

Civil Service LEADER

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Monroe, NYC Chapter Events

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Mental Hygiene Dept. Promises CSEA Some Relief On Cut-Backs

ALBANY — Some relief in the agency-wide economy cutback plaguing employees of the State Department of Mental Hygiene was promised last week to representatives of the Civil Service Employees Assn. at a meeting here with Dr. Alan D. Miller, Mental Hygiene commissioner.

Miller told CSEA's Special Mental Hygiene Committee they could expect the current freeze on filling vacancies in the department to be lifted in the very near future.

While this one key action could do much to alleviate the present pressure on institution employees with respect to work load, out of title assignments, leave restrictions and other working condition irregularities, the big question, as to how far the relief would go, still remained unanswered, CSEA spokesmen said.

Two Important Meetings Reset

ALBANY — The Civil Service Employees Assn. has announced the rescheduling of two important meetings, including one with the State Budget Director.

Both the latter session and the monthly meeting of CSEA's Board of Directors were to be held on June 7, but were postponed because of the death of Senator Robert F. Kennedy.

The meeting with T. Norman Hurd, State Budget Director, is being held today (June 18) and is primarily concerned with the reported economic cutback in the Department of Mental Hygiene affecting hiring overtime, sick leave and other working conditions.

Dr. Wenzl also plans to discuss with Hurd the abolition of five jobs in the State Insurance Fund.

The Board of Directors' meeting has been rescheduled for Monday, June 24. Other meetings usually conducted on the same day as the Board session will also be held on the latter date.

Governor Names Wenzl

ALBANY — Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., has received an appointment to the Governor's Conference for Equal Opportunity, it was learned at Leader Press time. Also appointed were Robert J. Mangum, State Commissioner of Human Rights and Mrs. Ersa Poston, president of the State Civil Service Commission. The group will hold its first meeting on June 24 in New York City.

The Employees Association will press for a more conclusive answer on the extent and duration of reported impending economy measures in Mental Hygiene and other State agencies at a meeting here today with State Budget Director T. Norman Hurd.

According to Dr. Theodore C. Wenzl, CSEA president although his committee was somewhat heartened at word of the anticipated lifting of the hiring freeze, it was also considerably concerned by Miller's confirmation that the Department's total appropriation had been cut.

"We can only infer from what he said," Wenzl pointed out, "that many of the economy measures rumored as being in the works will be implemented, unless we, the Employees Association, do something about it, and this we plan to do," he added.

Regular agenda items considered at the meeting, and their disposition provision, included:

- Career ladder plan for ward service personnel — an appropriation of \$75,000 has been made for a complete study in which CSEA will join with the Department.

- Occupational therapy and recreational therapy career ladder plan — the Civil Service Department is expected to approve Mental Hygiene's proposed plan in a week or ten days. CSEA will negotiate changes it finds necessary in the plan with the Governor's

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Jerry Finkelstein Fund Sets \$25,000 Gift In Memory Of Sen. Kennedy

A \$25,000 scholarship fund in memory of Sen. Robert F. Kennedy has been established at New York Law School by the Jerry Finkelstein Foundation. Finkelstein, president of the foundation, is publisher of The New York Law Journal and The Civil Service Leader and is a trustee of New York Law School.

The scholarship was announced by former Court of Appeals Judge Charles W. Froessel, who is acting dean and chairman of the board of trustees of New York Law School.

Serving with Mr. Finkelstein and Judge Froessel on the committee administering the scholarship will be Nathaniel Goldstein, former State Attorney General, and Dr. Sylvester Smith, Jr., president of New York Law School

Mostly For Mental Hygiene Aides

CSEA Confirms Victory In Blocking U.S. Tax On State Subsistence

(Special To The Leader)

ALBANY — The Civil Service Employees Assn. last week confirmed an earlier report of a major CSEA victory in blocking a Federal attempt to collect income tax on the value of free subsistence and housing provided by Rochester State Hospital during 1961 to certain employees living on the grounds of that institution for the convenience of their employer.

Settlement of the case, termed a landmark decision by CSEA

counsel, was made known recently when the Internal Revenue Ser-

vice officially announced that no such income tax deficiency existed and that it would drop its effort begun more than three years ago to collect additional payment from the 43 employees involved.

Importance of the victory is in the precedent established which affects hundreds of other employees in both State and county institutions in New York State as well as thousands of workers in similar situations in other states.

CSEA's role in pursuing the case to a favorable decision is a striking example of the effectiveness of the legal assistance program of the Employees Association, according to Dr. Theodore C. Wenzl, president of the Association.

CSEA's Board of Directors had

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Nassau CSEA Wins Retroactive 1/60th

MINEOLA — Nassau chapter of the Civil Service Employees Assn. is the second in the State to win a retroactive 1/60th retirement from a local government.

Crowning a campaign by the chapter on behalf of 11,000 employees of Nassau County, it was announced at a meeting of the County Board of Supervisors last week that the benefits would be adopted at its next meeting on June 24.

The action came only days after Governor Rockefeller signed into law the retirement provision for State employees along with permission for local government to do the same.

Monroe County earlier had announced that it would act to adopt the plan.

"This benefit was at the very heart of the State CSEA legislative programs," asserted chapter president Irving Flaumenbaum, who is also the State's second vice-president, "it was won for

State employees in the legislative session and with Rockefeller's signature last week.

"Meanwhile, however, the employees of local government were fighting behind the scenes for

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CSEA Urges Governor To Save Ins. Fund Jobs

ALBANY — The Civil Service Employees Assn. has called upon Governor Rockefeller to prevent the abolishment of five positions in the State Insurance Fund's New York City office.

In a telegram to the Governor, Dr. Theodore C. Wenzl, CSEA president, said "Our Association demands your action to prevent the abolishment of five positions in the State Insurance Fund blamed on budget cuts."

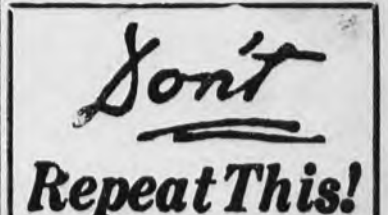
Dr. Wenzl told the chief executive that "If economy is necessary, it must be arranged in other ways."

The problem was brought to the attention of Dr. Wenzl by Randolph V. Jacobs, president of the State Insurance Fund chapter of CSEA, who also heads the Metropolitan Conference. Jacobs said "The State Insurance Fund chapter has suggested several other ways in which economic reductions can be made without eliminating jobs, but the Fund management has turned down our proposals."

In addition to seeking the Governor's intervention, Dr. Wenzl said the matter will be taken up at a June 18 meeting between CSEA officials and T. Norman Hurd, State budget director. The

latter meeting, originally scheduled for June 7, was postponed because of the death of Senator Robert F. Kennedy. The original purpose of the meeting was to

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Kennedy Team Sought By All

IT is a known fact that Governor Nelson R. Rockefeller has sent emissaries to the late Senator Robert F. Kennedy's brother-in-law Stephen Smith to explore his interest in the New York Senatorial seat left vacant by the assassination.

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Lefkowitz Presents Law Department's Service Awards To 29

Attorney General Lousi J. Lefkowitz presented awards to 29 employees from the New York City office of the State Department of Law, all of them with at least 25 years of service in State Government, at a luncheon in their honor on June 14, at Gasner's Restaurant, 75 Duane Street, New York City.

"The service of these devoted employees, combined with similar records of 37 other employees in my Albany and upstate district offices, totals 2,044 years, truly a remarkable example of public service," the Attorney General said. "This occasion will offer an opportunity to express the admiration and appreciation we feel for their faithful efforts on behalf of the people of New York State."

Each of the employees being honored received a certificate of service and an award from the Attorney General.

Attorney General Lefkowitz noted that two staff members in his

New York City office and five in his Albany office have each had 40 years or more of service to the State.

"I wish particularly to call attention to the fact that John A. Hartigan, Sr., Finance Officer of the Department of Law, has chalked up 55 years of continuous service to New York State and is still going very strong indeed," the Attorney General said.

Introduction of guests was by Theodore Becker, department administrative director, and speakers also included, beside the Attorney General Seymour Shapiro, president of the New York City chapter of the Civil Service Employees Assn.

Recipients

Following are the names of the

recipients and the amount of service:

40 years — Herman Gatker and Sarah Hecht.

35 years — Samuel Baeklar, Matilda Fisher and Robert Himelfarb.

30 years — Bernard Abramson, Julius Fell, Marporie Hechinger, Josephine Jackson, Abraham Jukovsky, Abraham Pass and Hazel Wigden.

25 years — Anne Agin, Beatrice Cohen, Daniel Cohen, Louis Cooper, Sally Dyller, Theresa Frey, Matilde Friedman, Samuel Kirmayer, Harry Kirshbaum, Betty Kupfer, Vincent Marsicano, Julius Rom, Benjamin Rosenzweig, Ruth Rothstein, Samuel Stern, Vito Titone and Gussie Waxman.

Promoted

ALBANY—Robert M. Fraser of Glens Falls has been appointed as assistant dean for two-year colleges for the State University, effective April 26, at a salary of \$15,556 a year. He has been employed by the university's central administration since 1966 as an assistant for two-year college programs.

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Your Public Relations IQ

By LEO J. MARGOLIN



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

Why Not Television

THE TRAGIC murder of Senator Robert F. Kennedy 13 days ago prompts us to recall—and strongly re-emphasize—the warning to our civil service readers in the column of Jan. 2, 1968, when we wrote:

"MUCH OF WHAT will happen during 1968 will have been escalated because 1968 is a presidential election year. The mere appearance of any presidential candidate will be enough to touch off a demonstration, and possibly violence."

IN THAT COLUMN we cautioned civil servants that 1968 would be a trying year for everyone, but particularly for civil servants, who would have "to stand fast as the bulwark of the nation's stability."

WE OPENED THAT column with this paragraph:

"AS NO OTHER year in American history, 1968 will test the mettle and good public relations of everyone in civil service—and that means more than 10 million Americans throughout the United States."

THESE WORDS were not written to frighten anyone. They were meant to be a studied journalistic and political assessment within the framework of facts absorbed from the daily press or witnessed on television.

THE "BOTTOM LINE" of our calculations added up to a stormy 1968 for both civil servants and government leaders.

WE CERTAINLY did not anticipate the shocking assassinations of Senator Kennedy and Martin Luther King, Jr.—both within weeks of one another. We did feel strongly that violence seemed to have become little more than another form of free speech.

OUR CRYSTAL BALL was not so accurate that we could pinpoint who would do what to whom, but we were reasonably certain that there would be violence during 1968.

ALL THIS IS certainly not proof of clairvoyance. It is simply a total realization that something is basically wrong when political and sociological disagreements are now settled with guns in the hands of seriously disturbed people, who live in an environment conducive to violence.

ALSO IN QUESTION is our nation's method of choosing its elected leaders, particularly on the National and State level.

WHY SHOULD ANY candidate for National or State office tear himself, or be torn, to pieces mentally and even physically by months of campaigning and handshake-to-handshake exposure to crowds, where may be lurking a disturbed mind with murder in his heart?

WHY WE HAVEN'T made more intelligent use of the world's most modern means of communication—for example, television—for campaigning? And, we add, without the pocket-breaking cost which the use of modern media, including television, entails?

is owned by the people, not by
(Continued on Page 15)

"What have you done for me lately?"

