry about

criticism that you are using public funds to disseminate information. The name of the game, writes Mr. Spitzer, is "the people's right and desire to know."

WE THINK EVERY government executive and his public information officer should make a large poster of Mr. Spitzer's eight-point program for improving the government information function in government:

- Insist on budgetary control of information activities and participation in policy discussions so as to avert problems, prepare for unavoidable difficulties, and plan positive programs based on surveys and personal knowledge of coming events.
- Arrange internal orientations for non-information managers about the information function to improve cooperation.
- Fight constructively for higher grades (prestige and salary levels) and greater recognition for deserving information workers. This is necessary if government is to get, keep and encourage talent it needs to insure a well-informed public and the success of programs that depend heavily on information reaching people.

LEGAL NOTICE

In a Special Term, Part I of the Supreme Court of the State of New York, held in and for the County of Bronx, at the Court House thereof, 851 Grand Concourse, Bronx, New York, on the 2nd day of February, 1968.

PRESENT: HON. ARTHUR MARKOWICH, Justice.

In the Matter of the Application of RUBEN LUGO for leave to assume the name of NICK LUGO, JR.

Order Index No. 3481-1968. On reading and filing the petition of Ruben Lugo, verified the 31st day of January, 1968, for leave to change the name of petitioner, and it appearing that petitioner was born on December 13, 1942, at Bronx, New York, and that the certificate of petitioner's birth issued by the Department of Health bears number 17879; that petitioner is registered under the provisions of the United States Selective Service Act under the name of Ruben Lugo with Local Board number 27 of the United States Selective Service at 1910 Arthur Avenue, Bronx, New York; and the Court being satisfied that said petition is true, and that there is no reasonable objection to the change of name proposed.

Now, on motion of Richard A. Marlow, attorney for the petitioner, it is ORDERED that said Ruben Lugo be, and he is hereby, authorized to assume the name of Nick Lugo, Jr. in the place of and in stead of Ruben Lugo, on the 25th day of March, 1968, upon complying with the provisions of Article 6 of the Civil Rights Law, and of this order; namely, that this order be entered and the papers upon which it is being granted be filed in the office of the Clerk of this Court within ten days from the date hereof; that within twenty days from the date of entry of this order a copy thereof be published once in the New York Law Journal and Civil Service Leader, both newspapers published in the County of Bronx, City and State of New York, that the Affidavit of Publication thereof be filed in the office of the Clerk of this Court within forty days after the making of this order; that within twenty days after the entry of this order petitioner serve a copy of the Local Board number 27 of the United States Selective Service at which petitioner is registered for selective service; and that proof of such service be filed with the Clerk of this Court within ten days after such service; and it is further ORDERED that after such requirements are complied with, said petitioner, on or after March 14th, 1968, shall be known as and by the name of Nick Lugo, Jr., which petitioner is hereby authorized to assume, and by no other name.

A.M. Justice

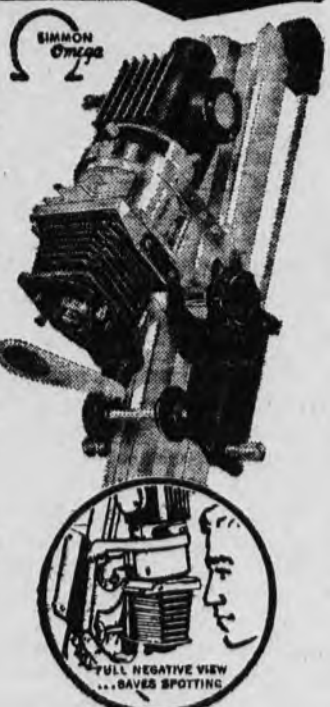
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Fight On Excused Time

(Continued from Page 1)

without charging such time against accumulated leave credits. We note also the January issue of the "State Personnel News" in which you attempt to justify your action.

"You are ignoring the most important facts involved. In 1956, Governor Harriman and the State Civil Service Commission gave long study to the question of providing in the State Attendance Rules the time off without charge to accumulated leave credits which you recently discontinued. After this lengthy study, Governor Harriman at the time decided to continue to allow agency heads to give this reasonable time off without charge against accumulated leave credits. As you may know, any number of State agencies have issued written rules, copies of which have been filed with your department, which have spelled out the maximum number of days to be allowed each year, and in some instances, the number of delegates to be allowed, for elected employee representatives to attend employee organization conventions or meetings without charge to accumulate leave credits.

