

Civil Service LEADER

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Reallocation Appeals

See Page 14

11,592 Clerical Aides Upgraded; CSEA Demands Reopening Appeal For Remaining Unaffected Titles

(Special to The Leader)

ALBANY—The reallocation of 11,592 employees in some 48 clerical titles in State service was announced last week by J. Earl Kelly, director of the State Division of Classification and Compensation.

The action, termed a step in the right direction by officials of the Civil Service Employees Assn. who had made the reallocation appeal in September, 1966, was denounced by the same officials who noted that it did not go far enough.

In a telegram to Mrs. Ersa Poston, president of the State Civil Service Commission and T. Norman Hurd, State Budget Director, Dr. Theodore Wenzl, CSEA president said:

The reallocations released today are a long-overdue step

in the right direction in adjusting the inequities in office and clerical positions.

We are disappointed, needless to say, in that we had sought two-grade reallocations and consider one-grade reallocations wholly inadequate. The members of the Civil Service Employees Assn. are mostly disappointed however, and indeed, angered by the omission of any reallo-

cations of entrance and senior level clerks, file clerks, typists, key punch operators, dictating machine transcribers, telephone operators, etc.

Our members are demanding that the Civil Service Commission take immediate steps to reallocate the above titles.

Wenzl pointed out to The Leader, that the Grade 3 and Grade (Continued on Page 16)

Disregard 8 Percent Maximum Unofficial Ceiling Broken As Deer Park School District Gives Aides 11% Pay Boost

SMITHTOWN — A unit of the Suffolk chapter, Civil Service Employees Assn., has won an eight to 11 percent salary increase in the first Long Island contract for non-teaching school employees.

The contract, negotiated for employees of Deer Park School District, was expected to stir interest among the organizations representing teachers throughout Long Island, which have had their salary demands met with a call by the Nassau-Suffolk School Boards Assn. for an eight percent ceiling on salary adjustments.

The agreement benefits 260 employees in the clerical, custodial, maintenance and lunchroom departments and the school bus drivers.

It boosts the pay on the lowest grades 11 percent, and others by various figures with an eight percent minimum.

The contract was accepted by the School Board following three weeks of tentative negotiations which ran four hours daily, three days a week. A written contract is being prepared for formal signature by the School Board and the CSEA.

In addition to salary adjustments, it gives employees fringe benefit adjustments and the improved vacation schedules. The

contract runs for two years, but may be reopened after one year.

The Deer Park unit is headed by Frank Piazza. His officers were assisted in negotiations by CSEA field representative Edwin Cleary.

Meanwhile, the Suffolk chapter was opening negotiations for about 200 employees in the South Huntington School District Unit.

Manhattan State Hosp. Chapter Sets Election

The Manhattan State Hospital chapter, Civil Service Employees Assn., will conduct elections of officers and members of the board of directors on Monday and Tuesday, March 11 and 12.

A voting machine will be located in the lobby of the Dunlap Building from 7 a.m. to 5 p.m. on these dates. All members of CSEA are entitled to vote and must present their membership cards, pay stub, or other evidence of membership.

The candidates are as follows: president, Rose Battle. Amos Royals; first vice-president, David Chester, Dennis Lee; third vice-president, Joseph Rosally, Bernard Smith, Pansy Stroman; treasurer, Joseph Edwards, Alma Hayes; recording secretary, Estelle Shinnery (Jenkins), Carrie Williams; corresponding secretary, Mary Selern, Howard Ilson; delegate, Heyford Benjamin, Cleo Ransom. At press time the election committee was considering the petition of another candidate for officer.

Dr. Wenzl Hits Taylor Law Lack Of Sanction For Public Employers

Failure to provide sanctions against public employers when negotiations falter was described as a major flaw in the Taylor Law by Dr. Theodore C. Wenzl, president of the Statewide Civil Service Employees Assn.

Dr. Wenzl's comments on the State's new public employee relations act were delivered at a hearing on the Taylor Law held in New York City by the Joint Legislative Committee on Labor, whose chairman is Assemblyman Frank Rossetti (D-New York).

The text of Dr. Wenzl's speech said:

The Civil Service Employees Assn., of which I am president, represents nearly 156,000 public employees; 104,000 of these are employed in State service and the balance are on the payroll of political subdivisions and school districts in all parts of the State. The CSEA, therefore, is in the unique position of experiencing the Taylor Law at all levels of government and in respect to public employers of all sizes.

In our opinion the adequacy of

the Taylor Law has not yet been tested partly because the preliminary mediation and fact-finding procedures provided by Section 212 of the Taylor Act do not apply to disputes arising in regard to public employment under the jurisdiction of the City of New York and partly because of administrative problems which have delayed its effect in other areas of public employment. The inapplicability of these remedial procedures has not yet provided a case which would in truth test the effectiveness of the Taylor Law. Until the remedial machinery provided by the statute is tested, we will reserve judgment as to the effectiveness of the Taylor Law and its ability to fulfill its intention to "promote har-

monious and cooperative relations between the government and its (Continued on Page 16)

CSEA Files Request

20 Percent Geographical Pay Differential Sought For Machinists In Metro Area

(Special to The Leader)

ALBANY — A 20 percent geographic wage differential for machinists employed at State facilities in the five New York City boroughs and the counties of Westchester, Rockland, Suffolk and Nassau has been requested by the Civil Service Employees Assn.

Backing up their request, CSEA research men cited salary data compiled by the U.S. Department of Labor's Bureau of Labor Statistics and reported in the Bureau's three area occupational wage surveys covering New York City, Albany-Schenectady-Troy area and the Buffalo area.

The BLS report shows, according to CSEA, the machinists in private employment in the New York City area are paid more than privately-employed machinists elsewhere in the State. "Thus, it is clearly evident," a CSEA spokesman commented, "that the area to which this application applies, is an area in which machinists have higher average yearly

earnings than they do in other areas of the State."

Using the fourth step of salary grade 12 for machinists employed by New York State (\$6,744) as the average annual State salary for this position, CSEA compared the preceding figure with the average yearly earnings of machinists privately employed in the New York City area and found a disparity of 19.7 percent in favor of the latter group.

A CSEA official told J. Earl Kelly, director of the State Division of Classification and Compensation, that this differential "should be immediately implemented" for those State employees affected by the application.

Jerry Finkelstein To Start City's New Daily Newspaper — The New York Daily Column

A new, daily New York City newspaper, featuring the opinions of more than 50 of the nation's top syndicated writers and political cartoonists will hit the newsstands of New York on March 11, providing New Yorkers with a new concept in American journalism.

Called "The New York Daily Column," the new paper will offer news, opinion, controversy and entertainment supplied by more columnists and cartoonists than

ever gathered in one paper before. Walter Winchell will be back on the New York scene, along with Joseph Alsop, Marquis Childs,

(Continued on Page 5)

Don't
Repeat This!

Civil Service Moves Ahead In Legislature

WHILE the daily press has given considerable space recently to public employee organizations in trouble, little attention has been paid to the progress being made by several groups with both houses of the State Legislature.

At this writing, not all civil service goals have been accom- (Continued on Page 9)

Don't Repeat This!

(Continued from Page 1) plished but the now highly sophisticated representation for public employee organizations is getting a very friendly reception in Albany. The 160,000-member Civil Service Employees Assn., for instance, has gone to the Legislature for salary increase negotiations after a court order suspended talks with the Rockefeller Administration. Current reports have it that both Senate Majority Leader Earl Brydges and Assembly Speaker Anthony J. Travia have lent sympathetic ears to CSEA demands for a better pay package than the eight percent hike proposed by Governor Rockefeller.

CSEA has a host of other measures which have been sponsored covering benefits that range from retirement to health insurance to

cash payments for unused sick leave and all have received enthusiastic sponsorship among legislators in both houses.

Here's what's in the works for other employee groups:

The various Police line organizations have been successful in their fight for a revision of the penal law which prevented policemen from using force until it had been determined that several factors had been met.

In addition, they are looking forward to a better pension system paying 3/4 pay after 20 years and full pay after 30 years.

Firefighters also are looking to the Legislature for continuance of their escalator-pension benefits won last year for retirees. Under this plan, retirement benefits are tied to the cost of living index. However, what last year the City of New York claimed to be an equitable pension settlement, they are fighting now in the Legislative chambers.

Of course, the heart and lung bills which declares diseases of these organs to be presumptive service-incurred, are among the highest priority bills in their programs.

Civil service employees have many friends in Albany and they are waiting for them to carry through once again. The slogan of civil service: "We remember in November" is hard for any legislator to forget.

Dooley Reappointed

ALBANY—Governor Rockefeller has sent to the Senate for confirmation the reappointment of Edwin B. Dooley of Mamaroneck as a member of the State Athletic Commission, for a term ending January 1, 1971.

Taylor Law Class Set

FARMINGDALE—With one successful semester under its belt, a pioneering night-school course on the Taylor Law is scheduled to be resumed at the State University Agricultural and Technical College at Farmingdale March 7.

The course was pioneered by Prof. Thomas Ladonsky of the college faculty, who is also president of the Farmingdale unit of the Civil Service Employees Assn. and an active worker in CSEA affairs. The course includes lectures by labor-law experts and a novel workshop in simulated bargaining sessions. Registration may be made through Prof. Ladonsky at 516 MY 4-7800.

May 4 to 25

Mediterranean Jet And Cruise Open

A special five-country tour of the Mediterranean, visiting Italy, Greece and the Greek Islands, Turkey, Israel and Yugoslavia, is now open for bookings to members of the Civil Service Employees Assn.

The 21-day trip will begin with a jet flight to Rome, after which Venice will be visited. From there, tour members will board the S.S. Regina and cruise to Greece, the Greek Islands, Istanbul, Haifa and Drovnik before returning to Italy for the return flight home.

The all-inclusive price of only \$935 per person includes round trip jet transportation, outside cabins aboard the S.S. Regina, all meals aboard ship and most meals on land, hotel reservations, sight-seeing program, etc.

Departure is May 4 from New York City and immediate application should be made to Civil Service Travel Club, 711 Eighth Ave., New York, N.Y., 10036, or telephone CIrcle 7-7780.

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.

Understanding Public Relations

A RETURN to fundamentals is always a good idea, particularly when it disciplines us into a self-evaluation of how effective we are in our role as a civil servant.

THE MORE effective we are, the better our personal

public relations and the public relations of all of civil service. Our readers know the definition of good public relations both from memory and from action:

"OUTSTANDING performance in the public interest, intelligently communicated, results in good public relations."

IN A RECENT publication we saw this explanation of good public relations:

"THE DEFINITION of public relations can be summed up as 'being good and getting credit for it.'"

WE URGE our readers to note two words which come first—"being good."

THESE DEFINITIONS are, of course, the most elementary parts of public relations as applied to government and the civil service corps.

IN "MUNICIPAL Public Relations", the book published last year by the International City Managers Association, there is this broader description:

"PUBLIC RELATIONS is a composite of relationships, both human and institutional, for all persons involved in local government. It is concerned with opinions, attitudes, information, impressions, context and images. It is circular, interacting, and composite. It is perceived by the general public in terms of public in-

formation—news releases, radio and television programs, press conferences, and the like."

WE COULD add to this by stating that basic to all that has been said is the quality of service rendered to the various publics among the taxpayers by the civil servants who are paid to give this service.

WE TAKE the liberty of quoting further from "Municipal Public Relations" because these days some civil servants are apt to be absent-minded about their real function:

"ALL MUNICIPAL employees from the top administrator on down are responsible for serving citizens of the community. Although some of the responsibilities may be indirect—in the sense that some personnel do not frequently have face-to-face contact with the public—their obligation to the public is just as important.

"IN ONE SENSE, the public service responsibility of supervisors and managers is even greater than that of operating personnel because the former group tends to establish the public service climate of the organization through its own attitudes and actions toward the public.

"OVER-ALL public opinion regarding City government is formulated largely on the basis of public satisfaction with the quality and quantity of the services provided by municipal personnel. Moreover, the manner in which the services are performed is often more important than the actual service itself in terms of public reaction."

IN TERMS OF human relationships, this last paragraph simply means that if a citizen feels he is being treated fairly, even though his request is not granted, his attitude toward government and civil service will be a favorable.

BUT ONCE A citizen or a group of citizens feels they are being treated unfairly—or in the vernacular, "being made patsies"—there will be a solid reaction which will be heard from City hall to the State capitol.

ANONE WHO read the newspapers recently about garbage, knows that the previous paragraph is based on fact.

Dr. Westmeyer Is Named Dean Of NYU's School Of Public Administration

Dr. Troy R. Westmeyer has been named acting dean of New York University Graduate School of Public Administration, according to Chancellor Allan M. Cartter.

Dean Westmeyer had been assistant and associate dean under the late Dean Ray F. Harvey, who died Feb. 2. He came to the university in 1958 as a lecturer in public administration and became a full professor in 1963.

