

# Civil Service LEADER

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AUG 20 1969

## Representative Candidates

See Page 8

## Salary Committee Recommends:

# \$6,000 MINIMUM PAY, 20-YEAR RETIREMENT, 25% OR \$2,000 RAISE



**AIMING HIGH** —Members of the Statewide Salary Committee of the Civil Service Employees Assn. take a breather after completing their draft resolution on the salary scales for 1969-70. Participants are, left to right: Nels Carson, Connie Rush, John Naughter, Ray Heckel, Frank Talomie, chairman Solomon Bendet, George LaFaro, and Salvatore Butero.

## Would Include Aides Excluded From Election

(Special To The Leader)

ALBANY—Recommendations for sweeping salary increases, a \$6,000 minimum hiring rate and a 20-year half-pay retirement plan for State employees highlight the annual report of the Statewide Salary Committee of the Civil Service Employees Assn.

Solomon Bendet, chairman of the committee and president of the 6,000-member New York City chapter, last week released the report which his committee will submit to CSEA's Statewide delegates when they meet in New York City in early September.

In contrast to previous years, the Salary Committee report recommends varying types of pay raises for the State employees in the four units who elected CSEA as their bargaining agent in recent Statewide elections. It also recommends an increase for employees who were excluded by the Public Employment Relations Board from any representation. CSEA officials are planning to petition the State for a separate unit consisting of these excluded

employees. Bendet, in releasing the report at this early date, said, "Things are much more complex this year because we must negotiate for four units instead of one and our members should have our recommendations in hand before the Annual Meeting so that they can instruct their delegates how to vote."

The Committee drew up the (Continued on Page 3)

## - BULLETIN - CSEA Certified As Bargainer On Thruway

The Civil Service Employees Assn. has been certified to represent all Thruway Authority employees in the larger 2,000-member unit of the Authority, the Public Employment Relations Board announced at Leader press time.

Certification by the State Board followed a review of objections (Continued on Page 3)

## Resolutions Committee Changes Open Meeting

Randolph V. Jacobs, chairman of the resolutions committee of the Civil Service Employees Assn., reminded delegates to the annual convention of the Association in New York City that the date of the open meeting of the committee has been changed to September 2.

The original date of September 3 shown on the program previously sent to delegates was found to be impractical. Delegates wishing to discuss the contents of any resolutions that are to be acted upon during the convention may appear before the committee on the rescheduled date.

## At Concord Hotel

## Promotion, Retirement Seminar Set

Applications are now being accepted for a seminar on public employee promotions, retirement plans and health insurance to be held October 12 to 14 at the Concord Hotel, Kiamasha Lake.

The seminar is being sponsored by the Civil Service Education and Recreation Assn. for its (Continued on Page 3)

## Ballot Envelope Not Too Small

The envelope used to return the ballot for the Statewide officers election may seem too small, BUT IT'S NOT!

Bernard Schmah, chairman of the Committee on Election Procedures for the Civil Service Employees Assn., said there is an excessive amount of glue at one end of the envelope and advised members to break the glue barrier by running one finger up to the end of the envelope.

Schmah gave assurances that votes of members who might have folded the ballot will be counted.

*Don't Repeat This!*  
Frustrated Voters

## Rocky's Experience With Demonstrators May Prove Valuable

THE experience with riotous and violent demonstrations to which Governor Nelson A. Rockefeller was exposed in the course of his South American mission may prove to have been valuable on-the-job training for the Governor in this penultimate year of his third Ad- (Continued on Page 13)

# Your Public Relations IQ

By LEO J. MARGOLIN



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

## CSEA's Additional Fringe Benefits

THE 172,000 MEMBERS of the Civil Service Employees Assn. won more than four out of five critical collective bargaining elections last month.

THEY WON unseen but highly important fringe benefits, which will not be found in the contracts which CSEA will sign with the State of New York sometime in the future.

THESE CONSIDERABLE fringe benefits revolve around individual and group attitudes—attitudes that the State's civil servants hold toward themselves as public employees, toward their union, toward their jobs, toward their employers, the people of the State of New York.

THERE'S NOTHING like a clear-cut victory—won fair and square on merit—over a grandstand full of opponents of various sizes, shapes and strengths to achieve these fringes, which are really public relations advances.

TO HELP CRYSTALLIZE these public relations pluses in the minds of our readers, we are pleased to list them here:

- **ELEVATION** of the civil servant's image of himself, particularly relating to his position in his community. (This is another way of saying that a civil servant should now feel 10 feet tall.)

- **CONFIRMATION** from its own membership that the CSEA has been doing a good job. This has skyrocketed the organization's total public relations to new heights among the rank and file—and an organization is only as good and as effective as the loyalty and support of the over-

whelming majority of its membership.

- **SOBERING CLOSER** to reality of the attitudes of some top State officials who either allowed their daydreams to get the better of them or were badly advised by unknowledgeable consultants.

- **CONTINUED STABILITY** of the State labor relations, despite the amateurishness of some of the top State officials and agencies, whose job it's supposed to be to maintain this stability.

- **THE ENHANCED** national stature of the CSEA as the independent public employees' union which did an outstanding job for its members and set the pattern for other independent public employees' union throughout the United States.

WHILE THOSE would not seem to be dollars-and-cents fringe benefits, they actually are. Somewhere along the line all this spectacularly enhanced public relations will pay off in fatter pay envelopes and a better life for all civil servants.

### Brandon Named

ALBANY—D. David Brandon of Delmar has been appointed to the State Local Government Advisory Board. He is the director of the State Office of Planning Coordination.

