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Civil Service LEADER

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Seneca Aides Ask Strike OK
See Page 3

CSEA Reveals State Offer Up To \$120,000,000 When Talks On Pay, Retirement Stopped

'We're Ready For Thruway Vote'--Wenzl

(Special To The Leader)

ALBANY — Civil Service Employees Assn. representatives announced that CSEA was ready to start negotiating "as soon as the ballots are counted" in the election to determine a bargaining agent for most employees of the State Thruway Authority.

300 Attend Manhattan St. Memb. Meeting

Three hundred employees attended the Dec. 4 membership meeting of the Manhattan State Hospital chapter, Civil Service Employees Assn.

Amos Royals, president of the chapter, led the discussion, which centered on dual membership—membership in more than one employee organization. Royals also spoke about the withdrawal cards received from members of Council 50, who withdrew from that union during the recent strike against several State mental hospitals.

Expressing confidence over the election's outcome, which will be announced on Dec. 20, and depicting CSEA's competitors as "Johnny-come-latelys," Theodore C. Wenzl, CSEA president, said: "We feel that Thruway employees are smart enough to select the employee organization which can do the best job for them."

"Our staff has doubled in the last year alone and continues to grow to provide more and better service to our members. Both the Teamsters and Council 50, AFSCME, have little to offer Thruway employees, except empty promises. Neither of the latter organizations have the facilities to provide the proper service to Thruway employees or, for that mat-

(Continued on Page 14)

They'd Rather Die

MAMARONECK — Most employees seek pay raises, job protection, other benefits and better working conditions by electing a union to represent them at the bargaining table.

But that theory fell by the wayside recently when highway and sanitation employees in the Town of Mamaroneck voted for "no representation" rather than have the American Federation of State, County and Municipal Employees (AFSCME) represent them at the bargaining table.

The AFSCME union had sought exclusive rights for these employees but the election conducted by the State Public Employment Relations Board "revealed that a majority of the eligible voters did not desire to be represented for the purposes of collective negotiations by that union."

The AFSCME petition for bargaining rights was dismissed by PERB following the election.

Willowbrook CSEA Exec. Board Meets

The correct method of processing grievances, and labor-management relations, were the subjects of a meeting of the Executive Board of the Willowbrook State Hospital chapter of the Civil Service Employees Assn. on Dec. 4.

Says Union May Have Cheated State Aides Out Of This — And More

(Special To The Leader)

ALBANY — More than \$120,000,000 in new benefits for State workers had been offered by the Rockefeller Administration in negotiations with the Civil Service Employees Assn. when talks on a new contract between CSEA and the State were stalled after the State capitulated on a combined blow against continuing the talks and called off the negotiations.

Details of the offers on pay, retirement and other fringe benefits were revealed to members of the CSEA board of directors at a special meeting here Monday of this week.

Solomon Bendet, chairman of the CSEA salary committee, told board members that some lesser benefits—such as free bridge tolls for employees at Manhattan State Hospital and other individual items—had been accepted but that the multi-million dollar offer on salaries and retirement had been rejected as "insufficient."

Talks on these two major items were cancelled following a Public Employment Relations Board stay on negotiations which came after PERB had declared it was pushing for five separate bargaining units among State workers.

CSEA has accused the PERB

was even more vitriolic in its feelings against the Rockefeller Administration for calling off the talks following the PERB action.

CSEA spokesmen said the State's halt in the negotiations could deny employees not only the \$120,000,000-plus in benefits already offered "but any significant gains at all in 1969."

One CSEA representative charged that Council 50 had conducted a strike "not against the State but against State employees."

(Continued on Page 14)

Pass It On!

This week The Leader carries the full story on what the Civil Service Employees Assn. was gaining on behalf of State workers when a dues-collecting agency calling itself Council 50 of the American Federation of State, County and Municipal Employees threw a monkey-wrench in the works by calling a strike that indecently used mentally disturbed patients in the State hospitals to halt the negotiations.

Let your fellow workers and non-CSEA members know the true story by passing on this issue of The Leader to one of them.

of helping a weak union, Council 50 of the American Federation of State, County and Municipal Employees, pull off an "illegal and immoral" strike in some Mental Hygiene Dep. hospitals and, in general, attempting to break up the CSEA by this and other adverse actions."

But the Employees Association

CSEA Questions Role Of Dr. Miller In Strike

The role of Dr. Alan Miller, State Commissioner of Mental Hygiene, in the recent strike against several Mental Hygiene Hospitals for the mentally disturbed was being questioned last week by officials of the Civil Service Employees Assn.

One CSEA spokesman said his organization was "seriously disturbed by Dr. Miller's unwarranted comments on the desirability of employee representation elections. In so doing, he was giving comfort to a union that was engaged in an illegal and immoral strike against the very institutions Dr. Miller is supervising. We have little doubt his unwanted interference in employee problems encouraged the union to spread its activities."

Another Employees Association representative reported that "several administrators in the hospitals affected by the strike have

told us that it was unnecessary, in their professional opinion, to remove patients from the various institutions at the time Dr. Miller ordered their removal."

A hospital director, who asked not to be identified, declared that he had advised Dr. Miller patient removal was not necessary because the majority of workers were on hand to take care of the patients and was told in turn to "get the patients out or get yourself out."

CSEA has contended strongly that the strike against Mental Hygiene institutions was a failure except, as one Employees Association spokesman put it, "through misinformed stories in the press and unnecessary actions and statements by persons in the Rockefeller Administration such as Dr. Miller."

Don't Repeat This!

Legislature's Role For Civil Service Will Not Diminish

DESPITE the Taylor Law, collective bargaining and other recent methods for conducting public employee negotiations with State and local government bodies, the role of the State Legislature in civil service

(Continued on Page 2)

(Adv.)
COMPUTING YOUR RETIREMENT BENEFITS? THE MAURICE BLOND AGENCY, 11 W. 42nd ST., N.Y.C. TEL. 730-6664.

GOING PLACES?—See Page 9

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.

Civil Service Happiness

CIVIL SERVICE happiness is the satisfaction of a job well done and thereby earning both good public relations and an annual salary commensurate with skill, self-respect and human dignity.

HAPPINESS IS also an improved skill and a fatter paycheck. In addition, happiness is a chance to move upward on the promotion scale and to reach the top on an equal opportunity basis for all civil servants.

THIS HAS all been possible in the past. It is even more possible now. In the future, the opportunities are practically unlimited. Each year, more and more progress is made to place civil service on the same or higher plane than the private sector.

ONE BIG STEP in that direction is being made in Federal civil service, which frequently is a harbinger for civil service on the State and municipal levels.

THE HUGE roadblock in Federal civil service always has been Congressional pay. No civil servant could ever expect to make more than a Congressman. And since a raise in Congressional pay has always been political dynamite, the increase in a Congressman's pay has been a slow, tortuous process.

THANKS TO a law which hardly anyone ever heard of, Congressional pay has been denied of its explosive characteristics. Tacked to the 1967 civil service pay raise bill during a House-Senate Conference, the new law leaves pay raises on the top levels almost exclusively in the hands of the Pres-

(Continued on Page 4)

DON'T REPEAT THIS!

(Continued from Page 1) affairs will not diminish by any means.

The most obvious reason for this, of course, is that the Legislature still controls the purse strings as far as State employees are concerned and has to put the stamp of approval on any financial matters worked out between employees organizations and the Rockefeller Administration and there are still many measures concerning local government employees that have to have Legislature approval before becoming effective.

Outside of these two obvious factors, civil service organizations are certainly going to be headed for the Legislature when they feel balked by the State or local government bodies. Let's assume, for instance, that the State attempts to stall moves toward a substantial raise for State workers. It is to the Legislature that organiza-

tions will then turn to seek more funds, either through budget maneuvers or increased revenues.

Political subdivisions who refuse to advance retirement and other benefits may find themselves forced to do so if the Legislature so mandates.

Furthermore, the Legislature is certainly not going to give up its prerogative of approving budgets submitted to it by the Governor, no matter how smooth employee relations go with the management side of government. This means, of course, that the governor of New York cannot negotiate with employees without the support of the Legislature to get the funds

with which to pay for the results of such negotiations.

It was expected in some quarters that leaders of the Legislature would be far less involved with public employee organizations now that formal collective bargaining procedures are provided for by law. It may look that way on paper, but in actuality the role has merely shifted slightly, not changed.

As a matter of fact, if the Legislature finds the present Taylor Law unsatisfactory, things might be right back to where they were which would mean direct negotiations with the Senate and Assembly leaders from the start of the session.

New PR Council

ALBANY—Dr. A Westley Rowland of the State University at Buffalo has been elected president of the State University of New York Public Relations Council for 1968-69.

Other officers for the Council are:

John J. McMahon, Orange County Community College, vice-president; Louis Herborg, College at Oswego, secretary; James Georgeson, College at Oneonta, treasurer.

Dr. Rowland is the former president of the American College Public Relations Association.

9 Days—Only \$349

Easter In Rome And Florence

The 1969 Easter trip to Rome for members of the Civil Service Employees Assn. and their immediate families will be longer, include a side visit to Florence and will be less expensive than the 1968 trip with no reduction in quality, it was announced by Irving Flaumenbaum, tour leader.

The nine-day trip will leave New York April 4 and return April 13, giving tour members Holy Saturday and Easter Sunday in Rome. Included are round trip transportation via Pan American jet; all hotel rooms, sightseeing tours of Rome (including the Forum and Vatican City) and its environs; a two-day visit to Florence with its great art treasures—all for only \$349. Those wishing air passage only may buy round trips seats at only \$239.

Space on this highly popular tour is strictly limited and immediate application should be made by writing Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. Telephone (516) 868-7715.

Volunteer Assistance

INTERESTED? Volunteer reading, weekdays, weekends and evenings, covering current general information and contemporary literature for blind young woman who wishes to return to library work. Call 212 YU 2-1772.

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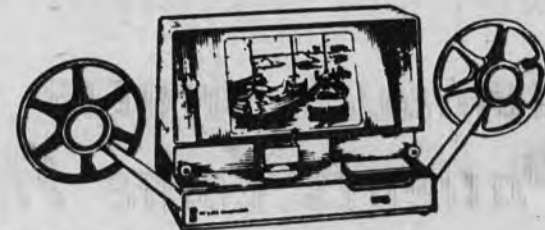
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Seneca Employees Map Strike Plans

(From Leader Correspondent)

WATERLOO — Seneca County employees voted to strike if necessary, last week after what one Civil Service Employees Assn. leader called "treacherous activity" by the Board of Supervisors in contract negotiations with Seneca chapter of CSEA.