"I am pleased that Dean Westmeyer will be able to provide continuity of leadership for the school," said Chancellor Cartter. "He had assumed the major administrative duties two months ago when Dean Harvey became ill and we are fortunate in having an able and experienced administrator to pick up the reins."

Dean Westmeyer is a contribu-

ting editor to the National Civic Review and also writes for the Municipal Yearbook, as well as being secretary-treasurer of the Governmental Research Association. He is also a member of the Citizens Action Council of Stamford, Conn.

Before joining NYU, Dean Westmeyer taught at Boston, Northeastern and Denver universities. From 1943 to 1948, he served in a number of governmental and research agencies. He was a senior associate with the National Municipal League, executive director of the Massachusetts Special Commission on Taxation, a research associate for the Tax Foundation, Inc., New York City, and a special examiner for the Colorado Civil Service Commission. A graduate of the University of Toledo in 1940, he received his master's from Denver University in 1944, and his Ph.D. from NYU in 1963.

Mrs. Smith Named

ALBANY—The reappointment of Mrs. Elmer V. Smith of Webster as a member of the Board of Visitors of the State Agricultural and Industrial School at Industry for a term ending in Feb., 1975 has been sent for Senate confirmation. The post is unsalaried.

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Await City, County Ruling — Syracuse Housing Authority Grants Exclusive Bargaining Rights To Onondaga Chapter

(From Leader Correspondent)

SYRACUSE — Designation of Onondaga chapter, Civil Service Employees Assn., as "sole and exclusive bargaining agent on an industry-wide basis" has been granted by the Syracuse Housing Authority.

Mrs. Hilda Young, chapter president, said that certification of the chapter on the "industry-wide basis"—as permitted under the new Taylor Act—will enable the chapter to bargain for all agency employees as a single group. This method of bargaining is like that employed by major labor organizations—as the United Steel Workers or United Auto Workers—in private industry, she said.

Mrs. Young said she was notified of the SHA action by a letter from William L. McGarry, SHA executive director. He indicated Authority commissioners granted Onondaga chapter recognition at their last meeting.

Under the Taylor Law, the SHA could have "fragmented" employees by departments, divisions or job titles, she noted.

This is the method used by New York City in bargaining with public employees, and "this historically has precipitated grave public employee labor problems and is one reason why New York City's employees have not had a general pay increase since 1949," she said.

"We have all employees united under one roof which adds strength—and when we actually begin to bargain, we can take up the specific problems of each group, department or division to assure equitable treatment," Mrs. Young said.

In his letter, McGarry wrote: "We look forward to a productive future in our relationships in a mutual effort to improve all of the things involving the working conditions of our employees. Certainly, if ever a group of hard working and loyal people needed

a labor union, our employees do."

Under the Taylor Law, an employee organization as CSEA will be recognized if it pledges not to strike and has a majority of members in the negotiating unit. Onondaga chapter met both these criteria, said Mrs. Young and John J. Ray, CSEA field representative.

Ray praised McGarry and the SHA commissioners "for, by their action, we can now get on with the unfinished business of bargaining for benefits rather than becoming bogged down in certification disputes."

The CSEA chapter is seeking also recognition as bargaining agent for city and county workers, among whom it has more than 3,000 members. It is now in the process of obtaining designating cards from members to reinforce its demand for recognition.

Onondaga chapter has been granted certification for two units of non-teaching Syracuse school workers and non-teaching employees of the suburban North Syracuse Central School District.

Mrs. Minozzi Named To Grievance Comm.

UTICA—Mrs. Lois Ann Minozzi has been named to the Statewide grievance committee of the Civil Service Employees Assn., according to Dr. Theodore Wenzl, State president.

Bloodmobile Schedules Seven Visits In March

ALBANY — State employees at seven agencies in Albany and New York City will be asked to give blood to the State Employees Blood Program during March.

Harold R. Shaffer, Blood Bank administrator, announced that the bloodmobile will visit the following locations: Division of Architecture, Office of General Services, 143 Washington Ave., Albany, on March 7; State Education Department and Workmen's Compensation Board in Albany on March 8; State Insurance Department at 324 State St. in Albany on March 21; State University of New York, 1400 Washington Ave., Albany, on March 22, and State Insurance Fund and Public Service Commission at 199 Church St. in New York City on March 27.

Shaffer also stated that he has scheduled meetings with blood captains of other public agencies at which plans for future bloodmobile visits will be made.

Representatives of the blood program will meet tomorrow with captains from the Town of Rye and the Village of Portchester and on March 14 with a representative from the Yonkers Municipal Housing Authority.

Others at the meeting included John C. Scholl, regional attorney for the CSEA, William Blom of Albany, director of research at the Association's office, and Robert Guild, district field representative.



SPEAKERS — Guest speakers at the annual legislative dinner of the Creedmore chapter, Civil Service Employees Assn., talk things over with Joseph Buccaria, chapter president during the dinner last week at the Bellaire Castle, Queens. Left to right, are: Councilman Matthew Troy; Solomon Bendet, chairman of the CSEA salary committee; CSEA Statewide president Dr. Theodore Wenzl; Buccaria and Assemblyman Joseph Kunzeman of Queens.

Decertification Bid Ended By Nassau Union

MINEOLA — After having the law pointed out by the staff of the Civil Service Employees Assn., a union has withdrawn legalistic petitions to decertify the CSEA as bargaining agent in Hempstead and Oy-

(Continued on Page 14)

300 Creedmore Aides Hear Legislators & CSEA Officials Discuss Legislative Programs

Despite a heavy snowstorm which hit the New York Metropolitan Area last Thursday night, some 300 members of the Creedmore chapter, Civil Service Employees Assn., jammed the Bellaire Castle Restaurant in Queens to hear a progress report on wage negotiations and other benefits from both legislators and CSEA officials.

An irate Dr. Theodore Wenzl told the members attending that it was a fitting night to discuss the Taylor Law and its administration—"It's nothing but a snow job! I feel that our 155,000 members are ready for the days to come. The lower grades of State service must get a higher percentage than the higher grades—not next year or the year after—NOW! Further, the State's stalling on the geographical pay differential is a disgrace."

Wenzl and Solomon Bendet, CSEA salary committee chairman, warned against forgetting other goals of the State Association, including the implementation of a welfare fund and expanded health insurance benefits as well as a better pension system.

Bendet reported on reaction in chapters and conferences throughout the State to the State's refusal to bargain effectively with CSEA. Reiterating his charge that the State was guilty of "extreme provocation" as defined in the Taylor Law section which permits the withholding of services in specified cases, Bendet drew long applause when he told

the Creedmore employees that a special meeting is to be held on March 14 to formulate plans for "some sort of action."

Assemblyman Joseph Kunzeman advised the employees that he was supporting the increased salary bill in the Legislature and praised the CSEA as a reasonable organization.

"I hope both sides in this matter act reasonably and you do not have to do what is in your minds tonight," he said, alluding to plans for a withholding of services if salary increases are not forthcoming.

State Senator Jack Bronston noted that he, like CSEA, was a supporter of the Taylor Law when it was enacted. "However, I urge you to act constructively—not destructively—together with State officials to achieve your goals."

Chapter president Joseph Buccaria, toastmaster of the dinner, asked Dr. Harry A. LaBurt, director of Creedmore State Hospital about the effect of even one-third of the employees carrying through their plans to withhold services.

"I dread to think of what would happen," he answered. "I, personally, would not suffer. Only the patients. If the perpetrators of the injustices would suffer, it would not be so bad, but not the patients who depend upon all of us for their welfare."

Other guests at the dinner included Arnold Moses, CSEA field representative and City Councilman Matthew Troy.

Salary Plan For Utica Employees In 1969 Pending After Meeting Between City Officials & CSEA

(From Leader Correspondent)

UTICA — The Civil Service Employees Assn., at a meeting with Utica Mayor Dominick Assaro last week, put forward a salary system that would affect City employees.

Assaro told the representatives that implementation of a salary step system could not take place this year because of the lack of time at this stage in budget development and because of a need for further study.

Assaro said he welcomed the idea, and that consideration of the plan could play a part in any development of a salary system for 1969.

S. Samuel Borelly, executive representative of the Oneida County chapter, CSEA, agreed to further study of the plan, and said he viewed its adoption by 1969 as realistic.

The plan would cover salary increments, longevity and incen-

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Correction Appointment

ALBANY—Governor Rockefeller has sent to the Senate for confirmation the nomination of John F. Karl of Utica as a member of the State Commission of Correction.

Food Service Worker

The Veterans Administration Hospital, 800 Poly Place, Brooklyn, has several vacancies for food service workers at \$2.12 an

hour for part-time employment from 6:30 to 10:30 a.m. and 4:30 to 7:30 p.m. For further information, call 836-6600, ext. 389 or 392.

BUY U.S. BONDS

U.S. Service News Items

By VIRGIL SWING

Post Office Announces A New Uniform Policy

The Post Office Department announced last week a plan to provide uniforms for about 5,000 employees in three job categories which were previously not part of the uniformed force.

The plan is part of an experiment to determine if it will be cheaper for the Department to provide uniforms for its employees than to give a uniform allowance—as in the past.

If the new procedure is found practical it will be extended to the 250,000 workers—mostly carriers, vehicle operators and window clerks—who now receive \$29 million yearly to buy uniforms from private firms.

Under the contract signed last week, 4,935 mail handlers, vehicle maintenance workers and custodial employees will receive uniforms. They are going to workers in these categories who perform much of their work in public view.

The one-stop information center set up last week for returning Vietnam era veterans is providing assistance from seven Federal agencies as well as State and City groups.

The services available from Federal agencies are:

- Veterans administration—G.I. Bill education and training, vocational rehabilitation and counseling; disability compensation and pensions; hospital, medical and dental care; home and farm loans and conversion of G.I. insurance.

- Civil Service Commission—information on veterans preference in Federal employment and locating and listing job openings in the area. A recent executive order directs the placement without examination for Vietnam era veterans in the first five levels of the Federal service.

- Department of Labor—assistance in finding veterans jobs in private industry—either locally or in other areas; counseling and testing veterans to help them find positions; and giving information to veterans and employers on re-employment rights and duties.

- Department of Health, Education and Welfare—education loans, particularly for married veterans; medical and dental care for dependents; and social security benefits.

- Department of Housing and Urban Development—assistance in finding homes to buy or rent and in getting home improvement loans.

- Department of Justice—assistance in filing and pursuing complaints of discrimination in employment, housing or education.

- Small Business Administration—providing up to 100 percent low-interest loans and managerial consulting services for veterans already in business.

The Veterans Assistance Center was opened on the tenth floor of the Veterans Administration Building, 252 Seventh Ave., Manhattan. It is one of ten such centers opened throughout the U.S. Ten more are to be opened this month.

Postmaster General Lawrence F. O'Brien reported that impartial arbitrators have rendered the first advisory decisions in two cases of employee appeals of disciplinary actions.

(Continued on Page 13)

Where to Apply For Public Jobs

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

CITY

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

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

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

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

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

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

STATE

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

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

FEDERAL

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

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

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

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Leader Publisher To Inaugurate New N.Y.C. Daily Newspaper

(Continued from Page 1)

Jack O'Brian, Victor Riesel, Roscoe Drummond, Bob Considine, Harry Golden, Carl Rowan, Joseph Kraft and many others of equal stature, covering the entire range of reader interests from political affairs to show business, the arts, business, fashions and sports. The roster of contributors includes five Pulitzer Prize winners.

The Daily Column will not offer coverage of news as it breaks—a service already provided New Yorkers by other newspapers, radio and TV. Instead, this journal of opinion and entertainment will offer a wide-ranging commentary on the news by nationally known business, political and entertainment writers—commentary that is sometimes news in itself, and which often anticipates the news.

According to the paper's publisher, Jerry Finkelstein, the "New York Daily Column" will fill the "opinion gap" in the City.

"New Yorkers are sorely missing the diversity of opinion and comment that once could be found in the City's newspapers," said Finkelstein, who also is publisher of the daily New York Law Journal and the Civil Service Leader. He is president and chairman of Struthers Wells Corp. "This gap has become especially acute with the closing of five major daily papers in the last five years.

"We hope to fill this informational gap—and provide a wider range of columnists and cartoonists than ever were available in a single publication."

"New Yorkers are entitled to have at hand the widest assortment of the thinking of the nation's opinion molders, especially in a time when we are faced with such crucial problems as war, a serious fiscal crisis, and a critical Presidential election campaign."

The Daily Column will be a tabloid size newspaper with a minimum of 24 pages. It will provide readers and advertisers with greater readability and clarity of

illustrations.

The editor will be William Taylor, former news editor of the New York Herald Tribune, and Sunday editor of the World Journal Tribune. Editorial consultant will be Myron Kandel, former financial editor of the New York Herald Tribune and the Washington Star, and now editor of The New York Law Journal.