## Last Call

### Only Six Seats Left For Grand Bahama One Week Holiday

Only six seats are available on the Aug. 1 one-week gala vacation trip to the Grand Bahamas, available only to Civil Service Employees Assn. members and their immediate families.

The trip leaves Aug. 31 from Kennedy Airport, with an early morning departure. The price includes round trip jet transportation, hotel rooms, gourmet breakfast and dinner daily, all airport-hotel transfers etc. Total price is \$189.

For remaining space, write immediately to Sam Emmett, 1060 East 28th Street, Brooklyn, N.Y. 11p10 or call, after 5 P.M., (212) 253-4488.

### Wm. H. Timoney Sr.

William H. Timoney, Sr., of East Farmingdale, retired custodian at the State University at Farmingdale, where he served for 21 years, died of a heart attack at his home recently. He was a long time member of the CSEA. Born in Hicksville, the 71-year old Timoney lived his entire life on Long Island. A Mass was held at St. Kilian's Roman Catholic Church. Burial followed at St. Charles Cemetery in Pinelawn.

Back in 1947, Timoney, Sr., and his son, formed a father-son custodian combination at the college. Three years ago, the younger Timoney assumed the post of head custodian for Farmingdale. When the older Timoney retired a year ago last February, Dr. Charles W. Laffin, Jr., president of the college, said, "This rare father-and-son team at our college is now broken . . . we will miss 'Pop' in his retirement."

Even in retirement, the older Timoney was a frequent visitor to the campus, which he always called "my home away from home."

Surviving the deceased are his widow, Mrs. Matilda Timoney, two daughters, two sons, 5 grandchildren and a great grandson.

### Sr. Computer Post Slates Sept. 15 For Filing Finale

In order to make connections to the \$7,705 post of senior electronic computer operator, you'll need behind you a year of full-time paid experience in the operation of an installed computer gained within the last three years.

The application circuit remains open up through September 15 for the written exam, set to fall October 18.

For the test, subject matter will concentrate on arithmetic reasoning; number relationships; abstract reasoning; operation and maintenance of computer hardware (including magnetic tape and disks); and supervisory principles.

This is to be a simultaneous exam of promotion and open-competitive candidates. Nonetheless, it's expected that appointments will be made from the open-competitive candidates as well.

## U.S. Service News Items

By RON LINDEN

### For Minorities, Women

## CSC Commissioner, Nixon Stress Equal Employment, Training And Advancement

New directions for the program of equal opportunity in Federal employment—emphasizing training and advancement opportunities for minority employees and women—were described by Civil Service Commission Chairman Robert E. Hampton following President Nixon's approval of the Commission's recommendations for strengthening the program.

The White House has issued an Executive order and a Presidential memo assigning the Civil Service Commission continuing leadership responsibility for the Government-wide program and directing heads of Federal departments and agencies to "co-operate fully in this urgent undertaking and move forward energetically" toward the goal of completely eradicating discrimination of any kind in Federal employment. The new order for the first time maps out specifics of what is required of agency heads in developing affirmative action programs and requires agency heads to provide the necessary manpower and resources to carry out their responsibilities.

The President's actions stemmed from a full-scale review of the equal employment program that he had directed Hampton to undertake last March, and are based on the changes recommended in the CSC report.

Hampton stressed the following specific points included in the President's memo:

- Assuring equal employment opportunity in a Federal department or agency is the responsibility of the organization's head. It must have his continuing high priority attention and that of all agency executives.

- Equal employment opportunity must become an integral part of the day-to-day management of Federal agencies, and interwoven with every action which has an effect on employees.

- While we must continue to search out qualified personnel from all segments of our population, we must assure the best possible utilization of the skills and potential of the present work force. Employees should have the opportunity to the fullest extent practicable to improve their skills so they may qualify for advancement. Those who have potential to serve at the supervisory level and above should be identified and given the opportunity to develop to their fullest capability.

- Special efforts must be made to assure that opportunities in the Federal Government at the professional levels are made known to men and women of all races, religion, and ethnic backgrounds so that positions of leadership in the future can be assumed by persons from all segments of our population.

- Every possible step must be taken by agency heads to make sure that each manager and supervisor in the Government understands and implements the ob-

Data on this title, through Bulletin No. 22-608, may be sought from the State Department of Civil Service, 1350 Ave. of the Americas, New York 10019.

jective of equal employment opportunity for all Americans. Our supervisors' performance must in every way support equality of opportunity for all employees.

- In addition to assuring equal employment opportunity for all persons, the Government, as a responsible employer, must do its part along with other employers to provide special employment and training programs to those who are economically or educationally disadvantaged. We must hold out a helping hand and imaginatively use the facilities of the Government to prepare such persons for useful and productive employment.

### Progress Made

Chairman Hampton said his study showed that the Government had made significant progress toward the goal of assuring equal opportunity in Federal employment—with members of minorities representing nearly 20 percent of the work force. He noted that the proportion of non-whites in Federal service is almost 50 percent higher than the percentage of non-whites in the Nation's work force—16 percent as contrasted to 10.8 percent—and that, in addition, the Government employs 70,000 Spanish Americans. He also pointed out, however, that minority employees tend to be concentrated in the lower levels, and urged improved manpower utilization and training programs to increase opportunities for all employees to work at their fullest potential.

Hampton also reported plans for improved administration of the Government-wide program, including agency self-evaluation of operations coupled with inspections by CSC, an improved system for maintaining minority employment data, and a strengthened organization for carrying out the Commission's program responsibilities.

"The President expects positive results, and he has asked me to give him regular reports on progress and problems. These will receive his personal attention," Chairman Hampton said.

The President also asked that his memo be sent to every manager and supervisor for their guidance.