"Ever since 1957, when Governor Harriman decided not to provide this time off in the State Attendance Rules, but to allow agency heads to use their discretion in this matter, such

Court Upsets PERB

(Continued from Page 14)

The facts in this case render unnecessary any attempt on our part to chart the procedural course of this newly organized arm of government. The question seems not the right of the board to make and enforce reasonable and necessary directions with respect to cases upon its trial or hearing calendar but one treated by all the parties to the appeal as involving injunctive relief in the traditional sense. Accepting this basis, there seems to us no sufficient showing of such fundamental prerequisites as threatened unlawful action or great and irreparable damage. Whether, when there arises a case presenting these critical factors, the board may look only to the courts for implementation of its determination (see Civil Service Law, Sec. 210, subd. 4, par. (b) need not now be decided inasmuch as this order was, in any event, unnecessarily and thus improvidently issued. First, it requires the State Negotiating Committee "to refrain from negotiating with (petitioner) on an exclusive basis"; but there is no indication whatsoever that such exclusivity was threatened or intended. Second, the order directed the Committee to be "neutral" in its treatment of employee organizations seeking certification by the board; but, to the extent that this vague provision is meaningful, if at all, there has been no showing of on present unfairness or the likelihood of any in future.

The judgment should be reversed, on the law and the facts, and the petition granted, with costs to appellant.

agency heads have been giving such time off without charge to accumulated leave credits and this has gone on with full knowledge of your department and your commission.

"The January Issue of 'State Personnel News' indicates that the discretion used by the various State agency heads in giving time off during all this time without charge to accumulate leave credits was 'local deviation from official leave policy.' The same leaflet states 'if there have been past cases in which individuals were granted such paid time off without charge to accumulated leave credits, these actions were instances of liberal practices by individual agencies.'

"It was general practice in practically every State agency to give reasonable time off for this purpose without charge to accumulated leave credits, and our officers and staff are absolutely certain that this was well known by the officials of your department. So far as we know, prior to your discriminatory action against CSEA, just five days prior to our January 10 delegate meeting, your commission has never taken any action whatsoever to stop State agency heads from granting this type of leave without charge to accumulated credits.

"The foregoing are the facts that are well known to our officers, board of directors and delegates, and this is why we all feel that the discretion heretofore allowed department heads to grant time off without charge against accumulated leave credits was purposely discontinued five days prior to our delegate meeting, even after many of the delegates were told that their time off as usual would be approved without charge to accumulated credits.

"In the January Issue of the 'State Personnel News,' there is a statement that '... the charge to leave provision is not new.' Everybody knows that time off ordinarily is charged against accumulated leave credits, but everybody knows also that the time off of elected representatives to attend employee organization conventions or meetings was not charged to accumulated leave credits in over 90 percent of the State agencies.

"The effort to justify your action made in your letter of January 10 to us, and in the January issue of the 'State Personnel News,' fails to cite the true facts—the facts that are known by the representatives of our over 100,000 members who are State employees. Your letter and the January 'State Personnel News' have only caused further irritation to the elected representatives of our 100,000 members employed by the State who are well aware of the actual facts.

"You stress the need for the State to be impartial in its treatment of employee organizations. Other organizations were being treated equally with CSEA in being given the same privilege as we, and thus no change was necessary from the standpoint of impartiality.

"We urge that your action be reconsidered, and that as soon as possible the discretion is returned to State agency heads that they may give reasonable time off to elected representatives of employees to attend employee organiza-

Undermanned Probation Staff Blamed On Inadequate Salary Schedule In Niagara County

NIAGARA FALLS—At a meeting here today with Niagara County Probation Department staff members, James J. Powers, area field representative for the Civil Service Employees Assn. expressed grave concern over the difficulty in recruiting and retaining certain Probation Department personnel.

The staff is now undermanned by 25 percent, according to Powers who attributed this to inadequate salaries paid to Niagara County probation officers.

CSEA Head Charges State Reneged

(Continued from Page 1)

president, in a letter to Dr. Wenzl, noted that the Commission had dismissed an appeal for the reallocation of 180 clerical classes last April. "What she failed to point out, however," said Dr. Wenzl, "was the meeting between CSEA officials, herself, and J. Earl Kelly, director of the State Division of Classification and Compensation, last Aug. 1 at which she told us that Mr. Kelly would make a study of clerical salaries in the private sector which would be used in determining whether or not the reallocations would be approved. She indicated to us at that meeting that the study would be made available in early December, 1967," Wenzl stated. "Here it is mid-February and still no salary study," he added.

In sharply criticizing Kelly's excuse that the Division's Special Studies Section had other top priority items and could not get to this particular study, Dr. Wenzl asked: "How can an issue which affects the lives of more than one-fifth of the entire State work force be considered anything else but top priority?"

Mrs. Poston, said Wenzl, told CSEA officials at the August meeting that the salary study would be an important factor in making the determination.