Two members of the chapter's board of directors were scheduled to attend a special meeting of the Statewide CSEA board of directors in Albany, yesterday, to seek approval of the strike from the parent body. Such approval is required in all strike actions according to provisions of the CSEA constitution.

Negotiations broke down after the CSEA chapter turned down a two-year contract which the supervisors attempted to "force down our throats."

The chapter, earlier designated as the employees bargaining agent, charged that the supervisors ignored the recommendations of a fact finder, Dean Robert Risley of the Cornell University School of Industrial and Labor Relations, cut the salary of the chapter's president by \$1,000 and denied an increment to a member of the unit's bargaining committee.

Stormy Meeting

At a stormy meeting that climaxed two months of negotiations, the chapter voted to strike "to gain justice for their officers, protect the integrity of the Taylor Law and to gain much needed economic benefits," said John J. Ray, CSEA field representative who substituted for Louis T. Shaw, hospitalized staff representative.

"In the entire State—and there are at least 1,000 public employees and more than 600,000 public employees—no group of employees, no chapter officers who serve without pay, and no negotiating committee ever has been subjected to what has occurred in this county," Ray told the chapter at the meeting.

"If what has happened here does not constitute 'extreme provocation' (as required under the Taylor Law for a strike), then this law isn't worth the paper it's

written on," he said.

"If you people tolerate this type of unilateral treacherous activity, and don't rise to the support of these people, and this law, there is nothing anyone in this world can do for you. This is a deliberate attempt to break your will and your nerve, and if it succeeds, then you're wasting \$26 a year (CSEA dues)," he told the workers.

"And, the tragedy of this dispute," Ray said, "is that only between \$6,000 and \$10,000 separates what we want and the fact finder recommended and

what the county is offering for one year.

Able But Not Willing!

"This demonstrates not an inability to pay, but an unwillingness to pay. This is the only county in Upstate New York without a sales tax and no bonded indebtedness. They've got the money, but don't think your services are worth it," he declared.

The strike vote and Ray's comments came after the Seneca County supervisors adopted a 1969 budget which included a \$300 across-the-board pay in-

(Continued on Page 14)



BUSINESS AS USUAL — Louis Shaw, field representative for the Civil Service Employees Assn. in Central New York, has been calling Mercy Hospital in Auburn his office for the last few weeks. Shaw, convalescing from recent knee surgery, is not letting his current incapacitation interfere with his work. He had a phone installed at his bedside and brought his files in from home. What services he cannot provide over the telephone are handled by CSEA field representatives from adjacent areas.

Buffalo Hospital CSEA Members' Motto Was 'Patients Come First'

(From Leader Correspondent)

BUFFALO — "Patients come first" could well have been the Civil Service Employees Assn. motto during a three-day strike by an AFL-CIO union that last week hit Buffalo State Hospital.

"That's all we thought about — the welfare of the patients," said Mrs. Sarah DaRe, a psychiatric ward attendant and the vice-president of the CSEA Buffalo State Hospital chapter.

About 300 members of Local 1069, Council 50, American Federation of State, County and Municipal Employees picketed the four hospital entrances.

But more than 800 other workers—CSEA members, crossed the lines to go to work. Many did so under considerable oral abuse from the pickets.

The employees who did report for work put in 12-hour tours of duty and "performed magnificently," said Dr. Joseph J. Sconzo, Buffalo State director.

Suggestions Asked For Memb. Meeting At Bronx State

Jim Barges, president of the Bronx State Hospital chapter of the Civil Service Employees Assn., has announced that he would like to hear from chapter members on their preference of meeting-times for the next Bronx State membership meeting.

Barges noted that meetings can be scheduled either for lunchtime, after work or in the evenings. Barges can be contacted at the hospital.

Dr. Sconzo said "more than loyal performances" by employees who defied the pickets guaranteed "excellent service" to more than 2,000 mentally-ill patients.

"The CSEA and the State are engaged often in disputes," one hospital administrator said, "and these will continue but over the long pull I think we can rely on the fact that the CSEA will never make mentally-ill persons the pawns in a labor misunderstanding."

Wesley Demmon, president of the Buffalo State Hospital CSEA chapter was on vacation when the strike started. But he was in constant touch with other chapter officers during the strike and attended a CSEA special delegates' meeting last week in Albany.

CSEA members in the hospital chapter and in other CSEA units in the Buffalo area were not prepared to comment immediately in the aftermath of the Nov. 27 decision by the State Public Employment Relations Board.

"I know one thing," a chapter president said, "the PERB decision gave Council 50 a chance to ball out of what was turning into a nasty situation for them. They were beginning to look bad and they knew it."

Dutchess Board

Mrs. Madolin S. Johnson of Beacon has been reappointed a member of the Board of Trustees of Dutchess Community College.

Westchester Aides To Vote On New Two-Year Contract

WHITE PLAINS — Westchester County government employees, represented by the Civil Service Employees Assn., received first details on the contract settlement reached between the County and CSEA at a meeting here last week.

Final ratification of the new agreement, the first such agreement to be made by the County, is expected to follow shortly by mail ballot, according to Pat Mascioli, CSEA unit president.

The agreement, as reported by CSEA officials, was the product of more than four months of intensive bargaining, in which negotiations had totally deadlocked during mid-October and then resumed under the supervision of a mediator appointed by the Westchester County Public Employment Relations Board. The mediator was brought into the situation at the request of CSEA, after the County had refused to offer further improvement in its initial wage package.

The mediator designated by PERB, Miss Mabel Leslie of New York City, a member of the New York State Mediation Board panel with many years experience in the settlement of contract disputes involving employee groups comparable to the County government groups, brought the parties together for a new round of bargaining talks which finally culminated in the settlement reported last night.

Principal items among those reported to the meeting were:

- Salary increases to bring County employees up to existing rates for comparable jobs in private employment in the Westchester area, with a minimum increase guarantee of \$500 for 1969, and a further 5 percent increase for 1970, with an additional guarantee that if the increase in cost of living during 1969 should exceed 5 percent, the employees will receive the higher amount.
- Improvements beginning in 1969 were also announced for employees working certain shift hours, together with an adjustment to equalize the hours of employment for many of the employees at the Grasslands Reservation.
- Further improvements will also be made in 1970 in the cost of insurance benefits and in a number of fringe areas.

The understandings between CSEA and the County have been incorporated in a written contract which extends to CSEA many important new rights related to its role as representative of County employees under the new Taylor Law, which has mandated collective bargaining at all levels of State and local government. The contract also provides for a new grievance procedure to adjust problems that arise during the term of the contract, which is to run through the end of 1970.



CITED — Anthony Bellissimo, left, of Mineola, holds citation as Oyster Bay Town Supervisor Michael N. Petit presents him with a \$100 check for a recent suggestion which will save Nassau County thousands of dollars annually in maintenance costs. Bellissimo proposed that all metal caps be replaced with wooden caps in metal doorway partitions in county-owned buildings.

Your Public Relations IQ

(Continued from Page 2)
ident of the United States.

THE NEW pay raise machinery works this way:

THE FIRST step is the appointment every four years of a commission of nine private citizens to review the pay of 2,200 Federal officials in all three branches of government. The President names three, and two each are chosen by the Vice-President, the Speaker of the House, and the Chief Justice.

SECOND, following receipt of the Commission's report, the Pres-

ident must include in his next budget message to Congress his own recommendations on salaries.

AS A THIRD step, the President's recommendations automatically go into effect shortly thereafter—unless Congress specifically blocks them.

OUR READERS know that Congress will sit on its hands for this one. Thus, the raises for Congress, the Judiciary and top Federal officials will probably go through.

WE UNDERSTAND that the Commission is about ready to report its findings to President Johnson, if it has not already done so. There's a good chance

that Congressmen will move up to between \$40,000 and \$50,000, cabinet officers to about \$50,000, and Federal judges to about \$40,000 to \$45,000.

FOR CIVIL service this means that the ceiling on the highest grade will move up from the current top of \$28,000. And if the top moves up all the other grades should move up, too. This may not happen immediately because 1.3 million Federal civil servants will receive increases up to nine percent next July. But with the lid off the top, there will surely be a salary movement upward.

THIS IS bound to affect pay

scales on the State and municipal levels because even in civil service, pay must be competitive among agencies just as it must be competitive with private industry.

THERE IS little likelihood that President-elect Nixon will upset the applecart. Having come from a \$150,000 to \$200,000 a year income in private law practice and having announced that he's anxious to recruit top executives for government, he will have to think big when talking Federal salaries.

WE'RE ALL for happiness for all civil servants—particularly the happiness generated by the anticipation of getting paid more money for outstanding services rendered in the public sector.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, FREDERICK GOLDNER, Plaintiff against JANE GOLDNER, Defendant. Plaintiff designates NEW YORK COUNTY as the place of trial. The basis of the venue is Plaintiff's residence address. ACTION FOR A DIVORCE PURSUANT TO DOMESTIC RELATIONS LAW, SECTION 170, SUBDIVISION 2, SUMMONS. Plaintiff resides at 200 East 78 Street, New York, N.Y., County of New York.

To the above named Defendant, YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated, New York, N.Y., November 6, 1968.
DI FALCO, FIELD, FLOREA & O'ROURKE
Attorney(s) for Plaintiff
Office and Post Office Address
39 Broadway
New York, N.Y. 10006
WH 3-3939

NOTICE—To JANE GOLDNER:
The foregoing summons is served upon you by publication pursuant to the order dated Nov. 7, 1968, of Hon. Samuel M. Gold, a Justice of the Supreme Court of the State of New York, and filed with the complaint and other papers in the office of the Clerk of the County of New York, at the Courthouse, 60 Centre Street, New York, N.Y. The object of this action is for a divorce.
Dated: November 19, 1968.
DI FALCO, FIELD, FLOREA & O'ROURKE
Attorneys for Plaintiff

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 and the distributees of Olaf Arnesen, also known as Olaf Arnesen, Olof Arnesen and Olof Arnesen, 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 Olaf Arnesen, also known as Olaf Arnesen, Olof Arnesen and Olof Arnesen, deceased, who at the time of his death was a resident of 154 East 91st 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 c.t.a. 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 17th day of January, 1969, 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 c.t.a. 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.