If you're selling a freight car full of diamonds or a box of toothpicks, this is the question the customer always asks.

And we've got the answer!

Here's what GHI has done—it's brought out the **New Family Doctor Plan**. Among its many advantages, this new plan—

increases allowances for home calls 33%

increases allowances for office visits 25%

increases in-hospital surgical allowances approximately 30%

increases in-hospital anesthesia allowances approximately 48%

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Erie CSEA Competitive Unit Begins Pay Talks

BUFFALO — Representatives of the Erie chapter of the Civil Service Employees Assn. opened negotiations last week with Buffalo officials on a collective bargaining agreement covering nearly 600 workers.

"We're very hopeful for a good contract," said Joseph V. Drago, president of the Buffalo Competitive Unit of the Erie chapter of CSEA.

The unit is the bargaining agent under the Taylor Law for professional and clerical employees who work in City Hall and in other branches of Buffalo government.

"We are seeking substantial pay increases and other benefits," Drago said.

Drago and other CSEA leaders here are aware that Buffalo received enough new State aid from the 1968 State Legislature to cover pay hikes for all employees.

In the first round of negotiations Henry Gdula, the CSEA field representative in the Western New York area. Representing the City of Buffalo was James W. Burns, City budget director.

Mayor Frank A. Sedita earlier this year promised pay increases

if the Legislature helped the City with more State aid.

"We know we'll get something," Drago said, "but we want more than a token amount."

The negotiations are expected to continue for several weeks.

Pay Raises Won For Buffalo School District

BUFFALO — The Civil Service Employees Assn. has negotiated an 8 percent pay raise for about 600 non-professional employees of the Kenmore-Town of Tonawanda school district.

The new package will mean pay raises and other benefits totaling \$50,000.

Members of the CSEA unit, part of the Erie County CSEA chapter, earlier rejected a 6½ percent pay hike. CSEA representatives went back to the bargaining table and negotiated the higher increase.

In addition to the pay hike, the settlement doubles medical insurance contributions and adds other fringe benefits.

Henry Gdula, CSEA regional representative, helped in the bargaining talks.

Some Space Left On Last Bahamas Tour

Space is left on only one more summer, week-long trip to the Grand Bahamas. All others have been sold out, it was announced last week.

Members of the Civil Service Employees Assn. may apply for remaining space on a jet trip that departs from New York on Aug. 10 and returns on Aug. 17. The price of only \$189 includes round trip air fare, rooms at the Oceanus Hotel and two deluxe meals a day.

Immediate application should be made to Sam Samuel Emmett, 1060 East 28th St., Brooklyn, 11210; telephone (21) CLOverdale 3-4488.

To Keep Informed, Follow The Leader.



RE-ELECTED — Philip J. Caruso, was re-elected president of the Utica chapter, Civil Service Employees Assn. He was installed recently at a dinner in Beachley's Restaurant, Barneveld.

Monroe County Manager Urges Legislators To Approve New Retroactive 1/60 Pension Plan

(From Leader Correspondent)

ROCHESTER — Monroe County may become the first in the State to approve a request by the Civil Service Employees Assn. for a retroactive 1/60th retirement plan.

County Manager Gordon A. Howe told some 700 members of the the CSEA's Monroe chapter on June 7 that he would recommend enactment of the plan by the County Legislature.

"I'll prepare a letter immediately," he said at the annual chapter banquet and installation of officers at the Mapledale Party House in Rochester.

Howe said after the installation that his letter would be in the hands of the County Legislature when it next meets on June 20. The request then will probably go to the salaries and personnel committee before it is brought to a vote by the entire legislature.

Howe's support of the measure, which grants one-half pay after 30 years of public employment, came after Monroe chapter president Vincent A. Alessi threw down a challenge from the podium.

"Before official negotiations begin," Alessi said. "I hope that we can get the 1/60 retirement retroactive to July 1, 1938. I feel that the county manager should have the opportunity to agree or disagree with comments relative to our request for the 1/60th."

Alessi said granting of the plan was one of the major goals of the chapter. "We could be the first county in the State to put this through," he added.

The 1/60th is part of a \$100 million State program to improve the welfare of government employees, but counties have the authority to accept or reject the plan for their own employees.

In his remarks, County Manager Howe, said, "I'm grateful to all of you for what you do day in and day out in serving the public of the County of Monroe."

"We intend to give every county employee every possible fringe benefit available under the law. "And I say to every county department head, where there's a problem or dispute, always give the employee the benefit of the doubt."

Joseph D. Lochner, CSEA executive director who installed the new chapter officers, called the 1/60th retirement plan "a very important guarantee."



YOU GOT IT! — Gordon A. Howe, left, Monroe County Executive, is seen as he announces the proposals to give county employees the 1/60th, guaranteed half-pay retirement plan won this year by the State Civil Service Employees Assn. and made permissive for local government. The man with the understandable grin is Vincent Alessi, president of Monroe chapter, CSEA. The announcement was made at the annual dinner of the CSEA unit.

"It means," he said, that for every year of work, employees are guaranteed 1/60th of their final retirement salary. The Monroe chapter is the first chapter in the State to ask for this guarantee."

Lochner also said that he has seen "very few examples" in the State of the member participation that exists in the Monroe chapter.

Alessi announced that at the urging of the Monroe chapter the county will permit payroll dues deduction for the Federal Credit Union.

He also pointed out that under the Taylor Law, Monroe chapter, which has more than 3,000 members, has been recognized as the official bargaining agent for all county employees.

"Negotiations will start shortly," he said. "The ground rules have been discussed and written up. As soon as they are acceptable to both parties, they'll be signed. Cooperation has always been received (from the county) in informal negotiations. We expect the same pattern in future negotiations."

Alessi said Monroe chapter members include City of Rochester employees and employees from the Town of Greece and Chl-Wheatland school districts.

CSEA membership in the county, he said, is approaching 10,000 including State employees, with control of 40,000 votes. "We will continue to work wholeheartedly for membership," he added.

The annual combined CSEA-county employees picnic will be held July 27 at Ellison Park, Alessi said. "This year it will be a little different. More detailed information will come later."

Charles W. Caruana, chapter first vice-president, served as master of ceremonies and intro-

duced the other head table guests: State Sen. Thomas Laverne of Irondequoit; Assemblyman Don Cook of Henrietta; Monroe County Family Court Judge Joseph G. Fritsch; Monroe County Sheriff Albert W. Skinner; Jerry Rogers, director of field representatives for the State CSEA; James Powers and Harry Jonston, both CSEA field representatives; Joe Deasy, Jr., city editor of The Civil Service Leader; Lewis Boyce, banquet chairman, and the Revs. Gerald Wunrow and Bruce Ammering, chaplains at Monroe Community Hospital.

Alessi was installed for his fourth term as chapter president, the longest any Monroe chapter president has ever served. Other officers are:

Caruana, first vice-president; Eugene Redmond, second vice-president; Michael Lesnick, third vice-president; Harlette G. Kaplan, recording secretary; Mildred Zahn, corresponding secretary; Wilhelmine Renshaw, treasurer; Victor Clum, sergeant-at-arms, and Vincent A. Alessi, representative to the executive committee.

Lewis Boyce, Mae Cohen, James Rossi and Betty DiStefano were installed as delegates, and Henrietta Hirsch, James Mangano, Louise Randazzo and Jean Lipsett, as alternate delegates.

Named to the board of directors for four-year terms were Jean Arnold, Ruth McFee, Myrtle Dags, Robert Lanworthy, Betty Lawler, J. Maurice Keefe, Daniel Kane and John Solds Sr.

Mitchell Reappointed

Orrin J. Mitchell, Sr., of Le Roy, has been reappointed by Governor Rockefeller to the Genesee State Park Commission for a term ending April 17, 1975. The position is unsalaried.

300 Attend Dinner For Bendet; Officials Applaud His Long Record

KIAMESHA LAKE — Solomon Bendet, former president of the New York City chapter, Civil Service Employees Assn., was cited last week as a man of honor and dedication by some 300 persons who gathered at the chapter's annual workshop at the Hotel Concord here to pay tribute to the career State employee.

Speakers paying tribute to Bendet included: State Comptroller Arthur Levitt, CSEA president Dr. Theodore C. Wenzl; Richard E. Stewart, State Superintendent of Insurance, as well as chapter president William Berman and Past president Seymour Shapiro.

In his tribute to Bendet, the Comptroller said;

"You have honored me in asking me to be your speaker this evening, but I would have come

in any event as a tribute to your man of the year, my friend, Sol Bendet.

"I have learned after serving more than 13 years in Albany, that there are some people whose insight on particular problems is essential— not always a commissioner, or superintendent, or board chairman. They come and they go. But a more permanent fixture is Sol Bendet, whose acu-

men in matters affecting employees benefits is as sharp as it is persuasive.

"Not that I always agree with Sol Bendet. He would be astonished if I did. He would not want things to come that easy.

"No, Sol is a fighter whose battle ground extends over the whole structure of salary scales and fringe benefits. But equally important, his own career has been

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Civilian Jobs With Military Installations Overseas Open For Filing; Allowances Vary

The Departments of the Army, Navy and the Air Force have released a listing of civilian civil service positions at bases in foreign countries and in the two non-continentals states—Hawaii and Alaska.

For information on the Air Force positions, inquiries should be made of the nearest civilian personnel office at an Air Force base. Those recruited from within the United States for these positions will receive a quarters allowance or will be provided with quarters.

For the Army Department positions, application should be made to the Interchange and Recruitment Coordinating Branch, Employee Management Division, Pennsylvania Ave., N.W. and 12 St., Old Post Office Building, Washington, D.C. Recruitments for these positions is generally made from those candidates who have already received civil service status as a result of examination.

For information on the Navy Department positions, contact the Navy Overseas Employment Office (Atlantic) Washington, D.C.

Applications will be accepted only from present or former government employees with Career or Career-Conditional Civil Service status who meet the requirements set forth by the Civil Service Commission (See Civil Service Handbook X-118—available in any personnel office) or Navy, and who have had experience directed related to the position for which application is made. Announcements containing information regarding duties and employment agreement are available at the Navy Department. S. F. 57 forms are available at first or second class U.S. Post Offices.

If selected, present stateside Navy employees with civil service status will be granted return rights to their activity in accordance with the provisions in NCPI 310. There is a re-employment assistance program available for others upon satisfactory comple-

tion of the Employment Agreement. The positions open follow:

Air Force HAWAII

Electrical engineer (wire communications), GS-11; electrical engineer (eltr. mag.), GS-11; engineering draftsman (elec.), GS-5; explosives operations officer, GS-11; industrial engineer, GS-11; electronics technician, GS-11; operations research analyst, GS-13; supervisory recreation specialist (gen.), GS-9; air conditioning and refrigeration repairer, W-10; supervisory personnel management specialist, GS-13; position classification specialist, GS-11; and electrical engineer eltr. mag.), GS-11.

OKINAWA

Equipment specialist, GS-8; employee management relations specialist, GS-11; educational specialist, GS-12; gas generating plant repairer leader, L-10; property disposal officer, GS-9; supervisory general engineer, GS-12; chief operator, GS-7; position classification specialist, GS-11; training instructor, GS-9; shorthand reporter, GS-6; management analyst, GS-9; architect, GS-13; and education program administrator, GS-14.

