

GARY J. PERKINSON, DIR.  
PUBLIC REL. CIVIL SERV  
ICE EMPLOYEES ASSN. IC  
9 FLK ST  
ALBANY, NY 12207 FLE

## Nassau CSEA's 15-Pt. Program Leads Off With 12% Pay Demand

(From Leader Correspondent)

MINEOLA—The Nassau chapter, Civil Service Employees Assn., has submitted a 15-point package of demands headed by a bid for a 12 percent across-the-board pay increase with a minimum boost of \$750 for all employees.

The package was presented to Nassau County Executive Eugene H. Nickerson by Irving Flaumenbaum, chapter president, who has charged Nickerson with the responsibility for continuing negotiations with CSEA pending the determination of bargaining units and representatives under the Taylor Law.

The wage and benefits demands were estimated at \$10,000,000 to \$15,000,000, Flaumenbaum asserted.

Other demands are:

- Fully paid hospital and dental insurance;
- Five percent shift differential;
- Time and one half for overtime;
- True longevity after 10 and 15 years;
- Five weeks vacation after 12 years;
- Pay for stand-by time;
- Eight days personal leave instead of five;
- Reduced case loads for probation and Welfare case workers;
- Parity in pay with New York City levels for registered nurses, licensed practical nurses, jailors, deputy sheriffs, probation officers and Welfare workers;
- Disability insurance;
- Cash for unused sick leave on retirement or separation;
- Sick time accumulation to 160 days instead of 150 days;
- Death benefit of \$2,000 after

retirement; and

- Twenty years retirement with guarantee of one half pay.

### Bulletin

ALBANY—It was learned at Leader press time that the Civil Service Employees Assn. had received from the State Division of the Budget for review and comment proposed rules to implement payments of work shift differentials won by CSEA for State employees in last year's legislature. A CSEA spokesman said that initial review of the tentative rules revealed "certain shortcomings" which would immediately be appealed to the Budget Director. A complete report on the rules and the reaction of the Employees Association will be carried in next week's Leader.

### Rossiter Says Thanks

ROCHESTER—William J. Rossiter Jr., fourth vice president of the Civil Service Employees Assn., recovering from a recent illness, is at his home at 215 Linden St., in Rochester.

Rossiter wishes to express his deep gratitude to all those thoughtful persons who sent their get-well messages and for their many other acts of kindness. Rossiter expects to undergo surgery on Nov. 20.



**RETIREES** — Edward L. Greenberger, assistant director of the Finance and Audit Bureau of the State Division of Housing and Community Renewal, was honored recently by his co-workers and Division officials at a celebration marking his retirement after 34 years of public service. Pictured above, Greenberger, left, receives a scroll for outstanding service from State Housing Commissioner James W. Gaynor. Greenberger had been with the Division of Housing since its inception in 1940. Earlier he had served with the State Board of Housing and the State Tax Department.

## More To Come

# CSEA Drive For Sole Recognition Hits New High — 78 Jurisdictions

(Special To The Leader)

ALBANY—The 155,000-member Civil Service Employees Assn. has been recognized as the collective bargaining agent for thousands of public employees in 78 jurisdictions throughout New York State since September 1, the Association announced today.

The State Association said that in the majority of the jurisdictions, it was named as the exclusive employee representative.

The local governments named CSEA as the collective bargaining agent under authority granted by the Public Employees Fair Employment Act or Taylor Law which became effective Sept. 1. The law, for the first time, gives public employees of the State government and its political divisions, down to the smallest village, the right to enter into contract negotiations with their employers and to select the employee organization which will represent them in collective bargaining.

Included in the number of jur-

isdictions recognizing CSEA are 17 counties, 14 cities, 7 towns, 12 villages, 20 school districts and 9 other public employers, varying from a county sanitary district to the State University Construction Fund.

A spokesman for the Employees Association also expressed optimism that Nassau County shortly will designate CSEA to represent its 12,000 employees. The downstate county only recently ruled that a single bargaining agent will represent its employees. The Association claims a majority of the workers belong to it and the

spokesman said "it is only logical that CSEA will be named the employee representative."

Joseph F. Feily, president of CSEA, said: "In less than two months, a large number of local jurisdictions have recognized CSEA as the bargaining agent for their employees. The list is growing and certainly is indicative of the high esteem in which CSEA is held by the leaders on all levels of government in New York State."

The Employees Association has sent letters to every local government in the State where it has members asking that it be recognized as the employee representative. On the State level, CSEA officials have met on two occasions with Governor Rockefeller's negotiating team on the question of recognition. In addition, CSEA leaders have filed the affirmation of "no-strike" with the State and has outlined in detail its final position as to why it should be recognized. Among the major factors cited by the Association in its position was that CSEA represented 103,000 out of 130,000 State workers and because of its experience in head-to-head negotiations with the State down through the years, CSEA says it has continuously fought for better pay and fringe benefits for State

(Continued on Page 3)

## Mental Hygiene Attendants' Committee Decrys Time Lapse On Title Reallocation Appeals

(Special To The Leader)

ALBANY—The Civil Service Employees Assn.'s special Mental Hygiene Attendants' Committee has voiced deep concern over the length of time being taken by the Division of Classification and Compensation in reaching a determination on appeals filed by the Employees Association calling for upward reallocation of positions in the psychiatric attendant series.

"Months ago," said Felice Amodio, committee chairman and its spokesman, "CSEA filed appeals with the division for reallocation of the following:

- "Attendant, grade 6 to grade 10;
  - "Attendant (TB service), grade 7 to grade 11;
  - "Psychiatric senior attendant, grade 7 to grade 11;
  - "Psychiatric senior attendant (TB service), grade 8 to grade 12;
  - "Psychiatric staff attendant, grade 8 to grade 12;
  - "Psychiatric staff attendant (TB service), grade 9 to grade 13;
  - "Psychiatric supervising attendant, grade 14 to grade 18;
  - "Psychiatric attendant, grade 14 to grade 18 and;
  - "Psychiatric chief supervising attendant, grade 17 to grade 21."
- Amodio conveyed his committee's view to CSEA officials while

attending a State Special Mental Hygiene Committee meeting in Albany. The chairman said:

"More and more programs are being introduced within the Department of Mental Hygiene which depends on the work performed by psychiatric attendants for their success or failure. As a result of these new programs involving the care and treatment of our mentally ill citizens, the psychiatric attendants have had additional responsibilities heaped upon them. Orientation and in-service training programs are aimed at the assumption of a more and more semi-professional status by these employees."

The CSEA has asked that a quick and favorable determination be rendered by the Director of Classification and Compensation on these appeals.

Going Places? See Pp. 2 & 15

*Don't Repeat This!*

### Mixed Vote Seen Among L. I. Civil Service Voters

WHILE there is a tendency among some civil service organizations to move toward outright endorsements of political candidates the gen-

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# Don't Repeat This!

(Continued from Page 1)

eral trend continues to be a mixed one, wherein public employees cross party lines to give support and endorsement to office seekers of both parties when the particular candidate has made positive civil service stands or actions.

This thesis is supported by a sampling of public employee voting sentiment on Long Island. In both Nassau and Suffolk Counties, Eugene Nickerson and H. Lee Dennison, the respective incumbents for County Executive, appear to be holding a good lead among civil servants. This is due largely to the fact that they have been in office long enough to have built up good employee records and relationships.

Dennison has been helped against his opponent Gilbert Hanse, by a "foot-in-mouth" mistake by Hanse when the latter alleged publicly that civil service tended to stifle individual ambition and performance among employees. This slip of the tongue was doubly helpful to Dennison at a time when he was experiencing some slippage in public relations with county employees over a proposed minimal pay raise. In the balance, however, he appears to have a leading edge with local government aides because of his record of improving work and wage conditions in the county for a period of years.

This is not to say that Democrats running as members of the Board of Supervisors in Suffolk hold the same attraction. All the incumbent supervisors are Republicans and among them Charles W. Barraud, Supervisor of Brookhaven, and Evans E. Griffing, Shelter Island Supervisor, rank as favorites among local employees.

### Nickerson

Civil servants in Nassau County have made great strides under the administration of Eugene Nickerson and he is generally considered

to be a strong favorite among the rank and file county employee. Wages, working conditions and fringe benefits have progressed steadily during his tenure of office, marred only by an occasional lapse in public employee relations. He is much admired for his sincerity and honesty in dealing with civil servants.

Nickerson's opponent, Sol Wachtman, has a good civil service record as Supervisor of North Hempstead but, oddly enough, has not used it as part of his campaign record. Among Nassau's Board of Supervisors members, sentiment seems about evenly divided between Democrats and Republicans. GOP favorites appear to be Ralph G. Caso, presiding supervisor of the Town of Hempstead, and Joseph Muldoon, Mayor of Glen Cove.

Democrats who have a good reputation with Nassau civil servants are said to be "Fritz" Costigan, supervisor of Long Beach, and Michael Petito, supervisor of Oyster Bay.

This appears to be the general sentiment among Long Island's civil service voters. But no one will know the true story, of course, until after Nov. 7. What has to be remembered, however, is that the civil service vote is a big one everywhere and they can make the difference in races not only on Long Island but throughout the State.

## Wendelken To Head New York Delegation At Suggestor's Talks

Charles L. Wendelken, president of the New York chapter, National Association of Suggestion Systems and Co-ordinator of the Employees' Suggestion Program, New York City Transit Authority, will head the New York chapter delegation to the 25th Annual Conference being held at the Edgewater Beach Hotel, Chicago, Ill., Oct. 25-24.

Wendelken will address the National chapter officers on the necessity for greater involvement with their governmental officials.

### Elevator Inspector

The New York City Department of Personnel has announced that qualifying performance tests were administered to 29 candidates for elevator inspector last week.

### 10 Days—9 Nights

## Miami Beach Offered For First Time

For the first time, members of the Civil Service Employees Assn. and their immediate families are being offered a 10-day stay in Miami Beach in an all-inclusive program from Jan. 20 to 29.