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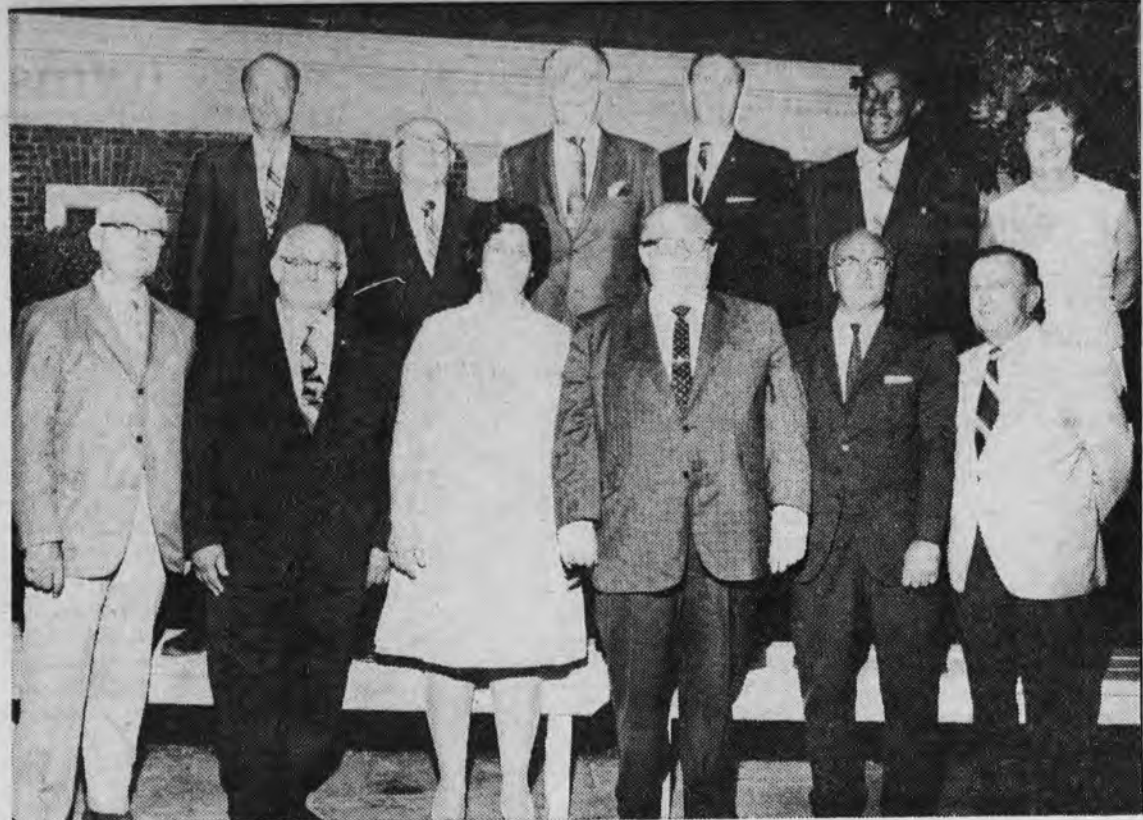
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**STATEWIDE CANDIDATES** — A cross-section of candidates for Statewide office of the Civil Service Employees Assn. recently gathered at the Long Island Conference meeting. They include, left to right: (top row) John Gallagher, candidate for treasurer; Solomon Bendet, candidate for second vice-president; Theodore C. Wenzl, incumbent president seeking reelection; John J. Hennessey, candidate for president; Randolph Jacobs, candidate for second vice-president; and Dorothy Rabin, secretary. Shown in front row are: Louis Colby, moderator; George DeLong, candidate for fifth vice-president; Margaret Anastasia, candidate for third vice-president; Irving Flaumenbaum, candidate for first vice-president; Nicholas Puzifferri, candidate for fifth vice-president; and Dave Silberman, Conference first vice-president and meeting chairman.

## Hennessey, Flaumenbaum Call For Expansion Of Field Representative Staff At Long Island Conference

BETHPAGE—Two candidates for Statewide office of the Civil Service Employees Assn. drew long ovations at the regular meeting of the Long Island Conference, CSEA, at the State Park here last week when they proposed the doubling of the Employees Association's field staff.

Following the announcement by Irving Flaumenbaum, incumbent second vice-president and candidate for first vice-president, that he would lead the fight for the increased staff, John Hennessey, incumbent treasurer and candidate for president, announced that he had already started preliminary studies into the feasibility of inaugurating a field representative trainee program, partially subsidized by the Office of Economic Opportunity.

"We need trained field representatives and by working through such a community program, we are fulfilling our own needs while performing a service to the public by training underemployed persons," Hennessey said later. "After all, our motto is 'We Serve' and I want everyone to know it." Hennessey also explained the need for additional local offices in the major areas of the State, pointing out that he was in the forefront in the battle to establish such an office in Buffalo.

Incumbent president Dr. Theodore Wenzl, noting that the election was almost over, thanked those members who had voted for

him and requested those who had not yet voted to return him to office to complete the job he had started two years ago.

Also speaking at the meeting in the club house of the park's golf course were John Gallagher, candidate for treasurer; Dorothy Rabin, candidate for treasurer; Nicholas Puzifferri and George DeLong, candidates for fifth vice-president; Margaret Anastasia, candidate for third vice-president; Both candidates for second vice-

president, Solomon Bendet and Randolph Jacobs, reiterated their service to the CSEA over the years — Jacobs as chairman of the resolutions committee and Bendet as chairman of the salary committee.

Introducing the candidates was Louis Colby, third vice-president of the conference. Chairman of the meeting was David Silberman, conference first vice-president, who was replacing George Koch, conference president who was ill.