ALASKA

Equipment specialist (electrical) GS-11; ground electrical comp. repairer (instr.), WI-12; ground radar repairer (instr.), WI-12; ground radar rep. (instr.), WI-12; supervisory industrial engineer, GS-11; civil engineer, GS-11; electronics technician, GS-11; power generating equipment mechanic-electrical generator operator, WX-10; civil engineer, GS-

11; electronics technician, GS-11; power generating equipment mechanic-electrical generator operator, WX-10; civil engineer, GS-11; electronics generator operator (instr.), WI-10; electrical generator operations foreman, F-6; mess attendant, W-2; supervisory personnel staffing and employee relations specialist, GS-11; electrical engineer (utilities), GS-11; general attorney, GS-11; mechanical engineer, GS-11; structural engineer, GS-11; steamfitter-plumber, WX-10; electrical generator operations foreman, F-7; assistant commissary officer, GS-10; electrical lineman, W-10; mechanical engineer (util.), GS-11; personnel staffing and employee relations specialist, GS-11; toll office telephone equipment installer and repairer, W-11; personnel management specialist, GS-12; boiler fireman foreman, F-4; aircraft instrument and control systems mechanic, W-10; heating equipment repairer, W-9; tractor-trailer operator foreman, F-5; and procurement agent, GS-9.

ITALY

Personnel services officer, GS-11.

SPAIN

Supply work general foreman, F-7; electrical lineman leader, L-10; supervisory supply systems analyst, GS-9; and food service manager, GS-9.

TAIWAN

Industrial property officer, GS-10; supervisory personnel staffing specialist, GS-11; supervisory personnel affairs officer, GS-9; clerk stenographers, GS-4.

TURKEY

Electronics technicians (radio & Tropo), GS-9; personnel management specialist, GS-9-11; electronics technicians (micro), GS-9; personnel management specialist, GS-9-11; procurement clerk (steno), GS-5; administrative librarian, GS-9; attorney advisor, GS-12; supervisory operating accountant, GS-11; education officer, GS-9; administrative librarian, GS-11; and supervisory property sales specialist, GS-11.

ENGLAND

Explosives operations officer, GS-11; civilian engineers, GS-12; operating accountant, GS-9; recreation specialist, GS-8, and facilities and materials officer, GS-10.

PAKISTAN

Personnel management specialist, GS-11.

CANAL ZONE

Management technician (manpower data auto), NM-9, and education specialist (linguistics), NM-12.

RAMSTEIN, GERMANY

Clothing sale store manager, GS-6; equipment specialist (electronic), GS-11; position classification specialist, GS-11; mechanical engineer (industrial equipment), GS-12; secretary (steno), GS-5; commissary store manager (meat) GS-6; and civil engineer, GS-12.

WIESBADEN, GERMANY

Electronic engineer, GS-11;

sanitary engineer, GS-13; secretary (steno), GS-5; electronics technicians, GS-11; personnel services officer, GS-12; inventory manager, GS-7, and electronic engineer, GS-11.

THAILAND

Supervisory electrical engineer (electro-mag.), GS-12; electronics technician (radar), GS-9; electrical engineer, GS-13; industrial property officers, GS-10-11; intelligence operations specialist, GS-9, and historian, GS-11.

PHILIPPINES

Architect, GS-13; general transportation assistant, GS-9; clerk, steno, GS-4; supervisory personnel officer, GS-9; building maintenance general foreman, F-10; civil engineer, GS-12; supervisory general engineer, GS-12; administrative librarian, GS-12; and club manager, GS-11.

AZORES

Personnel staffing and employee relations specialist, GS-11; supervisory air traffic control specialist, GS-9; supervisory employee development specialist, GS-12; supervisory personnel specialist, GS-7; traffic manager, GS-11.

JAPAN

Attorney-advisor, GS-12; electronic technician, GS-11; employee relations specialist, GS-11; clerk stenographers, GS-4; secretaries (stenos), GS-4; communications relay equipment operators, GS-5; position classification specialist, GS-11; librarian, GS-9; education officer, GS-11; supervisory QC specialist, GS-13; contract termination, GS-12; teletype mechanic leader, L-10; program analyst, GS-11; disaster control officer, GS-9; supervisory recreation specialist (A & C), GS-10; supervisory electronic technician, GS-10; commissary store manager, GS-7; supervisory recreation specialist (gen), GS-8; and personnel officer, GS-12.

SPAIN

Supervisory contract specialist, GS-11.

KOREA

Incentive awards specialist, GS-6; electronics technician, GS-9; supervisory recreation specialist (A&C), GS-10; property disposal officer, GS-7; office services, GS-9; secretaries (steno), GS-4, and recreation specialist, GS-7.

VIETNAM

Employee development officer, GS-11; librarian, GS-9; mechanical engineer, GS-13; supervisory personnel management specialist, GS-11; personnel staffing specialists, GS-9; supervisory personnel management specialists, GS-12; chemist, GS-12, and industrial property officer, GS-11.

LABRADOR

Mechanical engineer (utilities), GS-11 and electronics technician, GS-9.

PUERTO RICO

Systems analysis and design technician, GS-7, and dental hygienist, SCH-32, equivalent to GS-5.

Army

The Army Department's vacancies follow:

KOREA

Administrative officer (program and budget), GS-9; auditor, GS-11; budget, GS-11; equipment specialist (electronics), GS-11; equipment specialist (machinery), GS-11; facility manager (aircraft), GS-11; digital computer programmer, GS-11; stock fund accounting analyst, GS-11; safety officer, GS-12; historian, GS-9, and clerk stenographer, GS-4-3.

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Where to Apply For Public Jobs

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

CITY

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

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

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

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

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

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

STATE

STATE—Room 1100 at 270 Broadway, New York, N.Y. 10007, corner of Chambers St., telephones 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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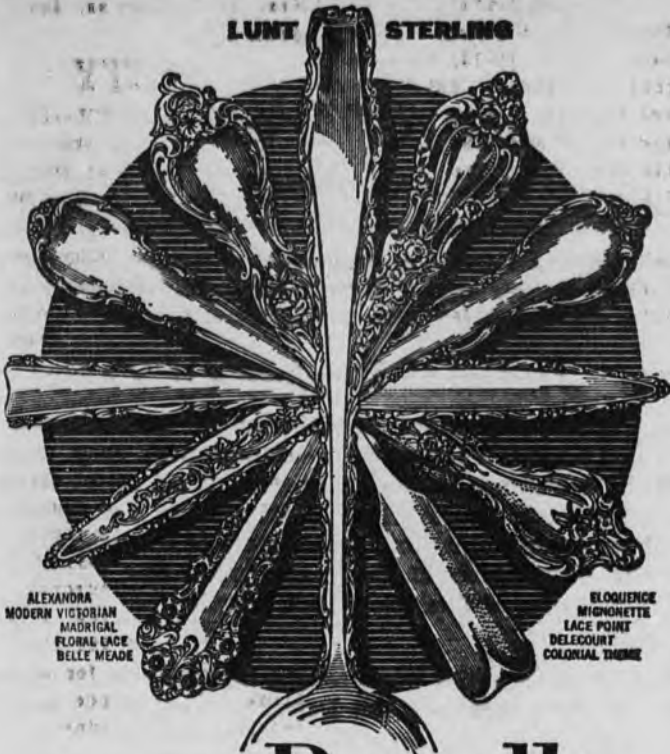
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**Court Upholds CSEA
Recognition In Warren**

TOWN OF QUEENSBURY — A petition filed by Local 1064 of the American Federation of State, County, and Municipal Employees, seeking certification as bargaining agent for blue collar workers in the Warren County Highway Department has been dismissed by the State Public Employment Relations Board.

The AFSCME local filed the petition to represent the above workers after the County Board of Supervisors recognized the Warren County chapter of the Civil Service Employees Assn. last January 12 as the bargaining agent for a single unit consisting of all County employees.

Paul D. Klein, director of representation for PERB, in handing down the decision, said the bargaining unit requested by the AFSCME local was "not the most appropriate unit" and that the blue collar workers concerned had the same community of interest as other county employees in the areas of wages, retirement, sick

leave, and other fringe benefits and thus could be included in the single bargaining unit recognized by the supervisors.

Both the County and CSEA felt that the one unit was the most appropriate, according to Klein's decision.

The PERB decision also noted that he petitioner "has not even attempted to distinguish between blue collar employees of the highway department and blue collar

employees of any other department of the employer . . ."

Klein also noted that "There is nothing in the record to indicate that blue collar employees of the highway department, must be in a separate unit to obtain effective representation . . ."

Klein's decision stems from a formal hearing conducted by PERB last March 13 at which all parties were present.

Joseph J. Dolan, director of local government affairs for CSEA, said the PERB ruling should lead to the resumption of negotiations.

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**Wenzl, Roulier
Score For CSEA
On Local Radio**

MIDDLETOWN — Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn. and Joseph B. Roulier, CSEA public relations director, recently appeared on "Orange County Speaks," a public opinion radio program broadcast over Station WALL in Middletown.

The program, which solicits questions from its listening audience, was "an overwhelming success," according to Dr. Wenzl, in that many public employees in the Middletown area and other parts of Orange County phoned in numerous questions concerning the services CSEA provides to both State and local government workers.

The CSEA leader was gratified there was no adverse feeling shown toward CSEA during the program but that instead, there was every indication that public employees in Orange County were satisfied with the representation job being done by the Employees Association.

Dr. Wenzl took particular note of the enthusiastic response from employees at Middletown State Hospital, the various State Department of Social Services institutions in that area and local Orange County units of CSEA.

This was the fourth in a continuing series of appearances by Dr. Wenzl and Roulier on radio and television stations throughout the State. They have also appeared on similar shows on radio station WGY in Schenectady and WHAM in Rochester and on WMHT, Channel 17, an educational television station originating out of Schenectady.

Roberts Rose Renamed

Governor Rockefeller has reappointed S. Roberts Rose of Hillcrest Rd., Elmira, a member of the Finger Lakes State Parks Commission for a term ending Jan. 21, 1975. The post is unsalaried.

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◆ **Shoppers Service Guide** ◆

Get The Authorized CSEA License Plate The only car license plate tag authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 8 Elk St., Albany. The plate which sells for \$1, can also be ordered through local chapter officers.



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TUESDAY, JUNE 18, 1968

Immunity Waivers

LAST week's U.S. Supreme Court decision which strikes down a law that removed from jobs those public employees who refused to waive immunity when under investigation is bound to stir up considerable controversy. Yet, it should be remembered that this law, in effect, withheld the benefits of a valuable constitutional protection from civil servants.

It is true that public employees serve in positions of special trust. But there are many occupations in the private employment sector—banking and insurance, for instance—where misdeeds on the job can also cause great public harm.

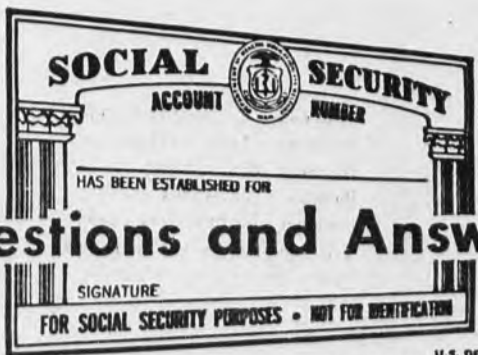
There are adequate safeguards now under study for dealing with misconduct investigations. There is—and never was—no need to put civil servants in a special behaviour category not invoked for their fellow citizens.