WITNESS, HONORABLE S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 14th day of November in the year of our Lord one thousand nine hundred and sixty-eight.
WILLIAM S. MULLEN,
Clerk of the Surrogate's Court.

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, Federal Bldg., Federal Plaza at Duane St. and Broadway, New York, N.Y. 10007. Take the IRT Lexington Ave. Line to City Hall and walk two blocks north, or take any other train to Chambers St. or Broadway Stations.

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 573-6101. After 5 p.m., telephone 488-3767, give the job title in which you are interested, plus your name and address.

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.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, SOFIE ZAK, Plaintiff, against MIECZYSLAW ZAK, also known as WALTER ZAK, Defendant. Plaintiff designates NEW YORK COUNTY as the place of trial. The basis of the venue is the residence of the plaintiff in the State of New York, County of New York.

To the above named Defendant: YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney, within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated, October 29th, 1968.
ALEXANDER A. SUESS,
Attorney for Plaintiff
Office and Post Office Address:
277 Broadway,
New York, N.Y. 10007
349-1327

NOTICE — TO MIECZYSLAW ZAK, also known as WALTER ZAK, Defendant: The foregoing summons is served upon you by publication pursuant to the order of Hon. Samuel M. Gold, a Justice of the Supreme Court, State of New York, dated Nov. 4, 1968, and filed with the complaint and other papers in the office of the Clerk of the County of New York, 60 Centre St., New York, N.Y. The object of this action is for an absolute divorce.
ALEXANDER A. SUESS,
Attorney for Plaintiff

Bronx Atty.

Governor Rockefeller has appointed Burton R. Roberts as district attorney of The Bronx. Roberts, a Democrat, had the endorsement of the Republican and Liberal parties also in the November election when he was elected to fill out the term of former district attorney Isidore Dollinger.

Roberts, 46, has been the acting Bronx district attorney since the resignation of Dollinger on Sept. 19. Dollinger resigned after he was nominated for the State Supreme Court.

Alarm!

One hundred and sixty-five candidates took the medical and qualifying physical examination for fire alarm dispatcher on Dec. 7.

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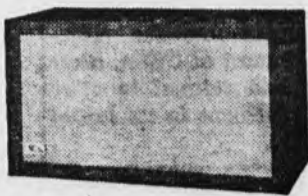
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KEY ANSWERS

EXAMINATION NO. 1577 for PRO. SENIOR CLERK
(Special Military Examination)
Final Key Answers for Written Test Held September 11, 1968
Regular Exam, No. 1577 was held June 25, 1966

- 1, C; 2, B; 3, A; 4, A; 5, D;
- 6, B; 7, A; 8, C; 9, C; 10, A;
- 11, B; 12, D; 13, B; 14, A; 15, C;
- 16, D; 17, A; 18, C; 19, C; 20, B;
- 21, D; 22, D; 23, A; 24, D; 25, C;
- 26, B; 27, A; 28, C; 29, C; 30, B;

- 31, A; 32, D; 33, B; 34, C; 35, A;
- 36, D; 37, B; 38, B; 39, D; 40, C;
- 41, C; 42, B; 43, A; 44, D; 45, C;
- 46, D; 47, A; 48, B; 49, A; 50, D;
- 51, A; 52, C; 53, A; 54, D; 55, A;
- 56, D; 57, B; 58, C; 59, B; 60, D;
- 61, D; 62, B; 63, B; 64, B; 65, A;
- 66, D; 67, D; 68, C; 69, A; 70, C;
- 71, B; 72, C; 73, C; 74, A; 75, C;

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

EXAMINATION NO. 7575, EXAM. PROMOTION TO SENIOR HOSPITAL CARE INVESTIGATOR
(Department of Social Services)
Final Key Answers for Written Test Held Feb. 22, 1968

- 1, A; 2, C; 3, A; 4, D; 5, A;
- 6, C; 7, D; 8, B; 9, C; 10, A;
- 11, B; 12, C; 13, A; 14, B; 15, A;
- 16, C; 17, A; 18, C; 19, D; 20, B;
- 21, C; 22, C; 23, C; 24, B; 25, B;
- 26, B; 27, C; 28, A; 29, B; 30, A;
- 31, C; 32, C; 33, D; 34, B; 35, B;
- 36, A; 37, C; 38, C; 39, D; 40, B;
- 41, C; 42, D; 43, D; 44, D; 45, B;
- 46, B; 47, B; 48, A; 49, B; 50, B;
- 51, C; 52, B; 53, C and/or D;
- 54, D; 55, A; 56, C; 57, C; 58, A;
- 59, B; 60, A; 61, B; 62, B; 63, A;
- 64, D; 65, C; 66, Delete; 67, A;
- 68, A; 69, C; 70, B; 71, C; E2, D;
- 73, A; 74, B; 75, C;

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

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EXAMINATION NO. 6569 PROMOTION TO SENIOR REAL ESTATE MANAGER
Housing and Development
Final Key Answers for Written Test Held Jan. 29, 1968

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

- C; 25, C;
- 26, A; 27, C; 28, B; 29, C; 30, D;
- 31, C; 32, A and/or D; 33, A; 34, B; 35, A; 36, C; 37, C; 38, B; 39, A; 40, B and/or C; 41, B; 42, C; 43, B and/or C; 44, C; 45, D; 46, D; 47, A; 48, D; 49, A; 50, D;
- 51, C; 52, D; 53, D; 54, C; 55, B; 56, C; 57, A and/or C; 58, D; 59, B and/or D; 60, C; 61, A and/or

(Continued on Page 10)

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TUESDAY, DECEMBER 10, 1968

Civil Service Warriors

WHEN negotiations were called off between the Rockefeller Administration and the Civil Service Employees Assn., because of a stay in the talks ordered by the Public Employment Relations Board, CSEA had worked the State offer up to more than \$120,000,000 in new benefits for State workers and was demanding more.

It is ironic that the Employees Association, which had rejected salary and retirement benefits in that package as being insufficient, has had to drop its battle for just wage and pension benefits to take on PERB, the Governor's refusal to continue negotiations and the illegal, anti-employee activities of a competing union.

Out of the entire group listed above, only the Civil Service Employees Assn. remains in battle on behalf of State workers. The Rockefeller Administration has bowed to the blackmail of an immoral and illegal strike by the union. PERB has demonstrated right along that it was more interested in high-flown, untried bargaining techniques than in employees. The union has shown that it is not concerned with gaining employee benefits—its actions may have done State workers out of getting anything at all this year—but only with maintaining its position as a dues collection agency among less than 10 percent of State employees.

The real warriors for State workers are the members of the Civil Service Employees Assn. and it is the duty of every State employee to give this organization full backing in the weeks and months to come. Every single worker should be ready to support the CSEA in every challenge it issues and every challenge it receives. The whole future of well-paid government employees will depend upon this support.

City with a Heart

IT has often been said that New Yorkers do not have hearts. It has also been said that nobody cares. It isn't true!

When 12 New York City firefighters lost their lives in the collapse of a cellar in a Madison Square commercial building last year:

A dozen women became widows.

Three dozen children lost their fathers.

And the hearts of thousands of New Yorkers opened up to the firefighters and their families.

Last week, more than \$600,000 was distributed to these families. There were several large donations but the majority of the gifts to the firefighters' survivors came from the little people who sent the dollars and the silver that they could afford. These gifts were truly from the heart.

Much of the fund came from the civil service corps who are always in there pitching when the chips are down.

While the money will not heal the deep wounds suffered when these 12 men died protecting the lives and property of their fellow citizens, it will help pay off mortgages, provide education for the children and lessen the financial burden generally for these 12 families.

To those who contributed, The Leader joins with civil servants in saying thank you for making things a little easier for the 12 families, and for proving that people appreciate the work of the public employee.

LETTERS TO THE EDITOR

Reconsider, Rocky!

Editor, The Leader:

The following letter has been sent to the Governor.

Dear Governor Rockefeller:

I have been a State employee for 32 years and a member of the Civil Service Employees Association for most of that time. In all these years, the CSEA, without any official status or recognition, was the only voice the civil service employees of this State had, and all the gains that we have made can be attributed to the untiring efforts of the CSEA.

Therefore, I was very deeply disturbed to read that you intend to go along with the PERB recommendation to set up five different bargaining agents for State employees and that you will cease contract negotiations with CSEA until such time as elections will be held in accordance with the board's recommendations.

I strongly believe that it is up to the State employees themselves, not the PERB, to decide whether they want one bargaining unit or five bargaining units and who that bargaining unit or units should represent.

You had rightfully and lawfully recognized the Civil Service Employees Assn. as bargaining agent for the State employees in this year's contract negotiations. In all fairness, CSEA should be allowed to conclude these negotiations and present a contract to its membership, so that when elections are held each employee can determine what the Association has and can do as contrasted with the claims of these other labor unions as to what they will do.

I urge you to reconsider your decision and reinstate bargaining with the Civil Service Employees Assn. until proper, unpressured, and meaningful elections can be held.

JULIA NEUBART
New York

D of E Chap., CSEA Sets Holiday Party

The Metropolitan Division of Employment chapter of the Civil Service Employees Assn. will give a Christmas-Chanukah Party on Dec. 10, 1968 at 6:30 p.m. at the 71st Regiment Armory, 33rd St. and Park Ave., New York City.

Tickets can be obtained by calling the following: Joy Gottesfeld for N.Y.C.—855-9325; Anthony Brassachio for Long Island—516 MU 5-7490; Paul Greenberg for Westchester—914 WH 6-7850.

Dr. Theodore Wenzl, president of CSEA, Alfred Green, director of the Division of Employment, Solomon Bendet, chairman of the CSEA negotiating committee, and Randy Jacobs, president of the Metropolitan Conference, have been invited.

John LoMonaco, president of the chapters, urges all local office representatives to help in making the party successful.

Fisher Named

J. Sheldon Fisher of Ontario County has been appointed a member of the de La Salle Tercentenary Commission, a temporary State commission.

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.")

Taylor Law Test

DOES THE PROHIBITION against strikes by public employees deprive them of due process of law and of the equal protection of the laws? In a scholarly opinion by Chief Judge Stanley H. Fuld, the Court of Appeals, our State's highest court, has answered this question (*City of New York v. John J. DeLury*, *New York Law Journal*, November 21, 1968, page 1).