## PERB Orders Single Unit For SUNY Professionals

ALBANY—The State Public Employment Relations Board has determined that all academic and non-academic professional employees of the State University of New York shall be included in one unit for the purposes of collective bargaining elections for that unit to elect an employee organization representative sometime after the first payroll date of the 1969-1970 academic year.

The employee organizations expected to be vying for the right to represent this unit are the Civil Service Employees Assn. jointly with the Faculty Senate; the State University Federation of Teachers; and the Council of Affiliated Chapters of the American Association of University Professors in the State University of New York (AAUP).

Paul E. Klein, director of representation for PERB, released the details of his decision in a state-

ment Aug. 12. Nearly 12,000 professional employees of the State University of New York (SUNY) at four campuses will be represented in the unit.

Certain specified professional employees will be excluded from the unit, as will the professional employees of the College of Ceramics at Alfred University.

PERB reported that four specific issues were involved in Klein's decision: whether there should be campus-by-campus negotiating units; whether academic and non-academic professionals should be in the same unit; whether the professional staff at the College of Ceramics at Alfred University

(Continued on Page 16)

(Continued from Page 1) final report on Aug. 12 after having held several meetings during the year.

The list of benefits recommended by the committee includes:

- A 25 percent salary increase for employees in the Professional, Technical, Scientific and Management-Confidential bargaining units; \$2,000 across-the-board salary increase for those employees in the Institutional services, Operational services, and Administrative services bargaining units.
- In those cases where the 25 percent increase would be less than \$2,000, such increase should be raised to \$2,000;
- Establishment of a \$6,000 minimum hiring salary rate;
- A non-contributory 20-year retirement plan at half pay, using the high final average salary computed on the basis of the three highest consecutive salary years; to be permissive for political subdivisions;
- Amend Retirement and Social Security Law by computing the initial pension reserve on a 1/40th basis for employees who remain on the job after age 55. It is likewise recommended that this benefit be permissive for the political subdivisions;
- Increase the death benefit for beneficiaries of retirees from \$2,000 to \$20,000; to be made permissive for political

subdivisions; • A welfare fund of \$150 per employee to be financed by the State and administered by CSEA;

- A non-contributory health insurance plan for employees and their dependents;
- Payment in cash upon severance from service for all accumulated sick leave credits;
- Continuance of the health insurance plan for the spouse of the retiree upon the retiree's death, and
- Provide longevity increments at the 20th and 25th year.

"We sincerely believe that these demands represent a sound program in the areas listed above, and absolutely essential for the general well being of all State and political subdivision employees represented by CSEA," Bendet said.

Members of the committee are Bendet, chairman; Salvatore Butero, Raymond Cassidy, Raymond Heckel, Frank Talomie, Lloyd Hogan, Emil Impressa, George LaFaro, John W. Raymond, Cornelius Rush, and Nels Carlson.

## Model Constitutions Sent To Directors, Chapter Presidents

ALBANY — Copies of the Civil Service Employees Assn. model chapter constitution in its latest revised form have been sent to CSEA Board of Directors members and chapter presidents.

On June 11, the Directors' Charter Committee and the Board of Directors mandated that an up-to-date version of the model constitution be printed and distributed and that those receiving he dated copies should destroy any previously issued versions.

Future revised issues will be printed on different colored paper and will contain the date of issuance and directions for discontinuing previous versions.

The model constitution is prepared by CSEA as a guide for civil service employees in preparing the constitution for a State or county chapter of CSEA.

## CSEA's Thruway Chapter Certified As Bargaining Agent

(Continued from Page 1) filed following a run-off election held January 23, 1969. The State Board affirmed the ruling of PERB's Director of Representation who, in his Decision on Objections of May 27, 1969, refused to set aside the results of the election. The objections were filed by Local 445 of the Teamsters, which had taken part in the run-off election with CSEA.

The unit includes approximately 2,000 employees in 89 titles.

The Board also order the Thruway to negotiate with CSEA and to enter into a written agreement.

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## CSEA Will Launch Statewide Campaign For New Members

(Special To The Leader)

ALBANY—The Civil Service Employees Assn. announced last week that it would begin a massive membership drive to sign up all of those State employees whom it now represents in collective negotiations. CSEA has been chosen to represent State employees in four out of the five collective bargaining units designated by the State Public Employment Relations Board—the professional-scientific-technical unit; the administrative unit; the institutional unit and the operational unit.

"The majority of employees in each of these units chose CSEA to represent them," said CSEA president Theodore C. Wenzl. "Now we want to get all of those employees to join our union. We will work for CSEA members and non-members alike in each of these units, but we feel the employees should participate in the formulation of contract demands and in the planning of a program for each unit. The way for an employee to do this is to join CSEA, become an active member, and have a voice in all the planning.

"Our people will go out and tell the employees who voted for CSEA but are not members, and the employees who voted for another organization, and those who didn't vote at all, the CSEA can best represent them if they be-

(Continued on Page 14)

**Seminar**  
(Continued from Page 1)  
members, families and friends. Rates are \$44 per person, double occupancy including rooms in main building and all meals.  
For reservations send \$10 deposit per person and write to CSREA Convention Desk, Concord Hotel, Klamesha Lake.