The paper's columnists also will include Robert Allen and Paul Scott, Charles Bartlett, Phyllis Battelle, Betty Beale, Poppy Cannon, Oleg Cassini, John Chamberlain, Hy Gardner, Eric Hoffer, Robert Hutchins, Russell Kirk, Joseph Kraft, David Lawrence, Joseph Livingston, Don Maclean, Dorothy Manners, Bill Mauldin, Ralph McGill, Marianne Means, Eugene Miller, Raymond Moley, Jim Murray, Inez Robb, Elmer Roessner, Joseph Slevin, Roger Spear, Henry J. Taylor and William S. White.

Cartoonists include Paul Conrad, Dan Dowling, John Fischetti, Lou Grant, Hugh Haynie, Frank Interlandi, Ray Justus, Scott Long, Bill Mauldin, Pat Oliphant and Bill Sanders.

A number of unusual features will appear daily, dealing with specific areas of reader interest, ranging from financial and business advice to a daily digest of a current book, as well as two pages of humor and sophisticated cartoons from the U.S. and abroad.

The Daily Column will be published Mondays through Fridays and will appear on the newsstands throughout the day, at a price of 10 cents.

The paper will receive a complete distribution in all five boroughs, as well as Westchester and the suburban counties of Long Island, New Jersey and Connecticut. The initial press run will be 150,000 copies.

The Daily Column will be published by the New York Daily Forum, Inc. Officers are: Finkelstein, chairman of the board; Newton Glekel (president of Divco Wayne Corporation), president; N. H. Mager, general manager, vice-president and treasurer.

Glekel said: "New York City is

Westchester Forms Training Programs To Assist Returning Vets

Eligible returning veterans may receive training in a trade matched to their particular skills under approved apprenticeship training programs, according to William A. Donoghue, Westchester County Veterans' Service Agency director.

Donoghue said that the apprenticeship program, approved by both the U.S. Department of Labor and the State Department of Labor, are intended to assist returning veterans to become absorbed into the labor market.

Returning veterans desiring to participate in an apprenticeship program should contact the local office of the Westchester County Veterans' Service Agency at the County Office Building White Plains; City Hall in New Rochelle or 904 South Street, Peekskill, for complete details.

Dr. Poland Appointed To State U. Position

Dr. Orville F. Poland, associate professor of public administration at the Graduate School of Public Affairs, State University of New York at Albany, has been appointed chairman of the Department of Public Administration at the school.

Professor Poland, who joined the faculty at the Albany university three years ago, has served as acting director of the public administration program at the graduate school for the past year.

the executive center of the nation, and decisions made here affect the entire world. It is important that the men and women who make those decisions have available to them the thinking of some of the best minds writing in America today."

The advertising director of the Daily Column will be Richard Neiman, president of Richard Neiman Associates, 205 East 42nd Street, publisher's representatives. The subscription office of the Daily Column will be at 305 Broadway.

City Key Answers Released For Hospital Clerk, Process Server And Attendant Tests

The City Department of Personnel has released the rating key answers for the Feb. 17 written exam for attendant, process server and hospital clerk positions and the Feb. 18 sabbath observer exam for the same positions. Nearly 8,000 persons took the tests.

The rating key answers for the Feb. 17 exam are:

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

26, B; 27, D; 28, D; 29, A; 30, C; 31, D; 32, A; 33, C; 34, B; 35, C; 36, B; 37, C; 38, D; 39, D; 40, A; 41, A; 42, B; 43, A; 44, B; 45, D; 46, C; 47, D; 48, A; 49, B; 50, B.

The rating key answers for the sabbath observer exam are:

1, A; 2, A; 3, B; 4, A; 5, C; 6, A; 7, D; 8, B; 9, A; 10, B; 11, A; 12, D; 13, C; 14, C; 15, B; 16, C; 17, D; 18, B; 19, B; 20, B; 21, D;

22, D; 23, A; 24, A; 25, C; 26, D; 27, A; 28, C; 29, B; 30, C; 31, D; 32, C; 33, C; 34, C; 35, D; 36, C; 37, D; 38, A; 39, B; 40, B; 41, A; 42, D; 43, B; 44, A; 45, C; 46, D; 47, B; 48, A; 49, B; 50, D.

51, B; 52, C; 53, D; 54, D; 55, A; 56, A; 57, A; 58, C; 59, A; 60, D; 61, A; 62, D; 63, C; 64, B; 65, D; 66, B; 67, C; 68, D; 69, D; 70, D; 71, B; 72, A; 73, C; 74, B; 75, D; 76, B; 77, A; 78, A; 79, B; 80, B.

Dentist Exam

Practical examinations were given last week to 30 candidates for dentist positions with the City. The exams was given at the Columbia University School of Dental and Oral Surgery in Manhattan.

Cashier Tests

Medical exams were given last week by the City Department of Personnel to 208 candidates for Transit Authority cashier positions.

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TUESDAY, MARCH 5, 1968



Other Goals

WHILE hopes are high among State employees that the Legislature will improve on Governor Rockefeller's proposal for an eight percent salary increase they have not lost sight of some other goals that are as important as a wage hike.

Chief among these is a true 1/60th retirement plan that would make the non-contributory system retroactive to the late 1930s. Such retroactivity is the only just way of compensating loyal employees for their years of service.

In addition, a non-contributory health insurance plan and cash payment for unused sick leave are fringe benefits that are genuinely deserved.

The Civil Service Employees Assn. has wisely pointed out that these additional benefits are necessary to give true value to any wage adjustments this year.

A Clerical Exodus?

STATE officials should not be surprised to hear that State employees in the lower clerical grades employed in New York City will be applying for the City entrance exam for clerical jobs when it opens next month.

The starting minimum salary for the City position is \$4,350 a year and the difference between this and the State's \$3,600 starting minimum—below the Federal poverty level of \$3,800—is bound to set the minds of State-employed clerks to work.

With City workers making gains in starting salaries and pension benefits, what more need be said?

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OAS-68022

Who can qualify for disabled widow's benefits under the recent changes to the social security law?

A severely disabled widow between 50 and 60 whose husband worked long enough under social security can qualify for cash monthly benefits if her disability began before her husband's death or within seven years of his death.

I am a 55 year old disabled widower who never worked because of my condition. My wife passed away several years ago leaving me with very little means of support. Am I now eligible for security benefits?

Recent changes in the social security law provide for monthly payments to a severely disabled widower who was dependent on

his wife at the time of her death.

In addition to the disability and dependency requirements, the widower's disability must have begun before his wife's death (as in your case) or within seven years from the time of her death.

If I apply for social security benefits as a disabled widow, when could my payments start?

There are two factors now which determine when disabled widow's benefits can begin. The earliest time would be for February 1968, the date set by the 1967 changes in the social security law. (Payments for February are due on March 3). Disabled widow (or widower) benefits cannot begin before the seventh month after the month a person

LETTERS TO THE EDITOR

Hospital Clerical Jobs Deserve Reallocation

Editor, The Leader:

Regarding the wage differential and clerical salary study article in the Feb. 20 issue of The Leader: I have been employed in the Mental Hygiene Department as a stenographer for 13 years. The clerical employees have been passed over continually. We have requested reallocation on several occasions, always unsuccessfully.

In the Mental Hygiene Department, the attendants have advanced two grades, while we stood still. It is now more profitable to work on the wards.

We are expected to know and properly use psychiatric and medical terms which are unnecessary in general office work. Since the majority of our physicians are foreign medical graduates, it is often necessary to translate dictation, prior to transcription, into acceptable English.

When there is a shortage of clerical personnel in our hospitals, "detailed attendants", earning grade 6 pay, type beside qualified stenographers and typists, earning grade 4 or grade 3 pay.

This situation is unfair. It is time that clerical employees in the Department of Mental Hygiene impressed Mrs. Poston and the Budget Director with the fact that our State hospitals cannot operate without clerical employees who have waited more than 13 years for proper recognition.

Records have to be kept and we are the ones who keep them! Now is the time to act, before we are again denied a well-deserved reallocation.

SENIOR STENO
Willard State Hospital

Let's Play Ball For Decent Pensions

Editor, The Leader:

I agree wholeheartedly with recent letters to the editor in The Leader that have pointed out that it is up to us to get on the ball. It is our ball game to win or lose—as players and not as spectators or Monday morning quarterbacks. Don't blame the manager or the coach. The vast majority of us talk a good game.

Letters to the Governor and to the Comptroller, as well as to our legislators from everyone of us who works for the State would be such a shock and so compelling that our just demands for a decent pension and a living wage could no longer be ignored. Think of it—over a hundred thousand letters to Albany!

Let's do it.

MIKE MAGEE
Brooklyn, N.Y.

becomes disabled. A note of caution! Since disability claims take time to process, the earlier you file a claim the earlier payments can begin.

My 66-year-old mother owns and operates a small dress shop. Each year, in the slow season she closes the shop for a month and goes on vacation. Can she be paid social security for this month?

Yes, no matter how much a self-employed person earns in a year, he can be paid social security for any month he does not perform substantial work in his business.

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.")

An Overworked Librarian

WITH THE increasing interest in the proper use of library facilities, the demands upon the public school teacher of library are enormous. In addition to conducting classes in the use of the library, he gives book talks to his pupils, orders and catalogues books, collects research material, keeps the library material current, and circulates books to teachers and the principal.

IT IS SMALL wonder that a library teacher's responsibilities may overwhelm him. Such a case reached judicial scrutiny recently in *Foley v. Donovan* (New York Law Journal, February 8, 1968).

THE PETITIONER was a regular teacher of library at Erasmus Hall High School, Brooklyn.

PURSUANT TO the rules and regulations of the Board of Education, teachers are observed in teaching situations for rating purposes by the principal or a duly authorized supervisor or department chairman. The petitioner claimed that this rule was violated because during the 1965-1966 school year he was observed eight times by Rita Rush, the librarian in charge, who was not a principal. The principal had designated Mrs. Rush acting chairman of the library. However, her teaching license was the same as petitioner's.

JUSTICE CARMINE A. Ventiera ruled that the bylaws of the Board of Education warranted Mrs. Rush's appointment as acting chairman. Section 82(6) appears to be in point and provides that "in departments in which there are no chairmen . . . , a teacher may be assigned by the principal, subject to the approval of the Superintendent of Schools." The learned jurist also ruled that Mrs. Rush's reports concerning the petitioner's teaching performance were "merely objective in nature for the purpose of assisting the petitioner in improving his teaching abilities."

THE PETITIONER was also observed by the principal himself on two occasions and by Miss Gilligan, the acting assistant director of senior high school libraries on one occasion.

THE PRINCIPAL'S report on his first visit to the petitioner's class was favorable. He stated that the lesson "on the whole, was satisfactory." In his subsequent report on the petitioner's progress, he remarked, "Mr. Foley is not equal to the demands of the profession of teacher of library, especially in the active library of a densely populated academic high school. He does not work well under pressure or at speed, nor is he able to plan his time in order to handle several jobs at once, as it is necessary in this work . . ."

MISS GILLIGAN prepared a report in which she concluded, "I felt that Mr. Foley is not meeting the requirements of a teacher of library at Erasmus Hall High School since he cannot carry on adequately the responsibilities of a teacher of library there . . ."

AFTER ALL OF this observation, the principal gave the petitioner an unsatisfactory teaching performance rating from which he appealed to the Superintendent of Schools. At a hearing before Assistant Superintendent Wilner, the petitioner was represented by a teacher adviser in accordance with an unfortunate Board procedure that deprives the teacher of fundamental right to representation by professional counsel.

WILNER ADMITTED in evidence the Gilligan report to the extent its conclusions were derived from her own observations of Foley's teaching. However, the record did not specify which portions of the report were actually disregarded as hearsay. In overruling an objection to the admissibility of the Gilligan report in petitioner's Court proceeding, the Court noted that the petitioner erred in assuming that the entire report had been ruled inadmissible by Wilner.

AFTER A careful review of the facts, the Court held that the unsatisfactory rating was not arbitrary, capricious or illegal. Thus, the Court confirmed the determination that an overworked library teacher be punished by transfer to another school where hopefully he will no longer be overworked.

R & D Appointment

William G. Gisel of Buffalo, president of Bell Aerosystems Company, has been appointed by Governor Rockefeller to the Advisory Council for the Advancement of Industrial Research and Development.

LEGAL NOTICE

FILE No. 5675, 1966. - CITATION. - THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent, To the heirs at law, next of kin and distributees of JEANNETTE OAKLEY, deceased, if living and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence: 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 April 2, 1968, at 10 A.M., why a certain writing dated June 26, 1962, which has been offered for probate by WALTER FIDELER, residing at 323 Elm Road, Briarcliff Manor, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of JEANNETTE OAKLEY, Deceased, who at the time of her death a resident of 340 West 55th Street, in the County of New York, New York, Dated, Attested and Sealed, February 16, 1968.

HON. S. SAMUEL DIFALCO, (L.S.) Surrogate, New York County WILLIAM S. MULLEN, Clerk.