JOHN J. DELURY and the Uniformed Sanitationmen's Association which he heads were found guilty of criminal contempt of court for willfully disobeying its lawful mandates. He was sentenced to fifteen days in jail and fined \$250. The union was fined \$80,000 and its right to check-off dues was forfeited for a period of eighteen months.

THE GENESIS of the difficulties of Mr. DeLury and the union was a work stoppage by the sanitation men of the City of New York from February 2, 1968 to February 10, 1968. In consequence, garbage accumulated on the City streets at the rate of 10,000 tons a day and created a serious health and fire hazard.

THE CITY OF New York obtained from the Court a temporary restraining order on the first day of the strike requiring the union leaders to instruct the members to return to work. A few days later, Special Term granted a preliminary injunction which similarly required Mr. DeLury to instruct the sanitation men to stop the strike.

DURING THE hearing on the City's application to punish the union and Mr. DeLury for criminal contempt, their attorney conceded that if the Corporation Counsel called sanitation men as witnesses to establish that Mr. DeLury had not instructed them to return to work, they would testify that "they did not receive any instruction from Mr. DeLury to go back, because Mr. DeLury did not send them out, and Mr. DeLury did nothing to bring them back."

THE UNION'S primary defense was that the Taylor Law, which mandates that public employees shall not strike, is unconstitutional for violation of the State and federal guarantees that "no person shall be deprived of life, liberty or property without due process of law." Judge Fuld overruled this contention on several grounds.

THE CONSTITUTION does not assure an absolute right to strike. The general rule is that the State may prohibit any strike if the prohibition is for the purpose of achieving a valid State policy, and the Taylor Law is reasonably designed to effectuate a policy against strikes by public employees as incompatible with our democratic form of government. As noted by Chief Judge Fuld, striking public employees, "by paralyzing a city through the exercise of naked power, could obtain gains wholly disproportionate to the services rendered by them and at the expense of the public and other public employees."

THE EQUAL protection of the laws clause was also relied upon by the union to attack the Taylor Law. However, Chief Judge Fuld pointed out that public employees do not have the right to strike possessed by private employees, because of factual differences between public and private employment. Thus, in the private sector, the need to prevent goods or services from being priced out of the market may restrain demands during collective bargaining negotiations. The only constraint in terms of public employee negotiations is the budget allocation. The preservation of the right of our legislative representatives to make budgetary allocations free from the compulsion of crippling strikes requires the regulation of strikes by public employees. There is no similar reason to prohibit strikes by private employees. Differences between public and private employment justify legislation prohibiting strikes by public employees, although there is no comparable legislation against strikes by private employees.

THE UNION also argued that it was entitled to a trial by jury. The right to a jury, however, was held by the Court to be unavailable to public employees in a criminal contempt of court proceeding, again because the legislative differentiation between strikes by public and private employees is reasonable, and, therefore, constitutional.

(Continued on Page 7)

State Offers Summer Jobs For Camp Sanitary Aides

Applications for camp sanitary aid in State institutions, with a weekly salary of \$105, are being accepted until Dec. 23 from all qualified State residents. Candidates who pass the test, scheduled for Jan. 25, will be eligible for summer 1969 jobs.

This is a field position, under the State's Department of Health. There will be several vacancies in various district offices involving employment during the summer resort season. Most jobs will begin in late May or in June, and will last through August or possibly September. A few of the jobs may begin about May 1 and continue for six to ten months.

At the end of each season, names of permanent employees will be placed on a preferred list from which they may be re-employed the following year without further testing.

A camp sanitary aide is usual-

ly required to furnish his own car, and all employees using their own cars are reimbursed at a rate of ten cents per mile.

To qualify, candidates must meet one of the following requirements on or before July 1, 1969: (a) satisfactory completion of a two-year course leading to an associate's degree, or of two years of a four-year course leading to a bachelor's degree, given at a recognized college or university or institute and including at least six semester credit hours in general science, biology, physics or chemistry;

Or, (b) satisfactory completion of one year of a two-year course leading to an associate degree, or one year of a four-year course leading to a bachelor's degree with specialization in engineering sanitary science, agriculture

or dairy science;

Or, (c) graduation from a standard senior high school (or possession of an equivalency certificate) and six months of cumulative experience as a sanitary inspector or investigator; or (d) one year of cumulative experience as a sanitary inspector or investigator;

Or, (e) an equivalent combination of training and experience.

A camp sanitary aide inspects sanitary facilities of camps, hotels, bathing beaches, and other public facilities in resort areas in order to enforce the provisions of the Sanitary Code. In cases of minor violations, he advises the necessary changes; in cases of repeated violations, or failure to cooperate, he refers the matter to his superior for appropriate action. He also makes reports on inspection to the district public health engineer.

Application forms may be obtained by mail or in person at the following State Civil Service Department offices: State Office Building Campus, Albany 12276; Room 1100, 270 Broadway, New York City, 10007; Suite 750, 1 West Genesee St., Buffalo, 14202, or Room 818, State Office Building, 333 East Washington St., Syracuse, 13202.

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Recurring permanent positions for clerk-typists, GS-1 to GS-4 (\$4,231 to \$5,145), and food service worker at \$2.19 per hour are available immediately with the U.S. Public Health Service Hospital.

All applicants for the clerk-typist position must be high school graduates. The starting level for those who pass the test will be determined by their score

and their experience.

Those wishing further information concerning these jobs should contact the hospital by telephone, 447-3010, ext. 214, or visit the personnel office, U.S. Public Health Service Hospital, Bay St. and Vanderbilt Ave., Staten Island, N.Y. The hospital will make arrangements for taking the exam for the jobs.



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LAW COLUMN

(Continued from Page 6)

IN SUMMARY, the Taylor Law, designed to prevent the paralysis of government by strikes of public employees, does not violate any constitutionally guaranteed rights. Court orders enforcing the Taylor Law's mandate against strikes are lawful orders willful disobedience of which constitutes criminal contempt of Court. Self interest must be curbed if necessary to protection of the public safety, health and welfare.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. ANTOINETTE MARIE GILLARD, Plaintiff, against EDWARD ANTHONY GILLARD, Defendant. Plaintiff designates New York County as the place of trial. The basis of the venue is Plaintiff resides in New York County. SUMMONS WITH NOTICE. Plaintiff resides at 2106 Eighth Avenue, New York, N.Y. County of New York. ACTION FOR A DIVORCE. To the above named Defendant, YOU ARE HEREBY SUMMONED to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Conciliation Bureau, whichever is sooner.

Dated, August 22, 1968.
LOEW & COHEN,
Attorney(s) for Plaintiff
Office and Post Office Address:
30 Vesey Street,
New York, New York 10007

NOTICE: The object of this action is to obtain a judgment of divorce dissolving the marriage between the parties on the grounds abandonment of plaintiff by the defendant for a period of over two years. The relief sought is: A judgment of absolute divorce in favor of the plaintiff dissolving forever the bonds of matrimony between the parties in this action. Alimony is not requested at this time. Possession of the marital residence. Counsel fees are not requested at this time.

NOTICE — TO EDWARD ANTHONY GILLARD:

The foregoing summons is served upon you by publication pursuant to the order of Hon. Vincent A. Lupiano, a Justice of the Supreme Court of the State of New York, dated Nov. 13, 1968, and filed with the complaint and other papers in the office of the Clerk of the County of New York, at the Court House, 60 Centre St., New York, N.Y. The object of this action is for absolute divorce.

Dated: Nov. 13, 1968.
LOEW & COHEN,
Attorneys for Plaintiff.

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. AVERIL L. GILL, Plaintiff, against KATHERINE McGRATH, ELIZABETH McGRATH, CATHERINE HEALY, ROSE CANNON, FRANK CANNON, MARY E. CANNON, THE STATE OF NEW YORK, THE CITY OF N.Y. & U.S. OF AMERICA. Defendants. Plaintiff designates New York County as the place of trial. SUMMONS. Plaintiff resides in New York County.

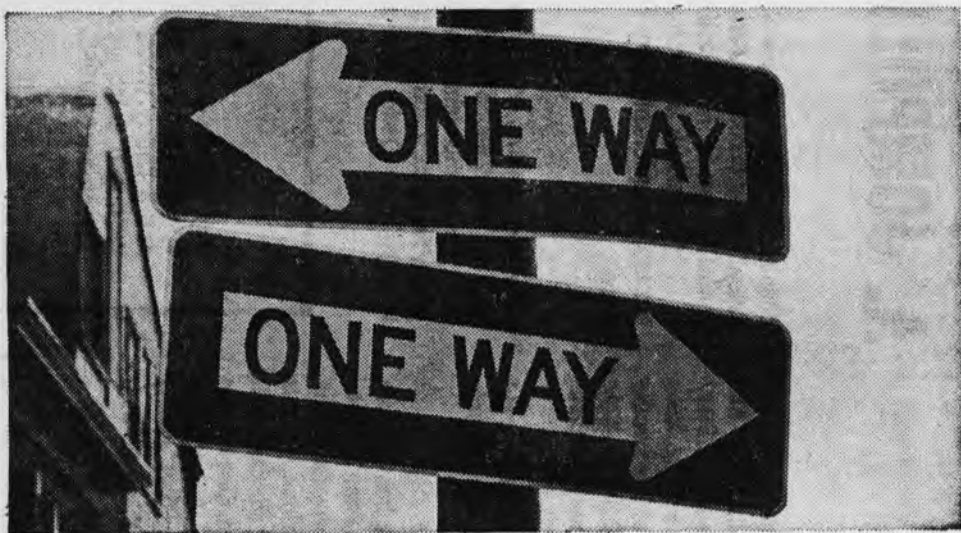
To the above named Defendants: YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney, within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated, October 29, 1968.
BENJAMIN SNEED,
Attorney for Plaintiff
Office and Post Office Address:
209 West 125th Street,
New York, N.Y. 10027

NOTICE — TO THE ABOVE NAMED DEPENDANTS:

The foregoing summons is served upon you by publication pursuant to the order dated Nov. 15, 1968, of Hon. Abraham N. Geller, a Justice of the Supreme Court of the State of New York, filed with the complaint and other papers in the office of the Clerk of the County of New York, at the Courthouse, 60 Centre St., New York, N.Y. The object of this action is to compel the determination of any claims adverse to those of the Plaintiff in the premises known as 411 West 146th Street and situate on the northerly side of 146th St. distant 142 feet westerly from the corner formed by the intersection of the westerly side of Avenue St. Nicholas with the northerly side of 146th St. being 16 feet 6 inches in width front and rear by 99 feet 11 inches in depth on either side, all as more particularly described in the complaint.