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# The Job Market

By BARRY LEE COYNE

## A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

The steady demand for office workers continues in the metropolitan area. The jobs to be filled include openings in New York State Government agencies for typists and stenographers. Starting salaries are \$4,607 for typists and \$5,044 for stenographers. Excellent fringe benefits, vacation and sick leave. . . . A full charge bookkeeper, experi-

enced in the lithography industry is needed, through general ledger. Must be able to do payroll and quarterlies, type invoices on electric machine. The salary range is \$150-\$175 a week depending on experience. . . . Also wanted is a bookkeeper, experienced to general ledger to type bills, letters on manual machine but no payroll work. The salary is \$150 a week. . . . Attractive openings exist for experience executive secretaries able to take dictation from top executives. The salary is \$130 to \$150 a week. . . . Also needed are legal secretaries at \$120 to \$160 a week and beginning secretary stenographers at \$85 to \$100 a week. . . . There are a number of temporary jobs for clerk typists and typists who are able to type at least 45 words per minute with good accuracy on either a manual or electric typewriter. These temporary jobs run from one day to three months. The pay is \$2.50 to \$3.00 an hour. . . . Apply at the Office Personnel Placement Center, 575 Lexington Avenue, Manhattan.

Hotels and restaurants in the metropolitan area continue to search for workers. An experienced restaurant manager is needed at \$175 per week. For those with good restaurant experience or for ambitious high school graduates with interest in the field, there are openings as manager trainees at from \$90 to \$125 per week. . . . steward trainees are also in demand at \$85 to \$150 per week. For the higher paying positions, a working knowledge of both English and Spanish is necessary. . . . Counterwomen and counterwomen are wanted for both full and part-time work. They must be able to prepare short orders, serve patrons in coffee shops and luncheonettes, take cash and make change. The pay begins at \$1.10 per hour plus tips and meals. . . . There is an opening for an experienced cook at \$80 to \$125 per week, or for part-time cooks also experienced, at \$2 to \$3 per hour. . . . For a pizza cook who likes night work, there is a job available which pays \$84 to \$125 per week depending on experience in the specialty. . . . Apply at the Hotel & Restaurant Placement Center, 247 West 54th Street, Manhattan.

An applicant with at least 18 years of age with some mechanical aptitude can become a machine operator trainee, working on a drill press, lathe and grinder. The pay is \$1.70 per hour with a 22-cent night differential. . . . Apply at the Youth Opportunity Center at 9 South First Avenue, Mount Vernon.

Porters with six months experience are needed to work in hospitals and nursing homes in the Bronx, Manhattan and Queens. Must have checkable work history. The pay range is \$80 to \$90 a week and includes weekend work. There are also openings for orderlies to assist in providing nursing care to male patients in hospitals. Must be able to lift patients from beds to stretchers, take temperatures, give bed baths, alcohol rubs and help feed

(Continued on Page 10)

## 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**—Department of Civil Service, 1350 Ave of the Americas, N.Y. 10036, phone 765-3811; Gov. Alfred E. Smith State Office Building and the State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse, 13202; 500 Midtown Tower, Rochester, 14604 (Wednesdays only).

After 5 p.m. telephone, (212) 765-3811, give the job title in which you are interested, plus your name and address.

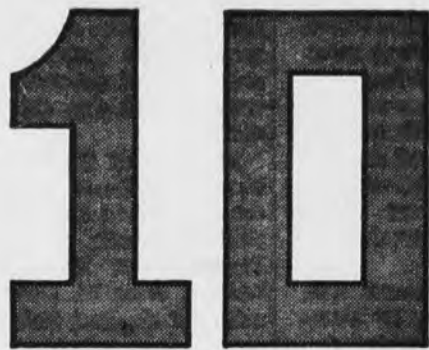
Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

### FEDERAL

**FEDERAL**—New York Region, U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 6 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

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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# This Week's City Eligible List

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TUESDAY, AUGUST 19, 1969

## Advancement Ahead

**Y**EARS of fiery advancement are ahead for members of the Civil Service Employees Assn. and for all public employees within New York State.

Last week, the chairman of the Association's salary committee announced that he would present to the full delegate body, a comprehensive report which would give State employees a minimum \$6,000 salary, a minimum \$2,000 salary increase with a maximum 25 percent increase.

As had been pointed out already, 94 percent of State employees selected CSEA as their bargaining agent, rejecting ridiculous charges that the Association was merely an insurance organization. The charges were proffered by competing organizations trying to horn in on CSEA's successes over the years.

Candidates for office within the Association have already vowed to increase the Association's staff by 100 percent, thereby giving increased service to the present membership and making room for expansion which is sure to follow in local government jurisdictions and school districts.

By the time the CSEA's expansion is completed, all public employees in New York State will be protected by CSEA's umbrella as a result of their responsible union representation of all public employees.

## Justice Attained

**T**HE New York City Department of Personnel last week certified three men for promotion to captain, Fire Department, following their successful court case against key answers to their promotion test six years ago.

The men followed their case with tenacity through the State Court System, finally arriving at their goal, promotion with retroactive seniority.

We urge the Fire Department to promote these men immediately so that the injustice they have already suffered will be dragged out no longer.

## Well Done

**F**OLLOWING long years of complaints by employees and Local 100, Transportation Workers of America as well as editorials in this newspaper, the Transit Authority and the Manhattan and Bronx Surface Transit Operating Authority, last week announced that effective Sept. 1, bus drivers for the two public authorities would no longer make change nor would they have anything to do with collection of fares, except to see that the proper change would be deposited in the fare box.

Bus drivers have been held-up, beaten, stabbed, and otherwise assaulted over the years by crazed narcotics addicts who sought to buy narcotics from the proceeds of their bus hold-ups.

The Leader cites the action of the two authorities in further protecting the lives of employees.

## 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, August 25

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

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

9:00 p.m. (color)—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

Tuesday, August 26

3:00 p.m.—Return to Nursing—"The Patient With CVA: Part II." Refresher course for nurses, lesson 17.

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

Wednesday, August 27

3:00 p.m.—Return to Nursing—"The Patient With Cancer." Refresher course for nurses, lesson 18.