A Cynical Savings

TAKING advantage of employees eligible for retirement as a means of economy is a cynical way to operate a government agency, but that is exactly what has happened in the State Insurance Fund.

Five employees with long years of dedicated service have been notified they are being dismissed. The supposed ground is a need to cut back on personnel but the five choices involved make it obvious that the aim is to save money by removing positions where persons involved do have retirement income and won't necessarily be destitute and then not refilling these jobs until absolutely necessary.

This trifling with the lives of employees is intolerable and the Civil Service Employees Assn. has asked rightly that Governor Rockefeller veto the dismissal orders. Certainly, the right to work and the very dignity of these public servants carries a higher priority than any temporary budget tightness.



I am 25 years old and believe I can now qualify for disability benefits because the necessary work credits have been reduced. What should I do?

Your first step is to file an application. This can be done at any social security office, where people are waiting to give you any help you need. You can help by jotting down such things as the date you became disabled, which doctor or hospital treated you, and the dates of treatment. If you are married and have children under age 18, or over age 18, but disabled or in school, your wife

should come with you because she as well as the children will be eligible for benefits. For more information on what to do about your particular situation call your local social security office.

I understand that the medicare premium rate might be different each year. How will I know what the premiums will be each year?

In December of each year, starting in 1968, the Secretary of Health, Education, and Welfare will announce the premium rate to be effective the following July. He will publish the bases for

LETTERS TO THE EDITOR

Letters to the editor must be signed. Names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader.

Forgotten Retirees

Editor, The Leader:

Congratulations to the Legislators for passing the 1/60th Retroactive Legislative Bill for present employees who retire after April, 1968.

But what provision was made for those retirees who retired before 1968? They are the ones who built up the system on a contributory basis during 25 or more years' service.

It seems to me that they should have receive a supplemental allowance, looks like they are the forgotten men.

FRANK X. CURRY, SR., Retired
Long Beach, Long Island

Governor Ok's Mediation Board

ALBANY — Governor Rockefeller has signed legislation to create a new three-member State Mediation Board.

Under the bill, the present board's part-time membership is replaced by a bi-partisan, full-time board. A new eight-member Labor-Management Advisory Panel also has been set up to advise the new board.

In signing the bill, Rockefeller declared:

"Since its establishment in 1937, the State Board of Mediation has compiled an outstanding record in facilitating prompt, amicable settlement of labor disputes and preventing disruptive and costly work stoppages. The Board's activities have made mediation an important factor in labor-management relations in New York and earned for it the confidence of labor, management and the public. Particularly in recent years under the able leadership of its present Chairman, Vincent D. McDonnell, the Board has time and time again demonstrated how invaluable capable mediation services can be in the resolution of labor disputes and the maintenance of labor-management harmony. As successful as the Board has been, however, experience has shown that it could be strengthened in its work by a full-time membership."

the rate.

I dropped my coverage under the voluntary doctor bill insurance part of medicare last year. Can I sign up again?

Yes, you can re-enroll during the first 3 months of the year. You can re-enroll only once and only within 3 years after you first cancelled your coverage.

It is true that medicare premiums will be higher this year?

Yes, the premiums will be higher, beginning April, because of the new benefits added by the amendments, the increased use of insurance by the elderly, and rising medical costs. There was also some underestimation originally, understandably since the program was brand new.

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.")

Judicial Review Of Tests

WHILE THE State Department of Civil Service does not make judicial review of its examinations easy, in reality it should welcome it. Judicial review is an effective way of educating the Commission to defects in its framing of civil service examinations. An example of the educative value to the Commission of the court proceeding is the recent case of *Matter of Sies* (New York Law Journal, May 28, 1968, page 20).

THE SIES CASE was brought by an Attorney Grade 18 for an order directing the Department of Civil Service to regrade the examination he took for promotion to Senior Attorney Grade 23. He claimed he was entitled to credit on two multiple choice questions on which the Department's key or official answer was different from the one selected by him. He was given credit for forty-nine questions and needed credit on one additional question for a passing grade.

JUSTICE DANIEL G. Albert, exhaustively reviewed the questions at issue. At the outset, he noted that under the doctrine of *Acosta v. Lang*, the petitioner was entitled to credit for an answer that is better or at least as good as the official answer. Question 13 of which review was sought required the petitioner to select one of four possible answers based upon the postulate that the plaintiff in a malpractice suit made one of the defendant doctors his medical expert. The petitioner's choice of answer read as follows:

B. The plaintiff's action is proper. A plaintiff in a malpractice action has the right to call as a witness a defendant doctor, that is, a defendant physician may be required to testify to facts within his knowledge—what he actually saw and did.

The official answer read as follows:

D. The plaintiff's action is proper. It has long recognized that a party, including physicians, in a civil suit may be called as an expert witness by his adversary and questioned as freely and fully as any other qualified witness as to matters relevant to the issues in dispute.

JUSTICE ALBERT recognized that the question was based upon the celebrated recent case of *McDermott v. Manhattan Eye Hospital* 15 N.Y.2d 20. The official answer "D" correctly stated the rule of the *McDermott* case with respect to medical malpractice actions. As held by Judge Stanley H. Fuld (now Chief Judge) writing for the unanimous Court of Appeals, plaintiff may examine the defendant physician "with regard to the standard of skill and care ordinarily exercised by physicians in the community under like circumstances and with regard to whether his conduct conformed thereto, even though such questions call for the expression of an expert opinion."

JUSTICE ALBERT noted that answer "D" erred in stating that the rule was "long recognize." The *McDermott* case was decided as recently as November 25, 1964 and established a new doctrine. Furthermore, as observed by Justice Albert, there is no reason to assume that the doctrine is as broad as answer "D" states in extending it to any civil suit instead of limiting the rule to medical malpractice actions.

FOR THE reasons stated, Justice Albert found that question 13 is "inexact on its face." Answer "B," the petitioner's choice, substantially stated the rule prior to the *McDermott* case and was as good an answer as "D."

JUSTICE ALBERT sustained the second question reviewed, No. 25. The answer which the petitioner gave to this question was held to be wrong because he indicated that a motion by the New York Assembly to adjourn is amendable. While the motion to adjourn to a time certain is amendable, the petitioner's choice implied an adjournment to the next scheduled meeting of the Assembly which is not amendable according to the Clerk's Manual of the Legislature.

THANKS TO judicial review, the petitioner's success on one of his two protested questions resulted in the addition of his name to the eligible list. The Commission, too, had cause to rejoice, because of the instruction the judicial process gave it in the area of preparation of civil service questions.

Lansingburgh CSEA Members Get 10% Raise

LANISBURGH — The Civil Service Employees Assn. has entered into a one-year contract highlighted by a 10 percent pay raise, with the Lansingburgh Central School District on behalf of its member-employees working in non-teaching capacities throughout the district.

Other provisions of the contract include the adoption of a new schedule placing employees on proper step in accord with Civil Service regulations, four weeks' vacation after 10 years for year round employees, paid overtime for work over 40 hours, payment of 50 percent of employee's and 35 percent of dependent's hospitalization, and accumulated sick leave of from 200-240 days. A minimum starting salary of \$1.80 per hour and other benefits was established for cafeteria workers.

The contract was negotiated by Ruth Horton, Helen Crouse, Joan Schuttenhelm, John Morriarity, Anna Crocker, and Edward Gillie, all members of the unit, and Bernard Ryan, CSEA field representative. Observing the proceedings were Rita Bove, unit secretary, and Frank Sheehan, president of the unit.

Sheehan expressed satisfaction over this year's negotiations and looked for continued cooperation from the Board in the future.

Nassau Units Elect Officers

(From Leader Correspondent)

MINEOLA — Four new unit heads have joined the list of presidents in the Nassau chapter, Civil Service Employees Assn. The new officers are in the Mineola Village unit and school units in Hewlett, North Merrick and Farmingdale.

Mineola elected Daniel Hoehn, president with James Gibb, vice president; Doris Keast, secretary and John Bertani, treasurer.

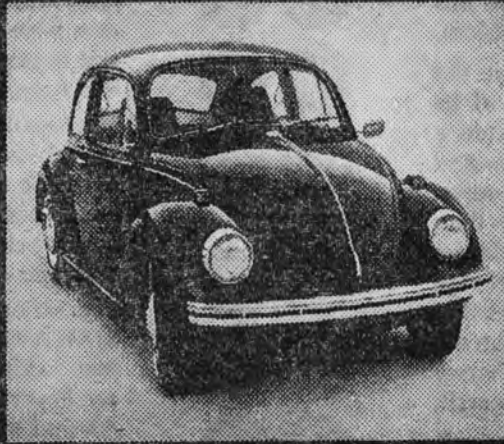
The Hewlett non-teaching unit chose Charles F. Vollmer, president along with William Link, vice president; Mrs. Mildred Oxford, secretary; Edward Bosh, financial secretary and Catherine Healy, treasurer.

The North Merrick non-teaching unit elected Fred Covill of the custodial staff, president; Hazel Reuther of the clerical staff, vice president and Frances Scott of the cafeteria staff, secretary-treasurer. The unit has also filed a petition for exclusive recognition and negotiations.

Farmingdale chose two leaders, one each for the clerical group and the operational and maintenance group. Irene Salerno heads the clerical group as president with Alice Hubelbank, vice president; Marian Skelly, secretary and Grace Guthell, treasurer.

The Farmingdale maintenance group chose Richard LeVien, president; Frank Barone, vice president; Lawrence Visconti, second vice president; Frank LeVien, secretary and Matthew Valtnoti, treasurer.

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 Brooklyn Economy Volkswagen, Inc.
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 Buffalo Jim Kelly's, Inc.
 Elmsford Howard Holmes, Inc.
 Fulton Lakeland Volkswagen, Inc.
 Geneva Dochak Motors, Inc.
 Glens Falls Bromley Imports, Inc.
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Civilian Jobs Overseas

(Continued from Page 4)

OKINAWA

Position classification specialists, GS-9-11-12; personnel management specialist, GS-11; supervisory personnel staffing and employee relations specialist, GS-11;

personnel staffing specialist, GS-9, and supervisory employee development specialist, GS-12.

THAILAND

Personnel management specialist, GS-11; employee development officer, GS-11; electronic engineer, GS-12, and position classification specialist, GS-11.

Historian, GS-12; clerk-steno, GS-4-5; computer programmer, GS-9 and 11; education officer, GS-11-12; anthropology specialist, GS-11; electronic engineer, GS-11-12; auditor, GS-11-12; inventory management specialist, GS-

VIETNAM

9-11-12; position classification specialist, GS-11; general engineer, GS-9-11; personnel staffing specialist, GS-9-11; contract specialist, GS-11; supervisory property sales specialist (general), GS-11; communication specialist (general), GS-11-12; and personnel management specialist, GS-11-

12.

Navy

The Navy Department positions open are:

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Supervisory general engineer (chief engineer—planning, design, specification, engineering), GS-12.