For only \$265, tour members will receive private room with bath at the Algiers Hotel in Miami Beach, round trip jet transportation, full breakfast and gourmet dinner daily, free chaise lounges in the sun, and nightly entertainment and dancing.

Reservations are limited and immediate application should be made to Sam Emmett, care of Crown Peters Travel Service, 711 Eighth Ave., New York, N.Y., 10036. Telephone numbers are (21) Circle 7-7780 and, after 5 p.m., 253-4488.

### 10 Days — \$299

## Bahama Tour At Christmas Is Now Open

A Christmas tour to Grand Bahama Island from Dec. 22 to Dec. 31 is now open to Civil Service Employees Assn. members and their immediate families. The 10-day tour will depart from New York City and return there.

Included in the price of \$299 are round-trip jet transportation, gourmet breakfast and dinner, air-conditioned rooms at the Oceanus Hotel, entertainment and some parties.

For reservations and information brochures, write at once to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Telephone after 5 p.m. is (212) 253-4488.

## MHEA To Meet At Concord

ROME—The State Mental Hygiene Employees Assn. will meet at the Hotel Concord on Kiamasha Laek on Oct. 29, 30 and 31, according to Frank Costello of Marcy State Hospital, association president.

Delegates from some 37 State hospitals of the Department of Hygiene will attend the sessions which will consider changes in the constitution and by-laws, upgradings and the need for a public relations program.

Keynote speaker will be Bernard Silberman, MHEA attorney.

## 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 Graduate School of Public Administration.

## The Sizzling Fuses

THE EASIEST way to start our enthusiasm bubbling is for someone to come up with solutions to problems, which have been bugging civil servants for a long time.

IT IS VERY likely that architect-planner-engineer Albert Mayer has developed solutions to bad housing, bad environment, people crowding, and even joblessness caused by industry's flight from city to suburb.

IN "THE URGENT FUTURE: People, Housing, City, Region" (McGraw-Hill: \$16.50), Mr. Mayer offers some strong medicine to cure the environmental diseases of the cities. (If the medicine is strong, so are the diseases.)

CIVIL SERVANTS who have been fighting a losing battle with some of these diseases will tell you that slum housing, rotten living environment, crowding people into small areas, and lack of jobs are the sizzling fuses leading to explosions of violence.

WE THINK ALL civil servants, whose official duties include trying to find temporary or permanent solutions to all these seemingly insoluble problems, should read the series of prescriptions Mr. Mayer has written to halt the environmental epidemic.

CIVIL SERVANTS do not always realize it, but they do wield tremendous influence in suggesting programs of action, particularly in their areas of expertise. Just about everyone in civil service is involved in "the people crisis" our cities are facing.

AND WE HAVE long since discovered that a city doesn't have to be a gargantuan like New York City to explode into violence.

MR. MAYER an old and expert hand at planning new cities, put the word "urgent" in his book's title because he says "we are in the midst of an endemic and at the present time exacerbated urban - national crisis", which has been building up over many decades.

OUR CIVIL SERVICE readers in the field of housing, city planning, welfare, and police enforcement, can say "amen" to that.

But how do we accelerate from a crawl to super-sonic speed to extinguish the red-hot fuses?

THE STRONG MEDICINE suggested by Mr. Mayer includes:

- A minimum of 250,000 low-rent public housing units each year for 20 years.
- Sharply increased construction of co-ops and limited dividend housing with money coming from insurance companies and philanthropic foundations.
- Build on vacant land, avoiding re-location problems.
- Pursue an aggressive program of integration.
- Re-sell FHA-reposessed homes to minority families "now chained to the ghetto."
- Disperse urban renewal projects so that each neighborhood has concrete evidence of its own improvement.
- Locate new office buildings in slum areas.

MR. MAYER ALSO wants city governments to decentralize their operations, moving part of its work into new buildings in slum areas and away from traffic-jammed downtown areas. He suggests that insurance companies and banks transfer their record-keeping and mechanized operations into slum areas, too.

THIS COLUMN has discussed that creeping giant called "megalopolis" on several occasions, as one more problem facing the civil service corps.

MR. MAYER WARNS against "megalopolis", which he says could lead to urban strangulation. He wants vacant land, new towns, self-sufficient new cities of 75,000 to 260,000 built from scratch to avoid to blight of the unwieldy city.

WHAT MR. MAYER urges is really not pie in the sky. He has done a good deal of what he suggests in Canada, Israel, India, and he is now working on a new city in a "new region"—Maumelle, Ark., a city for 60,000 people on the Arkansas River.

WELL, ITS AXIOMATIC in public relations: when you have unusual problems, you must evolve unusual solutions. After civil servants read Mr. Mayer's book, we may have a downpour of some new solutions for those sticky problems.

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Telephone: 212 BEEKMAN 3-6010  
Published Each Tuesday at 209 Lafayette St. Bridgeport, Conn.

Business and Editorial Office: 97 Duane St., New York, N.Y. 10007  
Entered as second-class matter and second-class postage paid, October 3, 1939 at the post office at Bridgeport, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.

Subscription Price \$5.00 Per Year Individual Copies, 10c



**FAREWELL** — Three retirees at the State Psychiatric Institute were honored recently at a party given by their fellow employees. The retirees were Clifton Thomas, a steam fireman for 35 years; Caesar Fragiaco, a head cook for 19 years; John Porpora, a maintenance painter for 16 years. Farewell gifts were presented to each retiree by Dr.

Lawrence C. Kolb, the Institution director. Seen above from the left, are: R. J. Devlin, the Institute's steward, Salvatore Rutero, member of the Board of Directors of the Civil Service Employees Assn.; Dr. Kolb; Caesar Fragiaco; John Porpora; and Clifton Thomas.

## CORRECTION CORNER

By AL FOSTER, President  
N.Y.S. Department of Correction  
Civil Service Conference

### Charlie Lamb

I HAVE ASKED Mr. Paul Kyer, editor of The Leader, to allow me to revive one more issue of the former "Correction Corner" in memory of Charles Lamb, Correction sergeant from Sing Sing Prison, who once wrote this column.

**CHARLIE LAMB** was a dedicated Correction Officer as well as a dedicated civil servant to the people of the Correction Department as an elected representative.

**WHEN I FIRST** met Charlie some 18 years ago, it was at a Correction Conference meeting with the Commissioner of Correction as a delegate from Sing Sing Prison. Being a dynamic worker, Charlie quickly earned recognition in the Conference serving as secretary-treasurer and then president. He then was elected to serve as Correction representative on the Board of Directors of our State CSEA. At the same time he also was an elected officer of the Southern Conference. In a short time he became the first Correction officer to be elected to a vice-presidency of the State CSEA, in which position he had served for the past 12 years until he passed away. In this later position he had made many friends throughout the State.

**I WORKED** closely with Charlie over the past 18 years and no one really knows, except his family, how many hours Charlie spent writing letters, writing the Correction Corner, traveling, making appearances and speeches and attending hearings in behalf of the people in Correction as well as people in other State Departments. Much of this was done on his own time—as Charlie was dedicated to his work.

**CHARLIE HAS** gone from our midst but his accomplishments will live on.

## CSEA Recognition Drive

(Continued from Page 1)

workers for several decades.

### Victories to Date

A breakdown of local jurisdictions granting recognition to CSEA follows:

**COUNTIES** — ~~Broome~~, Cayuga, Chemung, Clinton, Cortland, Columbia, Franklin, Jefferson, Montgomery, Putnam, Schenectady, Seneca, Schoharie, St. Lawrence, Steuben, Sullivan, and Tompkins.

**CITIES** — Auburn, Elmira, Glen Cove, Long Beach, Malone, Middletown, Newburgh, Mt. Vernon,

Ogdensburg, Oneida, Oneonta, Schenectady and White Plains.

**TOWNS** — Rotterdam, Hempstead, North Hempstead, Oyster Bay, Big Flats, New Rochelle and Clarkstown.

**VILLAGES** — Freeport, Massapequa Park, Valley Stream, Garden City, Williston Park, Floral Park, Mineola, Sea Cliff, Bayville, Matinecock and East Rockaway.

**SCHOOL DISTRICTS** — Warwick Valley, Averill Park, Malone, Garden City, Farmingdale, Ocean-side, Jericho Public Schools, Valley Stream, Plainview, Mohonas-

en, New Rochelle, Lakeland, Ravena - Coeymans - Selkirk, Central School District, Union Free District No. 22, Clinton School District, Whiteboro, North Hartford, Tarrytown, Portchester.

**MISCELLANEOUS** — Sanitary District 1 and 2 of Nassau County, South Farmingdale Water District, Atlantic Bridge Authority, Long Beach Library System, State University Construction Fund, Elmira Water Board, Village of Lynbrook Department of Public Works and White Plains Housing Authority.

## Herrick Re-elected By Broome Chapter

**BINGHAMTON** — John E. Herrick has been re-elected president of the Broome chapter of the Civil Service Employees Assn.

Herrick, a land claims adjuster with the Department of Public Works, won by a vote of 230 to 170 over Joseph Gabor, a probation director who has been a CSEA chapter director for several years. Herrick was first elected a year ago.

Others elected for one-year terms this month were John Tangi, first vice-president; Douglas Bentley, second vice-president; Mrs. Dorothy Winters, treasurer, and Miss Donna Mastronardi, secretary.

The five members elected to the Board of Directors out of a field of 11 candidates were Francis Vavra, Mrs. Thomasine Wheeler, Miss Ida Gialanella, Gerald Allen and Arthur Kelley.

# CSEA COMMITTEE REPORT

## Public Relations

By RAYMOND G. CASTLE

Arrangements for placement of the film "Accent on Service" were completed late last Spring and reports for the distributing service which arranges for showings in commercial theaters, as well as reports from our correspondents, chapters and units throughout the State, indicate the revised version of the movie is getting a great deal of exposure and a favorable response from all who see it. A copy of the film was sent to each conference with an accompanying letter urging conference presidents to alert civic, service, social, and all other organizations within their areas on the film's availability and to make every effort to keep the film in use. A second letter was sent to all chapter presidents advising them of the film's availability upon request to headquarters or their conference, and suggesting that they make definite plans to show the film at local events of one kind or another.

