

Civil Service LEADER

America's Largest Weekly for Public Employees

Demand Correction Upgradings

See Page 3

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Court Upholds CSEA Stay On Five Bargaining Units; Taylor Law Repeal Is Demanded Now

Gov. Rockefeller - Please Read!

(The following article is reprinted from the Dec. 2 issue of the White Plains Reporter Dispatch. Because it sums up so accurately the destructive effect of separate bargaining units for State employees, The Leader is reprinting the article in full.—THE EDITOR.)

If the Public Relations Board's latest brainstorm prevails, there is no telling when or under what tangled circumstances the process of collective bargaining between the State and employee representatives will start up anew.

Rejecting a proposal that the State continue negotiating with the Civil Service Employees Assn. as omnibus agent for 124,000 employees, the PERB said there were 3,700 job classifications involved and:

The enormity of this diversity of occupations and the great range in the qualifications requisite for employment in these occupations would preclude effective and meaningful representation in collective negotiations if all such employees were included in a single unit.

Maybe so, but look at the PERB's alternative. Instead of one maze, it creates five in ordering elections among employees in each of the following negotiating units, exclusive of employees of the State Police and

the professional staff of the State University; operational services, security services, institutional services, administrative services and professional, scientific and technical services.

But there can be no elections until the eligibility and exclusion of various civil service titles in each of the units have been determined—a who's who game with infinite complications.

There is the further complication that so far at least 16 different employee organizations are seeking to represent State workers, and not necessarily along the lines of demarcation sketched by the PERB.

We apologize for the verbiage this will add, but the dimensions of the headache concocted by the PERB are best illustrated in the following Associated Press summary of the compositions of the five negotiating units:

- Operational services, 15,000-20,000 employees. Skilled workers manual laborers, construction workers, maintenance personnel, printers, janitors and other buildings and grounds workers, ship or dry-dock workers and other skilled or unskilled workers or machine operators, except part-time and seasonal help.
- Security services, 7,000. Park police, correctional officers, safety officials, other law enforcement officials involved with protecting persons and property and with traffic law enforcement.

Miss Nulty Hospitalized

Grace T. Nulty, long associated with the Civil Service Employees Assn. and, more recently, employed in the State Blood Bank Program, is in St. Vincent's Hospital, Seventh Ave. and 11 St., Manhattan, room 351.

Vacation Planning?
See Page 14

• Institutional services, 33,000-35,000 employees in about 40 institutions. All attendants, non-professional health technicians, cooks, food preparers, barbers, beauticians and other employees who "participate in recreational, educational, vocational and social programs designed to aid . . . the physically or mentally ill or handicapped."

• Administrative services, 40,800. All clerical titles, stenographers, mail and supply clerks, excluding policy personnel and decision makers. But including all inspectors, investigators, and exam-

(Continued on Page 14)

Bendet Asks Resumption Of Negotiations At Once

ALBANY—A ruling by the State Public Employment Relations Board that State workers shall be carved up into five separate bargaining units instead of one was again stalled as the result of a decision by Supreme Court Justice Paul T. Kane to reserve judgment on Civil Service Employees Assn. objections to the five-unit negotiation structure.

At the same time, the Rockefeller Administration also intervened against removing a stay against the five units, obtained by the CSEA earlier, and advocated a single bargaining unit for State employees.

Judge Kane asked the CSEA to file a brief on their position within a week and PERB will file a brief supporting its position a week later, after which the judge will make his decision on continuing the case.

Meanwhile, there were two other major developments in the battle of the Employees Association against the PERB ruling and the halt in negotiations with the Rockefeller Administration

Dr. Theodore C. Wenzl, CSEA president, announced that the CSEA would mount an all-out offensive to gain repeal of the Taylor Law.

Solomon Bendet, chairman of the CSEA Negotiating Committee, declared that continuation of the stay meant CSEA was still the sole bargaining agent for the majority of State employees and demanded immediate resumption of negotiations with the State on salaries, retirement and other benefits.

In the meantime, several CSEA state chapters, including Psychiatric Institute and Brooklyn State Hospital, said they would support any strike action that might be voted by delegates attending a special session here Dec. 19.

In another move, the New York City chapter passed a resolution to present to delegates that would call for "appropriate job action," which could be interpreted to mean a withholding of State employees services, if CSEA demands already made to the Rockefeller Administration did not appear in the Governor's budget message to

(Continued on Page 14)

Creedmoor Harassment; CSEA To Meet Miller On Additional Protection

QUEENS—"Mental Hygiene employees who crossed the picket line at Creedmoor State Hospital during the recent strikes conducted by Council 50, AFSCME, are being harassed into quitting their jobs," Theodore C. Wenzl, president of the Civil Service Employees Assn., charged last week.

"We have received numerous reports that heavy damage is being inflicted on cars owned by employees who crossed the picket lines and other loyal CSEA members," Wenzl stated. "There have been more than a dozen incidents of tire slashings and broken windows. In one instance a car's brake lining was cut. All of these acts reportedly occurred while the cars were parked on the institution grounds," the CSEA leader noted.

At the request of Wenzl, Mental Hygiene Commissioner Alan D. Miller has agreed to meet with CSEA officials to discuss the problems on Dec. 18 at 10 a.m. at Mental Hygiene Department headquarters in Albany.

"These acts of intimidation are obviously in preparation for a possible election among institutional employees to determine a bargaining agent. Council 50 wants to ensure a victory and knows that the only way it can win is by frightening the majority of the employees who did not strike, most of whom are CSEA members, into either leaving their jobs or not voting at all."

Wenzl was also critical of the lack of adequate patrols for the parking lots where most of the incidents are occurring.

Don't Repeat This!
Exclusive

Full List Of Top Patronage Jobs Open Under Nixon

NOTHING warms the cockles of a politician's heart so much as when his party returns to power in the White House and the flood gates

(Continued on Page 2)

(Adv.) COMPUTING YOUR RETIREMENT BENEFITS? THE MAURICE BLOND AGENCY 11 W. 42nd ST., N.Y.C. TEL. 738-6664.

Jerry Finkelstein Named Visitor On West Point Board

President Johnson last week appointed Jerry Finkelstein, publisher of The Civil Service Leader and Edwin D. Etherington, former president of the American Stock Exchange to the board of visitors at the United States Military Academy at West Point. They replace James F. Collings and Frank A. Rose whose terms expire Dec. 31.

Finkelstein also is publisher of the New York Daily Column and The New York Law Journal and chairman of Struthers - Wells Corp. Etherington is now president of Wesleyan University.

An additional honor was bestowed on Finkelstein by the Dwight Inn chapter of Phi Delta Phi Fraternity at New York Law School at its annual dinner and dance, held at the St. Moritz Hotel. Acting Dean Charles W. Froessel, former associate judge of the New York Court of Appeals, and other members of the school's faculty attended. Finkelstein is a trustee of the law school.

Two Reappointed
ALBANY—Two reappointments to the State Board of Social Welfare are:

John P. Hale of The Bronx, who is a member of the American Arbitration Association and New York City attorney.

Mrs. Alexander E. Holstein of Syracuse, who is a project director for a unit of Women in Community Service Inc.

The board is comprised of 15 members and makes rules and regulations for the State Department of Social Services.

DON'T REPEAT THIS!

(Continued from Page 1)
open on a river of new patronage jobs for loyal party members. President-elect Richard Nixon

has announced that he will seek new talent for his administration no matter what party that gifted person might be enrolled in. But

the majority of the positions will go to the faithful and this week "Don't Repeat This" begins an exclusive listing, as a service to readers, of the top jobs coming up for appointment next year. The full list will appear in the next several issues of The Leader.

The listing comes from one of the most sought-after books of the year—a \$2 publication issued by the Congressional Committee on Post Office and Civil Service. The jobs, ranging from the Executive branch to U.S. accounting departments, are exempt from civil service examinations.

Executive Department

Special Assistant to the President for Consumer Affairs, at \$28,000; a counselor and two special consultants to the President, each at \$30,000 (PA); a Representative of the U.S. to the Washash Valley Interstate Comm. at \$100 per day, when actually employed.