BENJAMIN SNEED,
Attorney for Plaintiff



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SCOPE OF BENEFITS Scope is a funny word. It can mean the number of services or it can mean the variety of care paid for. For example: Preventive care such as immunizations, even when no illness exists — yet.

Under the Type C GHI Family Doctor Plan, special emphasis is placed on payment, for such care as immunizations, annual physical examinations for adults, and well-baby care for infants.

Then again, no limitation is placed upon the location of the care received. GHI pays for doctor care anywhere in the world.

Ever hear that all health insurance plans are the same? Don't you believe it!

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Spanish Lace is right for Beth, a girl who is happy with classic but updated simplicity.

Judy. Everyone loves her, because Judy loves everyone. From the two-year-old boy she babysits to the cleaning woman in the dorm. Judy is going to be a teacher. But she can't wait to have a home of her own. One she can decorate in Early American. Judy and Jeff are being married soon. She's already selected the important things for their first apartment.

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QUESTIONS & ANSWERS
about
HEALTH INSURANCE



by
WILLIAM T. PARRY
Government Relations Manager
BLUE CROSS - BLUE SHIELD
Albany, New York

This Column will appear periodically. As a public service, Mr. Parry will answer questions relative to the Statewide Plan. Please submit your questions to Mr. Parry, Blue Cross Blue Shield Manager, The Statewide Plan, 1215 Western Avenue, Albany, N.Y. 12203. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. How long can I continue to cover my son who is a full-time student under the special student contract?

A. Full-time students, eligible under the dependent student contract, are covered until the student's 25th birthday. Once a student passes his 25th birthday, he can no longer be covered by the student contract, but does have the right to convert to a local Blue Cross-Blue Shield contract.

Q. We live near the Canadian border and my wife has been using a Canadian doctor for years. Now that I am a member of the Statewide Plan, will these doctor bills be covered under the Statewide Plan?

A. Yes. You may be treated by a doctor in Canada if you wish. Benefits under the Statewide Plan are the same in Canada as they would be here in the United States. Free choice of physicians as well as world-wide benefits are only two of the many excellent features of the Statewide Plan.

Q. Does the Major Medical portion of the Statewide Plan pay for the salaries of private duty nurses while one is hospitalized?

A. Private duty nursing is a covered expense under Major Medical as described in the booklet entitled The Statewide Plan.

Q. I was hospitalized for a heart attack. Now that I am out of the hospital, my doctor took a cardiograph test in his office. Am I covered for this expense on my Statewide Plan?

A. Yes. Any such expenses are covered by the Major Medical portion of your Statewide Plan with co-insurance and deductible factors applying.

Teachers! Overseas Opportunities For You

The Department of Defense, in cooperation with the New York State Employment Service, has announced that opportunities for American school teachers interested in working overseas are available again this year.

The teaching positions are located in overseas areas where U.S. military and civilian employees and their families are stationed. At the present time, the Defense Department's Dependents School System functions in 300 elementary and secondary schools in 28 countries throughout the world for over 160,000 children.

Applicants must be at least 21 years of age and have a bachelor's degree with 18 semester hours of professional teacher training. They must also have a teaching certificate, or be eligible for one, as well as two years of teaching experience within the past five years. Applicants for principal or other administrative positions require more training and experience.

The starting pay for a teacher with a BA degree and two years experience is \$6,195 per school year. Proportionately higher salaries are given for advanced degrees. Principal positions range from \$8,462 to \$12,174 per year.

In addition to the basic salary, housing is provided free or a housing allowance is paid. Transportation to and from the overseas station is also provided without charge.

Persons interested in these positions should either write for an application to the Education Unit, Professional Placement Center, N.Y. State Employment Service, 444 Madison Ave. in New York City, 10022, or telephone 688-0540.

5 Days—Only \$185

Lincoln's Birthday Tour To The Bahamas

The only peak-of-the-winter-season tour to the Grand Bahamas is now open for bookings by Civil Service Employees Assn. members and their immediate families. The trip will take place during the Lincoln's Birthday holiday running from Feb. 12 to 16.

Round trip jet transportation, deluxe dinner and breakfast, hotel rooms at the Sheraton-Oceans and reef golf are included in the price of just \$185.

Immediate application should be made by writing to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y., 11210. Telephone after 5 p.m.—(212) 253-4488.

Hearing Held

The City Civil Service Commission of New York has ordered a public hearing to be held today, Dec. 10, in Room 401, at 10:40 a.m., on the proposal to selectively certify the eligible list for bridge and tunnel officer, exam no. 1448, to fill vacancies in the title of parking enforcement agent.

Use Zip-Codes—Its Faster

Eight Days—Only \$285

Venezuela Tour Set For Feb. 8

A new winter offering is being made to members of the Civil Service Employees Assn., their families and friends in the form of an eight-day trip to Venezuela Feb. 8 from New York City.

The low cost of only \$285 includes round trip jet transportation, luxury hotels in Caracas and the mountains, gourmet breakfast and dinner and sightseeing. The Hotel Marca is a complete vacation resort in the mountains and offers free golfing, swimming, movies and a host of other activities.

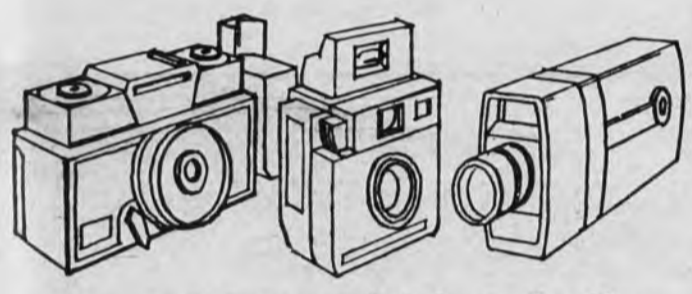
In Caracas, the Hotel Avila is secluded in fourteen acres of private tropical park, situated in the highest point of the capital city.

Space for this unusual offering is available now and may be had by writing to Randolph V. Jacobs, 762 East 217 St., Bronx, New York, 10467. Telephone (212) 882-5864 after 6 p.m.

Test Takers

Eight candidates took the practical-oral test for school custodian engineer on Dec. 2.

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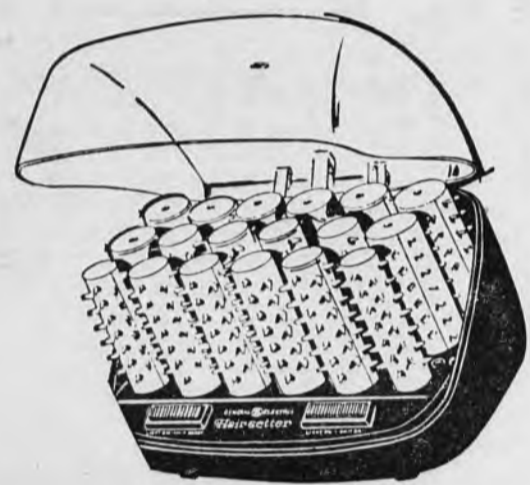
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Key Answers

(Continued from Page 5)

B; 62, B; 63, B; 64, B; 65, A; 66, D; 67, A; 68, A; 69, D; 70, C; 71, A; 72, B; 73, C; 74, A; 75, D; 76, B; 77, B; 78, B; 79, C; 80, D; 81, D; 82, C; 83, C; 84, D; 85, D; 86, A and/or C; 87, A; 88, A; 89, C; 90, C; 91, A; 92, D; 93, B and/or D; 94, A; 95, B; 96, B; 97, B; 97, C; 98, B; 99, D; 100, A.

EXAMINATION NO. 6560
PROMOTION TO SENIOR REAL ESTATE MANAGER
 Department of Real Estate
 Final Key Answers for Written Test Held Jan. 29, 1968
 1, C; 2, C; 3, B; 4, B; 5, A; 6, D; 7, A; 8, C; 9, D; 10, D; 11, C; 12, B; 13, B; 14, B and/or C; 15, A; 16, D; 17, B; 18, D; 19, C; 20, D; 21, B; 22, A; 23, A; 24, C; 25, C;
 26, A; 27, C; 28, B; 29, C; 30, D; 31, C; 32, A and/or D; 33, A; 34,

B; 35, A; 36, A; 37, D; 38, D; 39, A; 40, B; 41, D; 42, D; 44, A; 45, B; 46, A; 47, A and/or C; 48, A; 49, C; 50, A;
 51, B and/or C; 52, A; 53, A; 54, B; 55, C; 56, B; 57, A; 58, D; 59, A; 60, C; 61, A; 62, C; 63, B; 64, C; 65, C; 66, D; 67, A; 68, A; 69, D; 70, C; 71, A; 72, B; 73, B; 74, A; 75, D;
 76, B; 77, B; 78, B; 79, C; 80, D; 81, D; 82, C; 83, C; 84, D; 85, D; 86, A and/or C; 87, A; 88, A; 89, C; 90, C; 91, A; 92, D; 93, B and/or D; 94, A; 95, B; 96, B; 97, C; 98, B; 99, D; 100, A.

EXAMINATION NO. 6560
PROMOTION TO SENIOR REAL ESTATE MANAGER
 Department of Marine and Fisheries
 Final Key Answers for Written Test Held Jan. 29, 1968
 1, C; 2, C; 3, B; 4, B; 5, A; 6, D; 7, A; 8, C; 9, D; 10, D; 11, C; 12, B; 13, B; 14, B and/or C; 15, A; 16, D; 17, B; 18, D; 19, C; 20, D; 21, B; 22, A;
 23, A; 24, C; 25, C; 26, A; 27, C;

28, B; 29, C; 30, D; 31, A; 32, C; 33, B; 34, C; 35, C; 36, D; 37, A; 38, A; 39, D; 40, C; 41, A; 42, B; 43, C; 44, A; 45, D; 46, B; 47, B; 48, B; 49, C; 50, D; 51, D;
 52, C; 53, C; 54, D; 55, D; 56, A and/or C; 57, A; 58, A; 59, C; 60, C; 61, A; 62, D; 63, B and/or D; 64, A; 65, B; 66, B; 67, C; 68, B; 69, D; 70, A.