The public relations committee is again gratified to note that its recommendations of recent years to expand the field staff have been acted upon. Several years ago, the committee recommended the number of field representatives be increased to 20—with the most recent addition to the field force, the Association now has 22 field representatives. While the committee finds the growth of the field staff encouraging, it feels that the size of the CSEA staff is still far from adequate. A case in point is the public relations department itself, which has remained at its same size for years, despite the

membership growth of more than one hundred per cent in the past seven or eight years. The committee recommends that the Association seriously consider creation of two new public relations positions with the title of "communications specialist", in a salary range comparable to the State's Grade 16. In view of the diversity and the pace of Association work in the public relations department, the committee feels that this title and grade would be most appropriate.

In its report to the delegates' meeting last March, the committee pointed out the desirability of setting aside a fund of several thousand dollars for public relations purposes in coping with emergency situations which are inevitable in the battle for survival which lies ahead in the arena of collective bargaining under the new law. Such emergencies would demand quick access by direct mail to our entire membership, or a statewide advertising campaign, specialized literature and other communication materials—all of which cost considerable money. To take care of these sizable expenditures, the committee last March recommended that \$10,000 of the special public relations fund of \$13,000 then the CSEA budget be set aside for use in securing specified outside talent such as advertising agencies, public relations firms, etc., subject to the approval of the budget committee and the president. Since then, however, over \$10,000 of CSEA's public relations budget was used to pay for the revised movie. The committee now recommends that the same amount of \$15,000 contained in the 1966-67 budget be continued in the 1967-68 budget for emergency uses.

Expanded services mentioned earlier and the clear cut need for still more personnel to serve our members in

the complex area of collective bargaining immediately ahead make it apparent that the future plans of this committee and the Association will depend on increased income. The committee will have additional recommendations as soon as increased funds become available.

The Civil Service Leader is in the process of increasing the services provided by regional correspondents. The Leader feels it could provide better coverage for important chapter events throughout the State by offering the regional correspondents a flat fee to attend and report on those events. To accomplish this, The Leader will send out letters to chapter presidents explaining the new plan and instructing them how to request such coverage from The Leader in advance of the event.

The committee takes this occasion to congratulate the Onondaga chapter for its impressive display of initiative recently when, to attract city and county employees to a joint organizing meeting, the chapter laid out considerable money to buy a half-page ad in the local newspaper. The committee commends the chapter for this action. It is this kind of local activity, including the expenditure of money by individual chapters, which will be vitally necessary in the period of more intensified collective bargaining about to begin.

Once again, the committee extends to its fellow committees and other groups within the Association the offer of its assistance in public relations matters whenever it may be desired.

Committee members included Clara Boone, Viola Demorest, William Forsbach, Arthur Kasson, Lorraine B. Maloy, Henry Marier, Frank H. Otwell, Fannie Smith, Richard Weber and John S. Wyld.

William J. Rossiter served as consultant to the committee.

## John Colbert Heads Poughkeepsie Unit

POUGHKEEPSIE — Edward J. Gusty, Civil Service Employees Assn. field representative, and William P. Schryver, president of the Dutchess County chapter of the CSEA, spoke on the various procedures established by the recently enacted Taylor bill at a meeting of the chapter's Poughkeepsie unit recently in the Dutchess County Grand Jurors' Room. A question and answer period was also conducted by the approximately 40 persons present.

Gerard Reilly, chairman of the nominating committee, submitted

the slate of officers for reelection, which was accepted unanimously. The officers include John W. Colbert, president, Daniel E. Kelly, first vice president, Ralph Bauerle, second vice president, Rose Roglieri, secretary, Lois Cunningham, treasurer, and William Weiss, sergeant-at-arms.

### Car Maintainer, Gr. E

Some 100 candidates for car maintainer—group E (NYCTA), took practical examinations last week, the City Personnel Department has reported.

## Suffolk Co. Seeks Sr. Court Clerks

Suffolk County has announced that there will be an examination for Senior Justice Court Clerk on Nov. 18. The last day for applications for this exam will be Nov. 3. The usual salary range for this position is \$4,000 to \$5,000. The exam will consist of a written test.

To qualify for this position, applicants must have graduated from high school and have four years of clerical experience, two of them in a supervisory capacity; or, a satisfactory combination of the above education and experience.

For further information contact the Suffolk County Civil Service Commission at the County Center, Riverhead, or telephone PA 7-4700, ext. 249.

In various Federal agencies in Washington, D.C. and vicinity.

Copies of the announcement (No. WA-7-09, writing and editing positions, Printed Media, Radio Television, Motion Pictures) and other related information may be obtained from the Inter-Agency Board of U.S. Civil Service Examiners for Washington, D.C.

### Positions For Document Analysts

The Defense Intelligence Agency, of the United States Department of Defense, Washington, D.C. has immediate openings for grade 7 and grade 9 document analysts and abstractors. The salary for these jobs is \$6,451 for grade 7 and \$7,696 for grade 9. These positions demand college degrees.

For further information, contact Room 2E-239 at the Pentagon, Washington, D.C.

Remember—Mail Moves The Country—but—Zip Code Moves The Mail!!!

### Editorial Positions

Writing and editing positions, at GS-9 (\$7,696) through GS-12 (\$10,927) are currently available

## 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 a.m. to 6 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 566-2720.

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

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

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

### STATE

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

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

### FEDERAL

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

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

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

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# Civil Service LEADER



**America's Largest Weekly for Public Employees**  
Member Audit Bureau of Circulations  
Published every Tuesday by  
**LEADER PUBLICATIONS, INC.**  
97 Duane Street, New York, N.Y.-10007 212-8EEKmon 3-6010  
Jerry Finkelstein, Publisher

Paul Kyer, Editor James F. O'Hanlon, Executive Editor  
Joe Deasy, Jr., City Editor Carol F. Smith, Assistant Editor  
N. H. Mager, Business Manager

#### Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474  
KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, Federal 8-8350  
10¢ per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, OCTOBER 24, 1967

## A Better Pension

**M**UTUAL cooperation between a large number of often feuding City labor organizations, aimed at passage of a proposed legislative measure to guarantee all non-uniformed employees at half-pay pension after 25 years shows clearly the new understanding on the part of the organizations for the need of such cooperation. Uniformed employees have enjoyed a 20 year pension for many years.

The need for a more liberal City retirement policy has been apparent for several years. Private industry, long a follower in the matter of such enlightened employee benefits, has caught up to and passed government in establishment of pension plans.

We cite the joint work of these cooperating organizations and urge Mayor Lindsay and the City Council to provide the required message of necessity to the State Legislature when it is required.

## Lest We Forget

**L**AST week, the New York City Fire Department marked the first anniversary of the death of 12 firefighters who lost their lives while fighting a fire in Madison Square.

At the time of their death these men were performing their sworn duty—the protection of life and property of the people of the City of New York.

The people of New York City owe a debt of gratitude to firefighters who are continually ready to join their fallen comrades to spare another's life or to protect his property.

Let us all remember these and other firemen with a silent prayer every time we hear the apparatus roll to what could be the firefighters' final alarm.

## U.S. Service News Items

By JAMES F. O'HANLON

### House Passes Pay Bill; Final Senate Vote Due

The House of Representatives last week passed the three-step Federal raise pay bill which calls for immediate raises of 6 percent for Postal workers and 4.5 percent for Federal classified personnel, retroactive to Oct. 1 and two other raises by 1969 which would bring them, it is hoped, to a level of comparability with private industry.

The House passed the bill, which was drawn up by the Post Office and Civil Service Compensation subcommittee, headed by Morris Udall of Arizona, by a 318 to 89 vote.

The bill has now been passed on to the Senate where hearings are now being conducted by its Post Office and Civil Service Committee on the merits of a Federal pay raise, for final passage before submission to the President.

In one surprising move, all employees of the Office of Economic Opportunity were excluded from any pay raise this year by an

amendment to the approved bill sponsored by Rep. Edward J. Gurney, a Republican of Florida.

The Office of Economic Opportunity was singled out for exclusion by Gurney because he felt there are too many highly paid employees in that agency right now.

His amendment was approved by a 86-68 vote. Gurney said, "If you want a chance to vote on poverty war salaries here is your chance right now. I think it will be a popular decision with the people back home."

Free Booklet on Social Security, Mail only. Leader, Box 8, 97 Duane St., New York, N.Y., 10007.

## LETTERS TO THE EDITOR

### Shares Margolin's View On Civil Service

Editor, The Leader:

I was delighted with Leo J. Margolin's article, "Your Public Relations I.Q.," in the Oct 10 issue. As a career teacher I have long shared Margolin's view that the mass media, especially the daily press, has far too long looked at the civil service employee as a second-rate citizen, someone to be tolerated, as one tolerates a poor in-law or an uninvited guest at the dinner table. In reality the purveyors of such dogma actually behave as parasites, feasting on the flesh and blood of their hosts. If only these misguided "civic minded" pundits realized that were it not for the vital services rendered by the members of the civil service, not a single individual could long survive, not a single business or enterprise could long flourish.

I was especially repulsed by editorial comment in the Daily News. In analyzing the Nunez decision in the UFT-Shanker-Board of Ed. action, the editorial writer referred to members of the civil service as "hired hands" and "public servants." I took objection to these ill-chosen references and wrote the following letter to the editor. To the best of my knowledge, my letter has not appeared in the Voice of the People column. Nor have I received any response from the editor.

I sent the following to the Daily News.

"Your editorial in regard to the Nunez decision in the Shanker-UFT-Board of Ed. action is one which will certainly bear re-appraisal with the passing of time. I wish, however, to register my objection to two phrases in that editorial. Men and women who feel impelled to dedicate their lives to public service, at a great personal sacrifice and self-deprivation, should not be referred to as "hired hands" or "public servants."