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

Thursday, August 28

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

7:30 p.m.—On the Job—"The Universal Summons." New York City Fire Department training series.

Friday, August 29

10:00 a.m. (live-color)—Staff Meeting of the Air—Officials in New York City's Department of Social Services answer phoned-in inquiries from the offices in the field.

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

Saturday, August 30

7:30 p.m.—On the Job—"The Universal Summons." New York City Fire Department training series.

## Mrs. Neilson Named '68 Psychiatric Aide At Hudson River S.H.

**POUGHKEEPSIE** — Mrs. Theresa Nielson, a Hudson River State Hospital employee in the South Wing Service for the last 17 years, has received the National Association for Mental Health's "Psychiatric Aide Award" for 1968.

Mrs. Nielson received the award from Mrs. Barbara S. Steeves, executive director of the Dutchess County Society for Mental Health, at a program in the hospital's assembly hall.

In the program Mrs. Nielson received congratulations from the hospital's Civil Service Employees Association president, Mrs. Neillie Davis

## 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.")

## Disciplinary Proceedings II

**IN LAST WEEK'S** column unusual charges of misconduct against an employee accused of inappropriate remarks of a racial, religious and ethnic nature to fellow employees were discussed. Other charges against the employee related to his alleged conduct toward the public and public agencies. Thus, the employee was accused of informing a Case Supervisor working for Mobilization for Youth that it is "an illicit and illegal organization."

**FINALLY**, the employee was charged with stating to his Supervisor, "This agency only hires Negroes, Jews and Puerto Ricans. I am sick and tired of working with Negroes, Jews and Puerto Ricans." The employee vehemently denied making such statement.

**MR. JOHN H. LEWIS**, the Hearings Officer, noted that proof of the charge depended upon the uncorroborated testimony of the Supervisor. Therefore, the issue of credibility was brought into sharp focus. In resolving this issue, Mr. Lewis gave much weight to the testimony of character witnesses for the employee who were members of the very groups for which he was alleged to antipathy.

**THESE WITNESSES**, including Negro and Jewish co-workers, portrayed the employee as one unlikely to harbor religious or racial prejudices. The employee enjoyed a warm and personal relationship with them. In short, the employee showed more strongly than by mere lip service a friendly relationship with persons of minority groups. Appreciating the importance of such evidence, Mr. Lewis ruled in favor of the employee on this charge.

**A NEGRO COLLEAGUE** testified that she used to go to lunch with the employee every day for a period of at least a year, perhaps longer. She also testified he was a very competent and qualified worker who would be helpful to her on difficult cases. Also, the employee was a linguist, capable of conversing with clients in Spanish, Italian and Portuguese, all of which languages he spoke fluently. This skill was of great value to the Department.

**A JEWISH CO-WORKER** testified she had known the employee for over a year. She had never heard him make any insulting or disparaging remark to anybody as to race, religion or ethnic origin. She found him very cooperative and always glad to confer with her on difficult cases. She described him as humanitarian and fair in his treatment of clients. She considered him a friend, and she did not think he was prejudiced because of race or religion.

**THE EMPLOYEE** testified in his own behalf. He testified that a charge against him that he had accused Negroes of wanting to disintegrate, rather than to integrate was a misquotation. He was merely discussing statements he heard on a national television show on which Mrs. Eldridge Cleaver appeared. He stated that the charge that he asked a Jewish co-worker, "How many Arabs did the Jews kill this morning?" was unfounded. At the same time, the employee stated that the co-worker's greeting to him was, "How long has it been since you escaped from the Sanitation Department?" Another form of greeting was, "Are you a present or past member of the Mafia?"

**CONCERNING TREATMENT** of clients, the employee was emphatic that clients' needs were filled and he always granted them everything to which they were entitled.

**AN EMPLOYEE'S** past work record may stand him in good stead when faced with charges of misconduct. Admittedly, Mr. Lewis placed much emphasis upon the employee's superlative performance during his six years on the staff. He also gave due weight to the good impressions gained of the employee at the hearing. Mr. Lewis accordingly recommended that justice be tempered with mercy. "Without wholly fitting the punishment to the offense," he recommended that the employee's suspension without pay pending the determination be appropriate penalty.

# PERB Fact-Finder To Mediate Dispute In North Tonawanda

**BUFFALO** — The State Public Employment Relations Board will mediate a dispute between Niagara chapter, Service Employees Assn., and the City of North Tonawanda.

The chapter represents about 50 clerical employees. The CSEA claims that the clerical workers are due for increases in pay because of raises North Tonawanda gave recently to other city workers.

PERB named James E. Ryan, a vice president in charge of industrial relations at Duo-Temp Corp., Buffalo, to act as a fact finder. He met with both sides recently and plans other meetings.

## Key Answers

EXAMINATION NO. 7581  
Promotion to Assistant Mechanical Engineer

Final Key Answers for Written Test Held March 27, 1969

The following are the final key answers as adopted by the Commission. These key answers result from careful consideration of all protests submitted by candidates, and include such modifications as were allowed by the Commission.

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



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# Candidates For CSEA Statewide Office

This week, The Leader continues, in alphabetical order, the unedited biographies of candidates for Statewide departmental representative posts within the Civil Service Employees Assn.

Ballots are now in the mail and results of the election will be announced during the CSEA's annual meeting. The biographies of candidates for Statewide officer posts and the election notice were printed two weeks ago.