EXAMINATION NO. 8035, O.C.
FOR CAR MAINTAINER — GROUPS A and F
EXAMINATION NO. 7626, PROMOTION TO CAR MAINTAINER — GROUP A
EXAMINATION NO. 7627, PROMOTION TO CAR MAINTAINER — GROUP F
 New York City Transit Authority
 Proposed Key Answers For Written Test Held Nov. 9, 1968

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

EXAMINATION NO. 8035
SPECIAL SABBATH OBSERVER EXAMINATION FOR CAR MAINTAINER—GROUPS A and F
 New York City Transit Authority
 Proposed Key Answers For Written Test Held Nov. 10, 1968

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

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PROMOTION TO ASSISTANT SUPERVISOR (Buses and Shops)
 New York City Transit Authority
Examination No. 6564
Final Key Answers for Multiple-choice Questions of Written Test Held June 5, 1968
 1, C; 2, B; 3, B; 4, C; 5, B; 6, A; 7, B; 8, C; 9, D; 10, B; 11, D; 12, B; 13, A; 14, C; 15, D; 16, D; 17, A; 18, C; 19, D; 20, C; 21, C; 22, A; 23, D; 24, A; 25, C; 26, D; 27, A; 28, B; 29, B; 30, B; 31, D; 32, B; 33, C; 34, D; 35, A; 36, C; 37, C; 38, D; 39, D; 40, C; 41, A; 42, A; 43, D; 44, D; 45, A; 46, B; 47, A; 48, A; 49, B; 50, A.

Examination No. 6565
PROMOTION TO ASSISTANT SUPERVISOR (Cars & Shops)
 New York City Transit Authority
Multiple-choice Questions of Written Test Held April 27, 1968
 1, B; 2, C; 3, A; 4, D; 5, A; 6, D; 7, B; 8, D; 9, C; 10, C; 11, A; 12, A; 13, C; 14, C; 15, B; 16, D; 17, C; 18, D; 19, C; 20, A; 21, B;

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

New Applications For Lab. Tech. Accepted

A written examination for clinical laboratory technician will be given on January 25, 1969. Requirements are high school graduation and a knowledge of some phase of clinical laboratory procedure.
 Deadline for filing for technician examination is Jan. 3, 1969. Applications may be obtained by mail or in person from the Division of Laboratory Field Services, 455 First Ave. (Room 675), New York, N.Y. 100016.

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By A. L. PETERS

Board Releases Revised Schedule Of Teacher Tests

The following is a revised schedule of the dates set for the written tests that were postponed because of the unsettled school situation:

DAY HIGH SCHOOLS		
	Date of Original Test	New Date
Health & Physical Education (W)	11-6-68	12-18-68
Industrial Arts (M)	11-7-68	12-19-68
Laboratory Specialist (Biology & Gen. Science)	11-13-68	12-5-68
Laboratory Specialist (Physical Science & General Science)	11-13-68	12-5-68
Swimming & Health Instruction	11-6-68	12-18-68
JUNIOR HIGH SCHOOLS		
Fine Arts	11-6-68	12-18-68
French	11-6-68	12-18-68
General Science	11-12-68	12-17-68
Health & Physical Education (W)	11-6-68	12-18-68
Home Economics (W)	11-7-68	12-19-68
Industrial Arts	11-7-68	12-19-68
Laboratory Specialist	11-13-68	12-5-68
Mathematics	11-12-68	12-17-68
Music	11-6-68	12-18-68
Orchestral Music	11-6-68	12-18-68
Social Studies	11-18-68	12-12-68
Spanish	11-6-68	12-18-68
Typewriting	11-7-68	12-19-68
ELEMENTARY		
Common Branches	11-11-68	12-10-68
Early Childhood Classes	11-11-68	12-10-68
Library	11-4-68	12-3-68
SPECIAL SERVICES		
Classes for the Blind	11-19-68	12-23-68
Classes for Children with Limited Vision	11-19-68	12-23-68
Classes for Children with Retarded Mental Development	11-19-68	12-23-68
Health Conservation Classes	11-19-68	12-23-68
Homebound Children	11-19-68	12-23-68
Psychologist-in-Training	11-7-68	12-18-68
School Psychologist	11-7-68	12-19-68
School Social Worker	11-11-68	12-11-68
OTHERS		
Director of English	11-7-68	12-19-68
School Secretary	11-18-68	12-19-68

These represent new dates for the written tests only. New applications are not being accepted.

tion; and David Selden, president of the American Federation of Teachers, AFL-CIO.

The conference will begin at 9:30 a.m. in the St. George Theatre at 27 Hyatt St., where the principal speakers will address an audience of some 600 members of the teacher education departments of CUNY's senior colleges and other invited persons. After lunch the conference will enter its second phase (2p.m.) at Richmond College where group discussions will be held based on the morning's program.

Board Sets Hearing On Budget Dec. 19

A public hearing will be held by the Board of Education on the proposed Expense Budget submitted by the Superintendent of Schools for the fiscal year 1969-70 on Thursday, Dec. 19, beginning at 8:30 a.m. and continuing until all scheduled speakers have been heard. The hearing will take place in the Hall of the Board at 110 Livingston St., Brooklyn.

The Superintendent's budget request is submitted annually to the Board of Education which studies the request, holds a public hearing and formally adopts a budget for submission to the Mayor before Jan. 1.

The format of the Superintendent's budget request will differ from that of previous years. It will be separated in to requests for the districts and central Board activities, as well as a consolidated request.

Individuals and groups who wish to be heard at the hearing on Dec. 19 should address their requests in writing to Mr. Harold Siegel, Secretary, Board of Edu-

cation, 110 Livingston St., Brooklyn, N.Y. 11201, Room 1114. Requests to be heard must be received by Mr. Siegel's office by the close of business at 5 p.m. on Dec. 13.

Speakers for City-wide and borough organizations are requested to limit themselves to seven minutes. Speakers for local groups are requested to limit their presentations to five minutes. Written comments are invited and will be carefully considered. Anyone wishing to be heard who failed to send in a written request, will be called upon after all others on the speakers' list have been heard.

School Program Up For TV "Emmy"

The New York City school system's television station WNYC-TV (Channel 25) has been nominated as one of eight contenders for this year's "Emmy" awards. The golden statuette is given by the New York Chapter of the National Academy of Television Arts and Sciences to acknowledge excellence in the arts and sciences of television as seen locally.

Channel 25's entry is a program entitled "The Man and The Dream," a memorial tribute to the late Dr. Martin Luther King. It was written and produced by the Channel 25 staff under producer Florence M. Monroe's direction in the first hours following the assassination of the civil rights leader.

Mayor John V. Lindsay, Superintendent of Schools Dr. Bernard E. Donovan and the CBS Symphony Orchestra appeared in the program.

from 39.7 to 38.2; grade 8, 1.4 percent, from 49 to 47.6 and grade 9, 0.7 percent, from 50.3 to 49.6. In the national sample score, 50 percent are above and 50 percent are below the grade norm. Superintendent of Schools Dr. Bernard E. Donovan, who initiated the Focus on Reading program when he became Superintendent of Schools in September, 1965, commented on the report:

"I am heartened by the improvement in the early grades and look towards similar progress in the other grades as our remedial and preventive programs take hold. However, the needs of our pupils, especially those in poverty areas are so great that we must redouble our efforts to improve reading instruction."

"Only frustration and despair can result if we start children on the acquisition of more advanced areas of knowledge before they master the basic tools for handling it," he continued.

The Superintendent added: "Because the cooperation of parents and the entire school community is vital in our pursuit of excellence, the Board of Education and I will continue to inform them frankly and completely about the status of pupil achievement and about steps that need to be taken toward greater improvement."

Workshops Started For New Teachers

After-school workshops for recently-licensed teachers at all school levels—elementary, intermediate, junior and senior high school—are being organized in each of the 33 school districts of the New York City school system.

A staff of 350 experienced teachers, known as teacher-trainers, is being assigned to schools where additional professional assistance is considered desirable. The teacher-trainers are being selected by principals with the approval of the District Superintendent or Unit Administrator.

The workshops will be under the direction of each District Superintendent, who will determine the location of workshops within the district.

Deputy Superintendent of Schools Dr. Theodore H. Lang of the Office of Personnel initiated this project. He stressed that the trainers will supplement the normal teacher-training and curriculum development program carried out by school supervisors.

Raymond Greenstein is project coordinator of the workshops.

Teacher Education Conf. Is Tomorrow

The Division of Teacher Education of The City University of New York on Dec. 11 will hold its 18th Annual Teacher Education Conference on Staten Island. The subject of the day-long conference will be "Education and Politics: Who Shall Control Our Schools?"

Setting the trend of discussions will be Francis Keppel, former U.S. Commissioner of Education who is chairman of the board and president of General Learning Corporation, the educational affiliate of Time, Inc. and General Electric Company.

His speech will be responded to by Rhody McCoy, district superintendent of the Ocean Hill-Brownsville school district; Mrs. Elizabeth Koontz, president of the National Education Associa-

Special Conference Held In Capital

The mechanics of determining how well schools are doing their jobs was the main topic at a special conference held Dec. 4 in Albany at the request of State Education Commissioner James E. Allen.

The Commissioner's Conference on State and National Educational Assessment is designed to familiarize educators and the public alike with the national assessment of education program expected to get under way in April. Approximately 45 invited participants, including educators, representatives of business and industry, officials of various organizations, and members of the public-at-large attended.

The national assessment, first proposed several years ago, has been a controversial issue among educators from coast to coast. Many feel that the program, to be administered by a nonprofit corporation entitled the Committee on Assessing the Progress of Education (CAPE), feel that it is a first step toward national standards and government-prescribed courses.

An initial grant of \$370,000 from the U.S. Office of Education got the program started. In October, Congress appropriated \$1 million to finance the first year of a proposed three-year study.

Alan G. Robertson, director of the Department's Division of Evaluation, served as moderator for the conference and conducted a question and answer period following the afternoon session. Lorne H. Woollatt, associate commissioner for research and evaluation, summarized the conference.

In all, ten subject-matter areas were assessed, with science, writing, and citizenship planned for the first year. Literature, mathematics, reading, social studies, music, art, and vocational education will come later.