In addition, there are two other special assistants to the President, a deputy press secretary, a special counsel, associate special counsel, a deputy special counsel, a legislative counsel and an administrative assistant to the President, all not to exceed \$30,000 a year.

Office of Budget

The Director of the Budget and Deputy Director (C) command \$30,000 and \$29,500 respectively. Three assistant directors are rated at \$28,750; another assistant, at \$26,274, an administrative assistant, at \$10,203; a secretary to the Director, also at \$10,203; a secretary to the deputy director at \$9,297; two secretaries to assistant directors at \$8,462.

(Continued Next Week)

Tool Room Openings

Applications are now being accepted for positions in the Manpower Development Training Program for tool room attendant at \$3.15 per hour. The full-time, day positions will be assigned to the Harlem and Bedford Stuyvesant Centers, within the MDTP program. No part-time jobs are open.

Requirements are as follows: high school or equivalency diploma and at least nine years of recent, full-time use of common hand tools. Candidates must be citizens of the United States or declarants.

Applicants may apply by writing to: Peter F. Guida, Personnel Supervisor, Manpower Development Training Program, 110 Livingston St., Room 814, Dept. "TA", Brooklyn, New York 11201.

They should indicate the following in the letter: full name, address and phone number, and a statement indicating that they wish to apply for the position as tool room attendant and a description of the kind of work which they have done during the past nine years.

Applicants are asked not to phone or visit regarding these positions.

TRY THIS QUIZ!

DID YOUR MEDICAL PLAN PROTECT YOU AGAINST...



	YES	NO
Out-of-Pocket Expenses for Doctor Visits?	<input type="checkbox"/>	<input type="checkbox"/>
Maternity Bills?	<input type="checkbox"/>	<input type="checkbox"/>
Extra Charges for Surgery?	<input type="checkbox"/>	<input type="checkbox"/>
Extra Charges for Specialist Care?	<input type="checkbox"/>	<input type="checkbox"/>
Confusion over panels of participating doctors?	<input type="checkbox"/>	<input type="checkbox"/>
Uncertainty as to services covered in full or in part?	<input type="checkbox"/>	<input type="checkbox"/>
Limitations on Certain Services?	<input type="checkbox"/>	<input type="checkbox"/>
Filling in claim forms?	<input type="checkbox"/>	<input type="checkbox"/>
Discussion of fees or income with the doctor?	<input type="checkbox"/>	<input type="checkbox"/>

If you belong to a medical plan, we suggest you check the above list* against your family's experiences with medical care over the past year or so.

If you can check the "yes" box for every question, you are either an H.I.P. member or you haven't had much need for doctors' services lately.

*In H.I.P.'s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthesia and prescribed drugs and appliances.



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

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Record Pact Gained By Inwood Sanitationmen After CSEA Negotiates

(From Leader Correspondent)

MINEOLA — The Civil Service Employees Assn. has negotiated a \$1,000 pay boost and a guaranteed annual employment in a pace-setting contract for employees of a garbage district.

In a break-through, the contract provides that the employer will guarantee a full year's work, a provision amounting to a guaranteed annual wage. The provision is the first of its kind achieved in the area.

The gains, including fully-paid hospitalization and dental insurance and nine other major demands came in the early hours of last Wednesday, Dec. 4, as employees stood by at a mass meeting to ratify the results hammered out by negotiators.

The agreement give employees of Sanitation District No. 1, Inwood, members of a unit of the Nassau chapter of CSEA, the most advantageous terms of employment for refuse workers on Long Island.

CSEA had called an impasse after almost two months of negotiations on the package, and held two sessions in recent weeks with the aid of mediator Frank M. McGowan, who was appointed by the State Public Employment Relations Board.

About 120 employees, serving the Five Towns area of Nassau County, benefit.

They get a \$600 across-the-board pay boost January 1, and another \$400 across-the-board boost Jan. 1, 1970, under the two-year contract. Starting salary will go to \$7,334 under the contract.

Other new benefits include:

- 1. Five weeks vacation after 15 years;
- 2. Two additional personal leave days;
- 3. Increased sick leave to 15 days a year;
- 4. Increased sick leave accumulation to 150 days;
- 5. 1/60th retirement retroactive

to 1936;

6. Fully-paid hospitalization for employee and family;

7. Fully-paid dental insurance for employee, and \$10,000 appropriation in 1970 to provide family benefits;

8. Equal pay for chargers and firemen in the incinerator;

9. Additional \$2 a day for helpers when required to drive;

10. Modification of compensation and sick time allowances, and

11. Adoption of a work rule book to be negotiated by CSEA and the district.

The negotiating team, which was led by professional field representative Arnold Moses, included unit president George Perby, unit vice-president Harold Hanley, unit secretary Eugene Terrell, Edward Fitzgerald, John Ballinger, Thomas Schell, Cono (C.Q.) Gallo, and Thomas Seaman.

It was expected that the pact will be made a model for other refuse units.

Malverne Aides Form CSEA Unit

MINEOLA—Another new unit has been formed by the Nassau chapter, Civil Service Employees Assn., this one to represent the employees of Malverne Village. Recognition has been secured.

The unit is planning the selection of officers and a program of negotiations is being prepared. The unit represents about 30 employees.

To Keep Informed, Follow The Leader.

CSEA Demands 4-Grade Upgrading For Correction Officer Occupation Series

(Special To The Leader)

ALBANY—Because New York State correction officers, correction hospital officers and corection youth camp officers have taken on increasing and demanding responsibilities in the custody, security, control and discipline of inmates, the Civil Service Employees Assn. has asked Correction Commissioner Paul D. McGinnis to support CSEA's demand

for a four-grade reallocation in these job titles.

The CSEA request was accompanied by a lengthy report on current work responsibilities of correction officers prepared by William L. Blom, CSEA research chief, with assistance from Correction officer members of the Employees Association.

The CSEA report said that correction officers are responsible for the custody, security, control and discipline of as many as 600 inmates at once in State institutions, many of them hardened criminals.

In addition to the protection of life—and many crimes are committed within the institutions by inmates—they are responsible for all security of cell blocks, proper functioning of mechanical units, cleanliness and sanitation of cell blocks, enforcement of departmental and institutional rules, and the proper psychological environment for progressive correctional practices, the report continued.

Leadership Qualities

Correction officers are charged with the duty of attempting to correct and improve the attitudes of the inmates, and to provide guidance and counseling to them. For this reason, CSEA stressed, leadership qualities are essential to every correction man.

Besides their regular duties, the report goes on, correction officers frequently must serve an educational function—they are required to teach inmates to "recognize the rules and regulations of society, so that upon their re-

turn to normal life, they will be capable of assuming their proper place and become good, law-abiding citizens."

Often, the report found, correction officers fill in for absent educational staffers for long periods, taking over such positions as teaching, trade instruction, nursing, guidance counseling and food service management. The also work Saturdays, Sundays and holidays with no additional pay.

In the four Youth Camps maintained by the State Department of Correction, correction officers are employed as counselors. Guidance counselors within the institutions usually must have degrees and experience in social services, but the correction officer must take over at a lower pay and with less formal experience.

However, CSEA found that institution officials are happy to take advantage of the men's experience in custody, security, control and discipline.

CSEA also found that inmates depend psychologically much more on the correction officers than they do on the professional treatment personnel such as institution psychologists and counselors. This places an additional burden of involvement on the correction officer.

The use of correction officers as lay counselors is likely to continue, the report states, since probably there will never be enough money in the State budget to provide adequate professional counselors.

CSEA also cited that New York City correction officers and police,

(Continued on Page 14)

Seneca County Gives In! CSEA Calls Off Strike

(Special To The Leader)

WATERLOO—A strike by employees of Seneca County, based on extreme provocation, was averted minutes before it was to have taken place last week after the County Board of Supervisors completely capitulated to the demands of the Civil Service Employees Assn. and the recommendations of a fact-finder appointed by the State Public Employment Relations Board.

The CSEA chapter representing the county's employees sought and received permission for the withholding of services from the parent body's board of directors earlier in the week.

Negotiations between CSEA, the recognized bargaining agent, and the county broke down after the Board of Supervisors:

- Ignored recommendations of the fact-finder, Dean Robert Risley of the Cornell University School of Industrial and Labor Relations;
- Tried to force employees to accept a watered-down salary increase of \$300;
- Cut the salary of Frederick Morehouse, CSEA chapter president, by \$1,000 and
- Denied a salary increment to Angelo Bianci, head of the chapter's negotiation committee.