ALBERT E. RICE 89 East 42nd St. New York, N.Y. Tel.: 986-8847

LEGAL NOTICE

CITATION. - THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God, Free and Independent, To Attorney General of the State of New York, Timophey Kudatzky, The City of New York, Department of Social Services; The City of New York, Department of Hospitals, and The distributees of Jennie Bondzy, also known as Jenny Bondze and Jennie Bondze, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, distributees or otherwise in the estate of Jennie Bondzy, also known as Jenny Bondze and Jennie Bondze, deceased, who at the time of her death was a resident of 224 East 66th Street, New York, N.Y., Send GREETING:

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

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

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

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

LEGAL NOTICE

CITATION. - THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God, Free and Independent, To Attorney General of the State of New York, Michael Logue, Elizabeth Logue, John Logue, James Logue, Marjorie Logue, William Logue, Hugh Logue, Hugh Logue, Mary S. Di Donato, Elizabeth McGettigan, Margaret Cody, Hugh Scott, Sally Regardi, Eugene Logue, Joseph Logue, Michael Logue, Daniel Logue, James J. Logue, Consul General of Great Britain, Consul General of Ireland, Walter B. Cooke, Inc., and The distributees of Cormac Logue, also known as C. Logue and Carmac Logue, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, distributees or otherwise in the estate of Cormac Logue, also known as C. Logue and Carmac Logue, deceased, who at the time of his death was a resident of 223 East 17th Street, New York, N.Y., Send GREETING:

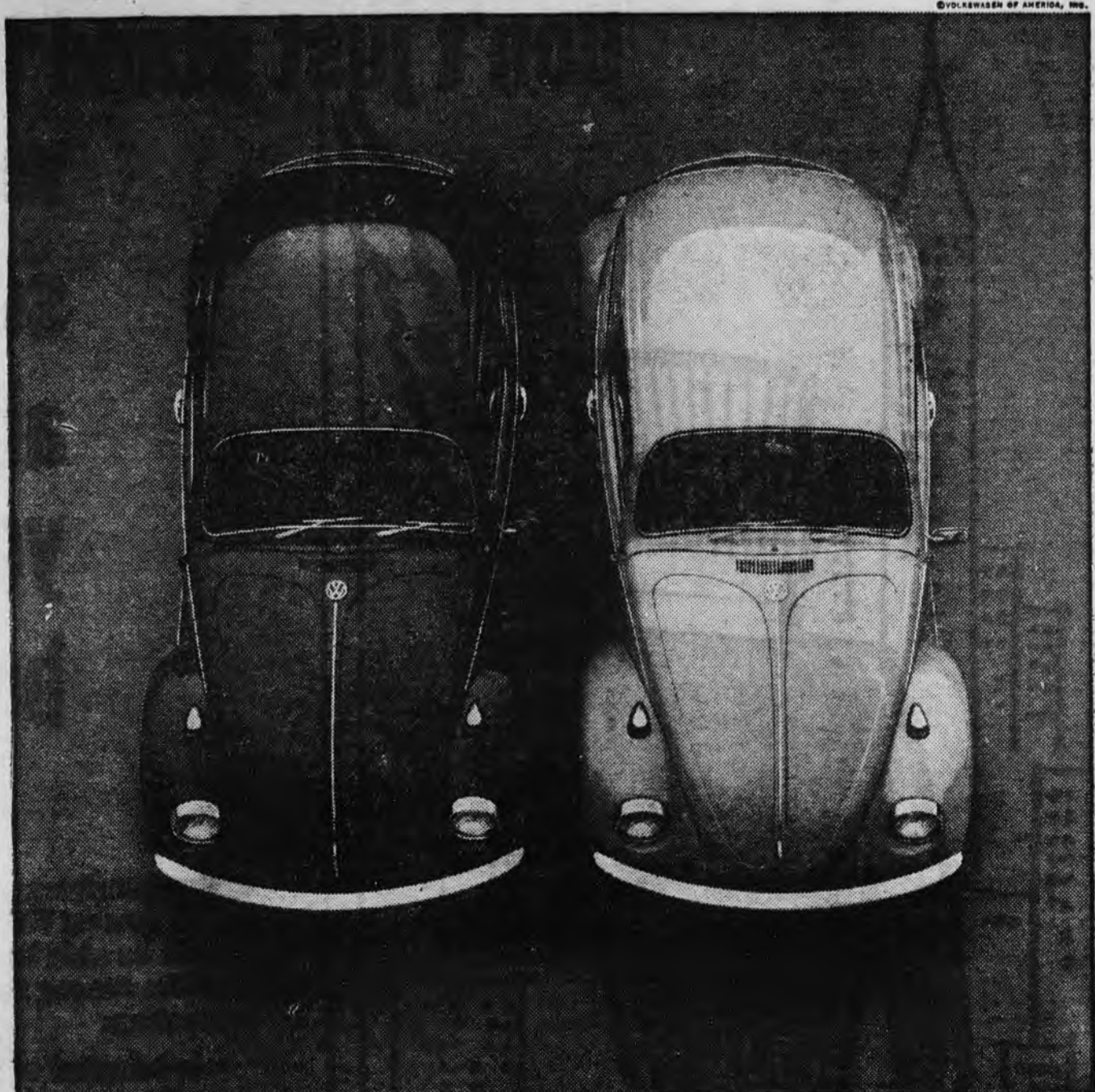
Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 23rd day of April 1968, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

(Seal) WITNESS, HON. S. SAMUEL DIFALCO, a Surrogate of our said County, at the County of New York, the 20th day of February in the year of our Lord one thousand nine hundred and sixty-eight.

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



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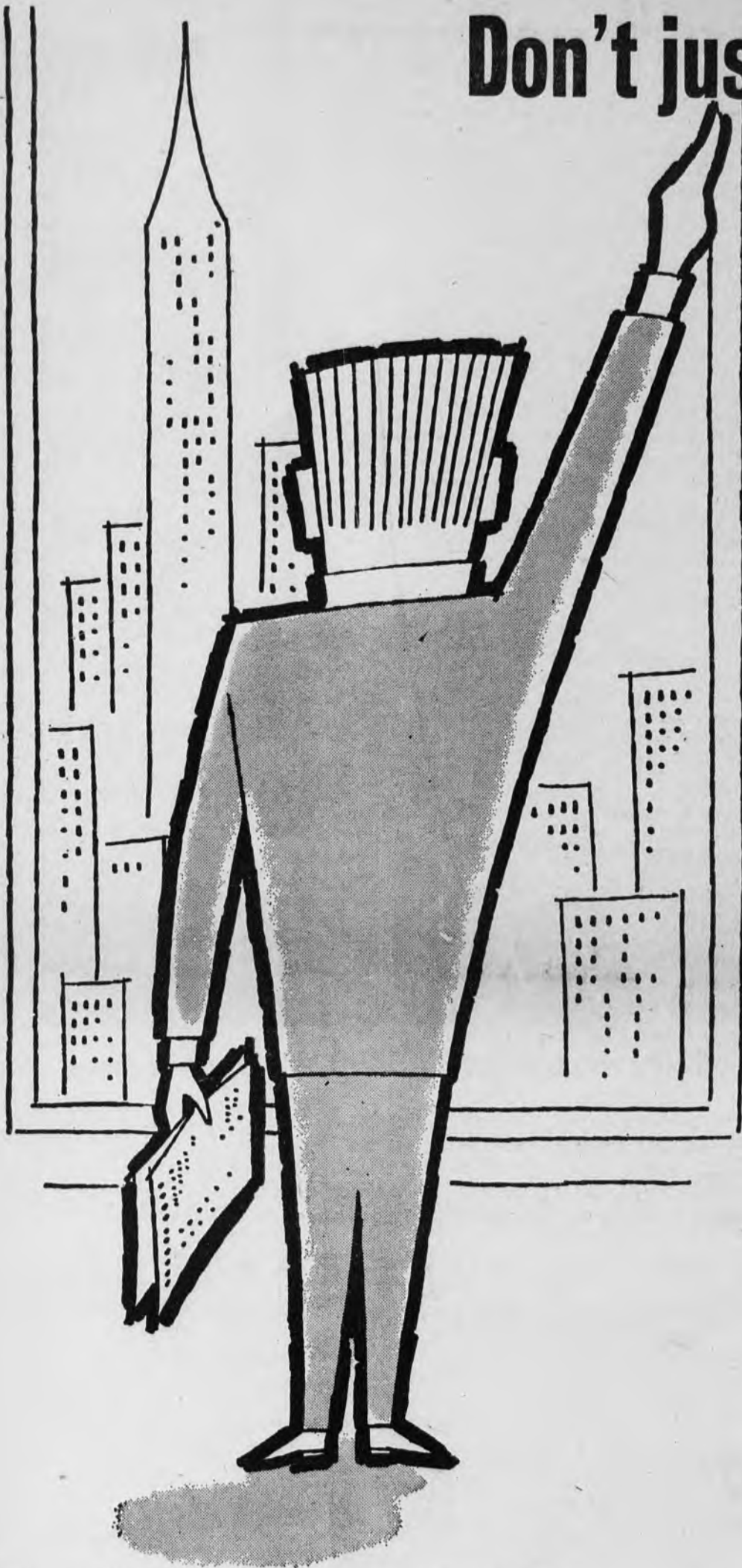
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City Parking Enforcement Agent Filing Opens; Start At \$5,150

The City Department of Personnel will receive applications from tomorrow (March 6) through March 26 for parking enforcement agent positions at \$5,150 to \$6,950. A written exam for appointment has been set for April 27. Candidates must be 21 to 40 years old and at least five feet, two inches tall. They must be in good physical condition.

In addition, candidates must have a high school or equivalency diploma and a driver's license.

The position requires shift work and Saturday, Sunday and holiday duty may be required. A 40-hour week is required. Parking enforcement agents patrol an assigned area and enforce laws related to parking, stopping and standing of vehicles in that area.

The position may lead to promotion to senior parking enforcement agent at \$5,750 to \$7,190 and eventually to principal parking enforcement agent at \$9,000 to \$11,100.

The age requirement for the position does not apply to disabled or non-disabled veterans as defined in section 85 of the Civil Service law. In addition, candidates may deduct from their actual age any time they spent on active military duty—in order to qualify for the position.

In addition to the written exam, a physical and medical test will be given.

Further information and applications may be obtained from the Application Section of the Department of Personnel or from the public libraries in New York City and Mount Vernon, New Rochelle, White Plains and Yonkers.

NOTICE TO BIDDERS

Sealed proposals covering Construction Work for Snow Guards and Appurtenant Work, State Armory, 29 West Kingsbridge Road, Bronx, N.Y., in accordance with Specification No. 21735-C and accompanying drawing, will be received by the Office of General Services, Contracts Unit, Building Number 4, State Office Building Campus, Albany, N.Y. 12226, on behalf of the Executive Department, Division of Military and Naval Affairs, until 10:30 A.M. on Wednesday, March 20, 1968, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefore and shall be accompanied by a certified check made payable to the Office of General Services, in the amount stipulated in the proposal as a guaranty that the bidder will enter into the contract if it be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. The State reserves the right to reject any or all bids. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract.

Drawings and specifications may be examined free of charge at the following offices:

State Architect, Public Buildings Design and Construction, 270 Broadway, New York City.

State Architect, Public Buildings and Construction, Records Center Building Number 21, State Office Building Campus, Albany, N.Y.

District Supervisor of Bldg. Constr., State Office Building, 333 E. Washington St., Syracuse, N.Y.

District Supervisor of Bldg. Constr., Genesee Valley Regional Market, 900 Jefferson Road, Rochester, N.Y.

District Engineer, 125 Main Street, Buffalo, N.Y.

State Armory, 29 West Kingsbridge Road, Bronx, N.Y.

Drawings and specifications may be obtained by calling at the Office of General Services, Contracts Unit, Records Center Building 21, State Office Building Campus, Albany, N.Y., or at the office of the State Architect, Public Buildings Design and Construction, 18th Floor, 270 Broadway, New York City, and by making deposit for each set of \$5.00; or by mailing such deposit to the Albany address. Checks should be made payable to the Office of General Services. Proposal blanks and envelopes will be furnished without charge. The State Architect's Standard Specification of January 2, 1966 will be required for this project and may be purchased from the Office of General Services, Public Buildings Design and Construction, Building Number 4, State Office Building Campus, Albany, N.Y., or at the office of the State Architect, Public Buildings Design and Construction, 270 Broadway, New York City, or at the office of District Supervisor of Bldg. Constr., State Office Building, 333 E. Washington St., Syracuse, N.Y., or District Supervisor of Bldg. Constr., Genesee Valley Regional Market, 900 Jefferson Road, Rochester, N.Y., for the sum of \$5.00 each.

The completion date for this project is May 29, 1968.

DATED: 1-24-68.

partment of Personnel or from the public libraries in New York City

1/60th Report

By LOUIS BUSSELL

Great gains in salary and pensions have been won by our counterparts in local government and private industry. State employees, as usual, are being treated as second class citizens and are once again being asked to subsidize the State of New York. The Governor has refused to bargain because of alleged technicalities in the Taylor Law. We have received no offer for improved pensions.