MAT Reading Scores Show Improvement

Board of Education efforts to improve early childhood education appear to be reflected in improvement in the Metropolitan Achievement Test reading scores in the early grades, according to a summary of City-wide grading test results for 1967-68 prepared by the Office of Educational Research.

A comparison of frequency distributions of scores for April, 1968, with those for April, 1967 shows a general upward trend for the early grades up through grade 5, according to the summary.

The report points to the results for the fourth grade as an "outstanding example" of improvement. The percent of pupils above the national norm increased from 33.9 in April, 1967, to 39.5 in April, 1968, an increase of 5.6.

Similarly, these following improvements are noted: grade 2, 0.1 percent from 45.1 to 45.2; grade 3, 3.9 percent, from 40.1 to 44; grade 5, 2.2 percent, from 37.1 to 39.3.

On the other hand, higher grades show a slight decrease, as follows: grade 6, 0.3 percent, from 41.6 to 41.3; grade 7, 1.5 percent,

Substitute Teachers Have Date Changed On Applic. Deadline

The final date for receipt of applications for licenses as substitute teacher of secondary-school subjects, early childhood classes, and special education, which was originally set as January 31, 1969, has been changed to December 16, 1968 at the direction of the Superintendent of Schools.

The agreement between the Board of Education and the U.F.T. states that no examinations for licenses as substitute teacher may be conducted after February 1, 1969. Therefore, an earlier cut-off date (December 16, 1968) for receipt of applications has been set to permit the Board of Examiners to complete by February 1, 1969 the examinations of all those who have filed.

Persons who are interested in obtaining a license as substitute teacher for service in the New York City public school system in the above license areas and who can meet the minimum eligibility requirements by September 1, 1969 should be urged to file their applications at once. Applications will not be receivable after December 16, 1968.

In place of the examinations for licenses as substitute teacher, the Board of Examiners will be announcing for this spring a new series of examinations for licenses as regular teacher for applicants who meet stated eligibility requirements.

CUNY Newsletter Starts Publication

Courier, a monthly newsletter published by The City University of New York, made its first appearance Dec. 2 as it was distributed to some 12,000 faculty members on 17 campuses, to officials, and members of the community interested in the university.

In one of its news stories, Courier reveals that in the year 1967-68 grants to The City University of New York for research, institutes, equipment, and construction were double those of the preceding year. Grants in 1967-68 totaled \$25.8 million.

The current issue also features stories on CUNY's testimony before the State Board of Regents for its 1969 legislative program, minority group enrollment goals, a new Chancellor's Student Advisory Council, the university's 1969 budget progress of the Faculty Senate, and various college items.

"Courier carries with it a strong sense of the university," Chancellor Albert H. Bowker said. "Although it is created as a service to faculty members at 17 units of CUNY scattered throughout the City, we believe it will also be welcomed by the growing number of people in the community who want to keep up-to-date on the doings of the university."

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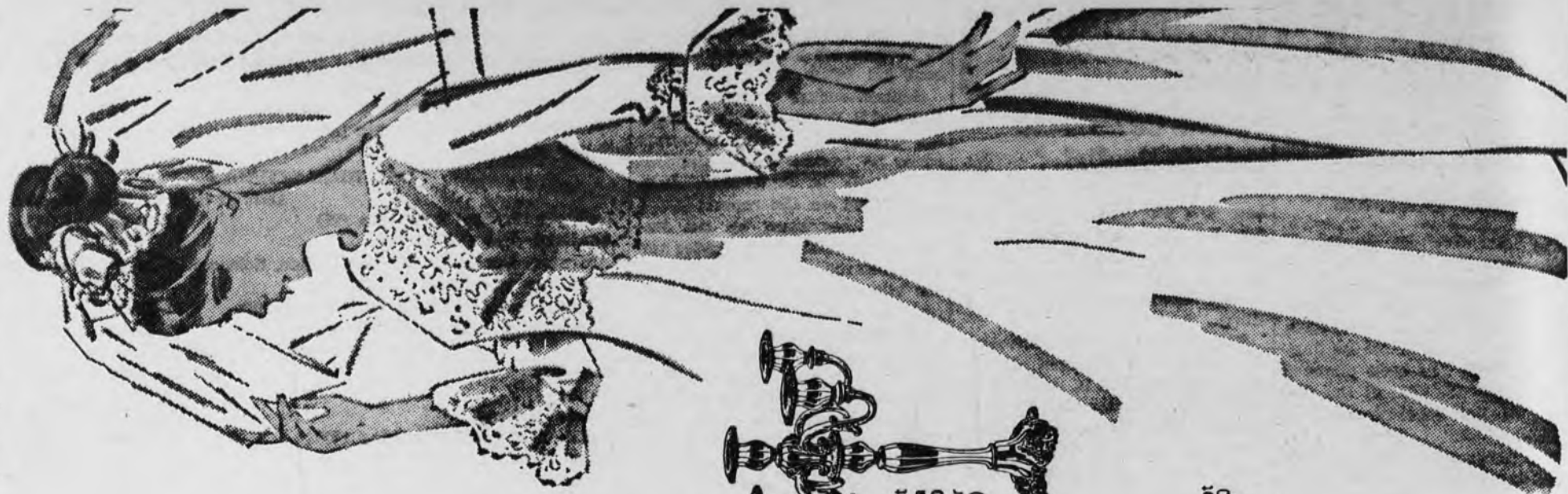
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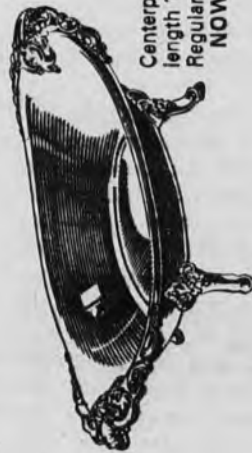
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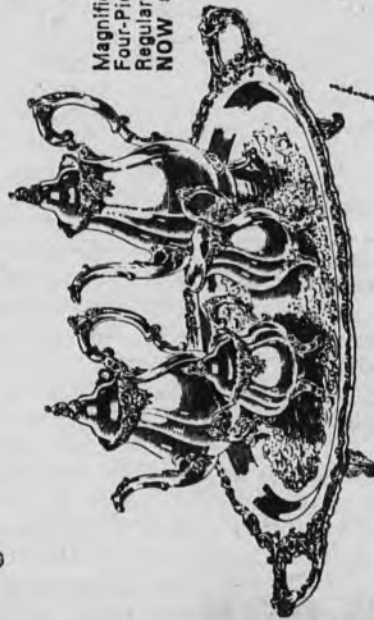
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obtained by visiting, writing, or calling the Federal Job Information Center, 26 Federal Plaza, New York, N.Y. 1007, Telephone No. (212) 264-0422. The announcement may also be obtained at the Public Health Service Hospital, any of the V.A. Hospitals in the area mentioned above, or at the main post offices in Brooklyn, Bronx, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Poughkeepsie, Peekskill, Poughkeepsie, Riverhead, and Yonkers and the St. George Station in Staten Island.

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CSEA Tells All

(Continued from Page 1)
"The union has cynically used mentally ill-people and a few misguided employees in an attempt to keep the Employees Association from bringing home the bacon for the State workers it so honestly and effectively represents," the spokesman declared.

CSEA has won a court injunction against the PERB stay order that is effective until this Friday and is pressing for resumption of negotiations.

Salaries

Here's what CSEA was putting pressure on to increase when contract talks were called off:

An average \$420 across-the-board pay increase for all State workers plus a \$100 geographical differential for employees working in the five New York City counties and Nassau, Suffolk, Rockland and Westchester counties. A \$100 annual night shift differential allotment to all State workers so employed.

Retirement

Guaranteed half-pay retirement after 25 years' service figured at

best three years of annual salary. Additional credit for service over 25 years computed at the rate of 1/60th for best three years of service and this would include Correction Officers as well.

These are just brief summaries and more details are given on page 16 of this issue. But it is important to remember that CSEA intends to use the above offers as the basis for producing an even better package of pay, retirement and fringe benefits for State workers.

'Hell Of A Note'

As CSEA moved to the attack on all fronts to get bargaining going again one CSEA spokesman noted wryly that "It's a hell of a note when a so-called public employee union turns out to be more anti-employee than the State or the PERB but we've handled bigger bluffers than Council 50 before and we'll do it again. In one way, I'm glad for the chance to expose that two-bit outfit for what it is and always has been — a high-priced dues collection gimmick."

Seneca Strike Vote

(Continued from Page 3)
increase which the employees had turned down.

At the same time, the salary of Frederick Morehouse, Seneca chapter president, was cut by the \$1,000 and Angelo Bianci was denied a pay increment.

Ray stressed that the chapter's fight was not with all members of the Board of Supervisors. He said the chapter and he both hope for the continued support from those members "who are reasonable men, those with integrity and with a sense of equity and justice."

Reprisal Charged

He said he is filing "reprisal" charges with the State PERB on behalf of Morehouse and Bianci.

The events leading to the breakdown of negotiations began when the supervisors rejected a contract which the chapter's committee thought had been agreed upon by the board's negotiators, led by Junius Supervisor Duane Marks. This pact included an eight percent pay increase, with a \$300 minimum, and other benefits.

Equivalency Classes At Marcy St. Hosp. Started By CSEA

A High School Equivalency Program was started at Marcy State Hospital on Dec. 3, 1968. A total of 33 applicants applied for the course; 23 were accepted.

The program is a continuance of a Statewide program instituted last Summer at Rockland State Hospital, Orangeburg, by the Civil Service Employees Assn. chapter there in cooperation with the Department of Mental Health. The program has grown to Statewide proportions as a joint service of DMH and CSEA.

Instructors are Mrs. Anne Finegan and Lawrence Fagan. The other 11 applicants may be considered for the next scheduled classes.

Remedial or helper classes may also be started.

Onondaga Chapter Beats Down Unions' Decertification Attempt

(From Leader Correspondent)

SYRACUSE — Onondaga chapter, Civil Service Employees Assn., has defeated an attempt to decertify it as the bargaining agent of the blue collar workers in the Onondaga County Highway Division.

The County Public Employment Relations Board (PERB) last week dismissed the petitions of two union locals seeking to decertify the CSEA unit and to certify them as bargaining agents for the highway employees.