John Ray, CSEA field representative for the area, filed "reprisal" charges against the county immediately after the pay cut announcement was made. These charges, pending before PERB, have been dropped since the new contract provides the restoration of the salary and the increment.

At earlier negotiations sessions a tentative pact was reached which included a salary increase of eight percent with a minimum of \$300. The pact was approved by CSEA but rejected by the Supervisors Committee of

the Whole. The board then proposed a contract with a five-percent increase, minimum \$300.

The chapter, however, rejected this proposal, charging that the county exhibited that it was not negotiating in good faith.

Then the supervisors came up with another offer—\$300 across the board. CSEA rejected this also. Dean Risley then interceded and, following hearings, recommended a seven percent across-the-board raise. CSEA accepted the fact-finder's proposal but the county rejected it, offering instead \$300 during the first year and a second year increase of \$200.

When CSEA rejected this, the supervisors submitted a budget including \$300 for raises for all employees, reducing the chapter president's salary and disapproving the earned increment of the CSEA's chief negotiator.

However, when the parent CSEA body approved strike action, the Board of Supervisors reconsidered the fact-finder's recommendation, amended the budget to reflect the plan and added an additional \$300 across-the-board in 1970 for the county employees.

Ray, discussing the last minute change in County policy and CSEA plans noted:

"I'm relieved We didn't want to be forced to the streets but each and every employee here was ready to close down the County government's operations. Our actions here show that we are a responsible labor organization, ready to give and take but never ready to give, give, give. And we'll fight for this to the end.



PACT REACHED — The Nassau County chapter, Civil Service Employees Assn., recently successfully negotiated a multi-million dollar wage and benefits package for county employees. Seen at the bargaining table are, left to right: Barney O'Reilly, Vito Compitello, Robert MacGregor,

Charles Leonard and Leonard Cooper, Nassau County negotiation team. CSEA negotiating team members, Blanche Rueth, Leo Healy, Howard Quann, Francis Diviney, Richard Gaba, Irving Flaumenbaum and Helen Richards. Standing are Robert Brauns, Louis Gaynor and Jerry Jernow also on CSEA negotiating team.

\$ UP TO \$10,000 \$

In the event of accidental death or dismemberment ALL NEW for members of the Civil Service Employees Association presently covered by the Accident & Sickness Disability Income Plan.

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During an initial enrollment period of 90 days this benefit is available without underwriting to all CSEA Accident & Sickness policyholders under the age of 60.

No longer is it necessary to buy separate Travel Insurance.

BENEFITS: For Accidental Loss of:

Life	\$10,000
Both Hands or Both Feet or Sight of Both Eyes	\$10,000
One Hand and One Foot	\$10,000
Either Hand or Foot and Sight of One Eye	\$10,000
Either Hand or Foot	\$ 5,000
Sight of One Eye	\$ 5,000

RATES: Bi-weekly Premium

MALE (Office & Clerical Workers)	MALE (All Others)	FEMALE (Office & Clerical Workers)	FEMALE (All Others)
35¢	57¢	28¢	41¢
\$25,000 Available to Office & Clerical Workers			
MALE		FEMALE	
87¢		68¢	

The exclusions of this rider relate to suicide, war, service in the Armed Forces and certain aircraft hazards.



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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 2166 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. 18, 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. 19, 1968.
LOEW & COHEN,
Attorneys for Plaintiff.

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, Olaf Arnesen and Olaf 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, Olaf Arnesen and Olaf 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.

Rockland Opens Custodial Posts

Open-competitive and promotional exams will be given for head custodians in Rockland County Feb. 15. The positions, in various school districts in the county pay between \$5,400 and \$3,424 per year.

The promotional exam requires one year's experience as a custodian, six months of which has


been immediately prior to the examination date. The written test for all positions will cover knowledge of building cleaning, maintenance and operation; and knowledge of supervision.

Further information is available from the Rockland County Personnel Office, County Office Building, New City. 638-0500.

FREE! 1969 CATALOG

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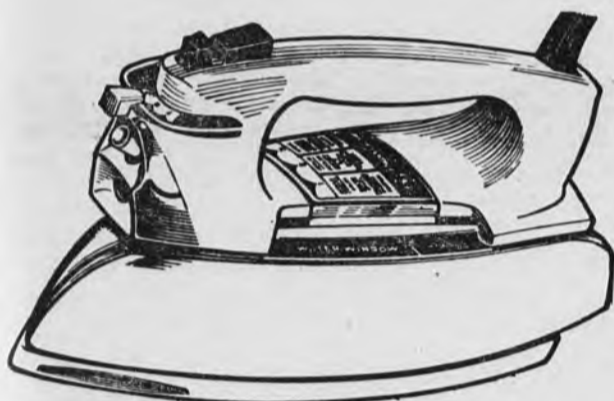
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Commissioner Named

ALBANY—Hoyt Ammidon, of Cold Spring Harbor, has been appointed by Governor Rockefeller as a Commissioner of the New York Port Authority. He will serve in the unsalaried post until July 1, 1974.

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Civil Service LEADER

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TUESDAY, DECEMBER 17, 1968

Investigate Dr. Miller

AS the man responsible for the entire operation of the State Mental Hygiene Department, Commissioner Alan Miller should be thoroughly investigated for his apparent role in aiding and abetting a strike against several Mental Hygiene hospitals which was staged recently by a union representing only a fraction of the workers in these institutions.

This newspaper has had strongly substantiated reports that the directors of at least three of the struck institutions informed Dr. Miller that the majority of personnel were on duty and there was, in their professional opinion, no need to transfer patients to other institutions. Dr. Miller ordered the transfers anyway.

Actual counts at the struck hospitals confirmed that there was, indeed, more than sufficient staff to carry on. Yet, information given out by the Mental Hygiene Department indicated staffing, in some cases, of less than 50 percent and it was on the basis of these "official" figures that the daily press blew up a strike that was a failure into one that was a public danger.

The same goes for the number of pickets in front of the hospitals. This newspaper took an actual check at one institution and found 16 persons picketing. This number was substantiated by official police reports. Yet, a call to the Mental Hygiene Department within minutes after the check produced "official information" that more than 50 persons were picketing.

Dr. Miller further encouraged this phony strike by declaring that an election on representation of employees should be held, although the stated purpose of the strike was to halt negotiations on benefits for State workers then going on between Civil Service Employees Assn. and the Rockefeller Administration.

Of course, it is highly unlikely that Dr. Miller will be investigated because his superiors, the Rockefeller Administration, went along with everything and the result is that State workers may very well see an entire session of the Legislature pass without any worthwhile improvements being made in their salary and retirement benefits next year.

The only hope we see is that responsible members of the Legislature will feel strongly enough that truth requires a thorough investigation of this totally unwarranted hacking away at the Civil Service Employees Assn., the only true "labor union" which has represented State workers so successfully for more than half a century.

Protection Needed

ONE of the major goals of the Transport Workers Union for the coming year is the implementation by the New York City Transit Authority and the Manhattan and Bronx Surface Transit Operating Authority of an "exact fare" plan for surface lines.

Under this plan, bus drivers would be no longer required to carry change nor collect fares from the locked and sealed fare boxes. This is to cut down assaults and robberies—829 in the last 18 months—on bus drivers.

Nationally, 35 bus drivers have been shot during the

(Continued on Page 7)

Civil Service Television

Channel 31

Sunday, December 22

10:30 p.m.—With Mayor Lindsay —weekly report.

Monday, December 23

3:00 p.m.—Return to Nursing: "Intramuscular Injections." Refresher course for nurses.

4:00 p.m.—Around the Clock—"Auto Theft." New York Police Academy series for in-service training.

7:30 p.m.—On the Job—"Operation in the Subway System No. 2." New York City Fire Department Training series.

Tuesday, December 24

4:00 p.m.—Around the Clock—"Auto Theft." New York Police Academy series for in-service training.

Wednesday, Dec. 25

3:00—Return to Nursing—"The Patient with Peptic Ulcer: Diagnosis." Refresher course for nurses.