"The hands are only two organs of the human body, hardly more significant than the heart, the mind, and the soul. As for the second reference, I vividly recall that teachers were once reverently referred to as "masters." Perhaps, the attitude expressed in your editorial is a sign of our times and accounts in large part for the rapid decline in American culture and morals in recent years. When teachers are again looked up to as masters and not servants, the tide may yet be reversed and our society will steer a new course away from nihilism, a course that will lead ultimately to progress for mankind and just dignity for the individual."

JESSE SODDEN  
Brooklyn, N.Y.

### Benefits Stands On Own Merits

Editor, The Leader:

While not debating the merits of the Transportation Bond Issue referred to both in your "Don't Repeat This" and an editorial, I feel strongly that the arguments for a wage increase for State employees and a full, 1/60th retroactive pension plan stand on their own merits and should have nothing to do with the passage of the bond issue.

Public employees earn their pay raises—they should not have to

## 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.")

### Self Incrimination

**BOTH SECTION 1123** of the New York City Charter and Article I, Section 6 of the New York State Constitution are probably unconstitutional, at least in part. These provisions have the effect of rendering inapplicable to public employees when questioned by the Grand Jury concerning the conduct of their office, the Fifth Amendment privilege against self incrimination. Refusal to sign a waiver of immunity from prosecution or to answer questions results in automatic discharge from employment.

**THE RECENT** case of *Gardner v. Broderick*, decided by the Court of Appeals on July 7, 1967, reviewed Gardner's dismissal from his position as a Patrolman in the New York City Police Department for refusal to waive his privilege against self incrimination upon being questioned by a Grand Jury investigating accusations of bribery of police officers in connection with illicit gambling. He was told that his refusal to sign a waiver of immunity from prosecution would result in his discharge from the Force.

**THE CHARTER** and constitutional provisions place the public employee on the horns of a dilemma. If he signs the waiver of immunity his testimony may support a criminal prosecution against him. If he refuses to sign the waiver of immunity in reliance upon his Fifth Amendment privilege, he may avoid prosecution for crime, but lose his job.

**WRITING FOR** a unanimous Court, Chief Judge Fuld held that the City charter provisions were unconstitutional to the extent that they compelled the police officer to waive his constitutional privilege against self incrimination by threats that he would otherwise be dismissed. The threat of dismissal would invalidate the use of such coerced testimony against him in a criminal proceeding.

**HOWEVER, THE** issue in the Gardner case was a different one. Granting that if Gardner testified before the Grand Jury for fear of otherwise losing his job, his testimony could not be used against him in a criminal prosecution, could his refusal to testify be the basis for his dismissal from employment without a hearing?

**IN SPEVAK v. Klein**, distinguished by Judge Fuld from the Gardner case, the United States Supreme Court held that an attorney could not be disbarred for refusal to testify concerning his professional conduct on the ground that such testimony would tend to incriminate him. Yet, Judge Fuld, in reliance upon a concurring opinion by Justice Fortas in the Spevak case, ruled that Gardner's discharge was constitutional for the reason that, as a public employee, he owed a duty to give information relating to his fitness for office. Justice Fortas said that a lawyer, though practicing under a State license, is not treated like a public employee with an obligation to account to the State for his actions. The distinction between a public employee and the lawyer and other licensed persons, like doctors, barbers or chauffeurs, warrants compelling the public employee to surrender his constitutional privilege to the degree necessary to assure his complete candor concerning his employment.

**IT IS ACCEPTED** that resort to the Fifth Amendment privilege against self incrimination may be consistent with innocence. Moreover, automatic forfeiture of civil service employment is contrary to the strong public policy of our State favoring civil service tenure in office and the guaranty that dismissal shall follow only upon proof of incompetency or misconduct after a fair hearing.

**THE HOLDING OF** the Gardner case that the provision for automatic discharge of a public employee for refusal to testify before a Grand Jury concerning his employment is constitutional, may operate unfairly in some cases. One of the desirable changes proposed by the recent constitutional convention would, accordingly, modify the provisions for automatic discharge. The imposition of this extreme penalty would depend upon the circumstances of the individual case as revealed by a hearing as to the employee's fitness for office.

gamble with them at the polls, whether or not the transportation issue is a success.  
The bond issue should benefit the whole State if passed. The just benefits to which civil servants are entitled must be granted,  
**LOUIS BUSSELL,**  
State Insurance Fund, CSEA  
New York City

# Key Answers For Budget Examining Tests Released

The New York City Department of Personnel has released the following sets of key answers for examinations given either on Sept. 30 or Oct. 1. All of the key answers are rating key answers except those for the promotion to assistant budget examiner and promotion to budget examiner examinations, which are proposed answers. Written requests for appointments to file protests against these proposed key answers must be submitted before Oct. 30.

## PROMOTION TO BUDGET EXAMINER

(Bureau of The Budget)

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

## BUDGET EXAMINER

- 1, B; 2, C; 3, D; 4, D; 5, D; 6, A; 7, C; 8, A; 9, B; 10, A; 11, D; 12, A; 13, D; 14, B; 15, A; 16, B; 17, C; 18, D; 19, A; 20, D; 21, B; 22, B; 23, C; 24, A; 25, D; 26, C; 27, C; 28, B; 29, D; 30, B; 31, D; 32, C; 33, B; 34, B; 35, Delete; 36, D; 37, C; 38, B; 39, C; 40, B; 41, B; 42, A; 43, C; 44, B; 45, B; 46, B; 47, B; 48, B; 49, A; 50, A.

- 51, C; 52, A; 53, B; 54, B; 55, C; 56, B; 57, C; 58, B; 59, B; 60, C; 61, D; 62, A; 63, A; 64, C; 65, C; 66, A; 67, B; 68, C; 69, B; 70, B; 71, C; 72, B; 73, C; 74, D; 75, A and/or B; 76, C; 77, B; 78, D; 79, A; 80, C; 81, D; 82, B; 83, A; 84, C; 85, C; 86, B; 87, D; 88, B; 89, A; 90, D; 91, B; 92, B; 93, D; 94, A; 95, A; 96, A; 97, A; 98, C; 99, B; 100, D.

## BUDGET EXAMINER

(Sabbath Observer Test)

- 1, D; 2, B; 3, C; 4, A; 5, B; 6, C; 7, B; 8, B; 9, C; 10, B; 11, C; 12, D; 13, A and/or B; 14, C; 15, B; 16, D; 17, A; 18, C; 19, D; 20, B; 21, A; 22, C; 23, C; 24, B; 25, D; 26, B; 27, A; 28, D; 29, B; 30, B; 31, C; 32, B; 33, B; 34, C; 35, D; 36, A; 37, A; 38, C; 39, C; 40, B; 41, B; 42, A; 43, C; 44, B; 45, B; 46, B; 47, B; 48, B; 49, A; 50, A.
- 51, D; 52, B; 53, A; 54, B; 55, C; 56, D; 57, A; 58, D; 59, B; 60, B; 61, C; 62, A; 63, D; 64, C; 65, C; 66, B; 67, D; 68, D; 69, A; 70, C; 71, A; 72, B; 73, A; 74, D; 75, A; 76, D; 77, B; 78, D; 79, C; 80, B; 81, B; 82, Delete; 83, D; 84, C; 85, B; 86, C; 87, B; 88, D; 89, A; 90, A; 91, A; 92, A; 93, C; 94, B; 95, D; 96, C; 97, A; 98, B; 99, B; 100, C.

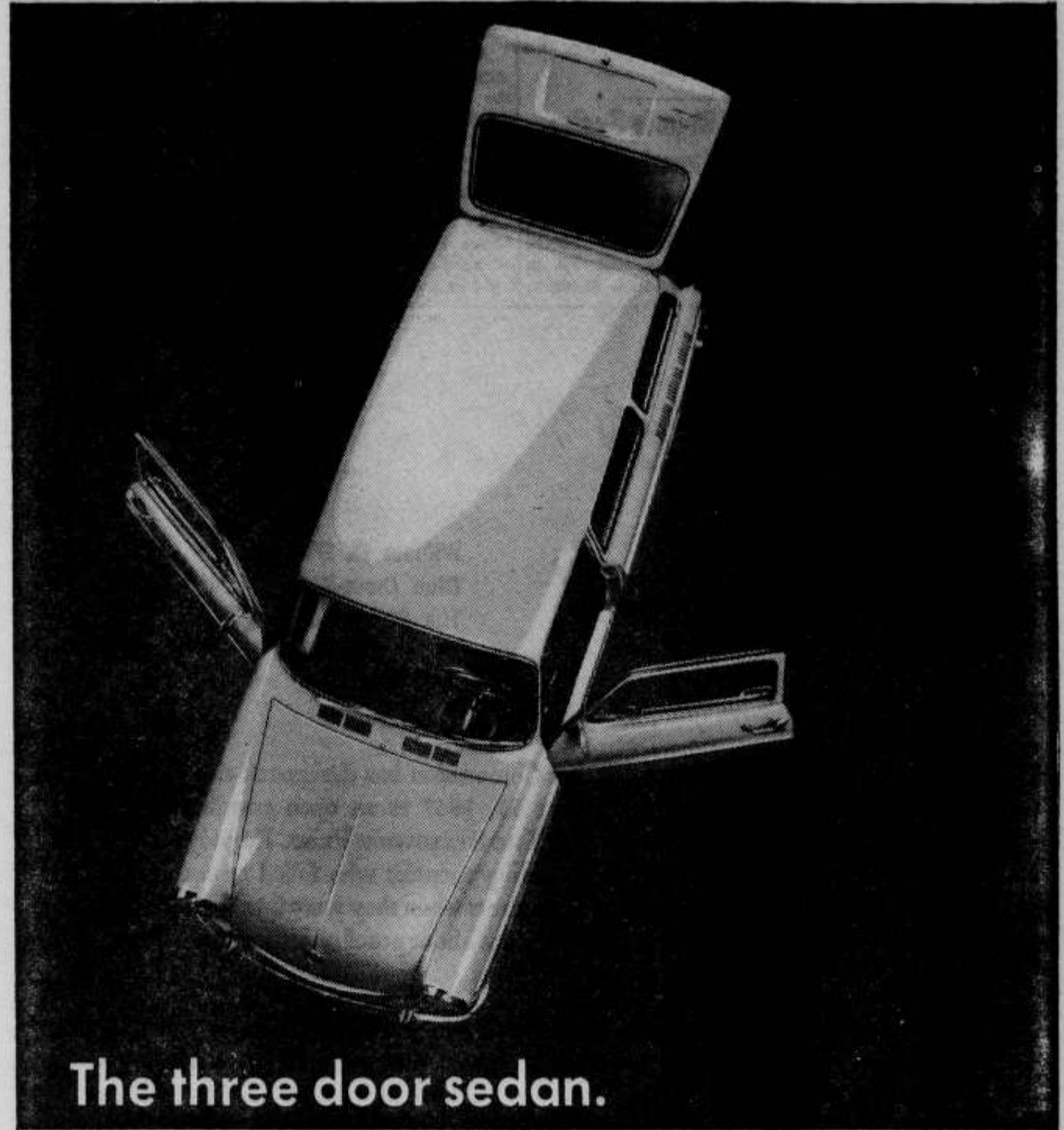
## PROMOTION TO ASSISTANT BUDGET EXAMINER