Onondaga chapter earlier was named bargaining agent for all full-time county employees, except executive-supervisory and professional employees, registered nurses, deputy sheriffs and a few others.

The group represented by the chapter under the April 12, 1968, designation included about 2,400 employees, with 1,069 in the blue collar category. Of these latter, 278 were in the Highway Department.

The decertification petitions were filed by the American Federation of State, County and Municipal Employees and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America locals, each of which sought to be named bargaining agent for the 278 workers.

The CSEA unit opposed the petitions, with Earl P. Boyle, CSEA regional attorney, arguing for the chapter at hearings in September.

The county PERB found that, although the workers seeking to be grouped together are subject to common working rules, personnel practices and salary structure, "there is nothing in the record to indicate that blue collar workers of the Highway Division . . . must be in a separate unit to obtain effective representation."

Also, the board found, "it is apparent that blue collar employees are not relegated solely to the Highway Division. There are blue collar workers throughout the entire structure of the employer."

Classifications similar to those in the division are included in employees at the County Home, Di-

vision of Buildings and Grounds, and others.

"The petitioners have not attempted to distinguish between blue collar employees of the Highway Division and blue collar employees of any other division of the employer," the PERB said.

And, it said in the decision, "there is no real distinct difference with respect to major conditions of employment in the Highway Division with other divisions of the employer that would warrant the establishment of a separate bargaining unit."

CSEA Wins Again— Adds Newburgh Pact

(Special To The Leader)

NEWBURGH — The Newburgh unit of the Orange County chapter of the Civil Service Employees Assn. has signed a contract with the city covering the more than 170 employees it represents.

Among the items agreed to in the work pact are a basic five-day work week and the time and one half pay for overtime; double pay for Sundays and holidays; four-hour guarantee for overtime; the Friday after Thanksgiving off; five days bereavement leave; seniority and job protection for blue-collar employees and binding arbitration in grievances.

Jack Present, unit president, ratified the pact for the employees, while Theodore Maurer, city manager, acted on behalf of the city. Joseph J. Dolan, Jr., director of local government affairs for CSEA, praised Present's efforts at the bargaining table and his work on behalf of the members of the unit.

Also, the board found, "some weight must be given to the original unit determination."

The decision was announced by Kenneth R. Leach, PERB chairman.

Exec. Dept. Rep. Douglas A. Barr, Sr.

Omitted from the list of candidates for election as executive department representative on the Board of Directors of the Civil Service Employees Assn. was Douglas Barr, whose biography follows:

Barr started his employment with New York State in 1950 and had been employed by both the Office of General Services in Mental Hygiene and Education departments before coming to the Office of General Services in 1961. He is presently employed as a stationary engineer, working at the State Campus in Albany.

Barr has been an active member of the CSEA since 1950 and, in his earlier days, served successfully on various chapter committees. In 1962, he was elected vice-president of the O.G.S. chapter of the Executive Department. From 1964 to 1967, he served as delegate to the State CSEA, representing his chapter. He is currently serving as president of the chapter.

Barr, a native of Ogdensburg, lives in Albany with his wife and three children.

Justice Named

Charles J. Gaughan of Hamburg has been named a Justice of the State Supreme Court in the Eighth Judicial District.

Thruway

(Continued from Page 1)
ter, any public employee.

"Council 50 has proven time and again that it is incapable of delivering a decent contract for any of the employees it represents.

"The Teamsters union, which represents workers in private industry, knows absolutely nothing about the problems and complexities involved in this area. To put it simply, they are in this game for the money. They've reached the end of the line in their organizing attempts and are extending their soiled tentacles into what they consider to be a 'fair game.'"

The CSEA chief further stated that the Employees Association is ready with a contract, highlighted by demands for a \$2,500 across-the-board pay hike, a 20-year non-contributory half pay retirement plan, a welfare fund, shift differential request, much-needed improvements in health insurance, overtime, and dozens of other changes in working conditions.

"This time," Wenzl said, "the Thruway management will not be able to hide behind the Taylor Law. They'll have to talk with us at the bargaining table where CSEA should have been a year ago, had it not been for the interference from the money-grabbing unions."



NEW BROOME OFFICERS

Dr. Theodore C. Wenzl, left, State CSEA president, swears in three newly-elected officials of the Broome chapter of CSEA at a chapter dinner in

Vestal. From left: Wenzl, Richard N. Petrisko, new chapter president; Armand Cionciosi, first vice-president, and Miss Ida Gialanella, second vice-president. Petrisko succeeded John E. Herrick, who did not seek re-election.

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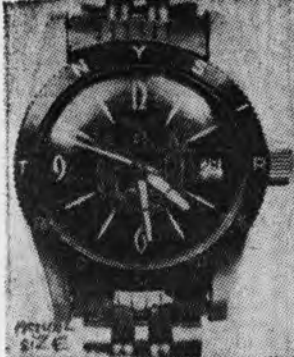
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THE INSIDE STORY OF WHAT STATE EMPLOYEES MAY LOSE BECAUSE PERB BLEW THE WHISTLE ON CSEA NEGOTIATIONS

CSEA had already won firm offers from the Governor's Negotiating Committee on many important salary, retirement and other CSEA demands before the unofficial coalition comprised of PERB, the Governor's office, Council 50, and various vague political sources finally succeeded—through a combination of illegal actions and assorted hanky-panky—in stopping CSEA's bargaining talks for 124,000 State employees. Because of the break in negotiations, CSEA is now free—and owes to its members—to reveal what the State was willing to give.

The following salary increase was offered by the State, but was rejected by CSEA's negotiating committee as grossly insufficient:

1. SALARIES (Rejected by CSEA)

- Four percent across-the-board with a \$250 minimum annual raise for each employee effective next April 1. (Equivalent to \$420 across-the-board per employee.)
PLUS
- \$100 additional salary adjustment for each State employee working in Bronx, Kings, New York, Queens, Richmond, Nassau, Suffolk, Rockland and Westchester Counties.
PLUS
- \$100 additional salary adjustment for all State employees working

on an evening or night shift.

PLUS

- An additional salary increase for State employees hired between April 1, 1968, and March 31, 1969, to make up the difference between the ten percent pay increase granted on April 1, 1968, and the \$600 minimum pay increase granted at that time to those employees less than \$6,000 and in State service prior to April 1, 1968.

Following CSEA's rejection of the above offer, the State Negotiating Committee agreed to try to find additional money to come closer to meeting CSEA's salary demands. Had negotiations continued, there is every reason to believe a much better offer would have been reached.

The following offer had been worked out between the State and CSEA to improve the State employees' retirement program:

2. RETIREMENT

- (1) 1/50th of final three-year average salary for each year of service for employees with 25 years of service. (Guaranteed half-pay after 25 years of service.)
- (2) Service in excess of 25 years would receive additional pension credit at the rate of 1/60th of final three-year average salary for each year of service beyond 25 years. (Correction officers are included in this plan.)

- (3) Employees with less than 25 years of service would be eligible to receive a pension equal to 1/60th of final three-year average salary for each year of service at age 55.
- (4) Vesting after ten years of service at the 1/60th rate. Vesting after 25 years of service at the 1/50th rate.

Because of the stopping of negotiations, the above benefits as they stand—let alone any chances of further improvements—are now in danger of being lost to State employees. Who's to blame? . . . All those mentioned above who were a party to stopping CSEA's negotiations!

ON THE POSITIVE SIDE, CSEA WILL TAKE ALL POSSIBLE STEPS TO:

1. Make the State come through with at least what has already been offered, and
2. Resume negotiations and push for a final offer which will be far better than the inadequate commitments made thus far.

In addition to the firm offers made by the State on salary and retirement benefits, the following demands were tentatively agreed to by the Governor's Negotiating Committee:

- | | | |
|---|---|--|
| <ol style="list-style-type: none"> 1. Retirement allowance to be based on three-year final average salary. 2. Elimination of the requirement that overtime worked be taken as compensatory time-off during the same work week, thereby providing for payment in cash at 1½ times an employee's regular rate of pay for work in excess of 40 hours per week. 3. Guaranteed minimum of one half day's pay to employees called to work for emergency duty outside of regular work hours for a period of less than 4 hours. 4. Employees disabled in the line of duty to have time on Workmen's Compensation leave credited toward time required to earn their annual increment. 5. Full salary protection for employees affected by automation. | <ol style="list-style-type: none"> 6. Toll-free passage over the Triborough Bridge for Manhattan State Hospital employees who drive their own cars to work and who do not live on the institution grounds. 7. Elimination of the requirement that an employee must have contributed to the retirement system for five years before he can vest. 8. 100 percent of the current pension benefit to be used for vesting under the retirement system. 9. Full life insurance coverage on loans from the retirement system effective 30 days after the effective date of the loan. 10. A provision whereby employees who failed to transfer service credit from one retirement system to another may do so at a later date and gain all | <p>benefits available, providing such employees give notice to both retirement systems of their desire to transfer all credits earned in the first system. Such employees will be required to deposit in the second retirement system the total amount of contributions withdrawn from the first system.</p> <ol style="list-style-type: none"> 11. For current retirees under the State Employees Retirement System, extension of eligibility for cost-of-living supplemental benefits to pensioners receiving annual retirement incomes up to \$8,000, instead of the present \$7,000 ceiling. 12. Provide four three-day holiday weekends for State employees similar to the arrangement enacted by the Congress of the United States. 13. Increase from \$2,000 to \$4,000 the Paid-up Death Benefit for Retired State Employees. |
|---|---|--|

Tentative agreement was also reached on these important improvements in the State Health Insurance Program:

BLUE CROSS COVERAGE:

- a) Make Covered-in-Full Hospital Services available for 365 days during each hospital confinement, instead of the present 120-day availability of such services.
- b) Increase from 30 to 120 days provision for Full Hospital Services for confinement for mental or nervous disorders.
- c) Cover Out-patient diagnostic X-ray and laboratory services at 80 percent of cost.
- d) Increase Routine Delivery Maternity Indemnity from

\$100 to \$150.

- e) Provide benefits in approved extended care facilities identical to Medicare.

BLUE SHIELD COVERAGE:

- a) Increase Maternity Allowance from \$100 to \$150.
- b) Provide In-patient psychiatric coverage on a benefit schedule basis.

MAJOR MEDICAL COVERAGE:

- a) Increase total Major Medical Benefit from \$20,000 to \$50,000.

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