4:00 p.m.—Around the Clock—"Auto Theft." New York Police Academy series for in-service training.

7:30 p.m.—On the Job—"Operation in the Subway System No. 2." New York City Fire Department training series.

Thursday, December 26

4:00 p.m.—Around the Clock—"Auto Theft." New York Police Academy series for in-service training.

7:30—On the Job—"Apparatus Accidents." New York City Fire Department training program.

Friday, December 27

4:00 p.m.—Around the Clock—"Auto Theft." New York Police Academy series for in-service training.

Saturday, December 28

7:30 p.m.—On the Job—"Apparatus Accidents." New York City Fire Department training series.

Police Donate To 6 Charities

Checks totalling \$8,450 were presented to representatives of six charitable organizations by the New York City Police Department last Wednesday in a brief ceremony at Police Headquarters. Members of the department raised the money through contributions each month at precinct station houses and other police facilities throughout the city.

Organizations receiving the checks were:

Speech Rehabilitation Institute: \$200.

Dr. White Community Center: \$250.

American Red Cross: \$5,000.

New York Philanthropic League: \$250.

U.S.O. of New York City: \$1,000.

The Protestant Council: \$1,750.

New Promotions

ALBANY—The State Civil Service Department has announced approval of the following recent non-competitive promotions:

Associate civil engineer, Budget Division, John A. Bagley, James P. Brunner and Rudy F. Runko.

William J. Male as principal civil engineer for the Budget Division, and William F. Barnes as director of personnel for Budget.

Also these other promotions: Charles P. Shattenkrik as principal civil engineer, Budget; Emil J. Sulak, associate computer programmer, Commerce.

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.")

Suspensions

A CIVIL SERVICE employee facing charges of misconduct or incompetency may be suspended without pay for a period up to 30 days. The manifest purpose of this provision is the humane one of limiting the time that the employee is deprived of his earnings. His position may be his only source of income, and even a 30-day suspension may cause great suffering to an employee who may prove to be innocent of wrongdoing.

IF THE HEARING and determination of the charges extend beyond 30 days, the employee is entitled to restoration to the payroll even while his suspension continues. However, almost invariably the attorney for the employing agency will seek the consent of the employee to a waiver of his salary rights beyond the 30-day suspension period. If the employee is represented by an experienced attorney, such consent will not be granted. However, if the employee himself seeks the extension for his own convenience, it will in all probability be denied unless he waives his salary rights for additional time requested.

IN MATTER OF Lewis v. Fire Department of the City of New York (New York Law Journal, November 12, 1968, page 23), the petitioner instituted an Article 78 proceeding for an order vacating a determination not to pay his salary for a suspension period from September 11, 1966 to May 17, 1967. The petitioner, a fireman, was suspended on charges of improper conduct which was also the subject of a Grand Jury hearing. A departmental disciplinary hearing was scheduled for October 7, 1966, four days before the expiration of the 30-day suspension period without pay permissible under the Civil Service Law. The petitioner appeared without his attorney and submitted the latter's affidavit requesting an adjournment because the attorney, a member of the Legislature of the State of New York, was attending a legislative hearing in Albany. His affidavit requested an adjournment until after the trial of criminal proceedings against the petitioner.

THE HEARING Commissioner granted an adjournment to November 4, 1966, on the petitioner's waiver of any salary for the period of suspension beyond the 30-day period. On the adjourned date, the petitioner and his attorney appeared, and the latter requested a further adjournment until January 6, 1967, specifically waiving petitioner's right to payment of salary.

IN MARCH, 1967, the Grand Jury cleared the petitioner of criminal charges. On May 18, 1967, he was restored to duty and salary. On October 27, 1967, a disciplinary hearing was held and concluded in the petitioner's favor except for a reprimand.

JUSTICE HENRY J. Latham found that the Fire Department was ready to proceed with the disciplinary hearing at all times and that all adjournments were requested by the petitioner, who had waived salary claims during the suspension period. Although, as stated by the Court, the 30-day limitation on suspensions without pay is to shield the employee against willful or unreasonable delay by his employer, the employee may choose to relieve the employer of holding hearings and making a determination within the 30-day limit. If it is the employee who is unwilling or unable to proceed, the Court held that it is proper to condition the grant of an extension of time on the employee's waiver of his salary rights.

IN THOSE CASES in which it is clear that the employee has requested for his own convenience an extension of time, there seems to be no doubt in most instances of the fairness of a suspension of salary beyond the 30-day period. On the other hand, it seems to be the practice in disciplinary proceedings to seek a waiver of salary rights even when the extension of time is for the convenience of the employer, and certainly the employee or his attorney must be insistent upon preservation of salary rights under these circumstances. Otherwise, the employee may well find himself deprived of salary considerably beyond the outer limit fixed by statute for humanitarian reasons.

Civil Service Department Sets Promotion Exams

The New York State Department of Civil Service has announced 12 promotion exams to be given during February. Applications for five will be accepted up to Dec. 23, and applications for the others until Jan. 6.

The former group includes senior maintenance supervisor G-17 (interdepartmental), head maintenance supervisor G-19 (interdepartmental), penal institutions correction specialist G-20 (Department of Correction), case supervisor G-17 (Department of Social Services), and engineering technician GS-8 (Department of Transportation).

The Jan. 6 deadline is for printing audit clerk G-11 (Department of Audit and Control), senior building construction engineer G-23 (Executive), housing fund coordinator (Executive), employment interviewer G-14 (Department of Labor), associate employment consultant (testing) G-25 (Department of Labor), unemployment insurance claims examiner G-14 (Department of Labor), and radio dispatcher (Thruway). The last position pays between \$6,535 and \$8,010.



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LEGAL NOTICE

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 if living and if they be dead, then it is intended to sue their heirs at law devisees, next of kin, executors, distributors, distributees, administrators, and successors in interest, all of whom and whose names and addresses and whereabouts are unknown to plaintiff, and who are joined and designated as a class of "UNKNOWN DEFENDANTS" THE REGISTER OF NEW YORK CITY, 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, an 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 DEFENDANTS: — TO THE ABOVE NAMED

The foregoing summons is served upon you by publication pursuant to the orders dated Nov. 15, 1968, and December 12, 1968, respectively of Hon. Abraham N. Geller and Hon. Charles Marks, Justices 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 89 feet 11 inches in depth on either side, all as more particularly described in the complaint.

BENJAMIN SNEED,
Attorney for Plaintiff

Use Zip-Codes to help speed your mail.

EDITORIAL

(Continued from Page 6)

first nine months of this year.

The plan is relatively simple. The driver carries no change or tokens, so the passenger must deposit the exact change in the farebox. If the passenger lacks the exact fare, he overpays and is given a refund slip redeemable later. The farebox is locked and the driver does not carry a key. The result—opportunities and temptation for robberies are lessened.

Bus drivers and the riding public deserve adequate

protection. By removing opportunity and temptation, thugs are less likely to invade buses, assault and rob drivers and terrify passengers.

But there is other action that the Transit Authority can do. Permissive legislation has been enacted to authorize the TA to hire additional policemen for the Transit Police to patrol buses and bus routes. The TA should take advantage of this legislation before the State Legislature mandates such action.

The public and the public employee deserve this protection.

Research for Protection ... so more will live.

Respiratory diseases cause or contribute to about 80,000 deaths a year in the United States. They are the major cause of time lost from school and work.

Tuberculosis remains a major public health problem. Discovery and treatment methods which are the results of years of research have greatly improved, but TB can only be wiped out when research provides the answer to prevention and eventual elimination.

Air pollution contributes to the increase in respiratory diseases. The contamination of the air is largely caused by the waste products of man: fumes from internal combustion engines; smoke from power plants, oil refineries and other industrial operations; open burning; trash piles and incinerators.

In every community in New York State, Health Associations work diligently to secure the funds necessary to continue the fight against respiratory diseases and combat air pollution.