We ask that you immediately write to Governor Nelson A. Rockefeller, Executive Mansion, Albany, N.Y.; Comptroller Arthur Levitt, 90 South Swan St., Albany, N.Y.; Senate Majority Leader Earl W. Brydges, Senate Chamber, State Capital Albany, N.Y. 12224; and Assembly Speaker Anthony J. Travia, Assembly Chamber, Albany, N.Y. 12224 urging them to sponsor and introduce legislation to enact a decent salary increase and a permanent non-contributory fully-retroactive 1/60th Law.

Legislation has been introduced by Senator Lentol (bill S 1677 in the Senate Civil Service Committee) and Assemblyman Straub (bill A 2736 in the Assembly Ways and Means Committee) to accomplish this goal. The CSEA supports this legislation and this column expresses its gratitude to these two enlightened legislators. Only your letters will make the "powers that be" aware of the extreme discontent and restlessness of the civil servants of this state.

Dr. Salten Named

Dr. David G. Salten of 41 Park Avenue, New York City, has been appointed by Governor Rockefeller to the Mental Hygiene Council for a term ending Dec. 31, 1972. He succeeds Dr. Sandor Rado, New York City, whose term expired.

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Retirement Seminar

MINEOLA — Gradon Knott, president of the Nassau County Pulmonary Hospital Unit of Civil Service Employees Assn. has announced a seminar on the Retirement System, to be held on Friday, March 8, at 5:30 p.m. in the auditorium of the institution. The speaker will be Joseph Ferlauto, an employee of the State Retirement System. Everyone is welcome and there will be an open question and answer period.

School Board To Meet With CSEA On Rules

FRANKFORT — Negotiating procedures and rules as outlined under the Taylor Act will be presented to the Frankfort-Schuyler Board of Education March 6 by the Civil Service Employees Assn. A spokesman for the group said

9 Days—Only \$279

Easter In Rome Offered 1st Time

A tour to Rome at Easter time will be offered for the first time to members of the Civil Service Employees Assn., it was announced last week. Dates for the Spring vacation are from April 13 to 21, departing from New York City.

The round trip, direct jet flight via Pan American Airways will be only \$279. A Rome vacation package which will include deluxe rooms at the Hilton Hotel, sightseeing tours, an evening dinner with entertainment, transfers, guide service, etc., is only \$110 additional.

Space is severely limited in Rome at that time of year and immediate application should be made by writing to Irving Flaumenbaum, 711 Eighth Ave., New York, N.Y., 10036, or telephone (212) Circle 7-7780.

the procedures were discussed at a recent meeting of the CSEA headed by Patrick Amendolare, president, and three members of the Board of Education, Donald Luther, Sidney DeRollo and James Collins, school attorney.

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Narcotics Post

Reappointment of Santiago Grevi of New York City, subject to Senate confirmation, as a member of the Narcotic Addiction Control Commission has been announced by Governor Rockefeller.

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Engineering Work-Study Program Announced By Navy Laboratory

Applications will be received through March 31 for a five-year work-study program leading to a career in engineering or science fields with the U.S. Naval Applied Science Laboratory, Flushing and Washington Avenues, Brooklyn.

Under the program, young men and women will receive tuition and related fees during the first and fifth year of their studies at an accredited college. In addition, they will be able to finance the costs of the remaining years through money earned during work periods at the laboratory.

Candidates must be high school graduates by June 1968. The positions open are in the fields of electrical engineering, electronic engineering, mechanical engineering, chemical engineering, metallurgy, chemistry and physics.

During the first year, students will work during the summer and

go to school for both semesters. In the next three years, they will alternate full-time work with full-time study. During the final year, students will complete their requirements for a bachelor of science degree.

Applicants must have a grade average of 85 or rank in the upper one-third of their graduating class. They must also rank in the upper third of the College Board's scholastic aptitude test scores. Candidates with college work must have a B average or higher.

Most of the participating colleges are in the New York metropolitan area, though the University of Michigan's school of naval architecture is included. Brooklyn College, City College of New

Jobs in Peekskill

The Peekskill Civil Service Commission is seeking candidates for superintendent of recreation at \$9,256 to \$12,272, chief filter plant operator at \$9,256 to \$12,272 and patrolman at \$6,500 to \$8,000. Further information on the positions may be obtained from the Commission at City Hall in Peekskill.

the Navy upon graduation for one year for each year of financial aid—normally for 18 months.

The laboratory employs 1,150 civilians and is one of the major laboratories under the Chief of Naval Material. Its electronics, material sciences, physical sciences and navigation divisions are involved in top-priority Navy research and development work.

Applications and further information may be obtained by calling the student trainee placement coordinator at 625-4500, ext. 491. Candidates should submit a completed employment form 57 to the laboratory's civilian personnel office.

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The clerk positions may lead to promotion to senior clerk, at a salary of \$5,200, and eventually to the post of chief administrative officer. There are no formal education or experience requirements for the positions.

Some of the tasks of a clerk include: receiving, processing and delivering mail or other materi-

State Appointments

ALBANY—The reappointment of three members and the appointment of one new member of the Council on Drug Addiction have been announced by Governor Rockefeller. Members of the council serve without compensation.

Governor Rockefeller reappointed: Maxwell Powers of New York City; the Rev. Archangel M. Sica, St. Sebastian Friary of New York City; and Mrs. Raymond W. Wilkes of Schenectady for terms ending Dec. 31, 1969. Governor Rockefeller appointed Harry Goldsmith of Bronx, for a term ending Dec. 31, 1970.

BUY U.S. BONDS

als; packing and unpacking material; transporting material within or between departments; operating postage meter machines or keeping simple records.

Other duties might include: acting as a receptionist, distributing material to the public, checking application forms, processing applications, operating simple office machines or occasional typing duties.

Appointment will be based on the scores on the written test which will test the candidate's clerical aptitudes, ability to follow directions, vocabulary and arithmetic, grammar and spelling abilities.

Candidates who, because of religious belief, cannot take the May 18 exam must come or write to the Examining Service Division (Room 216), of the Department of Personnel at least five days prior to the date of the test.

These requests for an alternate test date must be accompanied by a signed statement from the candidate's religious leader certifying as to the candidate's religious beliefs.

Further information on the position and the application procedure may be obtained from the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013.

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News Of The Schools

By A. L. PETERS

New Teaching License Swahili, Chinese?

Action looking toward the teaching of Swahili in New York City's schools was taken by the Board of Education at its public meeting last week.

The move was one of several leading to teaching foreign languages to English-speaking pupils teaching English to non-English speaking children.

On recommendation of Superintendent of Schools Dr. Bernard Donovan, the Board established the position of teacher of Swahili in the junior high, intermediate and high schools.

Several senior and junior high school principals have expressed interest in organizing classes in Swahili during the regular school day or in after-school centers, Dr. Donovan reported, adding that at the high school 200 students are seeking admission to such a course and at another high school at least one class is being organized.

There are no certified teachers of this African language at this time, Dr. Donovan noted. He said that students of Swahili at colleges and universities are being urged to take teachers' examinations to be scheduled shortly.

The Board also established the position of teacher of Chinese in the junior high, intermediate and high schools. Courses in Mandarin have been offered in City schools since 1962 by teachers who have not been fully certificated. About 300 students are now enrolled.

A new license was also established for teacher of English as a second language at all levels of the school system.

Superintendent Donovan noted that the City school system now has 278,000 students whose native language is not English, with more than 70 percent of them in the elementary schools and with the number of immigrants on the increase from Puerto Rico, Cuba, Hong Kong and other places.

These children have been taught by regularly licensed teachers who have a knowledge of their native language and who have taken special courses.

"A trained corps of teachers is needed to do an adequate job of teaching English to these pupils in order that they may move ahead rapidly," Dr. Donovan commented.

The Board also changed the title of its staff of 155 Auxiliary Teachers to Bi-Lingual Teacher-School and Community Relations. The new title more adequately describes the nature of the duties of these teachers, Dr. Donovan said.

It also set aside \$17,000, to be provided by the Federal Government, to finance summer institutes to train teachers in the teaching of English to speakers of other languages. Cooperating colleges will include Brooklyn College, Hunter College, Yeshiva University and Teachers College of Columbia University.

The telephone number for the Educational Career Center, listed incorrectly in the 20 issue of The Leader, is 693-1623.

Observer Techniques Taught At Geneseo

An Institute for Cooperating Teachers during the Summer of 1968 has been approved by the State Education Department, Bureau of In-Service Education, for the Division of Education of the State University College at Geneseo.

The program is a continuation of a similar institute held during the summer of 1967 when 13 cooperating teachers under the guidance of Dr. Asahel Woodruff devised a descriptive instrument for the analysis of classroom teaching.

The Institute proposed for the Summer of 1968 will be a systematic follow-up of the first institute and designed for the purpose of achieving broader agreement among the various groups in education concerned with teaching behavior on (1) the fundamental concepts of teaching upon which the instrument is based, (2) the further refinement of the instrument, and (3) the training of participants in the use of the instrument.

A grant of \$2,000 from the State Bureau of In-service Education supported the development of the 1967 Summer Institute. The Bureau broadened the base of financial support to \$3,090 for the 1968 Summer Institute, the additional monies to provide for wider application of the descriptive instrument through the use of video and audio-taped classroom teaching observations.

Budget Report Cards Under New System

New York City's Board of Education today unveiled a new type of school budget reporting—a set of Program Budget Tables submitted under the schools system's new Planning-Programming-Budgeting System.

Joseph G. Barkan, member of the Board and chairman of its Business Affairs Committee, said the City school system is the first of any school district in the country and the first of any agency in the City to use the new planning-programming-budgeting approach. He stressed that the set of Program Budget Tables is but the first major step, and forecast the presentation of additional budget information as early as next September, when the full import of PPBS will begin to be realized.

The purpose of PPBS is to give Board officials and others, including the general public, a clearly visible picture of school expenditures in the light of their objectives and how effectively these objectives are being achieved.

The program operates at the Citywide, District and school levels in the interests of improved instruction for the 1,110,000 pupils in the City's 900 public schools. However, the new program format does not replace the official budget for 1967-68 and 1968-69, nor does it alter the official allocation of funds.

Walk-In Teacher Tests Continue In March, April

New York City's public school system will continue in March and April its program of walk-in examinations for immediate testing and placement of full-time substitute teachers.

These examinations will be conducted for prospective teachers of common branches (grades 1-6), early childhood classes (pre-kindergarten-grade 2), junior high school mathematics, social studies, English, general science, as well as newly scheduled tests in health-physical education and home economics.

Eligibility requirements call for a bachelor of arts degree and 12 appropriate credits in education. Minimum content requirements call for: English, 24 credits; general science, 28 credits; mathematics, 12 credits; social studies, 24 credits; home economics, 24 credits; health-physical education (men and women), 24 credits.

An official or student copy of the college transcript must be presented before taking examination. There is an application fee of \$3.

Applicants should appear at Room 414 of the New York City Board of Education, 110 Livingston St., Brooklyn, N.Y. 11201, between 9 and 10:30 a.m. on the date

of examination.

Beginning substitute teachers are paid from \$6,200 to \$9,100 a year, depending on preparation and experience. The starting salary will range from \$6,700 to \$10,600 in September, 1968. The maximum salary for regular teachers is \$13,900. Substitute teachers, paid on a per diem basis, earn 1/200 of their annual salary.

Candidates will be assigned to school districts for full-time employment. Only those who are prepared to accept full-time positions should apply for these tests. Those who cannot, at present, assume full-time assignments should take the usual substitute examinations.

Further information may be obtained by telephoning the Bureau of Recruitment (212) 596-8060.

Walk-in examination dates are as follows:

- Common Branches—March 5, 12, 1968; Early Childhood—March 7, 14, 21, 28, April 4, 11, 18, 25, 1968; JHS—Math, Social Studies, English, General Science—March 7, 14, 21, 28, April 4, 11, 18, 25, 1968; JHS—Health & Physical Education, (men & women), Home Economics—March 7, 21, April 4, 18, 1968.

Operation Leadership Helpful Report Says

New York's Principal Internship Program, called Operation Leadership, has been a positive factor in training licensed personnel awaiting appointment as heads of schools in disadvantaged areas, according to a summary report of an evaluation by the school system's Bureau of Educational Research. The report has been made public by the Board of Education.

The evaluation deals with a project initiated by Deputy Superintendent of Schools Dr. Theodore H. Lang, in charge of personnel. The session which was conducted from April 17 to June 30, 1967. Participants included 18 assistant principals and chairmen of department in high schools who were assigned to as many host schools for training under experienced principals while awaiting their own appointment as principals at the elementary and high school levels. The program is continuing, with 20 participants in the recent fall semester and 25 in the current spring semester, including licenses for appointment as principals of junior high schools as well.

Dr. Lang explained that the project was intended to provide training in school administration in a disadvantaged area. He declared that Operation Leadership gives an additional dimension to the training of school heads who have already passed the required professional examinations.

The interns spent three days each week in the "host" school and the other two days in seminars and workshops.

For the most part, the interns said the program helped them "to an appreciable extent" in viewing their roles as school administrators.