(Bureau of The Budget)

- 1, C; 2, B; 3, D; 4, C; 5, D; 6, C; 7, B; 8, B; 9, B; 10, C; 11, D; 12, A; 13, C; 14, C; 15, A; 16, D; 17, A; 18, B; 19, C; 20, D; 21, D; 22, B; 23, C; 24, D; 25, A; 26, C; 27, A; 28, A; 29, C; 30, C; 31, B; 32, C; 33, B; 34, A; 35, A;

(Continued on Page 12)

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# The three door sedan.

This Volkswagen has a door on the left to let in the driver. (That's one.) A door on the right to let in the passengers. (That's two.) And a door in the back which is like the tailgate of a conventional wagon. (That's the third, and do you need any more than that?)

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- Bayside Bay Volkswagen Corp.
- Binghamton Roger Kresge, Inc.
- Bronx Avaxo Corporation
- Bronx Brown-Balk Motor Corp.
- Brooklyn Aidan Volkswagen, Inc.
- Brooklyn Economy Volkswagen, Inc.
- Brooklyn Kingsboro Motors Corp.
- Buffalo Jim Kelly's, Inc.
- Elmsford Howard Holmes, Inc.
- Fulton Lakeland Volkswagen, Inc.
- Geneva Dochak Motors, Inc.
- Glens Falls Bramley Imports, Inc.
- Hamburg Hal Casey Motors, Inc.
- Harmon Jim McGlone Motors, Inc.
- Hempstead Small Cars, Inc.
- Hicksville Walters-Donaldson, Inc.
- Hornell Suburban Motors, Inc.
- Horseheads H. R. Amacher & Sons, Inc.
- Hudson John Feore Motors, Inc.

- Huntington Fearn Motors, Inc.
- Inwood Volkswagen 5 Towns, Inc.
- Ithaca Ripley Motor Corp.
- Jamaica Manas Volkswagen, Inc.
- Jamestown Stateside Motors, Inc.
- Johnstown Valley Small Car Corp.
- Kingston Amerling Volkswagen, Inc.
- La Grangeville Ahmed Motors, Ltd.
- Latham Academy Motors, Inc.
- Massena Seaway Volkswagen, Inc.
- Merrick Saker Motors Corp., Ltd.
- Middletown Greenspan Motors, Inc.
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- New Hyde Park Auslander Volkswagen, Inc.
- New Rochelle County Automotive Co., Inc.
- New York City Volkswagen Bristol Motors, Inc.
- New York City Volkswagen Fifth Avenue, Inc.
- Newburgh F & C Motors, Inc.
- Niagara Falls Pat Dillon, Inc.
- Olean Olean Imports, Inc.
- Oneonta John Eckert, Inc.
- Pittsburgh Celeste Motors, Inc.
- Queens Village Weis Volkswagen Corp.

- Rensselaer Cooley Motors Corp.
- Riverhead Autohaus Corporation
- Rochester Breton Motors, Inc.
- Rochester F. A. Motors, Inc.
- Rochester Mt. Read Volkswagen, Inc.
- Rome Seth Huntley and Sons, Inc.
- Roslyn Dor Motors, Ltd.
- Sayville Bianca Motors, Inc.
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- Valley Stream Val-Stream Volkswagen, Inc.
- Watertown Harbin Motors, Inc.
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- Woodbury Courtesy Volkswagen, Inc.
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- Yonkers Dunwoodie Motor Corp.



### Police Cadet Trainees Sought

The Police Cadet Project of the Board of Education's Manpower Development Training Program is seeking young men 18½ to 27 years of age and at least 5' 7" tall for a special training program to prepare them for entering a police career.

While a high school diploma is a requirement, applicants who do not have a high school diploma are also eligible as they will receive training which will prepare them for the high school equivalency test. Trainees will receive a stipend of from \$20 to \$70 per week, depending on their family status. The present need is es-

pecially great for young men who understand the problems of people in poverty areas.

Applicants may apply through their Local Youth Opportunity Center or State Employment Service by asking for the Manpower Counselor. The Commonwealth of Puerto Rico at 322 West 45th Street, New York, N.Y. is also accepting applications for this Manpower Project.

### Suffolk County Seeks Justice Court Clerk

Applications are being accepted until Nov. 3 for a Nov. 18 written examination for Justice Court Clerk in Suffolk County. Salaries in this position range from \$3,400 to

\$4,260 according to jurisdiction. The eligible list established from this examination will be used to fill present and future vacancies in this County position.

Applicants must be high school graduates or have two years of experience in general clerical work or a satisfactory equivalent combination of both.

The Justice Court Clerk performs specialized clerical work in the courtroom and office of a Justice Court and performs related work as required.

### Clerk-Stenographer

The Eastern Division, Naval Facilities Engineering Command, is in need of clerk-stenographers GS-4 at a salary of \$4,776 a year

A high school diploma may be substituted for one of the two years of experience that is required.

These positions require applicants to qualify in the civil service stenography examination. Report in person to 90 Church St., Room 544, New York City.

For further information contact the Suffolk County Civil Service Commission at the County Center, Riverhead, or telephone PA 7-4700, ext. 249.

Candidates must be a resident of Suffolk County for at least six months prior to the date of the examination.

**Remember—Mail Moves The Country—but—Zip Code Moves The Mail!!!**

## Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. Next week's programs are listed below

#### Monday, October 23

- 4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.
- 6:00 p.m.—Community Action — Ted Thackrey moderates program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 9:00 p.m.—New York Report — Lester Smith hosts interviews between City officials and visiting newsmen.

#### Tuesday, October 24

- 4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.
- 7:00 p.m.—What's New In Your Schools? — Information about City schools.

#### Wednesday, October 25

- 4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 8:00 p.m.—New York's Revised Penal Law—Program No. 4 — "Anticipatory and Relational Offenses."

#### Thursday, October 26

- 3:00 p.m.—Staff Meeting on the Air (live)—Department of Welfare series.
- 4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

#### Friday, October 27

- 4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.
- 10:00 p.m.—New York's Revised Penal Law—Program No. 4 — "Anticipatory and Relational Offenses."

#### Saturday, October 28

- 7:00 p.m.—Community Action — Ted Thackrey moderates program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

*A Reminder from*

William G. O'Brien  
Blue Cross-Blue Shield Manager  
The Statewide Plan

The President of the Civil Service Commission has designated the period June 1, 1967 through October 31, 1967 as an open enrollment period for eligible employees to join THE STATEWIDE PLAN. Employees and retirees of the State and participating agencies who failed to enroll themselves and/or their eligible dependents when they were first eligible, may do so during this five month period without proof of insurability.

#### Eligible for enrollment are:

1. Eligible employees and retirees who have not previously applied for enrollment,
2. Eligible employees, retirees and/or their dependents who were denied coverage on the basis of unsatisfactory "Statements of Health",
3. Eligible employees and retirees who voluntarily cancelled their coverage,
4. Eligible employees whose coverage was cancelled for non-payment of premium while on leave without pay or in any other direct pay status,
5. Retirees who have had a minimum of 5 years' service, were covered as active employees and who, at the time of retirement, either failed to continue their coverage or were ineligible to continue their coverage because they did not satisfy the required minimum period of enrollment,
6. Eligible dependents on whose behalf the retired employee was not insured prior to retirement. A spouse, a Dependent Student, acquired after the employee's retirement, or children born to the retiree after retirement, may also be enrolled at this time.

The benefits of THE STATEWIDE PLAN are now available to every eligible person during the open enrollment period. The combination of Blue Cross, Blue Shield and Major Medical (Metropolitan Life Insurance Company) available under THE STATEWIDE PLAN offers one of the finest programs of protection against the cost of hospital and medical care.

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# “The Fight For Better Schools Isn't Over Yet!” — UFT

On September 11th, teachers “mass resigned” after being offered the highest salary that had ever been tendered in one agreement. Teachers proved that they were not willing to settle for a fatter paycheck, but would fight for an improved school system and for conditions under which they could do a better job.

Teachers won a major victory, asserting successfully the principle that teachers *will not accept any agreement that does not have basic school improvements in it* — but, frankly, they were unable to solve all of the problems of the school system in one contract.

UFT did, however, achieve key improvements:

- ● ● Maximum class size in the high schools was reduced from 36 to 34.
- ● ● In junior high schools in economically deprived areas, maximum class size was reduced from 33 to 30, and,
- ● ● In elementary schools it was reduced to 32.

UFT knows that even smaller classes are needed. But, looking back at the 5 year period during which UFT has been bargaining on class size, it is clear that tremendous gains have been made. Teachers remember when 45 students in a high school class was not unusual. Now the limit is 34. *This overall improvement is a direct result of UFT's commitment to better education.*

### *Disruptive Children*

The new agreement has a clause to help solve the problems of disruptive children. This provision calls for an Appeals Committee consisting of a parent, a teacher, and a clinician from the Board of Education, to decide on the proper placement of children who are continually disruptive. The committee is independent, and indicates UFT's position on the importance of parent involvement.