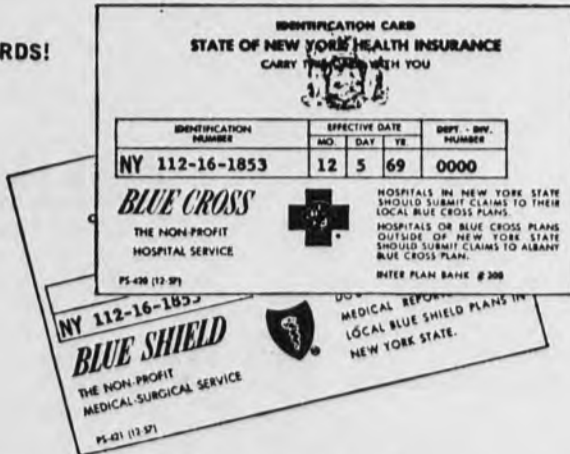
Their major source of income is the sale of Christmas Seals.

The power of the Christmas Seal is unique in the history of voluntary giving. Not only has the Seal raised money to finance programs in tuberculosis and respiratory disease but it also has alerted the public to the problems of air pollution and school health.

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CSEA Recognized

GENEVA — One hundred non-teaching employees have won the right to be represented exclusively by the Geneva unit of the Ontario County chapter of the Civil Service Employees Assn.

In a unanimous vote by the Greater Geneva Board of Educa-

tion recently, the Geneva unit was recognized as the sole bargaining agent.

Geneva Superintendent of Schools William S. Chiverton recommended to the Board that CSEA's petition for recognition be approved, according to the provisions of the State's Taylor Law. The Taylor Law requires that public employers bargain with a duly-designated employee representative organization.

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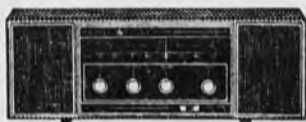


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New York City

Warning Issued On Late Enrollment In Insurance Plan

(Special To The Leader)

ALBANY — New employees of the State who enroll late in the State-administered health insurance program may unknowingly find themselves without proper insurance coverage, the director of State Health Insurance recently warned.

In a message to State agencies and participating local governments, Sam D. Freeman said: "Late enrollment can have extremely serious consequences for your employees and/or your dependents. At the very least, it means a delay in coverage. At worst it can result in one or more members of a family being denied coverage indefinitely, with possible disastrous financial consequences."

Freeman also noted that "In those participating subdivisions which still contribute at the pre-June 1967 employer share rates, late enrollment can prevent an employee from continuing coverage in retirement when it is frequently most needed."

The insurance director further stated that tardiness increases the volume of statements being filed, thus adding more costs for administration of the program. "These added charges," he said, "must, of course, be borne by both employee and employer."

Freeman has urged all State agencies and participating subdivisions to make known to the new employees the requirements for timely enrollment and the penalties of late enrollment.

Each employee is required to submit either an enrollment form or a notice of declination during the period he is eligible for timely enrollment.

OK Time Off For Dec. 19 Delegates Meet

ALBANY.—Chapter delegates, members of the board of directors, the sergeant at arms, six assistants, and the delegate credential committee of the Civil Service Employees Assn. have been granted time off from their jobs without charge to leave credits in order to attend the special CSEA delegates meeting in Albany Dec. 19.

In response to CSEA president Theodore C. Wenzl's request of Dec. 9, Alton Marsnall, chairman of the Governor's negotiating committee, said that "in view of the commitment made to your organization for such a meeting during our recent negotiations with your organization as the recognized representative of State employees in the general negotiating unit, this request is being granted."

X-Ray Series Reallocated

ALBANY—Due to the efforts of the Civil Service Employees Assn., eight titles in the X-ray technician series and four in the laboratory technician series have received one-grade reallocations, and employees in two X-ray titles in the five counties of New York City will get a three percent geographic pay differential.

"We're glad to have won the reallocation," said CSEA president Theodore C. Wenzl, "but one grade was not enough. The employees in these titles deserve a four-grade reallocation, which CSEA originally demanded, and we will not stop our efforts until they get it."

- These are the reallocations:
- X-ray technician, grades 8-9;
 - X-ray technician, therapeutic, grades, 8-9;
 - X-ray technician TBS, grades 8-9;
 - Senior X-ray technician, grades 11-12;
 - Senior X-ray technician, therapeutic, grades 11-12;
 - Senior X-ray technician, TBS, grades 11-12;
 - Laboratory technician, grades 8-9;
 - Senior laboratory technician, grades 11-12;
 - Tonographic technician, grades 8-9;
 - Radio therapy technician, grades 8-9;

New York City employees holding the titles of X-ray technician grade 9 and X-ray technician TBS, grade 10, will receive a three percent geographic pay differential to cover the higher cost-of-living in that area.

The X-ray technician, grade 9, and the X-ray technician TBS, grade 10, will now be recruited at the third year of their respective grades. The X-ray technician, grade 9 will be recruited at the second year level in the City of Syracuse.

CSEA had cited in a report accompanying the request the "significantly higher" salaries of comparable X-ray technicians outside State service.

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If you will be 20 and less than 29 on January 18, at least 5'7" and have 20/30 vision without glasses, you are eligible to become one of "NEW YORK FINEST". High School graduation or equivalency diploma is required at time of appointment.

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Ethnic Survey Forms Revised By State CSC

ALBANY—The Civil Service Employees Assn. has won another battle in its fight for equal and fair treatment for all State employees.

The demands by the Assn. that the State Civil Service Commission revise its ethnic survey form—given to applicants to fill out when taking civil service exams—to include a statement that the giving of the information sought was voluntary, has now been answered.

In a letter to Dr. Theodore C. Wenzl, president of CSEA, Civil Service Commission president Mrs. Ersa Poston said: "We are in the process of developing a revised form for obtaining ethnic information. The language of this form will make it very clear that the use of the form is voluntary. The instructions will also indicate that the form in no way affects the candidate's exam score or his standing on the eligible list."

CSEA had protested vehemently in November the use of the forms, which ask for ethnic background—race, religion, etc.

Originally, there was no indication on the forms that their completion by applicants was voluntary. CSEA protested because some employees felt that the information they gave might be used to discriminate against them in State employment.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK: COUNTY OF BRONX Adele De Foo, plaintiff, against Francis M. De Foo, defendant. Index No. 13606/1968. Plaintiff designates Bronx County as the place of trial. The basis of the venue is the plaintiff's residence in Bronx County, New York.

SUMMONS: ACTION FOR ABSOLUTE DIVORCE

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 20 days after 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.

Feigin & Silverman, Esqs. Attorneys for the plaintiff: Office and Post Office Address, 215 West 34 Street, New York, NY 10001.

TO: Francis M. De Foo, the above-named defendant. The foregoing summons is served upon you by publication pursuant to an order of Hon. Sidney M. Fine, a Justice of the Supreme Court of the State of New York, entered December 9th, 1968 and filed with the summons and complaint, in the office of the Clerk of the county of Bronx, at the Courthouse, 851 Grand Concourse, Bx., N.Y. The object of this action is for absolute divorce. The attorneys for the plaintiff are Feigin & Silverman, Esqs.

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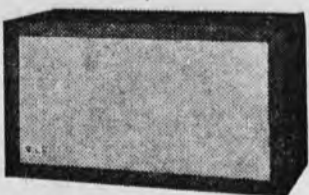
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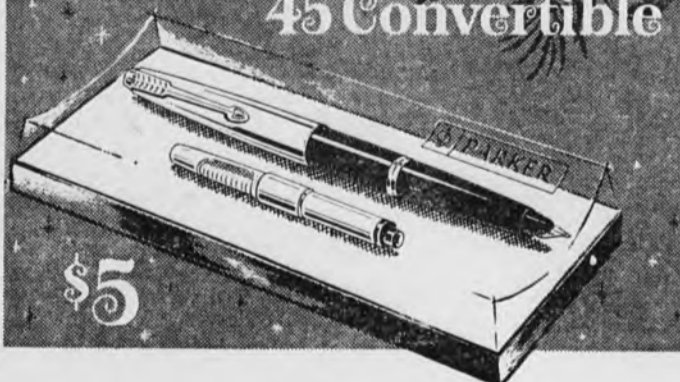
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New York City

Law Journal Names Botein To Head Board Of Editors

Presiding Justice Bernard Botein of the Appellate Division, First Department, who will resign at the end of the year to re-enter private practice, was named yesterday chairman of the New York Law Journal editorial board and counsel to the paper. Both posts will be effective January 1. Justice Botein will head a group of leading jurists and lawyers from various parts of the country who will be contributing editors of the Law Journal. When he leaves the Bench, Justice Botein will also become senior partner of one of New York City's oldest law firms, which will be known as Botein, Hays, Sklar & Herzberg.