Due for a income tax refund? Why not take it in Savings Bonds - your money will grow and grow.

Program Created To Keep Out Intruders

Steps to safeguard pupils and staff at school from violence by intruders, including persons using illegal means to express grievances, have been taken by the Board of Education.

The Board has appropriated \$100,000 to install in each of the City's 900 public schools a direct telephone line to the local police precinct for use in emergencies.

Arrangements between Police Commissioner Howard Leary and Superintendent of Schools Dr. Bernard E. Donovan insure that this will bring police to the school promptly if assistance should be needed.

Another school security measure under consideration by the Board and Dr. Donovan includes an earlier suggestion by Dr. Donovan that male school aides be assigned to schools as security guards.

Also under consideration is a plan to strengthen the once widespread system of having parent volunteers at the doors of schools to register visitors and conduct them to the principal's office.

Another safety measure involves arrangements completed between Dr. Donovan and Commissioner Leary to have foot patrolmen or patrol-car personnel stop at schools in the normal course of patrolling their "beat."

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- Per Diem Site, CB: School Sec'y, full-time, 5 days, pupil personnel, P46M, 2987 - 8th Ave., N.Y.C. 10039, 368-3600.
- Per Diem School Sec'y, Subs., Aviation HS, Call 361-2032.
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- Laura K. Stein, 8944; Lorraine Monroe, 8901; John T. Donovan, 8701; Delores B. Galoi, 8684; Robert L. Lovett, 8682; Lescha Corp, 8550; Marjorie A. Griffin, 8546; Michael J. Donlon, 8511; Ellen Safir, 8451; Georganna M. Voigt, 8414; Jean Edison, 8344; Grace M. Mishkin, 8321.
 - Norman J. Morris, 8216; Sandra E. Ofsink, 8216; Sandra B. Edlitz, 8206; Lynn S. Praediger, 8171; James D. Browne, Jr., 8084; Robert K. McDonough, 7973; Leonard Borenstein, 7952; Lilly Gewuerz, 7917; Jean Schwartz, 7915; Harold W. Sandler, 7868; Jeremiah J. Hanley, 7853; Mary E. Wilbert, 7853; Louise Fichtl, 7787; Anne Miller, 7773; Barbara J. Cooper, 7771.
 - Ginger Solomon, 7754; John J. Marino, 7742; Susan N. Rothstein, 7736; Shirley Shapiro, 7721; DeJores F. Seligman, 7719; Ellen Sheps, 7688; Marilyn Sandler, 7688; Florence Lewis, 7608; John D. Kelly, 7598; Nancy R. Doran, 7587; Edwin A. Kurzwil, 7583; Henrietta R. Calandrino, 7558; Maxine E. Mizrahi, 7556; Betty O. Schaum, 7536.
 - Marian Carr, 7523; John J. Fox, 7518; Jerome M. Barkan, 7490; Jerome Henkin, 7488; Patricia A. Hogan, 7445; John F. Hamm, 7441; Steven J. Banflower, 7420; Rima E. Rosenberg, 7397; Rae M. Greenbaum, 7391; Stephen J. Kudless, 7391; Simon Saritsky, 7371; Gary Wankoff, 7360; Nicholas J. Pierce, 7350; Lida B. Friedman, 7338; Roslyn Cabin, 7326.
 - Phyllis B. Sher, 7309; Lawrence H. Bailey, 7296; Lois Golipsky, 7290; Mary L. Woods, 7259; Steven J. Weinman, 7255; Maryellen A. Della, 7253; Nancy E. Galli, 7253; Michael G. Sokoloff, 7253; Anne C. Conway, 7226; Philip J. Canciglia, 7222; Robert L. Johnson, 7222; Carmela G. Chirico, 7218; Vera P. Steffas, 7206; James M. Horelick, 7206; Gerad J. Davis, 7197.
 - Richard J. Harding, 7187; Steven H. Patrick, 7185; Anthony J. Bianco, 7175; Constance B. Bitterman, 7160; Roberta Scharf, 7156; Dennis E. Baron, 7154; Anthony T. Sannella, 7131; Helen B. Joseph, 7121; Ruth Herzog, 7119; George Zalandis, 7096; Rita Denowitz, 7092; Sylvia Civin, 7088; Robert A. Gravallese, 7086; Selma Ostriker, 7061; Yvonne M. Neidoff, 7059.
 - Sheldon I. Hochman, 7059; Shirley Mook, 7043; Michael F. Allen, 7041; Bruce L. Wilensky, 6997; Felice Hamada, 6993; Elizabeth F. Harris, 6989; Michael Dunn, 6987; Lucy R. Fischer, 6983; Elaine R. Chapman, 6983; Richard Brodsky, 6962; Carmen H. Mason, 6960; Irene S. Walk, 6958; Tyl Cooperman, 6956; Joan M. Lewis, 68 6925; Rosemary Loffredo, 6925.
 - John A. Black, 6915; Joseph F. Rottino, 6915; Roberta L. Bauer, 6896; Anita L. Rosenthal, 6894; Ellen E. Berkon, 6882; Mary E. Clark, 6859; Faucit Silverman, 6855; Ronald L. Bershaw, 6855; Adrienne Hirsch, 6843; Susan J. Goldberg, 6828; Paul Schmel, 6826; Ross S. Gellens, 6826; William J. Hunter, 6826; Jacob Hack, 6819; Judith Kleinberg, 6797.
 - Morris R. Brown, 6769; Lori K. Barish, 6783; Suzanne M. Sayegh, 6781; Patrick P. Dunleavy, 6762; Adele J. Iannuccioli, 6760; Seymour Kaplan, 6758; Martin J. O'Brien, Jr., 6758; Joan A. Gordon, 6758; Frank A. Seimone, 6748; Alan M. Berg, 6729; Joanne P. Giordano, 6700; Carol L. Meskin, 6696; Robin G. Weinstein, 6680; Pauline Marcus, 6666; Valerie Winn, 6649.
 - Phyllis S. Fichtenholtz, 6645; Frank H. Solomon, 6624; Edith N. Wagner, 6622; Frances A. Spitz, 6599; Jennette Senator, 6595; Ruth B. Goldstein, 6583; Roberta A. Kirschbaum, 6517; Irene M. Dansky, 6515; Edith M. Berkman, 6515; Joseph Gorman, 6467; Elizabeth S. Lazar, 6407; Linda E. Benedetto, 6451; Irwin Rosenbaum, 6449; Catherine M. Dealy, 6447; Annette Goldman, 6432.
 - Helen C. Banks, 6432; Barry Persky, 6430; Henry J. Markes, 6420; Herbert A. Schiff, 6397; Neil J. Berger, 6395; Charles S. Mamakos, 6381; Thomas M. Tobin, 6366; Alan C. Kwartowitz, 6364; Harry Silverman, 6360; Joseph T. Ryan, 6331; Raymond Polak, 327; Eric A. Gliberson, 6323; Donald J. Bruce, 6316; Vincent J. Amato Jr., 6263; Theresa E. Soden, 6253.
 - Shirley Rader, 6232; Thomas J. Coffey, 6228; Adele Rubinfeld, 6222; Herman J. Panofsky, 6203; Paul W. Spisto, 6203; Pearl Gordon, 6195; Doreen D. Bast, 6195; Dianne R. Best, 6191; Leonard M. Goldstein, 6187; Ben E. Holt, 6164; Isabelle A. Fitzgerald, 6162; Alice B. Schmides, 6102; Aaron Goldstein, 6100; Rose Comerford, 6092; Marvin M. Schindman, 6084; Donald J. Kelly, 6065; Stephen F. Burke, 6059; Martin S. Litchman, 6036; Michael L. Rubinoff, 6027; Frieda Flescher, 6021; Laurence E. Arlen, 5995; Richard I. Romer, 5985; Beatrice D. Diamond, 5985; Henry R. Vanore, 5968.
- TEACHER OF HEALTH EDUCATION—JHS**
- Paul S. Weiss, 9, J-22; Martin Jacobson, 9, J-22; Sheldon Silver, 9, J-82; Stanley Sneroff, 9, J-82; Chester A. Richter, 9, J-117; Peter A. Kempler, 9, J-145; Richard P. Perfito, 9, J-148; Ira J. Brand, 16, P-21; Matthew J. Rozzi, 16, J-51; Maurice Goldberg, 16, J-111; Alan Garbowitz, 17, J-210; Albert W. Lenowicz, 28, J-8; Michael Lettner, 23, J-126; Jerome A. Sherman, 28, J-157.
- ASSISTANT TO PRINCIPAL—JHS**
- Raymond Mendelsohn, 12, J133X; Arnold H. Nacer, 8, J125X.
- SUPERVISOR OF ART**
- Edwin E. Evgizale.
- PRINCIPAL—DES.**
- Bernard Gerr, 12, 6X; Eidey Young, 7, 18.
- TEACHER OF LIBRARY**
- Harriet P. MacDonald, 30, 23R.
- ATTENDANCE CHECKER**
- Melvin Cohn, Jack Finkle, Charles E. Garvey, Ruth Genn, William S. Grossman, Joseph C. Hudson, Lydia Jackson, Ulysses James, John L. Moran, Harry Pfeiffer, Mark A. Tardy.

Correction
The telephone number for the Educational Career Center, listed incorrectly in the 20 issue of The Leader, is 693-1623.

Prepaid GROUP PRACTICE- ANSWER TO A CRISIS!



THE "TIME HAS COME" for prepaid group practice.

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

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

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

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



In government they are saying:

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

—Health Message to Congress—President Lyndon B. Johnson

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

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

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

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

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

—Report by President's Consumer Advisory Council

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

In medicine:

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

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

In labor:

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

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

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

—AFL-CIO Executive Council, Feb. 1967



**HEALTH INSURANCE PLAN OF GREATER NEW YORK
625 MADISON AVENUE, NEW YORK, N.Y. 10022**

Ask Salary Differential For Hydro-Electric Ops.

ALBANY — CSEA has filed an application with the Division of Classification and Compensation for a 10 percent geographic pay differential on behalf of hydro-electric operators employed at Crescent and Visher Ferry in Saratoga County.

CSEA noted that the requested amount would aide substantially in compensating for the difference in salary which no exists in that area.

CSEA is also intending to enlist the support of Department heads in the State Department of Transportation.

Medical Exam

The City Department of Personnel gave a medical exam last week to 920 candidates for police trainee positions with the City.



We understand.

Walter B. Cooke
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A Word To The Wise



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Write or Call for Auction Brochure Carl Madonick, Commissioner, Department of Real Estate 2 Lafayette St. Rm. 2002 New York, N. Y. 10007 566-7636-7637

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U. S. Service News Items

(Continued from Page 4)

In both instances, arbitrators agreed that disciplinary actions were warranted but recommended that the penalties be modified. The arbitrator said that the Department will follow the advice of the arbitrators unless there is further appeal from the employee side.

These cases were the first in which the Post Office Department and an employee organization have jointly employed advisory arbitration in the settling of appeals of disciplinary actions. The procedure was established by mutual agreement in 1963.

Both cases involved postal clerks who were represented by the United Federation of Postal Clerks, AFL-CIO. Under the procedure set forth in the national agreement between the department and seven postal unions representing 625,000 employees, the

arbitrators were chosen and paid jointly by the department and the UFPCL.

Houses For Sale - New Jersey

QUAINT COTTAGE WITH 1 ACRE. Quiet Village near seashore, nr store, churches, frequent bus service to N.Y. 2 story frame dwelling, 3 bedrooms, bath, lav, lge garden plot. Trees & shrubs. Aged owner must sell, \$5,000 cash. Show by apt. only. A. W. KELLEY, BKR. Cor. Bay & School Streets Barnegat, N.Y. 08005 Phone: 698-4141

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Lovely Queens Area. A 3 Bedroom house for a large family. New siding, 2 full baths. Beautiful play yard. **\$17,990**

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Laurelton. Double Brick Duplex. 6 really spacious rooms, immaculate throughout. Professionally finished basement, garage. Priced way below market value. \$500 on contract. \$125.64 mthly. **\$20,750**

ABCO OL 7-7900
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3, 4 AND 5 BEDROOM HOMES THROUGHOUT ALL OF QUEENS AND NASSAU COUNTIES. COLONIALS, RANCHES, CAPE CODS, SPLIT LEVELS. IN PRICE RANGES FROM \$10,000 TO \$26,000. AVERAGE MONTHLY PAYMENTS \$126.

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NOTICE is hereby given that Liquor License No. 1 HL 229 has been issued to the undersigned to sell beer, liquor, or wine at retail in a hotel, under the Alcoholic Beverage Control Law at 33-35 E. 43rd Street, New York County, N.Y., for on premises consumption. Realty Hotels, Inc. (Hotel Biltmore), 33-35 E. 43rd Street, New York, N.Y. 10017.