### *A Regular Teacher for Each Class*

Everyone recognizes that there are large numbers of substitutes working in underprivileged area schools. *Under the new UFT contract, there will be no new substitute teacher licenses issued. Within two years, all children will be taught by regular teachers.*

### *Programs for Educational Excellence*

Teachers also gained a key role for parents and teachers in programs for educational excellence in our schools. *\$10 million dollars has been allotted for this purpose.*

These are just a few of the educational breakthroughs that we have achieved. While these are solid advances, we do not believe that this is the end of our struggle for a better school system.

We have a long way to go to cure the ills of our school system.

We will need the continued support of an enlightened citizenry. **WE HOPE WE CAN COUNT ON YOU!**

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Local 2 — American Federation of Teachers, AFL-CIO

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## Laborer Jobs Open In Upstate New York

Applications for position of laborer in several Federal agencies in upstate New York are being accepted until Oct. 30. Starting salaries range from \$1.92 to \$2.60 per hour, depending upon location. No experience is required for these jobs.

Further information about this position is contained in Announcement No. NS-7-54. Copies of the announcement and application forms may be obtained from the Federal Job Information Center, 301 Erie Boulevard, Syracuse, N.Y. 13202. The Information Center is open weekdays from 8:30 a.m. to 6 p.m. Its phone number is (315) 473-5660.

## U.S. Army Offers Jobs To Women

The United States Army offers young women the opportunity to work in exciting jobs while aiding their country's defense. There currently exists three year enlistment vacancies in the fields of medicine, data processing, administration and many other technical fields.

High school graduates, over 18 years of age, may contact Sgt. Faith Reed, Jackson Heights Recruiting Station, Roosevelt and Broadway Avenues, Jackson Heights, New York 11372, or call her at (212) OL 1-7979 for further information

## Temp. Clerk-Typists

The U.S. Naval Applied Science Laboratory has immediate openings for temporary clerk-typists, beginners or experienced, on a part time or full time basis (minimum 20 hours per week).

Positions require U.S. citizenship and a minimum of 40 words per minute, plus six months appropriate experience or a high school diploma. Entrance salary (full time) is \$3,925 or \$4,269 per annum, depending on qualifications. A written test administered on location.

For further information, call 625-4500, ext. 491 or 489, or apply at the Civilian Personnel Office, Flushing and Washington Ave., Brooklyn, N.Y.

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All applicants for these positions will be judged on education and experience. There will be no written tests.

For further information write to the Interagency Board of Civil Service Examiners, U.S. Civil Service Commission, 220 East 42nd Street, New York City and ask for examination announcement WA-7-24.

Going Places? See Pp. 2 & 15

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## Marge Heffner Installed As Suffolk Unit President

YAHANK—Marge Heffner was installed as new president of the Yaphank County Home unit of the Suffolk chapter, Civil Service Employees Assn., recently. The membership acclaimed the county CSEA's 11-point program, headed by demands for a 15 percent wage adjustment, and also voted to request that the name of the late Rose Mannino, a charter member, be placed in nomination for incision of the memorial plaque at Albany headquarters.

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File By Nov. 6 For Electronic Mechanic

Applications for the position of electronic mechanic which pays \$3.51 an hour will be accepted until Nov. 6 by the Interagency Board of U.S. Civil Service Examiners for the Greater New York City Area. Immediate vacancies in this position exist at the U.S. Naval Electronics Systems Command on 29th St. and 3rd Ave. in Brooklyn. Persons hired in these positions will occasionally have to travel overseas and to various parts of the United States. Some vacancies may be filled through this examination at other federal agencies in New York City, Long Island, and the counties of Dutchess, Orange, Putnam, Rockland, and Westchester in New York State

Applicants will not have to take

a written test. Ratings will be based on their experience and training in the field of electronics. Further details may be found in Announcement No. NY7-75 which may be obtained at the Interagency Board of U.S. Civil Service Examiners, 220 East 42nd St., New York, N.Y. 10017, and at the main post offices in Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Riverhead, and Yonkers.

Patrolman Medicals

A total of 1130 candidates for patrolman, police trainee, were administered medical and qualifying physical exams last week by the New York City Department of Personnel.

Budget Examiner Key Answers

(Continued from Page 7)

36, A; 37, C; 38, B; 39, B; 40, C; 41, B; 42, B; 43, D; 44, D; 45, C; 46, B; 47, B; 48, B; 49, A; 50, A; 51, D; 52, B; 43, C; 54, B; 55, C; 56, A; 57, A; 58, B; 59, C; 60, D; 61, C; 62, A; 63, B; 64, D; 65, A; 66, D; 67, B; 68, A; 69, B; 70, D; 71, A; 72, B; 73, A; 74, D; 75, D; 76, C; 77, D; 78, B; 79, A; 80, D; 81, A; 82, C; 83, B; 84, B; 85, B; 86, B; 87, B; 88, B; 89, D; 90, D.

ASSISTANT BUDGET EXAMINER

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

26, C; 27, C; 28, C; 29, A; 30, A; 31, B; 32, B; 33, A; 34, C; 35, A; 36, C; 37, B; 38, C; 39, B; 40, B; 41, B; 42, A; 43, C; 44, B; 45, B; 46, B; 47, B; 48, B; 49, A; 50, A; 51, D; 52, B; 53, C; 54, B; 55, C; 56, A; 57, A; 58, B; 59, C; 60, D; 61, C; 62, A; 63, B; 64, D; 65, A; 66, D; 67, B; 68, A; 69, B; 70, D; 71, A; 72, B; 73, A; 74, D; 75, D; 76, B; 77, D; 78, C; 79, B; 80, C; 81, D; 82, C; 83, D; 84, A; and/or B; 85, D; 86, C; 87, B; 88, A; 89, D; 90, A; 91, C; 92, C; 93, B; 84, C; 95, B; 96, B; 97, B; 98, B; 99, D; 100, D.

ASSISTANT BUDGET EXAMINER

(Sabbath Observer Test)

1, C; 2, C; 3, B; 4, C; 5, A; 6, B; 7, D; 8, A; 9, D; 10, B; 11, A; 12, D; 13, A; 14, C; 15, B; 16, B; 17, B; 18, C; 19, D; 20, B; 21, D; 22, A; 23, B; 24, A; 25, D; 26, D; 27, B; 28, A; 29, C; 30, A; 31, C; 32, B; 33, C; 34, B; 35, D; 36, B; 37, C; 38, B; 39, C; 40, B; 41, B; 42, A; 43, C; 44, B; 45, B; 46, B; 47, B; 48, B; 49, A; 50, A; 51, A; 52, A; 53, B; 54, C; 55, D; 56, B; 57, D; 58, C; 59, B; 60, C; 61, D; 62, C; 63, D; 64, A; and/or B; 65, D; 66, C; 67, B; 68, A; 69, D; 70, A; 71, C; 72, C; 73, B; 74, C; 75, B; 76, B; 77, B; 78, B; 79, D; 80, D; 81, B; 82, B; 83, D; 84, C; 85, A; 86, C; 87, C; 88, C; 89, A; 90, A; 91, B; 92, A; 93, C; 94, C; 95, A; 96, D; 97, B; 98, A; 99, B; 100, D.