## BETTY BEGEAL

Mental Hygiene

Western Central & Western

Mrs. Betty J. Begeal of Kirkwood has been a psychiatric aide at Binghamton State Hospital for the past eight years. I was born at Towanda, Pa. October 5, 1928 and shortly after became a resident of Gulf Summit, N.Y. I attended Deposit Central School and



in 1946, married Hugh W. Begeal. We have five children, four girls and one boy, ages 5-20, I am a member of The Little White Church in Conklin.

My active participation in the Binghamton chapter began as membership chairman and at present I am treasurer of the chapter. For the past two years, I have served on the State Special Mental Hygiene Committee.

## JULIA DUFFY

Mental Hygiene—L.I.

Julia Duffy, better known as Betty to her friends, was educated in Middletown public schools and entered State service as an attendant at the time that she began her nurse's training. She was graduated from the Middletown State Hospital in 1936 and has been an active CSEA member ever since.

She served as an elected delegate and member of the membership committee of the Long Island Inter-County State Parks chapter and has served as chapter president of the Pilgrim State Hospital chapter.

She has served as first vice-president of the Long Island Conference and serves on the membership committee and as the elected delegate of the Pilgrim Statewide membership committee.

Mrs. Duffy is a member of the Alumni Assn. of Middletown and Pilgrim State Hospitals, a member of both the Catholic Nurses Assn. and American Nurses Assn., and holds nursing licenses in the State of Florida and New York.

## ALBERT GALLANT

Mental Hygiene  
Central & Western

Gallant is employed at Newark State as a senior X-ray technologist. He has been a member of CSEA for over 30 years.

A member of Mental Hygiene Employees Assn., he has been



president of Newark State School chapter, CSEA for four years, vice president for two years and a delegate for eight years.

He is also a member of the State Board of Directors and State executive committee for one year. A member of State Mental Hygiene Committee and chairman of Western Conference finance committee for four years.

He is a member of several other committees over the past few years on the local conference and State level.

## WILLIAM MCGOWAN

Mental Hygiene  
Central & Western

I am 45 years of age and have been employed by the State of New York for seven years. I have been a member of the chapter at West Seneca State School for seven years.

During this time, I served as chairman of the personnel com-



mittee for two years, was on the Board of Directors for two years, served as delegate for three years, and was president of our chapter for one year. For the past two years, I have been serving on the State Mental Hygiene Committee.

I was self-employed for 15 years in the radio and television business before entering State service. Previous to going into business for myself, I went to electronics school and graduated after completing a two year course.

I served in the U.S. Navy for three years during World War II and went to two different electronic schools during that time. It was while I was in the Navy that I completed my high school education.

## CLAUDE ALLICKS

Motor Vehicles

Claude Allicks is employed by the Department of Motor Vehicles, 80 Centre St., New York City in the Driver Improvement Clinic, having served since 1930. He has been active with the Civil Service Employees Assn. since 1945, serving on the following committees: grievance, membership, publicity, brotherhood, and executive.

He is a member of the Boy Scouts of America, St. George



Assn. of America, New York State Brotherhood Committee, and the New York State Careerist Society.

"My earnest desire is to serve and to make the following bills a reality," he says to all concerned: 1. 20-year retirement at half pay; 2. Lump sum payment for accumulated unused sick leave credits, upon retirement of separation from service; 3. Provide maximum trooper pay in three steps; and 4. Provide for an interest rate of five percent on all retirement fund contributions, for all members of the fund.

## PATRICK RUTLEDGE

Motor Vehicles

Photo and Biography not submitted.

## MICHAEL S. SEWEK

Public Service

Photo Not Submitted

Michael S. Sewek, associate accountant employed by the Public Service Commission for the past 29 years, has participated in many Civil Service Employees Assn. activities. He is a member of the American Accountants Assn., the American Institute of Certified Public Accountants and New York State Society of Certified Public Accountants.

He is a candidate for re-election as departmental representative of the Public Service Department. He was vice president of the Metropolitan P.S. chapter from 1961 to 1968.

He was a delegate to the last eight annual meetings of the CSEA and served as a member of the grievance, pension and insurance committees since 1962. In 1965, he submitted a report on the results of a survey of employees opinion on "Work Performance System" used in Public Service Department. He has served as Metropolitan Conference treasurer since 1963 and a treasurer of the Metropolitan - Southern - Long Island Conference Workshop.

Active in his community, he has served for several years as treasurer of the Tarrytown-Hillcrest Civic Assn.

## ROBERT L. REDIFER

Social Services

Robert L. Redifer is seeking election for membership on the State Executive Committee and Departmental Representative for the Department of Social Services. At the present time, Redifer holds a position of Children's Supervisor at the Otisville School for Boys. He has been employed at the Otisville School for ten years and has been a member of the Civil Service Employees Assn. for the same number of years.

During this time, he has served



on various committees of the Otisville CSEA chapter and he is presently serving on the Grievance Committee. Redifer is also past president and secretary of the Otisville Staff Improvement Association.

In October of 1968, he was appointed to a special committee by CSEA Executive Headquarters, to study and implement a proposed career ladder for supervisory personnel within the Department of Social Services. Working actively on this committee for the past eight months; a career ladder for cottage staff has come close to being a reality.

Redifer is a native of Middletown, N.Y. He attended Middletown schools and Orange County Community College. A veteran of four years in the United States Marine Corps, he is married and the father of two children.

## ISSY TESSLER

Social Services

Issy Tessler, a senior child supervisor at New Hampton Training School for Boys since 1958, started his career in State service in 1957 at Warwick Training School.

He has been Civil Service Employees Assn. president at New Hampton since 1958 and has served four years on CSEA's Board of Directors as the elected representative from the Department of Social Services and before that, six months as proxy representative.

Tessler has twice been president of the Southern Conference and served three terms as treasurer. He also was chairman of the Conference nominating committee and served on other conference committees.