NOTICE is hereby given that Liquor License No. 1 HL 789 has been issued to the undersigned to sell beer, liquor, or wine at retail in a hotel, under the Alcoholic Beverage Control Law at 29-51 E. 45th Street, New York County, N.Y., for on premises consumption. Realty Hotels, Inc. (Hotel Roosevelt), 29-51 E. 45th Street, New York, N.Y. 10017.

NOTICE is hereby given that Liquor License No. 1 HL 822 has been issued to the undersigned to sell beer, liquor, or wine at retail in a hotel, under the Alcoholic Beverage Control Law at 109-29 E. 42nd Street, New York County, N.Y., for on premises consumption. Realty Hotels, Inc. (Hotel Commodore), 109-29 E. 42nd Street, New York, N.Y. 10017.

NOTICE is hereby given that Liquor License No. 1 HL 538 has been issued to the undersigned to sell beer, liquor, or wine at retail in a hotel, under the Alcoholic Beverage Control Law at 111 E. 48th Street, New York County, N.Y., for on premises consumption. Realty Hotels, Inc. (Hotel Barclay), 111 E. 48th Street, New York, N.Y. 10017.

PUBLIC NOTICE

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

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

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

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

DISTRICT No. 5 N.W. Krapf, Dist. Engr., 125 Main St., Buffalo, New York 14203 Cattaraugus County, C.R. 68-1, Cemetery Removal on the Hinsdale-Cuba section of the Southern Tier Expressway, Bid Deposit \$450,000, No Plans, Proposal \$2.00, Engineers Estimate \$8,200.00.

Cattaraugus County FASTE 68-5M, F.A. Project, APD 449(10); 10.00 miles of cement concrete pavement and structure on West Bound Lanes of the Southern Tier Expressway, Steamburg to Salamanca. Bid Deposit \$300,000.00, Plans \$10.00, Engineers Estimate \$6,450,000.00.

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

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

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

DISTRICT No. 7 J.C. Norton, Dist. Engr., 444 Van Duzee St., Watertown, New York Jefferson County, FIRC 68-23, F.A. Project I-81-3(37), Safety Improvement including Guide Rail, Median Barrier, Bridge Rail and Traffic Signs on Interstate Route 51, Jefferson County Line to Watertown. Bid Deposit \$79,000.00, Plans \$5.00, Engineers Estimate \$1,437,000.00.

DISTRICT No. 10 A.M. Barr, Dist. Engr., 325 W. Main St., Babylon, New York 11702, Nassau County, MSP 68-1, Widening existing northern section of Meadowbrook State Parkway with cement concrete pavement. Bid Deposit \$200,000.00, Plans \$5.00, Engineers Estimate \$3,618,000.00.

J. BURCH McMORRAN, Commissioner of Transportation

REAL ESTATE VALUES

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LEGAL NOTICE

FILE No. 992-1968. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent.

TO: Attorney General of the State of New York

Mohamed Ayoub, contingent sole legatee and executor named in the October 15, 1949, will and codicil thereto dated September 14, 1951, authenticated copies of which are on file in the Surrogate's Court, New York County.

Adrienne Lebon, contingent executrix by the terms of the October 15, 1949, testamentary instructions, an authenticated copy of which is on file in the Surrogate's Court, New York County, whose domicile, if living, is unknown and, if she survived the decedent herein and died subsequently to her legal representatives, her husband, if any, her distributees, assignees and successors in interest, all of whom and whose names and domiciles are unknown and cannot after due diligence be ascertained.

Marie Monero, contingent beneficiary named in the codicil of September 14, 1951, to the October 15, 1949, will, authenticated copies of which are on file in the Surrogate's Court, New York County and

The unknown distributees of Andre Jacques Pages, also known as Andre Pages and A. Pages, deceased, who and whose names and domiciles are unknown and cannot after diligent inquiry be ascertained and, if dead, to their legal representatives, their husbands or wives, if any, and their distributees and successors in interest, all of whom and whose names and domiciles are unknown and cannot after due diligence be ascertained.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Surrogate's Courthouse in the County of New York on March 29, 1968, at 10 a.m. why a certain writing dated Tangiers, May 24, 1954, which has been offered for probate by the Public Administrator of the County of New York, having his offices at 31 Chambers Street, New York, N.Y., should not be probated as the Last Will and Testament relating to real and personal property situate outside of Morocco of Andre Jacques Pages, also known as Andre Pages and A. Pages, deceased, who at the time of his death was a domiciliary of Rue Rubens, Tangiers, Morocco, and why Letters of Administration e.t.s. should not be issued thereon to the Public Administrator of the County of New York and for such other, further and different relief as to the Court may seem just in the premises.

Dated, attested and sealed February 9, 1968.

HON. S. SAMUEL DIFALCO,
Surrogate, New York County
William S. Mullen,
Clerk



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Nassau Chapter Nominates Slate Of Officers, Directors, Delegates

(Special to The Leader)

MINEOLLA—"The nominating committee of Nassau chapter, CSEA headed by chairman Paris Swoopes, has handed out the following slate of officers to be voted upon in the coming election to be held on May 15.

OFFICERS

President — Irving Flaumenbaum, County-Social Services; first vice-president—Edward Perrott, Schools; second vice-president—Francis J. Diviney, County-Probation; third vice-president—Ralph J. Natale, Town of Hempstead; fourth vice-president — Alexander Bozza, Town of North Hempstead; fifth vice-president—Beatrice M. Jeanson, Town of Oyster Bay; secretary—Mary Calafapietra, County-Health Dept.; treasurer — Thomas F. Rooney, County-Assessment; financial secretary—David Silberman, Schools; corresponding secretary—Dorothy E. Jennings, Town of Hempstead; sergeant at arms—Dudley Kinsley, County - O.A.S.; executive county representative — Blanche Rueth, Medical Examiner.

BOARD MEMBERS

4-Year Term

Robert D. Bell, Town of Hempstead; Robert L. Brauns, County-Dept. Public Works; Lucien F. Chiusano, Village of Freeport;

Molly Falk, County-Motor Vehicle Bureau; Frank Fesano, Schools; Joyce Frantz, County - Health Dept.; Anthony Giannetti, Town of Hempstead; Lionel W. Gunther, County-Museum; David Rapelyes, Town of North Hempstead; Anne Rehak, County-Courts; Phillip D. Shane, County-Dept. Public Works; Thomas Stapleton, City of Long Beach, and Gerard E. Sullivan, County-Parks Dept.

2-Year Term

Henry J. Bernert, Town of Oyster Bay; James Cahill, County-Nassau Community College; Kenneth Cadieux, Town of Hempstead; James A. Callan, County-Meadowbrook Hospital; Vernon A. Combs, County - Meadowbrook Hospital; Muriel F. Donohue, Schools; Louis L. Gaynor, County-Meadowbrook Hospital; James Hoffman, County-Parks Dept.; Thelma W. Powell, Town of Oyster Bay; Lens A. Sartor, County-School Crossing Gd.; Dominick Savastano, County-Police Dept. Chauffeur; Paris B. Swoopes,

County-Patterson Home and Grace Tuomey, County-Patterson Home.

DELEGATES

Alex Bozza, Town of N. Hempstead; Molly Falk, County-Motor Vehicle Bureau; Frank Fasano, Schools; Irving Flaumenbaum, County-Social Services; Joyce Frantz, County - Health Dept.; Beatrice Jeanson, Town of Oyster Bay; Dorothy Jennings, Town of Hempstead; Frank S. Nicell, Town of North Hempstead; Anne Rehak, County - District Court; Thomas Rooney, County-Assessment; David Silberman, Schools; Gerard Sullivan, County-Dept. of Public Works and Paris Swoopes, County-Patterson Home.

Independent nominations may also be made by petition, signed by not less than seven percent of the members of the chapter in good standing, and the names of such candidates shall be printed on the official ballot if such nominations are filed with the chapter secretary at least 50 days before the biennial meeting, which will be May 15. The membership figure to be used for the purpose of petition nominations shall be seven percent of the membership figure which is promulgated by the State Association on July 1 of the year preceding the biennial meeting, in order to sign an independent petition. (This figure is 12,602 of which 7 percent equals 882 names as a minimum which any petition will have to contain.) There shall be no more than one candidate on any independent nomination petition. Format of the petition to include the signature of the one signing the petition, his printed name, the department where employed and the home address.

Effective with the biennial election to be held in May, 1968, the directors shall be divided into two groups. One-half of the directors shall be elected to serve a two-year term ending in May, 1970, the other half to serve a four-year term ending in May 1972. Then, upon expiration of term of each group of directors, the new directors shall be elected for a full four years.

Decertification Bid

(Continued from Page 3)

ster Bay townships of Nassau County.

The United Marine Division of the National Maritime Union quietly withdrew two petitions submitted to the State Public Employment Relations Board. In an informal hearing, the legal impropriety of the action had been shown by Arnold Moses, field representative attached to the Nassau chapter. Both motions by the union were submitted too late under terms of the Taylor law.

The technical ground evidently was sufficient to turn back the motions, although Moses had also pointed out that the union had refused to submit any proof of substantial representation.

Five-Grade Hike For Photofluorographers Requested By CSEA

(Special to The Leader)

ALBANY — Reallocation of two photofluorographer titles to the same grades as those earlier requested for titles X-ray technician series has been requested by the Civil Service Employees Assn.

Panaseny To Head Nominations Group

SMITHTOWN—A nominating committee for the Suffolk chapter, Civil Service Employees Assn., has been named by chapter president Robert Villa to prepare a slate for the biennial election in May.

Huntington unit president John Panaseny heads the committee, who asked members who wish to run for county office to contact him at the chapter office, 330 East Jericho Tpke., Smithtown, N.Y.

Nominations Sought By L.I. Conference

MINEOLA—Nominations for candidates for offices in the Long Island Conference, Civil Service Employees Assn., are being sought. Incumbent officers and candidates who seek to run were asked to send letters of intent to the chairman of the nominating committee, Louis P. Colby, at 11 Yokum Ave., Farmingdale, N.Y. 11735. Nominations will be closed March 17, Colby said.

Buffalo CSEA Unit To Bargain For Aides

BUFFALO—The Buffalo Competitive unit, Erie chapter, Civil Service Employees Assn., has been certified as a bargaining unit for some Buffalo City employees.

The CSEA unit will bargain for so-called "white collar" office and clerical workers. About 300 employees are members of the unit.

Two-Grade Reallocation Sought For Key Punch Operators By CSEA

(Special to The Leader)

ALBANY — A two-grade reallocation for all State-employed key punch operators has been requested by the Civil Service Employees Assn.

"A certain skill is required of these employees and their titles should be reallocated to grade 6 in order to be properly aligned with other titles within the salary plan," CSEA told J. Earl Kelly, director of the State Division of Classification and Compensation.

Thomas M. Coyle, CSEA assistant director of research, also pointed out to Kelly that the "presence of a production quota in key punching is a mental strain on the employees, a fact we noted previously when asking for upgrading of office machine operators."

CSEA is asking that photofluorographer be reallocated from grade 7 to 12 and senior photofluorographer from grade 11 to 15.

CSEA researchers substantiated the request with the fact that photofluorographers must possess a State-issued X-ray technician license and must be recruited from the State Department of Civil Service open competitive X-ray technician list.

CSEA also noted that photofluorographers must have the same two-year training course demanded for the X-ray technician.

The recruiting factor was also brought out by CSEA. "Obviously the present grade 7 for photofluorographer as compared to grade for X-ray technician is in itself and, of course, an additional difficulty to overcome when recruiting," a CSEA aide said.

Other points mentioned in the CSEA letter to the Director of Classification and Compensation cited the fact that both minor and major repairs to X-ray equipment are done by photofluorographers, thus saving the State money for service to the machines; excessive travel; the photofluorographers fill in for X-ray technicians, and that the employees also have been trained for and conduct multiple screening health tests.

Joseph P. Drago is unit chairman.

Certification was made by the Buffalo Public Employment Relations Board, the agency which administers the Taylor Act in Buffalo.

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

CSEA Recognized By Newburgh Municipal Housing Authority After Months Of Failure To Act On Plea

(Special to The Leader)

NEWBURGH — Pressure exerted by the Newburgh unit of the Civil Service Employees Assn. has resulted in that unit being recognized by the Newburgh Housing Authority as bargaining agent for the municipal agency's employees, The Leader has learned.

For months, according to a CSEA official, the Housing Authority had failed to act on a request for recognition filed by the CSEA unit in that Orange County city.

"We petitioned the Public Employment Relations Board," said John Present, president of the unit. "PERB called for an informal hearing on the issue and

representatives of the Housing Authority refused to attend," according to Present.

CSEA was then notified of a formal hearing called by PERB, but the Authority apparently decided to reconsider and recognize CSEA. The Employees Association, as a result, withdrew its petition.

Seth Towse, CSEA counsel, assisted the unit in its drive to be recognized.

MH Chapter Presidents To Survey Therapy Aides On Career Ladder Plans

(Special to The Leader)

ALBANY — Presidents of CSEA chapters in Mental Hygiene institutions throughout the State have been requested to schedule meetings with employees in the occupational and recreational therapy departments of their institutions for the purpose of reviewing the various career ladder plans currently under consideration.