BAHRAIN ISLAND

Tour of duty six months. Salary plus quarters allowance and 10 per cent differential.

Petroleum quality control representative, GS-11.

BERMUDA

Tour of duty 36 months. Salary plus quarters allowance.

Personnel officer, GS-11; personnel assistant, GS-7; firefighter (structural), GS-5; general foreman I transportation, \$4.44 to \$4.80; foreman (leadingman), metalworking shops, \$3.96 to \$4.30; diesel electric plant controlman, \$3.17 to \$3.43.

CANAL ZONE

Tour of duty 24 months. Salary includes 15 per cent tropical differential.

Electronic technician, NM-12; employee development specialist, NM-11; supervisory recreation specialist (general), NM-9; communications equipment operator NM-4; inspector (PW structures), \$4.11 to \$4.45; electrician (power plant), \$3.60 to \$3.97; refrigeration & air conditioning mechanic, \$3.67 to \$3.97; liquid fuels gager, \$3.30 to \$3.58, and radio mechanic, M-8.

TALCAHUANO, CHILE

Tour of duty 24 months. Salary plus quarters allowance.

Industrial engineer, GS-12.

GUANTANAMO BAY, CUBA

Tour of duty 24 months if accompanied or joined by dependents; twelve months if single or not accompanied by dependents. Salary plus 10 per cent differential. In addition to salary, government quarters available without charge. Dependent travel not authorized unless family housing available. Payment of a separate maintenance allowance is authorized for eligible civilian employees at Guantanamo Bay, Cuba when dependents are prevented from joining them for a period of not less than three months. The allowance is payable only when dependents are maintained outside the country of the employee's assignment. The annual rates are as follows: one child only, \$1,250; two or more children, \$2,200; one adult only, \$2,500; one adult and one additional dependent, \$2,900; one adult and two or three additional dependents, \$3,300 and one adult and four or more additional dependents, \$3,700.

Personnel officer, GS-14; administrative services officer, GS-13; budget officer, GS-13; budget analyst, GS-12; supervisory production controller (ships), GS-12; supervisory civil engineer, GS-12; supervisory electrical engineer (general), GS-12; structural engineer, GS-11; supervisory budget analyst, GS-11; accounting officer, GS-11; mechanical engineering technician, GS-11; EAM project planner, GS-7-9-11; budget and accounting officer, GS-10; management analyst, GS-9;

(Continued on Page 10)

Research for Protection ... so more will live.

It is estimated that there are now more than 350,000 blind people in the United States. Another estimate reveals that we may expect an additional 30,000 people to lose their sight in every year. Fortunately there are people who have been doing something about this serious problem.

The National Association for the Prevention of Blindness and its affiliated chapters have conducted a program of research, education and preventive service for over fifty years.

The Society claims that more than half of all blindness could be prevented by full use of knowledge we already possess. It also states that more knowledge would undoubtedly have been acquired if more money were available for research.

While this program of research continues, programs of rehabilitation are being conducted. In every state there are agencies both public and private, which are helping blind people.

The National Society for the Prevention of Blindness warns that one out of every four school children is in need of eye care and that children's eyes, even before they enter school, should be examined regularly.

Every responsible person can help advance the research program that may eliminate many causes of blindness. A contribution to your local Association for the Blind is a concrete way to help.

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

The Statewide Plan—since its beginning in 1957—has been improved and expanded to provide more protection for eligible persons and their dependents against the steadily rising costs of hospital and medical care. Medical research has given mankind more ways both to prevent illnesses and cure them when they strike. Hospitals and doctors are far better equipped to effect cures than they were a few years ago.

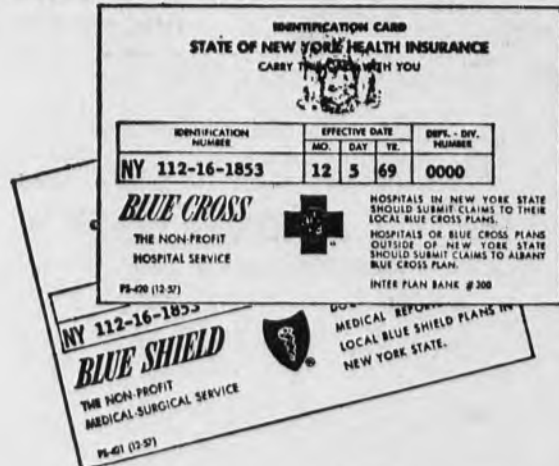
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The Major Medical provisions of the STATEWIDE PLAN—provided through the Metropolitan Life Insurance Company—are important! When the total amount of covered medical expenses incurred by a member (or one of his or her dependents) is not covered through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

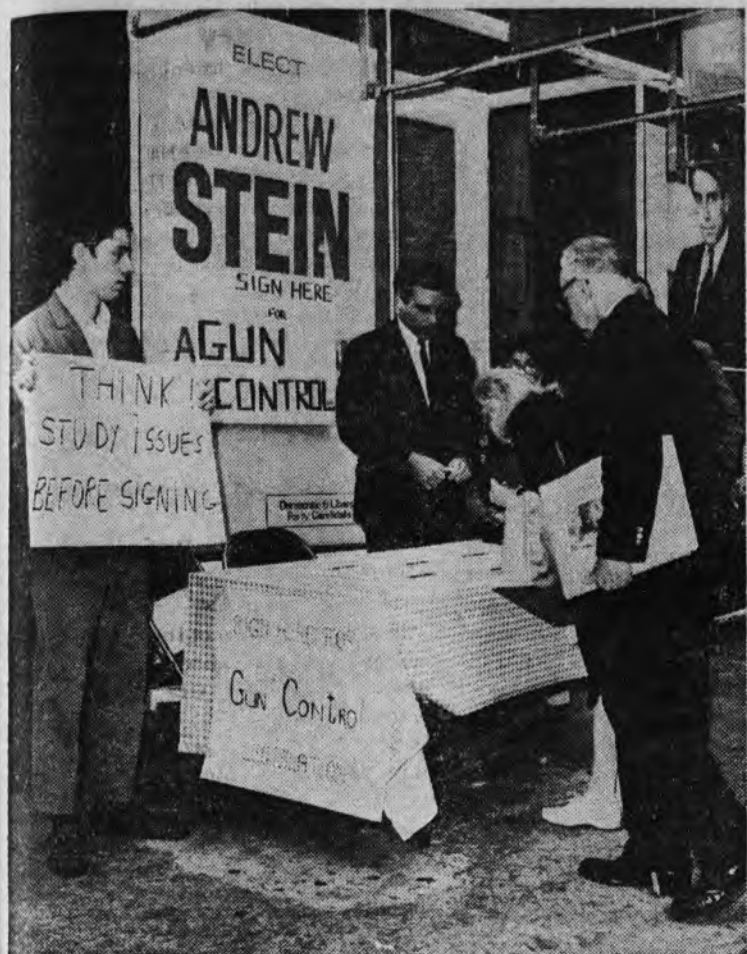
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SIDEWALK GUN CONTROL CONTROVERSY— Andrew Stein (right, center) Democratic and Liberal Party candidate for the 62nd Assembly District, collects petition signatures from passers-by to send to Gov. Rockefeller asking him to reactive State gun control legislation in Albany. Charles S. Lopez, a member of the National Rifle Association, (on the left) arrived to contest the petition. Lopez holds sign meant to discourage more signatures. Candidate Stein has already gathered 5,200 signatures and hopes to get another 15,000 in the next few days. This week several additional political office-seekers and State officials publicly endorsed more stringent gun control laws in the wake of the assassination of Senator Robert F. Kennedy. In addition to Stein, particularly forceful were Assemblyman S. William Green and State Senator Whitney North Seymour Jr.

CSEA Hits Geographic Pay Denial To Machinists

ALBANY—The Civil Service Employees Assn. in a strongly worded document has appealed the State's denial of a geographic pay differential to Machinists (Grade 12) in the New York metropolitan area.

Citing the decision of J. Earl Kelly, director of Classification and Compensation, as being "entirely inconsistent with the primary purpose for implementing a geographic area pay differential" the Employees Association blasted the denial as "arbitrary" noting that under Kelly's criteria differentials would become virtual rarities.

Kelly based his denial solely upon the fact that the recently negotiated pay raise would place these machinists on a par with their fellow employees in recruiting qualified people for the title.

A CSEA spokesman said, "that the original appeal was for 20 percent, but even with the raise, there is still a 13 percent disparity in salaries between machinists in the private and public sectors in the New York City area."

The same official also noted that while there may not now be any difficulty in recruiting, "practices of this kind could not help but to undermine morale and constitute an emerging problem for the future."

The over emphasis placed upon this retention problem by Mr. Kelly will provide him with a "battering ram" that will eventually make a complete sham of the theory of Area Geographic Pay Differentials thereby nullifying jus-

tified compensation to the State employee, who, living in a high rate area, cannot economically cope with a normal standard of living, CSEA said.

To this end, the appeal has been sent directly to Mrs. Ersa Poston, president of the Civil Service Commission, with a demand for prompt action.

Many Air Force Jobs For Women

The Air Force is seeking young women who are high school or college graduates and are interested in joining the Womens Air Force. Some 6,000 positions will exist in the near future in many fields. Benefits include full medical care, 30 days annual leave with pay, educational opportunities, travel and service to country. For full information call the Air Force representative at (212) 739-8931.

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DON'T REPEAT THIS

(Continued from Page 1)
 In the aftermath of the past weeks events, combined with the grief, the subject is too sensitive a one for discussion, however much good sense an appointment like this would make.

But it does prove that not only the Democratic candidates know the value of the Kennedy team's help. At this point, no candidate can afford to have the Kennedy family or friends or associates against him.

Perhaps they can't get the nomination for themselves, the reasoning goes, but "they sure as hell can hurt anyone else's chances," as one political observer puts it. The options may expire in a month or two months, but

N. Colonie Chap. Wins Contract

ALBANY — The North Colonie Central District chapter of the Civil Service Employees Assn. recently won a contract, featuring a six percent pay raise for non-teaching employees, following negotiations with the Board of Education.

The contract was signed recently, and covers a period from July 1, 1968, through June 30, 1969. Other benefits in the agreement include changes in the grievance procedure and personal and sick leave plan, and the adoption of a non-contributory pension plan.

Howard Cropsey, chapter president, signed the agreement for CSEA. Also participating from the Employees Association were Edward Gusty, collective bargaining specialist, and Bernard Ryan, field representative.

Signing the agreement for Board was Mrs. Louise B. Wise, president; Edgar S. Pitkin, supervising principal, and Theodore G. Habura, business manager, participated in the ceremony.

Negotiations under the terms of the Taylor Law, were conducted in a cordial atmosphere, said Cropsey.

this "veto" is very much a reality in today's confused political picture.

Humphrey and McCarthy
 Consequently, overtures from both the Humphrey and McCarthy camps have literally gone to every member of the Kennedy team. Irish Mafia leader Kenneth P. O'Donnell could be national campaign manager for either man. Former Postmaster General Larry O'Brien could serve in that capacity for Hubert Humphrey.

Unfortunately, the deep depression that exists among loyal and trusted associates of the late President and the late Senator is derived from a personal hurt—one that heals slowly, as the months after November, 1963 showed.