The appointment of Justice Botein and other executive changes in the Law Journal were announced by Jerry Finkelstein, chairman and publisher of the largest daily legal newspaper in the country and The Civil Service Leader.

Charles F. Kiley, managing editor of the Law Journal since March 1967, and before that as-

sistant to the editor at the New York Herald Tribune, has been named editor. He succeeds Myron Kandel, who has resigned to establish a new publishing company specializing in the financial field. Kandel, who joined the Law Journal two years ago after having been financial editor of the New York Herald Tribune, also had been president and director of the New York Law Publishing Company.

Finkelstein also announced the resignation of Andrew Stein as vice-president of the Law Journal. Stein was elected last month to the New York State Assembly from the Sixty-second District of Manhattan and will devote full time to that position.

"I welcome the association of Justice Botein with our newspaper," said Finkelstein. "The respect and affection in which he is held by the Bench and Bar will help the Law Journal to continue its already pre-eminent position in the legal community.

Justice Botein issued the following statement:

"Under Mr. Finkelstein's direction the New York Law Journal has grown from a publication devoted essentially to the narrow function of reporting the work in the local courts to a newspaper covering everything of interest in the entire world of law. Its pages presently invite exchanges of news and views relating to every aspect of the administration of justice.

"Without curtailing its present services, Mr. Finkelstein now proposes to lead the Law Journal into a more dynamic and affirmative role.

"It will develop meaningful

(Continued on Page 15)

Council 50 Denounces Graham For Exposing Union Injustice

WASSAIC—Civil Service Employees Assn. field representative James Graham was under fire from Council 50 last week as a result of his efforts to correct an injustice in work assignments at Wassaic State School.

Graham had protested to the School's personnel officer that two recently hired grade 6 attendants at the school, one of them reported to be a relative of the head of the institution's Council 50 local, were "working right next to and performing the same duties as the grade 4 housekeepers," while being paid for the grade 6 attendant title.

Graham demanded that the institution either place the two attendants in question in their proper job—as attendants—or release them.

Institution officials advised Graham that it was necessary to use grade 6 attendants at Wassaic to perform the duties of grade 4 housekeeper jobs because the Division of the Budget has refused to provide sufficient grade 4 housekeeper positions, and that the department,

itself, said it planned to do nothing to correct this situation, despite the fact that it was against the law.

In a telegram to Dr. T Norman Hurd, director of the Budget, CSEA president Dr. Theodore C. Wenzl charged the State with violating Section 61 of the Civil Service Law, which forbids out-of-title work for State employees except during a temporary, emergency situation.

Wenzl demanded "immediate investigation and correction of this out-of-title work, which also constitutes a waste of the taxpayers' funds.

"This out-of-title work . . . deprives the mental patients of the services of the attendants who are performing the housekeeping work . . . (It) is apparently for the particular convenience of a Council 50 members whose hus-

band is the head of the Council 50 local at that school," he said.

Council 50 countered with an accusation that field representative Graham, whose objective was to uphold the law and protect all of the other attendants and housekeepers, was trying to downgrade the two attendants.

Graham answered the charges: "This situation is not only a waste of money to the taxpayers and a terrible injustice to the other attendants and housekeepers at the school; it is a clear violation of the Civil Service Law. We also consider it very fishy that one of the people getting paid at a grade 6 rate, while doing a grade 4 job is related to the School's Council 50 local president. The State has got to come up with a lot of explanations in this case, or Council 50's racket will be exposed for all to see."

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CSEA Officials Charge

Erie County Pay Pact Endangered By Harassment Tactics Of Unions

(From Leader Correspondent)

BUFFALO—Negotiators for the Civil Service Employees Assn. warned this week that pay raises for Erie County's 6,000 employees are in jeopardy because of harassing tactics by smaller unions.

"We will be able to negotiate a salary increase," said Neil V. Cummings, president of the CSEA's Erie chapter, "but we would have been able to achieve much more in the way of conditions and protection had we been able to bargain uninfluenced by the actions of the little union groups which want parcels of our general unit."

Erie chapter, recognized under the Taylor Law as the bargaining agent for Erie County workers, has been negotiating with Erie County officials on a contract since early last Fall.

The CSEA seeks a pay hike of 10 percent and upgrading of each employee to the next higher pay grade. Increases would start with the higher grade.

Other CSEA proposals call for fully-paid hospitalization, more longevity increments, more personal leave, five weeks vacation, added mileage allowance and pay at time and half for work after 40 hours.

Cummings joined Thomas B. Christy, the chapter's bargaining chairman, in saying that because of "sniping by small unions the county now appears to be reluctant to sign a fully-rounded collective bargaining contract with our organization."

Another factor is a petition now before the Erie County Public Employment Relations Board challenging the CSEA as sole bargainer in Erie County.

There is some apprehension that the Erie PERB may follow the lead of the State PERB and split Erie County into several small units for collective bargaining purposes.

"What it all amounts to," said Cummings and Christy, "is that we in CSEA have acted responsibly in behalf of county workers we were designated to represent."

"But it now appears as if the responsible bargaining we've been conducting is being injured by the greed for membership shown by these smaller unions which are jealous of the CSEA position."

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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.

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PERB Does It Again! Faculty Representation Hearings Called Off

(Special To The Leader)

ALBANY—"The Public Employment Relations Board has shown its utter disregard for the State's public employees by canceling all hearings on the determination of bargaining units for State University faculty until further notice. This means that nothing will be done at least for the rest of this month. It is a disgrace."

These were the words of Theodore C. Wenzl, president of the Civil Service Employees Assn. when he learned last week that faculty of the State University of New York may be deprived of representation at the bargaining table until the middle of 1970 because of another adjournment of hearings on the subject by PERB.

Seth Towse, assistant counsel for the Civil Service Employees Assn., told The Leader that as of Dec. 9, PERB hearings to determine the proper bargaining unit or units had been adjourned indefinitely without the agreement of the several employee organizations, including CSEA, which are seeking the right to represent SUNY faculty.

Towse told Robert D. Helsby, chairman of PERB: "CSEA requests a full explanation . . . explaining in full this highly irregular and improper action taken by the Director of Representation without prior consultation with the parties involved."

Towse stressed that, since CSEA

had requested recognition on SUNY campuses in September, 1967, the arbitrary adjournment "further prejudices the Association's case, and has the effect of further depriving the faculty of the State University of their rights as set forth under the provisions of the Taylor Law."

"The hearings in this case have been underway for about five months, and the effect of the continued adjournment may well result in deprivation of representation for the faculty of the State University for the 1970-71 fiscal year."

Highly Irregular

The CSEA attorney asserted that the Director's action to adjourn the hearings was "highly irregular and would not be permitted by any Court in this jurisdiction or by the Federal judiciary."

At Leader press time, no reply had come from Helsby.

Other organizations vying for representation rights include the Faculty Senate, the United Federation of Teachers, and the Faculty Association of the State University of New York.

19 Laborers' Salary Increased By L.I.P.C. Through CSEA Action

(Special To The Leader)

FARMINGDALE — Nineteen laborers in the Long Island State Park Commission have been upgraded to maintenance men, thanks to the efforts of the Long Island Inter-County Parkway chapter of the Civil Service Employees Assn.

Louis Colby, chapter president, said the agreement came after a meeting between representatives of his group and Vincent Leach, commission representative for employee relations. Attending the meeting from CSEA were Colby, William Hurley, chapter grievance chairman, and Arthur Gray, field representative.

Employees affected work in both the parks and parkways under the jurisdiction of the commission. The change in title represents a two-grade hike, Colby said.

Continue Fight

Expressing gratification over the action, Colby said: "Only part of the battle has been won. We will continue to fight for the

other reallocations and reclassifications we submitted to the commission."

At the same meeting, the commission agreed to give instruction to ten members of the chapter on retirement plan for commission employees. These men, Colby said, would be responsible for answering questions on the plan and obtaining information in individual cases.