Chapter presidents have been supplied with two proposed plans submitted by the Mental Hygiene Department and one from an employee committee at Rockland State Hospital. The Department has included in its plans some of the recommendations set forth in the Rockland document. The employees in those therapy positions will be asked to review all three plans and recommend any changes to the CSEA chapter president. Those employees who

have not as yet been contacted are asked to get in touch with the chapter president in their particular institution.

All three plans were discussed at the February 8 meeting between the CSEA Special Mental Hygiene Committee and Dr. Alan D. Miller, commissioner of Mental Hygiene.

Pauline Fitchpatrick, president of the CSEA Western Conference and chairman of the special committee, has been in contact with all chapter presidents relative to the meetings.

Three Nassau Units of CSEA Receive Exclusive Contracts

MINEOLA—Three more exclusive recognition agreements have been won by units of the Nassau chapter, Civil Service Employees Assn. The Herricks School District unit won exclusive recognition for about 150 employees in the custodial and secretarial sections and is drawing terms of a written contract. Temporary officers include James Dolan as head of the custodial division and Mrs. Dorothy Stoefler for the clerical workers.

All-Hawaii Tour Offered First Time

An all-Hawaii tour is being offered for the first time to members of the Civil Service Employees Assn. and their immediate families and the tour will include several features available only to CSEA participants.

The 16-day tour will leave New York on April 6 and return there on April 21. The price of only \$559, plus tax, includes a stay at the Reef Tower Hotel on Waikiki Beach, visits to the islands of Maui and Hawaii; the free use of a Kodak "Instamatic" camera while in Hawaii; champagne jet flight; tour of Pearl Harbor and other sightseeing.

For CSEA members only, there will be a free bottle of liquor provided in every room plus unusual surprise gifts.

Because this offering occurs during the Easter holidays the amount of space available is strictly limited and cannot be exceeded so early bookings are advised. Write to Mrs. Julia Duffy, P.O. Box 43, West Brentwood, L.I., New York, 11717—telephone (516) 273-8633.

The Wantagh School District unit, headed by Raymond Walrath, won recognition for the custodial and maintenance divisions and was negotiating a written contract.

The third agreement affects the custodial staff of the Glen Cove School District, whose unit is headed by William Hurley.

Jesse Funt Will Retire After 36 Yrs. Service With New York State

INDUSTRY—Jesse Funt, steward at the State Agricultural and Industrial School since 1943, has announced his retirement, effective March 7, after 36 years in

State service. Funt is considered the dean of institution stewards in the New York State Department of Social Service, having joined the staff at Industry following 11 years in the business office at the State School for Boys at Warwick. Mr. and Mrs. Funt will reside in Rochester following his retirement.

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CSEA, Officials Discuss Promotion Opportunities In Social Service Dept.

(Special to The Leader)

ALBANY — Promotional opportunities for employees in the Department of Social Services highlighted discussion at a recent meeting between CSEA chapter presidents and top officials of the Department.

The meeting, held in Albany, also included discussion on the closing of certain cottages at New Hampton Training School, scheduling of recreation employees, a clarification of the overtime rules, the upgrading of the cottage program series and an inquiry as to when permanent facilities will be constructed for employees at Tryon School.

The talks on promotion centered around the cottage program series, maintenance personnel and senior stenographers.

Representing CSEA at the meeting were Issy Tessler and Olin Benedict of New Hampton; Joseph Fox and Frank Vignola of Otisville; Joan Nickerson of Kortwright, Angelo Filocco of Highland, Roland Spencer of Warwick, Vito Massi of Annex, John Lumpkin of Hudson, Louis Talarico of Tryon, and Thomas M. Coyle, assistant director of the CSEA research department.

The department was represented by Commissioners George K. Wyman, Robert Shulman and Willard F. Johnson and Thomas E. Houlihan, director of personnel.

Parks Chapter Will Install Louis Colby As President Again

BABYLON—Louis P. Colby will be installed for another term as president of the Long Island Inter-County State Parks chapter, Civil Service Employees Assn., March 12.

Long Island Conference president Irving Flaumenbaum will install Colby as the highlight of a regular meeting, to be held in the Seaford Fire House. Refreshments will follow.

A grievance among janitors at the Parks Commission headquarters building was resolved recently following conferences with State officials by Colby and William Hurley, grievance committee chairman. An additional matron was added to the staff to eliminate improper assignments, overtime and requests to work weekends.

Brookhaven Town Recognizes CSEA

PATCHOGUE—The Suffolk chapter of the Civil Service Employees Assn. has been granted exclusive recognition in Brookhaven Town on the basis of proof of 97 percent membership.

The action came after Teamsters Union Local 237, which had made a claim to represent some employees and asserted a right to be considered, refused to submit any proof of actual membership. Suffolk chapter field representative John B. Corcoran Jr. asserted: "The only reason the

Teamsters didn't show any proof of representation is that they represented such an infinitesimal percentage that they were completely embarrassed."

Appointed

BUFFALO — Mrs. Genevieve Luce of the Western Division Thruway chapter, Civil Service Employees Assn., has been appointed to the constitution and by-laws revision committee of the CSEA by State CSEA president, Dr. Theodore Wenzl. Mrs. Luce is a Thruway toll collector.

Clerical Aides Upgraded By State; CSEA Demands More Reallocations

(Continued from Page 1)

7 clerical employees were hurting from the decision to grant partial reallocations.

"Why some of the entrance level employees are making only \$3,600—or \$200 below the Federal Government's poverty level," he added.

The titles reallocated, to be effective April 1, are:

From Grade 4 to Grade 5

Account clerk, audit clerk, billing machine operator, blind stenographer, bookkeeping machine operator, bookkeeping machine operator (descriptive), mechanical stores clerk, offset printing machine operator, printing machine operator, statistics clerk, stenographer, stores clerks and tabulating machine operator.

From Grade 8 to Grade 9

Cashier, motor vehicle cashier, senior actuarial clerk, senior account clerk, senior audit clerk, senior billing machine operator, senior bookkeeping operator, senior maritime stores clerk, senior

mechanical stores clerk, senior offset printing machine operator, senior printing machine operator, senior statistics clerk, senior stenographer, senior stenographer (law), senior stenographer (special project), senior stores clerk and senior tabulating machine operator.

From Grade 10 to Grade 11

Laboratory secretary and Public Works district storekeeper.

From Grade 11 to Grade 12

Principal offset printing machine operator, principal printing machine operator, principal stenographer, principal stenographer (law), secretarial stenographer, and hearing stenographer.

From Grade 12 to Grade 13

Senior laboratory secretary.

From Grade 14 to Grade 15

Commerce information secretary, head stenographer, head stenographer (law), hearing reporter, principal laboratory secretary, secretarial assistant, secretary to Commissioner of Health, secretary to Counsel and secretary to Director of Civil Defense.

Dr. Wenzl On Taylor Law

(Continued from Page 1)

employees and to assure the orderly and uninterrupted operation and function of government".

However, it safe to say that it is beyond the realm of human accomplishment to provide infallible safeguards or guarantees by means of statute that would prevent strikes by public employees. In the last analysis, the only thing that will prevent strikes is a joint sense of responsibility on the part of both public employers and public employees which the Senate and Assembly cannot enact into law. Public employers must have a sense of responsibility sufficiently strong to recognize the legitimate requirements of the employees necessary to assure that all public employees and their families will be able to live decently, to earn a decent living wage and to be able to look forward to an adequate retirement in their later years. From time to time government officials must be prepared to face public criticism because the fiscal measures required to correct the inadequacies of public salaries, retirement allowances and other terms and conditions of employment will require the expenditure of additional funds. The burden of responsibility to assure the uninterrupted operation of government should not be borne solely by the public employees. The public rightfully insists upon the orderly and uninterrupted operation of government to provide the service upon which it relies but it must be recognized that responsibility for strikes rests more with the employer than the employee organization. All government activities are absolutely essential to some segment of the public, and the public should realize that public employees will be forced to undergo severe economic hardships unless public opinion is brought to bear and effective legal relief provided in such a way that public employers recognize their obligations to their employees and discharge these obligations by correcting the inadequacies and defects in the terms and conditions of public employment which arise.

Hearing Locations Bad

The Association's criticism of the Taylor Law is, at this time aimed solely at the disorder and difficulty which has arisen as the result of the confused implementation of the statute. The statute authorized the Public Employment Relations Board to hold representation hearings and other proceedings at locations to be designated by the Board itself. The location of these hearings regarding certification in the political subdivisions has, in our view, been generally unsatisfactory. The parties, that is, the public employer representing the subdivision and the employee working in that local government, have been required in most instances to travel considerable distances from their own home town to either Albany or New York or from other distant points to attend pre-hearing conferences or certification hearings themselves. This has caused great hardship to all the parties. It is particularly difficult for the employees involved to obtain the necessary leave of absence to attend such hearings. In many cases they must take personal leave or vacation leave

to attend such hearings to be available to testify or to advocate the cause of the employee organization they wish to represent them. Of course, they are also required to bear the expense of traveling from their homes to the site of the hearings, the cost of their meals and the cost of lodging if they must stay overnight.

Such procedure is contrary to that followed by the courts of this State. Venue in legal actions is laid in the locality where one or the other of the parties resides or does business or in an area selected because of its suitability to the convenience of the witnesses and the production of evidence.

CSEA Not Notified

It is often difficult for a large organization such as the CSEA, representing hundreds of thousands of employees, to obtain adequate notice that proceedings are pending before the Public Employment Relations Board in which the CSEA has not been named as a party but in which it has a definite interest because of prior recognition or a prior request for recognition within the permissible period. CSEA has found it necessary to examine each case on the docket of the PERB and to reach a decision as to whether or not the particular case involved CSEA in spite of the fact that the Association has not received notice of such pending proceeding. If it is determined that the interests of CSEA in a given locality are affected, it is then necessary to request from the Board the pleadings which have been filed and all other documents and information which is a matter of public record before the Board which relates to the proceeding.

There is also a serious void in respect to the absence of summary procedures and obtaining certification in those areas where recognition has been requested by only one employee organization and the public employer has either remained silent or has refused outright to fulfill its duties under the provisions of the statute in recognizing the petitioner. In those cases provisions should be made for a determination upon motion based upon the evidence submitted by the petitioner seeking recognition to the public employer without the necessity of inconveniencing the employees who have acted in a manner consistent with the law and requiring them to expend their hard-earned personal leave and money to attend a certification proceeding before the PERB in-

Capital District Conf. Plans Special Meeting Of Chapter Presidents

ALBANY — Max Benko, president of the Capital District Conference, Civil Service Employees Assn., has called a special closed meeting of conference chapter presidents to discuss the labor relations crisis and guidelines for the March 14 delegates meeting.

The special session will be Thursday (March 7) and will be preceded by a dinner at the Ambassador Restaurant at 5:30 p.m. Mrs. Mary K. Hart, chairman of the social committee, is in charge of reservations for the dinner.

volving a request for recognition where there are no competing employee organizations.

The judicial system has met a similar problem in respect to litigation by providing the means to obtain summary judgment or accelerated judgment.

The Civil Service Employees Assn. has also been dissatisfied with the manner in which the PERB has interpreted its powers under the Taylor Law with respect to the issuance of immediate relief. The Association has felt so strongly about the Board's interpretation of its own powers in respect to granting the drastic remedies in the nature of an injunction that we have challenged the Board's interpretation of its own powers in the courts and are presently awaiting a final determination in this respect. The Public Employment Relations Board has taken the position that it has been endowed by the Legislature with broad general powers and is attempting to fashion the remedies required by various fact situations on a case by case basis. We feel that this approach not only provides a de facto system of remedies but also adds to confusion in the settlement of disputes before the Board and consequently makes the implementation of the Taylor Act much less effective than it would be if the Board were to take an approach more consistent with that evidenced by our judicial heritage.

PERB Rules Too Complex

The rules of the Public Employment Relations Board are so complex that it is difficult for one untutored in the law, and sometimes even lawyers I think, to apply them so as to meet all the requirements built into such rules. The Taylor Law is a statute involving public employment and the rules of the Board administering the statute should be simple enough so that any employee will know their rights and be able to exercise them without difficulty.

In essence, however, we return to the basic premise of our principal criticism, that is, that the Taylor Law is lacking in a clear statement of the public employers' responsibility to bargain in good faith and accompanying sanctions against employers when they fail to meet their statutory obligations.

Considerable attention should be given definite language to define more clearly extreme provocation on the part of the public employers when they violate the spirit of the Taylor Law. In connection with this, adequate remedial sanctions and procedures should be set down to assure that employees' rights will be adequately protected in those circumstances where a public employer either outright refuses to bargain or fails to bargain in good faith and creates a provocative situation. Until a clearer definition of extreme provocation and appropriate sanctions are added to the Taylor Law, the rights of the employees will be sorely prejudiced because they have inadequate remedies open to them under the statute in its present form. In this respect the Taylor Act has been an utter disappointment to public employees.