But, ultimately, the brooding comes to an end with time, and life begins to pick up some momentum, and the Kennedy team—which probably is one of the best and most effective ever put together in political history—will again begin to function. And function it will—as a team.

Realization of this fact and that of the present powerful Kennedy "veto" is proved by the open secret that both Vice President Humphrey and Senator McCarthy would be delighted to have Ted Kennedy as their running mate this November.

Philosophy Important
 But Senator Kennedy and his aides cannot reach such important decisions at this time. They could not make a political decision now—if only because of grief. And whatever they do, it can't be for political convenience — just a "deal." They certainly have to have a philosophical rapprochement with any candidate they make an agreement with—a necessity before arriving at any decisions with some degree of finality.

Should an appropriate philosophical agreement be possible, the Kennedy's could even come to grips with Lyndon Johnson as a running mate, if not Hubert Humphrey. In this political year of unending surprises, who knows? Anything is possible.

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Civilian Jobs Overseas

(Continued from Page 8)

management analyst (Naval supply depot), GS-9; budget analyst, GS-9 (public works center); Electronic technician (sonar), GS-9; supervisory maintenance and operations specialist (utilities), GS-9; housing project manager, GS-8; management technician, GS-7; superintendent transportation I, \$12,209.60 to \$13,208.00; general foreman structural shops I, \$4.44 to \$4.80; foreman (leadingman), plumber, \$3.96 to \$4.30; planner and estimator (public works structures), \$3.96 to \$4.30; *leader carpenter, \$3.45 to \$3.73;

leader painter, \$3.45 to \$3.73; *leader power plant controlman, \$3.45 to \$3.73; foreman (leadingman) truck driver (heavy), \$3.54 to \$3.84; *carpenter, \$3.06 to \$3.32; automotive mechanic, \$3.06 to \$3.32; *electrician (lineman), \$3.17 to \$3.43; *electrical equipment repairman, \$3.06 to \$3.32; *engineman (holsting and portable), \$3.17 to \$3.43; *wharfbuilding, \$3.17 to \$3.43; *galley equipment mechanic, \$3.06 to \$3.32; *central office repairman, \$3.27 to \$3.55; *instrument mechanic (electrical), \$3.27 to \$3.55; *machinist (marine), 3.17 to \$3.43; *electrician (ship repair department), \$3.17 to \$3.43; plumber,

\$3.17 to \$3.43; *armature winder, \$5.40. \$3.17 to \$3.43; *pest control equipment operator, \$2.96 to \$3.20; *boilermaker, \$3.17 to \$3.43, and *letterer and grainer, \$3.17 to \$3.43 per hour.

(Asterisk (*) indicates housing not available and travel of dependents will not be authorized.)

LONDON, ENGLAND

Tour of duty 36 months. Salary plus quarters allowance.

Budget analyst, GS-12 (director, contract administrative services, Navy purchasing offices); supervisory general commodities quality control representative, GS-12 or 13; entomologist, GS-12; civil engineer, (manager specialist and estimating branch, design division), GS-12; civil engineer (project manager), GS-12; construction representative (general) (initial duty station: Edzell, Scotland), GS-10; construction representative (general), GS-9.

KEFLAVIK, ICELAND

Tour of duty 12 months. Salary plus 15 per cent differential plus quarters or quarters allowance. At least once during tour of duty persons selected for positions in Iceland will be eligible for round trip transportation to Europe without charge on space available basis.

Personnel officer, GS-13; assistant personnel officer, GS-12; financial manager, GS-12; public information officer, GS-9-11; auditor, GS-9; electronic technician, GS-9; sanitation inspector, GS-7; recreation specialist (general), GS-5-26; shipment clerk (household goods), GS-4; general foreman II transportation, \$4.98 to

NAPLES, ITALY
Tour of duty 36 months. Salary plus quarters allowance.
Electronic technician (general), GS-11; printing specialist, GS-7-9; and foreman (leadingman), printing, \$4.11 to \$4.45.

MOROCCO

Tour of duty 24 months. Salary plus quarters or quarters allowance.

Electronics technician, GS-11; supervisory recreation specialist, GS-9; planner and estimator (PW electrical systems), \$4.33 to \$4.69, and planner and estimator (PW mechanical systems), \$4.33 to \$4.69.

PUERTO RICO

Tour of duty 36 months. Salary plus five per cent cost of living allowance. Graded employees only.

Supervisory electronic engineer, GS-14; personnel officer, GS-13; general engineer, GS-12 (fallout shelter surveys); electronic engineer (weapons range systems), GS-12; electronic engineer (shore electronics), GS-12; resources management specialist, GS-12; supervisory industrial engineer (public works maintenance), GS-12; electronic engineer, GS-11; industrial engineer, GS-11 (utilities); safety engineer, GS-9 and ship surveyor (general), \$4.56 to \$4.94.

ROTA, SPAIN

Tour of duty 36 months. Salary plus quarters or quarters allowance.

Supervisory general engineer, (director, engineering division-planning design, plans & specifications), GS-12; administrative services officer, GS-11; supervisory civil engineer (mgr., architectural & civil branch), GS-11; administrative assistant, GS-9; computer programmer, GS-9; shorthand reporter, GS-6; clerk-translator (typing) (duty station: El Ferrol), GS-5, and general foreman electrician I, \$4.44 to \$4.80 per hour.

RAS TANURA, SAUDI ARABIA
Tour of duty 12 months. Salary plus 25 per cent differential and quarters allowance.
Petroleum quality control representative, GS-11.

Further information concerning the above positions may be obtained by forwarding S. F. 57 to and/or contacting Navy Overseas Employment Office (Atlantic), Office of Civilian Manpower Management, Washington Navy Yard, Bldg. 200, Washington, D.C. 20390.

File By June 25 For Case Aide Oral Exams

June 25 is the last filing date for an oral examination for the position of case-aide with the New York City Department of Welfare.

Applicants must have completed a six-month training program of the Human Resources Administration or a similar course.

Case aides work in the Department of Social Services or Department of Hospitals and perform various tasks to assist patients or clients with housing, school, public assistance or related problems.

Further information and applications may be obtained from the Application Section of the City Department of Personnel.

Warren Co. Chap. Appoints Panel

WARRENSBURG — More than 100 members of the Warren County chapter of the Civil Service Employees Assn. attended that group's monthly meeting, held recently in the Adirondack community, during which a negotiating committee was appointed.

"This committee," stated Robert Thompson, chapter president, "will sit down with County officials, present our demands, bargain in good faith, and come back to us with a just contract."

Those nominated include: Demetra Riley and Jane Barber, co-chairmen; John Paquin; Patrick Herlihy; Vito Isgro; Nell Derry; Douglas Pierso; Frank Harrington; and Thomas Reddy. The committee will operate under provisions of the Taylor Law in meeting with the County.

Other business at the meeting consisted of the appointment of a nominating committee, consisting of Grace MacDonald, chairman; Beulah Dudley, Anne Kelly, Thomas Lapham, Royce Hill and Horace Barber. This group will present candidates for the June elections.

The main speaker for the evening was Bernard R. CSEA field representative, who spoke of problems of the Taylor Law, and CSEA's enlarged staff, which includes a director of local government affairs. Ryan noted that CSEA is growing with its membership in order to provide more services especially in the local government areas.

Police Administrative Aide Medical Exams

The New York City Department of Personnel administered qualifying medical and physical examinations to 262 candidates for police administrative aide last week.

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Clinton Prison Chapter Dinner Fetes Retirees

DANNEMORA — Members of the Clinton Prison chapter of the Civil Service Employees Assn. were feted recently at the chapter's annual banquet.

On hand to address the turnout were State Senator Ronald B. Stafford and Assemblyman Louis Wolfe, as well as prison officials, including Edwin LaValley, warden; Perry DeLong, deputy warden; Harold Corcoran, assistant deputy warden, and Reverend Fenwick Wheeler, who delivered the invocation.

Warden LaValley presented watches to several members who

retired including Raymond Burnell, Joseph Kalish, Sgt. William Bush, Milo Grey, Roy Brugeon, Irvine Goodwin and Urgil Votaw, Chapter president John Bailey, who served as master of ceremonies for the affair, noted that Lt. Harold O'Neill, Lt. William Byrne, Frank Carroll and Forrest Gibson had also retired but were not able to attend.

Two Appointments

ALBANY—Governor Rockefeller has named Russell V. Stephenson of New Hartford and John R. Allison of Great Neck, Long Island, to the Business Advisory Committee on Management Improvement.

Pomeroy Reappointed

Donald T. Pomeroy of Syracuse, has been reappointed to the Central New York State Parks Commission by Governor Rockefeller.

CSEA Blocks U.S. Tax

(Continued from Page 1)

appropriated more than \$25,000 to cover anticipated expenses, Wenzl said, and although the issue never got to court, preliminary estimates indicate that lengthy preparatory legal steps alone will have cost the Employees Association upwards of \$8,000.

According to CSEA spokesmen, headed by Claude E. Rowell, 4th vice president of the Association and an employee of Rochester State Hospital, the case began in the Spring of 1965 when the Internal Revenue Service notified 43 workers living on the grounds of the hospital that the value of food and lodging supplied to them in the year of 1961 constituted ad-

ditional income subject to Federal income tax and that appropriate additional tax payments would have to be made.

In initiating the claims, referred to by Rowell as obviously "test cases," the Revenue Service took the position that the 43 employees involved, most of them in lower grades, were in jobs not immediately connected with patient care, and were thus living on the grounds of the institution for their own convenience rather than that of their employer. Free food and lodging received under these circumstances, the Federal government said, was the same as extra income and should therefore be taxed.

At the behest of 43 employees, Rowell called on CSEA's Board of Directors to approve legal assistance under the regular program of Employees Association. The Board agreed, and through CSEA's regional attorney in Rochester, retained a top law firm in that city, specializing in tax matters, to handle the case.

The latter developed the position that "a substantial complement of employees residing on the premises is indeed necessary for the protection, security and treatment of patients, and for sound administration." They said that this applied not only to doctors and medical personnel, but to employees in other titles as well, such as maintenance workers.

CSEA's lawyers thus rejected the Internal Revenue Service contention that all employees not immediately involved in patient care do not have to live on the institution grounds in order to discharge their responsibilities properly.

Counsel for the employees said that "These people really have a second line of duties should the need arise — namely, the protection and security function, and

performance of whatever emergency duties might be required of them."

Through the months and years that followed, during which continuing routine delays kept the case from going to court, CSEA attorney obtained full support of their position from several high sources in the State Administration, including Mental Hygiene Commissioner Alan D. Miller and Alton G. Marshall, executive officer to Governor Rockefeller, Marshall submitted official appeals on behalf of the Rochester employees from his office and from Dr. Miller to the Internal Revenue Commissioner in Washington.

Finally, in late winter of this year, unofficial word reached counsel for the Employees Association that the Federal government would probably drop the whole case. This report was confirmed recently, when 43 employees involved were duly notified by the Internal Revenue Service, and the matter officially came to a close.

This was the second instance in which CSEA has successfully blocked a Federal government move to tax as income, meals and lodging received free of charge by institution employees living on the grounds. The previous victory, in 1955, involved higher grade employees in duties directly related to the care of patients or inmates.