Colby also asks that chapter representatives in the Division of Parks and throughout the Conservation Department send any chapter or members problems to him so that he and other CSEA representatives can present them to department officials at a coming meeting.

10 Other Major Gains

Orange CSEA Wins 12 Percent Pay Boost, Pension Improvements

(Special to The Leader)

GOSHEN—A graduated salary increase starting at 12 percent for employees in grades one and two headlines a two-year contract won recently by the Orange County unit of the Civil Service Employees Assn.

Also included in the contract, which takes effect on Jan. 1, is adoption of the 1/60th retirement plan retroactive to 1938, and time and a half pay for overtime work.

Unit president Robert E. Mendres led the CSEA negotiating team, comprised of Deputy Sheriff Joseph Richardell, Stanley Kimiecik, Jr., case supervisor and vice-president Eugene Kolman, assistant engineer in the Highway Department, in obtaining the raise and the following additional benefits:

- Non-contributory hospital insurance;
- Tuition refunds;
- Uniform allowance for deputies;
- Past practice clause; and
- Binding arbitration in grievances by a three-member panel made up of one CSEA member, one County member and a third person chosen by both groups.

The Orange County negotiating team was headed by Albert C. Howell, chairman of the Board of Supervisors.

Essay Contest

The fourth annual essay contest sponsored by the New York State Employees' Brotherhood Committee will close Dec. 31. State employees are invited to compete by submitting an essay of approximately 1,000 words typed on 8 1/2 x 10 paper, on the theme "Brotherhood Begins with You."

Entries should be submitted to any member of the committee or to Essay Chairman, Philip Hecht, 559 W. 80 St., New York, 10033.

- Twenty-five-year retirement for members of the Sheriff's Department;
- Floating holidays in addition to the 11 regular holidays;
- Increased vacation leave consisting of 10 days for one year of service, 15 days for five years, 20 days for ten years of service, and a proportionate schedule for part-time employees;
- Four days personal leave a year; seniority and job protection for blue-collar employees;
- A reopen clause;

CSEA & State Meet On Mental Hygiene Dept.'s Abuse Of Career Ladder

(Special To The Leader)

ALBANY — Civil Service Employees Assn. officials and four State institution employees met last Friday, Dec. 13, with State Civil Service Commission representatives to air their gripes over the abuse of the career ladder system in the Mental Hygiene Department.

The meeting came as a result of CSEA's complaints on behalf of employees in occupational and recreational therapy that employers use the career ladders to set job qualifications so high that they can hire outside help instead of promoting State employees.

In a letter to Mrs. Ersa Poston, president of the State Civil Service Commission, CSEA president Theodore C. Wenzl had charged: "Career ladder occupations were proposed to employee groups on the basis that they would provide better opportunities for promotion and therefore provide better careers for employees in such occupations."

For Outside Recruitment

"From our experience, however, the employer uses these ladders for one main purpose to set qualifications for the new positions proposed so high that it enables recruitment directly from the

outside. This has resulted in severe damage to employee morale."

"Certainly," Wenzl continued, "employees when they enter State service give consideration to future promotion possibilities. Should these future promotion possibilities be curtailed, it is a change in the employee's terms and conditions of employment, and from that standpoint we believe that these matters be subject to negotiations."

CSEA Executive Director Joseph D. Lochner and program specialists John M. Carey and Mrs. Mary Blair presented CSEA's case at the meeting.

Occupational therapists present were Harry Fox from Bronx State Hospital and Alic Sandhage from Rockland State Hospital. Recreational therapists were Jerome Bonnabeaux from Bronx State and Joyce Lyman from Rockland State.

Representing the Civil Service Commission were David Zaron, assistant director of Classification and Compensation; Stan Kollin, assistant administrative director of Civil Service; Robert Quinn, director of Recruitment; and Charles Owens, director of Civil Service Operations.

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Southern Conference Raps Council 50 & Governor

(From Leader Correspondent)

WHITE PLAINS—Pat Monachino, collective bargaining specialist for the Civil Service Employees Assn., told members of the Southern Conference at a meeting Dec. 6 that Gov. Rockefeller has "betrayed every State employee," and added that "by ceasing negotiations, many types of benefits are jeopardized." He referred to recent action by Council 50, AFL-CIO and said he was "here to see how you feel about these events."

Monachino's remarks were part of a 3½-hour meeting hosted by the Westchester chapter, CSEA, and attended by approximately 80 members from Dutchess, Westchester and Orange Counties at the Westchester County Office Building—all of whom denounced the strike which threatened the security of mentally ill patients but did not affect them.

Nick Puzziferri, conference president, from Rockland State Hospital, presided. Guests attending included Tom Luposello, CSEA field staff supervisor, James Graham and Tom Brann, field

representatives, Joe Deasy, Jr., city editor of The Civil Service Leader, and Harman Switz III, newly-named field representative for the area.

Discussions at the meeting centered on three main points; two were official motions. One motion asks the State CSEA if the Southern Conference should become politically involved. A second motion requested the Statewide Association's Board of Directors to consider dropping the word Association and changing the organization's title to Civil Service Employees Union.

Following Monachino's remarks, discussion from the floor centered on the recent strikes called by Council 50 at area mental institutions.

Mrs. Nellie Davis, former president of the Conference and president of the Hudson River State Hospital chapter, said, "The union should be ashamed of themselves. These strikers may someday need the tender, loving care the employees give the patients. The union lost many members when they struck. They are nothing—we don't even know they exist at Hudson River. They came running to CSEA, wanting to get out

of the union. I think we should stand up and be counted, but we don't have to hurt our patients to do it. Fifty pickets outside a building does not close a hospital. It was Gov. Rockefeller and (Mental Hygiene) Commissioner Miller who did it."

Further discussion led to the possibility of necessary withholding of services, in the future, by Mental Hygiene Department clerical workers, switchboard operators and bookkeepers. It was emphasized that these strikes, if necessary and authorized, would in no way harm patients nor effect them in any way, which the membership felt important.

Referring to the motion on CSEA becoming politically involved, it was noted that with 171,000 votes, CSEA is a strong factor in the political picture. Reports were heard on recent candidates' nights. The decision was "CSEA members should at least follow what the men do in the Senate and Assembly and remember at election time when they act unfavorably towards CSEA."



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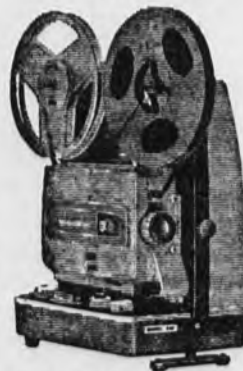
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CSEA Wins Continued Stay Against PERB's 5 Units

(Continued from Page 1)
 the Legislature on Jan. 22. The "job action" would start Jan. 23 if the chapter's resolution is adopted.

Salary Committee Meeting
 Bendet announced also that there would be a meeting of the Salary Committee prior to the special session of Employees Association delegates.

Repeal
 The decision to initiate Taylor Law repeal legislation, voted earlier this week at a stormy session of the organization's board of directors, was detailed by Dr. Theodore C. Wenzl, president of the 170,000 member public em-

ployee group, who voiced complete disenchantment with the law and likened it to "a runaway Frankenstein monster" working against its intended purpose. CSEA's final rejection of the Taylor Law was prompted by a recent determination handed down by the Public Employment Relations Board, administrative agency for the law, splitting 124,000 State employees into five separate units for collective bargaining purposes. Concurrently with its determination, PERB called a halt to CSEA contract negotiations in behalf of these workers on a single unit basis.

CSEA has been recognized to bargain for the entire group by

Governor Rockefeller in November, 1967 and was in the process of negotiating a contract to run through March 1970.

Strangled
 Wenzl said that his organization originally had "looked to the Taylor Law with hope," but contended that in the administration of the law "CSEA is being clubbed to death by authority and strangled by tortuous legal procedures."

Shortly after being designated as sole bargaining agent for most State workers in 1967, CSEA negotiations were stopped after only four days of talks by several smaller unions who challenged, through PERB, the appropriateness of the one general bargaining unit. CSEA's right to negotiate was eventually upheld in the State's Court of Appeals, but only after four months of litigation. The delay, CSEA claimed, eroded the greater part of the negotiating period and forced State workers to accept a smaller benefit package than they would have, otherwise.