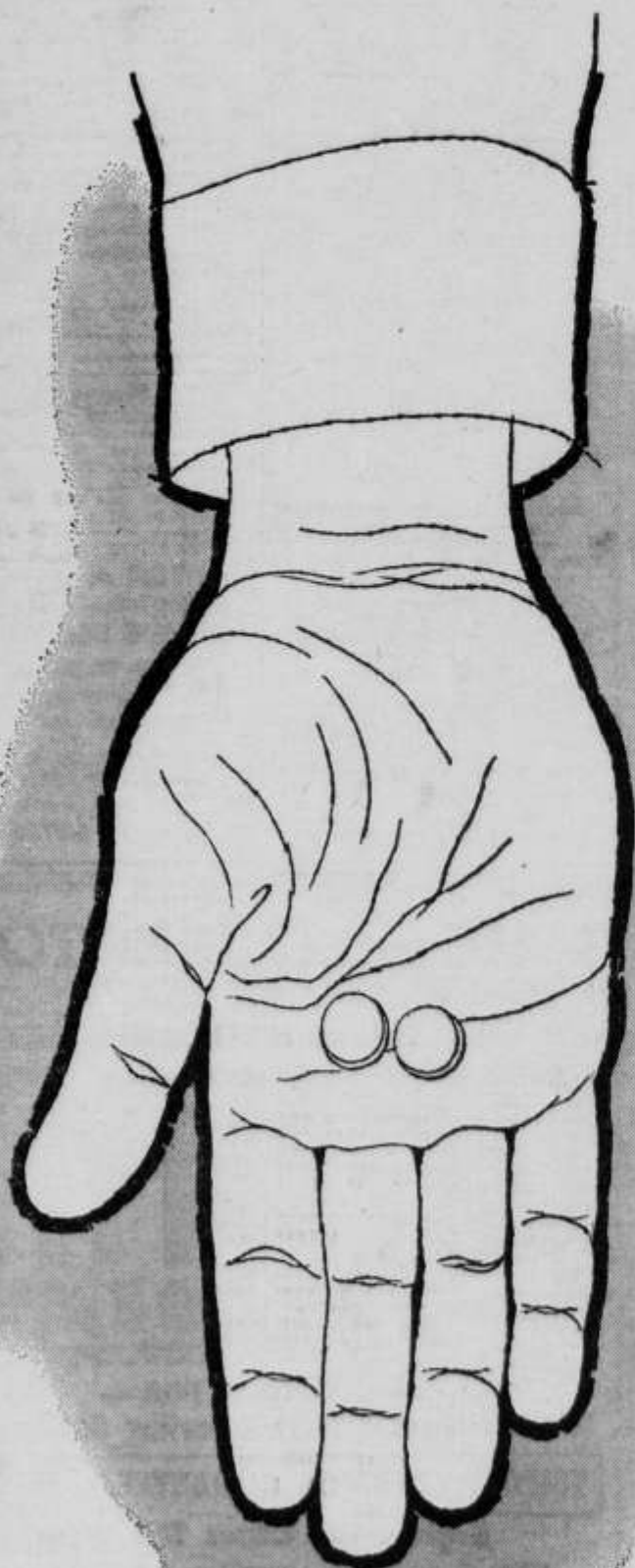
BUDGET EXAMINING TRAINEE

1, D; 2, A; 3, A; 4, A; 5, A; 6, C; 7, B; 8, C; 9, D; 10, C; 11, D; 12, D; 13, D; 14, A; 15, D; 16, D; 17, B; 18, C; 19, B; 20, C; 21, C; 22, B; 23, B; 24, C; 25, C; 26, A; 27, A; 28, A; 29, A; 30, A; 31, C; 32, B; 33, C; 34, C; 35, C; 36, B; 37, D; 38, C; 39, A; 40, B; 41, B; 42, A; 43, C; 44, B; 45, B; 46, B; 47, B; 48, B; 49, A; 50, A; 51, C; 52, C; 53, C; 54, B; 55, C; 56, A; 57, A; 58, B; 59, C; 60, D; 61, C; 62, C; 63, C; 64, B; 65, C; 66, D; 67, A; 68, A; 69, D; 70, C; 71, D; 72, B; 73, C; 74, C; 75, B; 76, C; 77, D; 78, C; 79, A; and/or B; 80, C; 81, B; 82, A; 83, D; 84, D; 85, C; 86, C; 87, C; 88, D; 89, B; 90, B; 91, C; 92, B; 93, D; 94, B; 95, B; 96, B; 97, B; 98, C; 99, D; 100, D.

BUDGET EXAMINING TRAINEE

(Sabbath Observer Test)

1, A; 2, D; 3, A; 4, A; 5, C; 6, C; 7, C; 8, D; 9, B; 10, A; 11, A; 12, D; 13, D; 14, D; 15, D; 16, C; 17, B; 18, C; 19, B; 20, D; 21, C; 22, B; 23, A; 24, C; 25, B; 26, C; 27, C; 28, D; 29, A; 30, A; 31, D; 32, C; 33, D; 34, B; 35, C; 36, B; 37, D; 38, C; 39, A; 40, B; 41, B; 42, A; 43, C; 44, B; 45, B; 46, B; 47, B; 48, B; 49, A; 50, A; 51, C; 52, C; 53, C; 54, B; 55, C; 56, A; 57, A; 58, B; 59, C; 60, D; 61, C; 62, C; 63, C; 64, B; 65, C; 66, C; 67, B; 68, C; 69, D; 70, C; 71, A; and/or B; 72, C; 73, B; 74, A; 75, D; 76, A; 77, C; 78, C; 79, C; 80, D; 81, B; 82, B; 83, C; 84, B; 85, D; 86, B; 87, B; 88, B; 89, B; 90, C; 91, A; 92, A; 93, A; 94, A; 95, C; 96, B; 97, C; 98, C; 99, D; 100, D.



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Eligibles on State and County Lists

PRIN CLERK IDP

Table listing eligible individuals for the PRIN CLERK IDP position, including names and scores.

Table listing eligible individuals for various positions, including names and scores.

Table listing eligible individuals for various positions, including names and scores.

Table listing eligible individuals for various positions, including names and scores.

MOTOR EQUIPMENT PARTSMAN

Table listing eligible individuals for Motor Equipment Partsman position.

SR YOUTH DIV COUNSELOR

Table listing eligible individuals for SR Youth Div Counselor position.

PRINCIPAL CIVIL ENGINEER (CONSERVATION) G-31

Table listing eligible individuals for Principal Civil Engineer position.

CHIEF, BUREAU OF GENERAL SCHOOL BUSINESS MNGT. SERVICES

Table listing eligible individuals for Chief, Bureau of General School Business Mngt. Services position.

CHIEF, BUREAU OF SPECIAL SCHOOL BUSINESS MANAGEMENT SERVICES G-28

Table listing eligible individuals for Chief, Bureau of Special School Business Management Services position.

ASSOC IN EDUC DISADYNTGD

Table listing eligible individuals for Assoc in Educ Disadyntgd position.

SUPERVG PUB WK WAGE INVES

Table listing eligible individuals for Supervg Pub Wk Wage Inves position.

SR ATTORNEY IDP SR ATTORNEY

Table listing eligible individuals for SR Attorney IDP position.

PRIN CLK PERSNL IDP

Table listing eligible individuals for Prin Clk Persnl IDP position.

SR EXCISE TAX INVEST

Table listing eligible individuals for SR Excise Tax Invest position.

COMPUTER PROGRAM TRAINEE DEPARTMENT OF ALIEN AND CONTROL

Table listing eligible individuals for Computer Program Trainee position.

COMPUTER PROGRAM TRAINEE BANKING DEPARTMENT

Table listing eligible individuals for Computer Program Trainee position.

COMPUTER PROGRAM TRAINEE EDUCATION DEPARTMENT

Table listing eligible individuals for Computer Program Trainee position.

SR STATISTICIAN IDP

Table listing eligible individuals for SR Statistician IDP position.

ASSOC BIOSTAT IDP

Table listing eligible individuals for Assoc Biostat IDP position.

SR PURCHASING AGENT

Table listing eligible individuals for SR Purchasing Agent position.

CORR YOUTH CAMP ASSNT SERV

Table listing eligible individuals for Corr Youth Camp Assnt Serv position.

PRIN STAT CLERK IDP

Table listing eligible individuals for Prin Stat Clerk IDP position.

ASSOC BIOSTAT IDP

Table listing eligible individuals for Assoc Biostat IDP position.

SR PURCHASING AGENT

Table listing eligible individuals for SR Purchasing Agent position.

PRINCIPAL PERSONNEL TECHNICIAN (MUNICIPAL SERVICES) G-27

Table listing eligible individuals for Principal Personnel Technician position.

TAX MAP DRAFTSMAN I - NASSAU COUNTY

Table listing eligible individuals for Tax Map Draftsman I position.

# Want A Summer Job? File Today For Those Open In Federal Service

The U.S. Civil Service Commission has announced a new Summer employment examination for 1968 which will replace two separate nationwide exams given last year. Seasonal assistant jobs in the postal service and a number of jobs in the grade range of GS-1 through GS-4, such as typists, stenographers, clerks, and engineering and science aides in other Federal agencies, will be filled from the new examination.

To assure all applicants an equal chance to compete for the jobs that will be open next Summer, candidates who achieved eligibility for employment last Summer must re-compete if they wish to be considered for Summer work in 1968.

The examination will be given throughout the Nation on December 9, January 13, February 10, and March 9. Federal agencies will begin making selections after the second test has been processed, so the Commission has urged interested persons to apply early.

The number of jobs is relatively small and the competition is keen,

the Commission said. Last year, approximately 31,000 jobs were filled from these tests.

Jobs to be filled from the new examination are located throughout the nation, principally in large metropolitan areas. In some parts of the country there may be few if any opportunities in some of the occupations covered.

When applicants are tested they will be asked to choose any one of the 65 geographical sections of the country in which they wish to be considered for employment. After test results have been processed, the names of those who qualify will be sent to Interagency Boards of Examiners in those areas and entered on lists of eligibles according to test results

achieved.

There will be a further breakdown of the names of eligibles who express a preference for GS-1 through GS-4 jobs in the Washington, D.C., metropolitan area. In each test score bracket (i.e., 95 to 100, 80 to 95, 85 to 90, etc.) the names of eligibles who live outside the District of Columbia, Maryland, and Virginia will be listed first so that they receive first consideration for available jobs. This is to give highly qualified persons from all sections of the nation an opportunity to work temporarily in Washington.

Some jobs do not require eligibility in the Summer employment examination but will be filled through merit selection plans administered by agencies accepting applications for summer jobs. Under such plans, selection is based upon appropriate education and/or experience requirements. The jobs include specialized professional positions, certain jobs in the Departments of Agriculture and Interior, such as park ranger and forest technician, and the so-called blue collar jobs.

Complete information about all summer job opportunities with Federal agencies, and complete application procedures, may be found in the Civil Service Commission's Announcement No. 414.

## Calling College Students Agriculture Dept. Has Summer Jobs For You

College students! Here's an opportunity for you to have a full-time job during the 1968 summer vacation period, return to school in the Fall and, if you're a senior, have a professional position awaiting you upon graduation.

The U.S. Department of Agriculture has an organized work study program in the occupational areas of soil conservation; soil science; engineering; agricultural management; agricultural statistics; and accounting. Those students who are selected participate in programs consisting of planned on-the-job training during the vacation period which is coupled with attendance at college during the scholastic year.

In addition to passing a written test, students must have completed, by June 30, 1968, at least one full academic year of study for GS-3; and two and one-half

years of study for GS-4, in one of the fields described above in order to qualify.

Detailed information can be found in Civil Service Announcement NS-7-56, issued by the Interagency Board of U.S. Civil Service Examiners, 301 Erie Boulevard West, Syracuse, New York 13202. These announcements are available at most of the larger Post Offices. If you are unable to get a copy, write to the Interagency Board.

Starting bi-weekly salaries for these summer jobs are \$164 or \$184, depending upon qualifications.

## Shoppers Service Guide

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



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A tour that will visit holy places in Israel sacred to Jews and to Christians is being offered during the Christmas-Chanukah period of Dec. 22 to 31, it was announced recently by Civil Service Travel Club.


Open to members of the Civil Service Employees Assn., their families and friends the total price of only \$519 per person will include round trip jet transportation, deluxe hotels with private bath and comprehensive sightseeing. An unusual feature of this trip will be the offering of a choice of sightseeing tours—one designed to visit places of particular interest to those of the Christian faith and another for those of the Jewish faith.