In a recent letter to Mrs. Poston, Dr. Wenzl declared, "... We have no doubt, whatsoever, but that comparisons with outside industry salaries, and with those in public employment elsewhere, would convince any individual or agency that upgrading of these positions is necessary. We feel certain that the special study promised to us would convince the Division of Classification and Compensation and your department to take favorable action on such upgrading."

The CSEA head said the chain of events leading up to the present situation shows "disregard of the injustice perpetrated on the State clerical, stenographic and office positions and lack of desire to make the necessary adjustments which will attract qualified persons to the service of the State..."

Members of the CSEA special committee are Lucille Craig, Rebella Eufemio, Thomas Holmes, Marion Neville, Theodore Newsome, Thomas Pritchard, John Pupo, Marjorie Ryer and Abraham Taylor.

tion conventions or meetings without charge to accumulated leave credits."

quate salaries paid to Niagara County probation officers.

Citing recent pay increases to State parole officers whose salary range now exceeds Niagara County parole officers' by approximately 50 percent, Powers said "It is folly for the Board of Supervisors in Niagara County to continue paying low salaries to probation officers, in light of the fact that every probation officer in Niagara County has access to State positions offering from \$2,000 to \$5,000 more for State services which are presently being rendered to this county."

Powers said he would ask CSEA headquarters staff to conduct a salary study of the county's probation officer series. In the group's present salary structure, employees in the basic probation officer title start at \$7,007 annually and go to \$8,257 after eight years. Ranges of two higher titles in the series go from \$7,729 to \$9,179 for probation supervisor, and from \$10,111 to \$11,896 for director of probation, with maximums in both cases achieved after eight years of service.

CSEA anticipates adjustment of current salary inadequacies through negotiations with Niagara County's Board of Supervisors, under the new Taylor Law which grants collective bargaining privileges to public employees, Powers said.

Buffalo Chapter Adds

BUFFALO—Members of the local chapter of the Civil Service Employees Assn. had a special membership meeting recently with about 25 departments represented in a rally to obtain new chapter members.

Ten new membership cards were received. Cards were distributed at the meeting in the continuing drive to obtain new members in various departments.

Wage Differential

(Continued from Page 1)

raphers, as prescribed by State Budget Division rules, revealed that State stenographers in New York City and vicinity in 1967 earned 9.6 percent less than their local counterparts in private employment, according to CSEA's research staff.

Compensation

To compensate for living cost increases since these figures were compiled, CSEA rounded off the 1967 disparity and asked that State grade 4 stenographers in the metropolitan New York Area be granted a geographic wage differential of ten percent.

In calling upon the Director of Classification and Compensation J. Earl Kelly for "immediate favorable action", Blom said, "it's clearly evident that area to which this application applies is one in which general stenographers have higher average yearly earnings than they do in other areas in the State."

Onondaga

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asked for early action on its recognition request so that provision in the written contract could be incorporated in the county's 1968 budget, which must be submitted by Sept. 20 to the County Legislature by the county executive.

"For years, these people have been waiting for this law and are not going to be put in the position of taking it or leaving on 30 days notice, Ray declared.

He estimated that contract negotiations would take "a minimum" of six months for a county the size of Onondaga (480,000 population) with more than 40 job titles and 30 different departments. The county has about 3,000 employees and Onondaga chapter has more than 1,500 members in this group.

On the county's position, which he said was that it does not have to name any bargaining agent nor begin to implement the law until the City-County PERB is approved, Ray said:

"Most local government employers, not only in Central New York but throughout the State, already have recognized bargaining agents and have begun preparations to negotiate contracts even though in the entire State the only government application which have been approved by the State Board are those of Oswego and Nassau counties."

He added: "This dispute is unnecessary and so tragic, and highlights why there is so much we must do and learn to foster harmonious labor relations between a government and its employees—not only to prevent the 'New York Cities,' but to guarantee that employees, white and blue collar, receive justice and equity, for no longer are we dealing with the 'political hacks' of an era long past.

"These people are going to be asked to pay the identical taxes to Rockefeller and Johnson than any other resident of this county must pay. They pay the same property taxes, the same high cost of borrowing money, the same medical costs, food costs."

At a recent chapter meeting, members also were asked to sign cards designating the chapter their bargaining agent. Ray said the county asked for the cards but the CSEA unit does not believe the cards necessary.

Injunction Sought

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Transportation Department to keep the overtime pay they collected for working on last Thanksgiving, Election Day, and Columbus Day. The injunction, if obtained, would stop the State from taking any action until the case is resolved in court.

Friday's order maintains status quo until the court decides on whether it will issue the injunction.

If successful with its law suit, CSEA is hopeful that a precedent will be established whereby the State can then be persuaded to pay overtime to Transportation Department employees who worked on Christmas Day and New Year's Day, with the understanding beforehand that the Department would pay overtime for these days rather than force the employees to accept equivalent time off for work on such days.