The current favorable decision is seen as even more significant by CSEA President Wenzl in that it not only reaffirms the precedent established in the earlier case, but also clearly extends its applicability to employees in lower level jobs whose primary function is not necessarily patient care.

"This was an important one to win," said Wenzl, "because any additional income tax on the people affected would definitely have constituted a hardship."

Pass your Leader on to a non-member.



GRIEVANCES AIRED — Members of the Civil Service Employees Assn.'s Special Thruway Committee pause during grievance meeting with State Thruway Authority representatives, at Authority headquarters in Albany. Clockwise, from extreme right, are: John Hart, CSEA public relations assistant; Shirley Lacey, Buffalo CSEA chapter president; John Gallagher, Syracuse CSEA chapter president; Vito Dandreaano, Albany Division CSEA chapter president; Mary Blair, CSEA assistant program specialist; John Carey, CSEA associate program specialist; Walram Brown, director of tolls for the Thruway (partially hidden);

Edward Jones, Director of Administrative Services for the Thruway; Joseph D. Lochner, executive director of CSEA; Joseph Sykes, chairman of CSEA's Special Thruway Committee; Frank H. Lewis, president of the Thruway Headquarters chapter of CSEA; George Zupko, second vice president of CSEA's New York Division chapter and Emanuel Vitale, CSEA collective (partially hidden). More than 44 grievances were presented at the second stage hearing on behalf of both individual employees and groups of Thruway workers throughout the State.



ISLIP PACT — Signing a new two-year contract for Town of Islip employees are, left to right, Louis Palumbi and Richard McKay, councilmen;

William Stoothoff, unit president; Caesar Trunzo, and Joseph Giordana, councilmen. Seated is Harry Kangieser, town supervisor.



CONGRATULATIONS — Seen adding his congratulations to Solomon Bendet at the latter's testimonial dinner at the Concord Hotel last week, is Joseph F. Feily, past president of the State-wide Civil Service Employees Assn. Bendet, CSEA salary committee chairman, was first appointed to the post several years ago by Feily.

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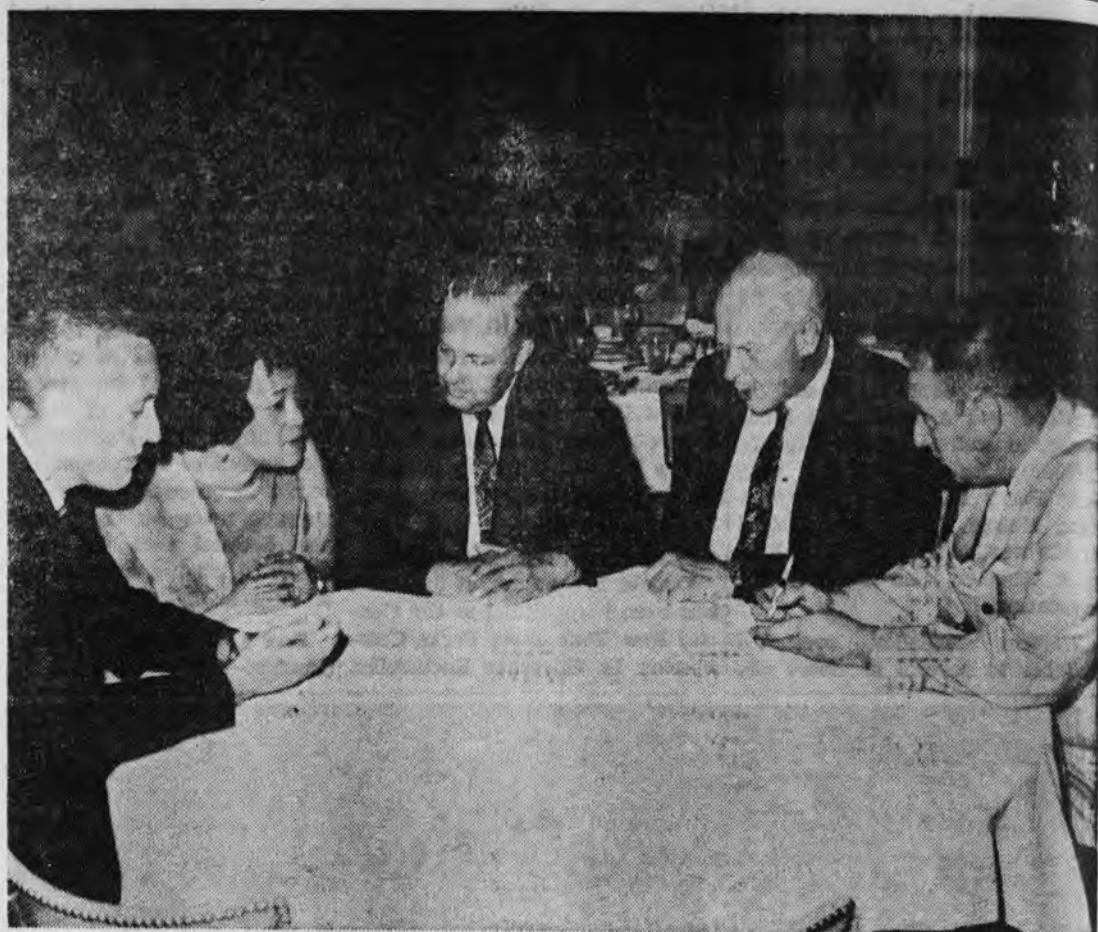
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DISCUSSION — Members of the Brooklyn State Hospital chapter of the Civil Service Employees Assn., discuss the clerical reallocation appeal with staff members of the CSEA and the Civil Service Leader during the annual meeting of the New York City chapter held at the Concord last week. Seated around the table are, (from the left) Joseph Roulier, CSEA's director of public relations; Ann Chandler, Brooklyn State employee; William Blom, CSEA director of research; Emil Impressa, hospital chapter president and Joe Deasy, Jr., city editor of The Leader.

Lottery Director

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To all and any distributees, heirs-at-law and next-of-kin of MARGARET W. ALLEN, deceased, their guardians, committees or assignees, and if any of them survived the decedent but have since died or become incompetent, their successors in interest, executors, administrators, legal representatives, devisees, legatees, spouses, distributees, heirs-at-law, next-of-kin, committees, guardians or any person having any claim or interest through them by purchase, inheritance or otherwise,
YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on July 18, 1968, at 10 A.M., why a certain writing dated November 4th, 1965, which has been offered for probate by THEODORE A. PITCHFORD, residing at 113 Orange Street, Tanglewood, New Jersey, and EARLEAN L. PITCHFORD, residing at 113 Orange Street, Englewood, New Jersey, should not be probated as the last Will and Testament, relating to real and personal property, of MARGARET W. ALLEN, Deceased, who was at the time of her death a resident of 63 West 131st Street, in the County of New York, New York.
Dated, Attested and Sealed, June 4th, 1968.

HON. S. SAMUEL DIFALCO,
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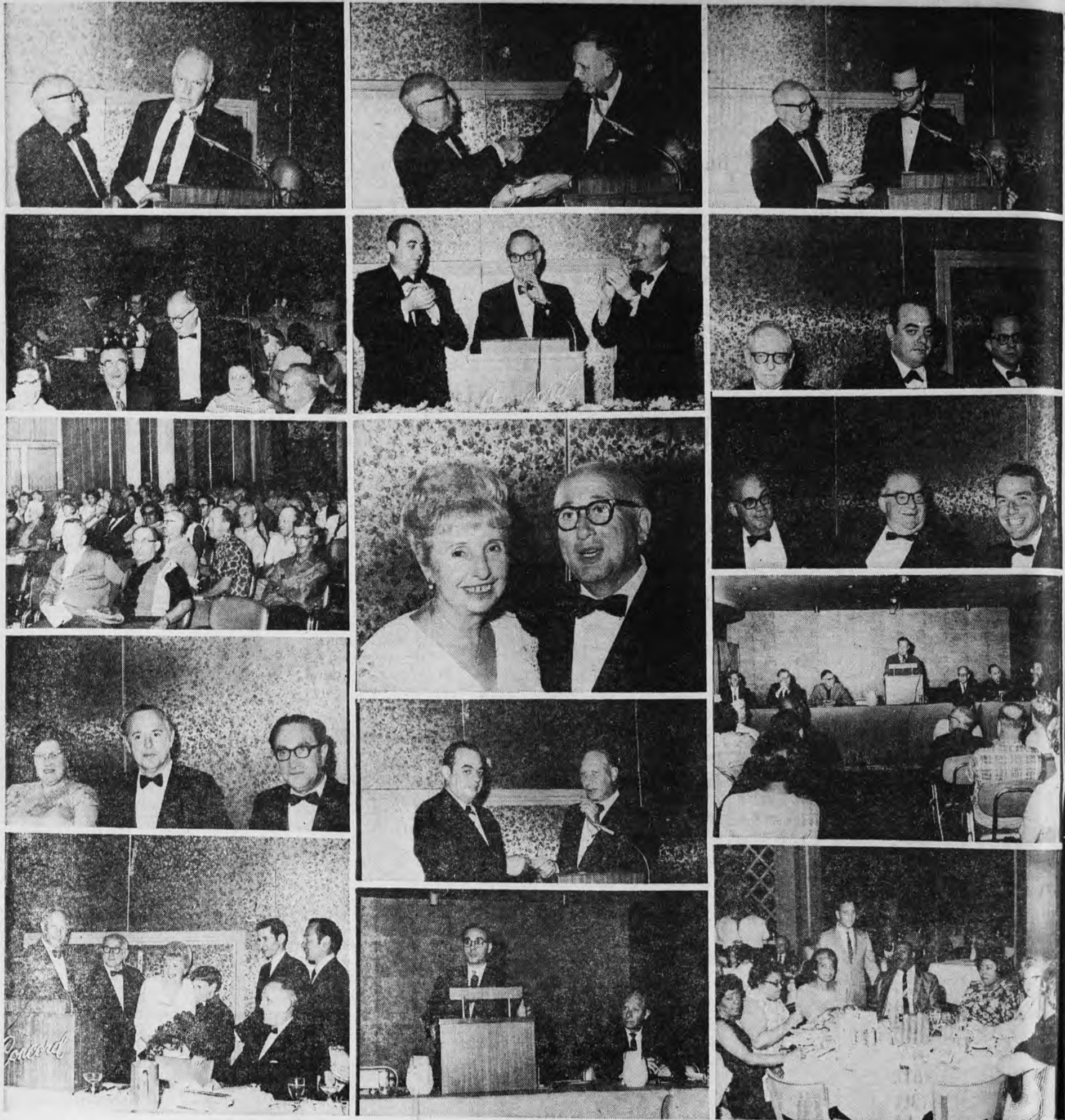
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HONOR NIGHT — The feature event on a two-day workshop at the Concord Hotel, sponsored by the New York City chapter of the Civil Service Employees Assn., was a testimonial to Solomon Bendet, long-time chairman of the CSEA Salary Committee. At top right, Richard Stewart, superintendent of the State Insurance Dept., is seen making one of several presentations to Bendet, as are Dr.