Following the challenges by competing organizations to Governor Rockefeller's one-unit designation, PERB hearings, during which interested parties gave testimony, went on for more than eight months. An initial determination by PERB's director of representation in late August of this year broke up the single general bargaining unit into six separate groups. CSEA immediately appealed this decision, and retained its bargaining agent status until the full PERB determination on November 27.

The total effect of the delays and legal obstacles encountered by CSEA since its recognition which, CSEA strongly contends, was fully legal and proper within the Taylor Law, have led the organization to conclude that the law is unworkable and should be repealed.

Wenzl Statement
 The full text of Dr. Wenzl's statement follows:

"In the beginning, CSEA looked to the Taylor Law with hope. We have supported its concept both before and after its inception for the past two years. Now, in light of the PERB's arbitrary, absurd determination splitting up the logical and realistic bargaining bloc of 124,000 State employees into five separate bargaining units, our members are firmly convinced that the law no good.

"Prior to the Taylor Law, we were able to secure innumerable benefits for our members by going annually to the executive and legislative branches of government, albeit hat-in-hand, and voicing our needs. Now, under the Taylor Law, PERB attempts to make the CSEA membership

Hotel Marçay 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.

PERB Creates Chaos

(Continued from Page 1)
 iners whose responsibilities are not of a "professional, scientific or technical nature."

Professional, scientific and technical services, 25,000-30,000. All professional administrative employees, all professional medical personnel, engineers, architects and all other jobs the duties of which "reflect a need for scientific or technical education," including certain inspectors, examiners and investigators in

such areas as food and weights and measures.

Unless the courts or State legislators step in to clear this jurisdictional jungle, it takes no clairvoyant to perceive the PERB formula as a blueprint for continuous, interminable and probably insoluble labor troubles between the State and its employees.

What the PERB has done is to take a difficult situation and turn it into something incalculably worse.

Eleven-Point Contract Ratified By Elmira CSEA Members

(Special To The Leader)
ELMIRA — A two-year contract ratified recently by the Elmira City unit, Chemung chapter, Civil Service Employees Assn., features both substantial salary increases and improved fringe benefits.

Aside from a new salary schedule, employees will have financial advantage through shift differentials, overtime pay with a minimum of two hours guaranteed when called in from home in emergencies and an employer-paid hospitalization plan.

The 1/60th retirement plan has been approved with full retroactivity back to 1938. Further, non-competitive and labor class employees will be granted job protection similar to competitive class employees.

Other provisions of the pact include:

- One hour a day time off for unit officers to act on CSEA business;
- Five days annual leave with pay for three unit officers to attend CSEA business sessions.
- An advance copy of the City Council agenda shall be supplied to the unit president;
- Three days bereavement

leave annually;

- Additional longevity steps after 10, 15 and 20 years service;
- Guaranteed seniority rights, and
- Eleven paid holidays.

Joseph J. Dolan, director of local government affairs for the Employees Association, praised chapter officers who negotiated the contract and singled out the chapter president for special praise.

"A lot of credit for the Elmira contract goes to chapter president Joe McDonald. He has done an exceptional job in the past several months. Fresh thinking and hard work," he concluded, "put the Elmira unit on its feet."

Harriman Crew Wins Maintenance Award

ALBANY — The maintenance crew from Harriman, one of the 20 State Thruway crews that are responsible for maintaining the 559-mile superhighway, has won the Authority's annual maintenance award for 1968.

Chairman R. Burdell Bixby presented a plaque to the personnel of the winning crew at a dinner recently in Suffern.

Supervisor of the 31-man crew is LeRoy Lancaster of Central Valley and the foremen are William Kyles, Sr. of Central Valley and Robert Jones of Goshen.

Second in the competition was the Wedesport Section and the third-place winner was the Catskill Section.

Correction Demands

(Continued from Page 3)
 and State troopers, are paid higher salaries than correction officers, when they are actually dealing with easier-to-handle offenders. Only the worst offenders and hardened criminals go to the institutions, and correction officers must handle them.

The report summarized that "if rehabilitation of convicted criminals in the New York State Department of Correction is to be successful, then a major part of the success can be attributed to the correction officer" due to his constant and close association with the inmates.

CSEA's appeal for the four-grade reallocation is expected to be next sent to the State Director of Classification and Compensation.

Travel Topics

Winter Caribbean Cruise Schedule Is Announced

Three air-sea cruises and a bridge cruise under the direction of famed master player Charles Goren are now open for bookings by Civil Service Employees Assn. members, their families and friends. These extremely popular 8-day cruises feature direct flights to the Caribbean and direct boarding on the S.S. Regina so that almost all the vacation time is spent in the sun. Prices still begin at only \$285 complete.

Islands to be visited include Trinidad, Barbados, Martinique, and St. Vincent. All meals are included and jet transportation is via KLM Royal Dutch Air Lines.

Here are the dates of departure and the tour leaders to write to for reservations.

January 18 — Miss Blanche Rueth, 96 Whaley St., Freeport, N.Y. Telephone (516) 379-4529.

February 15 — Mrs. Grace Smith, R.D. Box 1195, Waterford, N.Y. Telephone (518) CE 7-2087.

March 1 — Deloras Fussell, 111 Winthrop Ave., Albany, N.Y. Telephone (518) IV 2-3597.

Bridge Cruise

The bridge cruise, personally escorted by Mr. Goren, will be aboard the S.S. Olympia from January 11 to Jan. 24, visiting San Juan, St. Thomas, Aruba, Trinidad and Martinique. Master-joint games, tournaments and lectures will be held aboard ship. Prices start at \$370 and bookings may be had by calling Miss Theen at Plaza 7-5400 in New York City.

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.

Hawaii And The West At Lowest Cost Yet—\$449

Civil Service Travel Club's annual two-week tour of Hawaii and the Golden West will be identical to past trips with two major exceptions—the price is lower and Los Angeles will be visited again instead of Las Vegas.

This year's tour, which departs from New York City on July 26th, returning Aug. 9, will feature a leisurely three days in Los Angeles, eight days and eight nights in Hawaii and a homeward-bound visit to San Francisco.

The low cost of only \$449 plus tax will include complete round trip jet transportation via United and American Airlines; hotels, transfers, baggage handling and sightseeing with entrance fees paid.

Another new feature is that CSEA members may invite friends as well as family members on this year's tour.

Immediate application for available space may be had by writing upstate to John Hennessey, 276 Moore Ave., Kenmore, N.Y. Telephone (716) TF 2-4966. In Metropolitan New York area write to Mrs. Julia Duffy, Box 43, West Brentwood, Long Island, New York. Telephone (516) 273-8633.

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

Judge Botein

(Continued from Page 10)

dialogue, and hopefully inspire constructive movement among all communities of thought and action of the Bench and Bar, and allied disciplines and callings, so that we in New York can communicate to others our experience and ideas and in turn be enriched by theirs.

"I am happy to join in this venture."

Justice Botein has been on the Bench for twenty-seven years, the last eleven as Presiding Justice of the Appellate Division, First Department. He first went to the Bench in 1941 by appointment of Governor Lehman to State Supreme Court. He was elected to the court the following year, and in 1953 was named to the Appellate Division by Governor Dewey. Governor Harriman appointed him Presiding Justice in 1958.

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All three written tests will include clerical aptitude, arithmetic and office practices; the operator II test will cover account keeping as well.

For applications and further information write or call the Rockland County Personnel Office, County Office Building, New City. (914) 638-0500.

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The double talk by the above orator isn't funny—it means what it says. When PERB and the Governor blew the whistle on CSEA's negotiations, we had already reached agreement on a terrific benefit package for State workers totaling \$124,000,000 annually. Included were pay raises, improved retirement benefits, improved health insurance, shift and geographic pay differentials, among other

things. At this moment all negotiations are off—delayed by the five unit PERB determination. For how long . . . who knows? Indefinitely perhaps. We're still in there fighting to get negotiations started again. In the meantime, state workers' salaries and benefits are for all practical purposes—frozen. The big winner, the Governor and his budget problems.