This tour already is partially sold and remaining seats will be given on a first-come-first-served basis. A deposit check of \$100 is required for confirmed reservations and checks should be made out to Crown Peters Travel Service, Inc., and mailed to Civil Service Travel Club, 711 Eighth Ave., New York, N.Y. 10036. Telephone for information at (212) Circle 7-7780.

"Summer Jobs in Federal Agencies." The announcement is available at high school counseling offices, college placement offices, U.S. Civil Service Commission offices, and many post offices.


The New York City office of the U.S. Civil Service Commission is located at 220 East 42 St.

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# Capital Conference Committees Elected; Plan Transportation To Concord Delegates Meeting

ALBANY—Members of the executive committee of the Capital District Conference, Civil Service Employees Assn., were recently elected at the first regular conference meeting of the Association's year.

Elected to the committee were: Harry Kolothros, Office of General Services; Shirley Elliott of the Workmen's Compensation Board; Al Briore, Division of Employment; Leon Kaplan, Office for Local Government and Ernest Strobel, Babs and Research.

Two other committees—the special labor relations committee, headed by Paul Stevens, and the Education Committee, headed by Deloras Fussell—were instructed to cooperate with the CSEA in initiating an education program that will assist key chapter personnel who may be required to negotiate with, or bargain with, management on the local level.

Benko also announced the formation of a special transportation committee under the chairmanship of Mrs. Dorothy Honeywell. In her new assignment, Mrs. Honeywell will arrange special

charter bus transportation for Capital District CSEA members who will be attending the annual meeting at the Concord Hotel, Klamesha Lake, on Oct. 30, 31, and Nov. 1.

During the meeting, chapter officers in attendance received specially prepared booklets on parliamentary procedure, from Deloras Fussell, chairman of the education committee.

A short memorial was held in memory of Charles Lamb and an appropriate expression of sympathy was transmitted to his family.

Dinner arrangements were under the auspices of Mrs. Mary K. Hart, chairman of the social committee. Mrs. Hart was assisted by Madeline Wolfgang, Irene Lougherty, Eileen Tanner, Paul Cummings and Robert Cozzens.

# Capital Conference, C. S. Dept. Cooperating In Anti-Flu Plan

ALBANY—The Civil Service Employees Assn.'s Capital District Conference is cooperating with the Employee Health Service unit of the Department of Civil Service in a move to ward off a potential influenza epidemic this year.

Local CSEA chapters have kicked a drive among State employees in the Albany area. Its goal is to obtain flu shots for all State employees over 45 years of age and those of any age with a history of cardiovascular, pulmonary, renal or metabolic disorders, according to Max Benko, conference president.

Mrs. Gersa H. Poston, president of the Civil Service Commission, said that the Civil Service Department's Employee Health Service would be responsible for administering the injections. The Department, she said, would provide the services of its health units, physicians and nurses. The local CSEA chapters are obtaining the flu serum and will publicize the immunizations among State employees in the Albany area.

First injections are scheduled for the end of October. Most people require two separate shots, given at an interval of six to eight weeks. Those who have received flu injections since July, 1963, need only a single booster shot.

Benko has named Mrs. May M. D. Seve, Department of Education, as the chairman of the Conference special committee on flu immunization and plans are now being completed to arrange for convenient locations and dates for members of the Capital District area to receive their "shots." There will be a token fee for the immunization, to cover the cost of the serum and the necessary sundries used in the administration of the "shots." This fee will be borne by the individual members

or by the chapters, in the event the chapters determine they are able to underwrite the cost for their members.

Benko also stated that, to the extent the serum is available, CSEA members under age 45 will be eligible for immunization. Members who wish further information were urged to call either Benko or Mrs. De Seve.

# CSEA Wins In Chemung County Representation Bid

(Special To The Leader)

ELMIRA—The Chemung County chapter of the Civil Service Employees Assn., has made sweeping gains within the county's environs in its bid for recognition as bargaining agent for public employees.

Under the leadership of Robert Feld, chapter president, the Chemung group has won the right to bargain collectively under the recently-enacted Taylor Law, for employees in the County, the City of Elmira, the Elmira Water Board and the Town of Big Flats.

The progressive chapter already has submitted contracts to the administrative heads in the above agencies, asking for higher wages, better fringe benefits and other items aimed at improving the social and economic status of the public employees in the county.

In addition, the CSEA chapter has petitioned the numerous other agencies in the county, including school districts and towns and villages, asking that it be recognized as the sole bargaining agent for

# Dutchess Co. Pay Schedule Called An Insult By Local CSEA Unit

POUGHKEEPSIE—The new pay schedule proposed for Dutchess County workers has been labeled "an insult to the integrity of county employees" by the Board of Directors of the Dutchess County unit of the Civil Service Employees Assn.

The Officers and Compensation Committee of the Board of Supervisors is preparing an over-all salary schedule for the new county government that goes into effect Jan. 1.

According to Ellis Adams, president of the CSEA unit, the committee summarily rejected a request for a general 15 per cent increase in the base salary of all grades with a minimum raise of \$750.

Instead, he said, the committee recommends only an increase in 8 per cent for Group I, the lowest pay grade, with lesser amounts up through Group XII. No raises, other than normal increments, are to be asked for the higher grades, Groups XIII through XXI. The

scale for Group I currently is \$3,240 to \$4,164 after five years. It would be increased to \$3,500 and \$4,500. The scale for Grade XII is \$6,145 to a maximum of \$7,901 after five years. It would be increased by \$18 to \$6,163 and \$7,919.

Adams declared, "The public is demanding more and more tax-supported services. Civil servants are more than ever an integrate part of the civil, political, religious ethnic and moral structure of any community. Further, civil servants are demanding that they be recognized as first class citizens."

Adams said further that the Board of Supervisors has refused to recognize the Dutchess unit of the CSEA as representative and bargaining agent for county employees.

He said that of the 779 county employees, more than 450 have submitted affidavits designating the unit as their bargaining agent.

Supervisor Stanley Pulver, chairman of the Board of Supervisors' Officers and Compensation Committee, confirmed that his committee will recommend a pay increase of up to 8 per cent for county employees. He said this, plus normal increments of up to 7 per cent, will cost the county \$168,000 next year. He ruled out raises for the higher grades of civil service. This 8 per cent does not come near the 15 per cent required by the CSEA.

## David W. McConnell

BEACON — David White McConnell, 82, of 1 Eliza St., who had been a correction officer at the Matteawan State Hospital for 25 years until his retirement several years ago, died Oct. 4 at the Rosary Hill Hospital, Hawthorne.

Born in Scotland, Jan. 25, 1885, he had been a resident of Beacon since 1928. He served with the British Army during World War I.

# CSEA Wins Court Case, Reinstatement For Two Employees

MINEOLA — Civil Service Employees Assn. regional attorney Richard Gaba has won a Supreme Court order reinstating two women who were coerced into submitting resignations from the Nassau County Probation Department.

Supreme Court Justice Theodore Velsor ordered reinstatement for Josephine Scigliano, a stenographer, and Mary Musnisky, a law stenographer, who had been threatened and forced to submit written resignations by a supervisor after they had a spat in the office last July 21. Velsor noted that both women withdrew their resignations within hours. The Nassau chapter, CSEA, assigned Gaba to fight for them when the department refused to recognize the withdrawals.

Velsor, referring to charges that the superior told the women they would be fired and never get a good recommendation for another job, said the threat was erroneous because there are much lesser disciplinary measures available.

He added that "no reference should have been made to what information would be given or withheld from a future employer."

vited Hanse, the Republican candidate, and H. Lee Dennison, the Democratic incumbent, to address a chapter meeting tonight, Tuesday, Oct. 24.

# State Chapter Says Library System Ignore Taylor Law

The 600-member State chapter of the Civil Service Employees Assn., has complained to Gov. Rockefeller's public relations board that the trustees of the North Country Library system have refused to comply with provisions of the State's fair employment act.

But Robert Holcomb, vice president of the system, feels that "we can get together and iron out any difficulties that might exist."

Holcomb said his board has "two legal opinions that our system is not affected under the new law."

In the letter of complaint to the governor's committee, the State chapter president, Francis J. Mitchell cites what he calls "smug complacency" of the trustees and the "seemingly misleading" tactics of the library system director, Ronald L. Roberts.

Mitchell cited letters from Roberts, one dated Sept. 22, which indicated the board of trustees could not meet with the chapter representatives on a particular day because after an all-day session members would "be tired and would want to go home."

He cited a letter under date of Oct. 13 in which he said Roberts wrote that the "matter was discussed at considerable length at the Oct. 7 meeting."

The chapter president said that "Mr. Roberts' conflicting statements speak for themselves and constitute not only a severe indifference to the rights of library system employees, but are also evidence of an attitude towards employees out of style in this country for at least 75 years."

John A. Larney, chairman of the chapter grievance committee, said Roberts had "not consented to a meeting with the board of trustees." The trustees are the governing body of the system and make the policy, Larney said.

# Villa Challenges Hanse' Remarks On C. S. Status

SMITHTOWN—The Suffolk chapter, Civil Service Employees Assn., last week challenged county executive candidate, Gilbert C. Hanse on apparently critical remarks he made concerning civil service status for employees of the sheriff's department.

"The Suffolk chapter supports any move to place these county employees under civil service," chapter president Robert Villa asserted, "and will resist any move to make these people political pawns as indicated by Mr. Hanse's statement."

Hanse had commented after reports of demands by employees for civil service protection that "they might lose their jobs." It was evidently a suggestion that some of the appointive employees might not pass qualification tests.

The chapter's newly-formed political action committee, meanwhile, voted to withhold any endorsements immediately but in-

the employees in those political subdivisions.

Reid said that recognition by the county and Elmira, the largest city and county seat, represents a clear cut victory by the Employees Association over its nearest competitor, the much smaller American Federation of State, County and Municipal Employees, an AFL-CIO affiliate.

The State CSEA has assigned a field representative to assist the chapter in its contract negotiations with the various levels of government in the county framework.

Chemung County and its subdivisions join a large number of public employers throughout the State who have recognized CSEA as the employee representative.