Theodore Wenzl, CSEA president, center, and Emil Impressa, president of Brooklyn State Hospital chapter, left. In center, Comptroller Arthur Levitt is seen as he began to deliver his accolade to Bendet as William Berman, left, and Seymour Shapiro, right, applaud. Mr. and Mrs. Bendet are seen in the center picture and at lower left when their grandson presented a bouquet of flowers to Mrs. Bendet. Other photos are scenes of workshops and the testimonial dinner.

tribute To Bendet

(Continued from Page 3)

his best argument, not that he ever mentioned it. Starting as a junior insurance examiner in 1930, he had become chief of the most sensitive bureau in the Insurance Department—the complaint bureau.

"If he deals with insurance companies with the same vitality that he deals with his own employers, policy holders need never worry. I salute Sol Bendet as a good man of many years."

Wenzl Joins In

Wenzl cited Bendet as a man of principles.

He gave as an example Bendet's fight against the implementation of a "management class" within the civil service merit system. "Sol fought against an attempt in the Constitutional Convention to set up this system and is still fighting the newest attempt through executive action."

Stewart noted that he enjoys the highest respect for Bendet as a man who works within the rules to make gains for his fellow man. He described Bendet as a tough salary negotiator. "He's not just a fighter but an honorable, decent and fair fighter who has quick sympathy for his fellow man and employee."

Bendet, a native New Yorker, is a graduate of New York University. A registered accountant, he joined the Insurance Department in 1930 as a junior insurance examiner. He was promoted to senior insurance examiner in September, 1944, associate examiner in 1948 and principal examiner and co-chief of the complaint bureau in 1951. In September, 1962 Bendet was named chief of the bureau. All of these positions have been under the competitive civil service classification.

He is past president of the New York City chapter, CSEA, and is a member of CSEA's Board of Directors. Since 1963 he has been

chairman of the Statewide Salary Committee which initiated programs which resulted in increased salaries and other benefits for State workers.

In 1967 he was awarded the Brotherhood Award by the New York State Employees Brotherhood Committee.

The two-day session included seminars on the retirement system moderated by Berman and conducted by Kenneth Altman, chief actuary of the retirement system, and a panel discussion on health insurance moderated by Shapiro.

The panelists included: Charles G. Wolz, director of Health Insurance for the State of

New York, Department of Civil Service; James Cuddy, manager of the New York State groups of the Associated Hospital Service of New York; Robert Dalley, sales representative of Group Health Insurance; Ronald Epstein, Health Insurance Plan of Greater New York; R. E. Muller, Metropolitan Life Insurance Company and Jack Blaustein of Ter Bush and Powell Inc., agents for the Travelers Insurance Company.

At the testimonial dinner to Bendet, television sets were presented to Bendet and Shapiro, the outgoing chapter president. The wives each received a bouquet of flowers.

Otsego Chapter Closes First

COOPERSTOWN — Members of the fledgling Otsego County chapter of the Civil Service Employees Assn. held their annual meeting recently in this Mohawk Valley community. Just one year old, the chapter has effected substantial gains for all county employees.

George Tucker, newly-elected chapter president, noted that he was heartened by the continued interest of workers throughout the County. "With this kind of support, we are assured of a successful year to come. We are young, and we have done well under Bob Ballard's leadership, and I am sure that we can do more."

After their installation, the officers discussed matters to be included in the programs to be submitted to the Board of Supervisors in the coming year.

Walsh Reappointed

Governor Rockefeller has re-appointed Mayor William F. Walsh of Syracuse, as a member of the Air Pollution Control Board for a term ending July 1, 1972. The post is unsalaried.



OTSEGO OFFICERS — Newly-installed officers of the Otsego County chapter of the Civil Service Employees Assn. are: seated, Clark Jewel, secretary; Eleanor Bennett, treasurer; George Tucker, president; and Al Shillieto, vice president; standing, Robert Bennett, delegate and past president; Charles Demorest, board of directors; Martha Weigel, delegate; Dave Willsey, board of directors, and Edward Gusty, installing officer.

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P. R. Column

(Continued from Page 2)

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Averill Park CSEA Unit Wins 13 Percent Pay Hike

AVERILL PARK—A two-year contract highlighted by an average salary increase of 13 percent for non-professional employees of the Averill Park Central School District was signed recently by representatives of the Civil Service Employees Assn., the recognized bargaining agent for these workers, and the Board of Education.

The CSEA unit's president, William Walsh, noted the salary increase ranging from 9 to 19 1/2 percent, and improved hospitalization benefits (with the employer paying 75 percent of the premium), among the main provisions of the contract.

He went on to stress that negotiations between CSEA and the District, in the first year under the Taylor Law, were conducted in a mutually beneficial atmosphere and expressed hope that this trend will continue.

Dr. Robert Strong and other members of the Board of Education were cited by the CSEA unit for their cooperation and interest in improving the well-being of Averill Park School District employees.

Taking part in the recent contract signing between CSEA, which is also the recognized bargaining agent for Rensselaer County and Troy City workers and the School Board were Walsh, Edward Evas, chief CSEA negotiator, and Bernard Ryan, CSEA field representative. Dr. Gregory Benson, superintendent of schools, Russell Jones, school business manager, and Dr. Robert Strong, school board president.



CSEA WINS CONTRACT — Signing a new two-year contract for non-professional employees of the Averill Park School District are, stand, left to right, Edward Evas, chief negotiator for the CSEA unit; Dr. Gregory Benson, superintendent of schools; Russell Jones, business manager; and Bernard Ryan, CSEA field representative. Seated are Dr. Robert Strong, president of the School Board, and William Walsh, president of the CSEA unit. An average salary of 13 1/2 percent and an increase to 75 percent in the amount paid by the employer for employee health insurance highlighted the benefits listed in the contract.

Islip Unit Wins 2 Year Contract

ISLIP — The Civil Service Employees Assn., representing the 750 employees of the separate town of Islip, has announced the signing of a new two year contract with the Town Board.

William Stoothoff, unit president, and vice-president of the Suffolk County chapter of CSEA, represented the employees at the signing ceremony. Stoothoff cited some of the main provisions of the CSEA negotiated contract, including: 20 days vacation after 7 years, service; fully paid hospitalization for dependents, 11 paid holidays, and other items affecting the working conditions and welfare of the employees.

"No salary increase was reflected in the two-year contract," Stoothoff said, "but provisions have been made to open wage talks next year." He noted, however, that CSEA has been successful in winning pay raises totaling 35 percent in the last three years.

Town supervisor, Harry Kangleser represented the Town in signing the contract. (See picture on Page 11.)

Chairman Named

Dr. Detlev W. Bronk, president of the Rockefeller University, has been designated by Governor Rockefeller as chairman of the State Science and Technology Foundation, effective May 15.

Hanrahan Reappointed

Governor Rockefeller has reappointed Edmond M. Hanrahan of

Cut-Back Relief

(Continued from Page 1)
Negotiating Committee.

- Proposed career ladder plan for maintenance personnel — the Department said it would consider specific proposals for such a plan if CSEA would submit same.
- Geographic differential for nursing titles — Mental Hygiene has informed the Civil Service Department of the need for differential elsewhere in the State, in addition to the five New York City boroughs.

CSEA also submitted a strong protest over the 'ever growing' practice of assigning attendants to relieve head nurses and staff attendants.

The Employees Association was represented at the meeting by Wenzl, Pauline Fitchpatrick, Newark State School, chairman of CSEA's Special Mental Hygiene Committee; and the following members of that group: Betty Begal, Binghamton State Hospital; Anna Bessette, Harlem Valley State Hospital; Julia Duffy, Pilgrim State Hospital; George Celentano, Rockland State Hospital; Isadore Siegal, Creedmore State Hospital; J. Arthur Tennis, Utica State Hospital; Edward Limner, Willard State Hospital; George Selkel, Pilgrim State Hospital; William McGowen, West Seneca State School; and Charles Ecker, Syracuse State School.

John M. Carey, associate program specialist, and Mary Blair, assistant program specialist, were present from CSEA's headquarters staff.

New York City, as a member of the State Racing Commission.

Representing the Department in addition to Commissioner Miller, were Dr. Hugh Lafave, associate commissioner; John J. Lagatt, director of personnel; Michael Weitzman, and Jarvis Tabor, associate personnel administrators.



COMMITTEE MEETS — Members of the Statewide Resolutions Committee of the Civil Service Employees Assn. pause during recent meeting at the DeWitt Clinton Hotel in Albany. Standing from left are Leo Doherty, Joseph Folts, Charles Walsworth, Averill Ticeen, Blanche Rueth, John Perkinson, Frank Carrk, Charlotte Clapper, and

Ben Kosiworski; seated, Maynard Gardner, Mary Cunnell, Marie Barone, John Carey, associate program specialist from Headquarter Staff, Randolph V. Jacobs, committee chairman, and Mrs. Mary Blair, assistant program specialist. Resolutions introduced during the last legislative session as well as plans for the coming year were reviewed.

Fight For State Fund Jobs

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discuss impending cutbacks in the budget for the Department of Mental Hygiene. The meeting will be expanded to cover the Insurance Fund problem, Dr. Wenzl said.

"Abolishment of jobs held by loyal employees with 20 or 30 years of dedicated service is not the way to comply with economic cutbacks, if, indeed, these cutbacks are necessary," the CSEA leader said. "It is a grave injustice to the employees affected and a disservice to the people of New York State."

The management of the Fund informed Jacobs that the jobs will be abolished, effective July 17. The action affects three doctors in the medical department and two associate attorneys in the legal department, Jacobs said. In addition, the Fund has decided not to fill two positions which now are vacant, that of building manager and assistant director of personnel.

The reasons for the reduction in personnel reportedly has been attributed by Fund officials to the recent increase in salaries and retroactive retirement benefits which were negotiated for State employees last March by the CSEA.

"These reasons are not founded on facts and are completely unacceptable," Wenzl said, "since fund officials consider the present economic situation to be not of an emergency nature and admit that the Fund was not experiencing any problem in staying within the statutory 25 percent of income allowed for administrative expenses."

Jacobs further warned that, although the Fund management has given assurances that no further action of this type is contemplated, "a dangerous precedent has been set, thereby threat-

ening the concept of so-called tenure and job security thought to be enjoyed by public employees." "Of the five employees whose jobs have been abolished, four are CSEA members," Dr. Wenzl said. "We cannot sit idly by. We intend to use every resource at our command to prevent this action from becoming effective."

Nassau 1/60th

(Continued from Page 1)
equal treatment, because the law was permissive so far as the local governments were concerned. We have been struggling long and hard for this, and it is a major accomplishment," Flaumenbaum declared.

Flaumenbaum complimented Nassau County Executive Eugene H. Nickerson and Ralph G. Caso, vice-chairman of the Board of Supervisors, for assuring bipartisan support of the measure.

Nassau had been quick to adopt the 1/60th retirement plan after its initial approval by the Legislature last year, but the plan then was retroactive only to 1960. The new legislation covers service back to 1938.

Also in Nassau County, the Town of Hempstead was expected to adopt the retroactive retirement plan either June 25 or July 9. It would cover 2,100 additional employees.

Two New Judges

ALBANY—Governor Rockefeller has appointed Leonard Rubinfeld of Peekskill and John C. March of White Plains as judges of the County Court of Westchester County.

Mr. Rockefeller also announced he plans to name Carl Vergari of Yonkers as district attorney of Westchester County.

To Keep Informed, Follow The Leader.