He has been chairman of the CSEA Personnel Committee for the last two years, and is also a member of the Statewide Budget Committee. He has been very active in securing career ladders and other benefits for various groups of employees of the Social Services Dept., and for employees in stenographic titles.

On numerous occasions, Tessler

Pass your Leader on to a non-member.

has served as spokesman on both local and Statewide matters concerning Association policy. He has helped in organizing drives in the



local governments in the Middletown area.

A native of Kerhonkson, Tessler has lived in Middletown for the last 14 years.

Tessler has attended several courses in labor relations and has represented CSEA at conferences on public employment and labor practices.

## ELIZABETH GILLIGAN

State Department

Photo and Biography not submitted

## SAYDE J. ROSEN

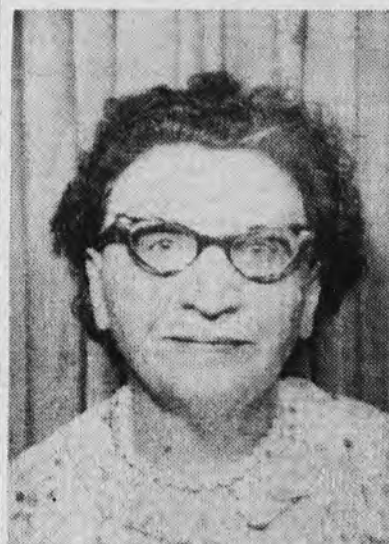
State Department

I graduated from Albany High School, Mildred Ellery Secretarial School, and worked for a law firm for two years before entering State service.

I was secretary to Mr. A. S. Wechsler, Director of Licenses, Department of State, and Mr. A. W. Taylor, Assistant Director, for a number of years.

In 1947, I was promoted to principal clerk in the Barbers' and Miscellaneous Bureau of the same Department, and still holds that position. Have taken several in-service training courses sponsored by my department in cooperation with the Civil Service Department.

I have been a member of CSEA from the time I entered State



service. I am also a member of ASPA, Council of Jewish Women, Friends of the Library, and Haddassah, and have always been very much interested in the splendid work and performances of CSEA, and find our meetings stimulating and provocative.

I enjoy reading, and my interests lie in politics, economics, social welfare, and education. I like music—both classical and modern, and the theatre.

(Continued on Page 9)



# Candidates For CSEA Statewide Office

(Continued from Page 8)

I am a candidate for this office because I am deeply concerned in the excellent aims and aspirations of CSEA.

**HAROLD J. GOLDBERG**  
Tax and Finance

Harold J. Goldberg (likes to be called Hal) lives in Bayside, N.Y. As far as chapter appointments I served on the membership committee from 1967-1969, nominating committee in 1969 and have now been appointed both to the Legislative and Resolutions Committee. I am working diligently on behalf of the Statewide organization for the election of CSEA. I have worked in close cooperation with the chairman of the Grievance Committee of my chapter whenever a problem arose.

I promise if elected to be a dedicated representative who will communicate to all members regardless whether located Upstate or down in the metropolitan area of New York City and Long Island.

One of my aims is to have all employees at Grade 14 after two years of satisfactory service automatically be promoted to Grade



18 without an examination. Thereafter, the first promotion exam would be for senior tax examiner Grade 23 (this writer is working on a reallocation program that would entitle all new tax examiners to enter service at a Grade 16, with the cooperation of the Tax Department and the Tax delegation throughout the State. This can be accomplished thru the reallocation of grades).

The lack of cooperation and communication between the various tax agencies throughout the State would be eliminated with my election. As the first step after my election I would set up a Statewide meeting of all delegates in order to promote a means of communication so that our program of reallocation for all tax employees could be immediately implemented.

The other important aim is to strive to improve our promotional opportunities and training for such by the CSEA sponsoring a refresher course to all employees to assure their passing exams and when being promoted according to the list and to eliminate the cut of 3 eligibles. In addition to improve and better working conditions for all public employees it is important that the cooperation between the employee and employer be amicable for a department to function properly. One has to be fair with each one

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of his employees and give credit where credit is due. If problems arise they must be aired for the proper decision, with each party allowed their say." In other words I contend that a department is only successful when the morale and contentment are found amongst the employees.

**BERNARD C. SCHMAHL**  
Tax and Finance

I have served on the Board of Directors of the Civil Service Employees Assn. for ten years as a representative of the Department of Tax & Finance. I have served on the Statewide Membership Committee, the Board of Directors Committee, on the Social Committee for ten years. I have been a member of the Board of Canvassers for 12 years. At the present time, I am chairman of the Special Election Procedure Committee.

I have served as a vice-president and two terms as president



of the Albany Tax chapter—also on various committees of the chapter.

I am active in the parish affairs of the Blessed Sacrament Church in Albany. I have served as treasurer, vice-president and president of the Holy Name Society. I am treasurer of the Troop Committee of Troop 40 Boy Scouts of America, president of the Ushers Society of Blessed Sacrament Church, sing in the church choir, and act as a commentator at Mass on Sunday.

My wife, Coleta, and myself have been married for 39 years, we have one daughter and seven grandchildren.

**JOHN R. DEYO**  
Transportation

Employed by the Department of Transportation since November 8, 1954, I have been a member of the Civil Service Employees Assn. since November, 1954. I served as president of chapter from 1964 to 1968. Also served on chapter Grievance, Social and Constitution and By-Laws Committees. Served on Southern Conference Nominating and Constitution and By-Laws Committees and am presently chairman of the Southern Conference Constitution and By-Laws Committee and a member of the Southern Conference Legislative Committee.

Served on State Special Public Works Committee from 1964 to 1968 and am presently on State CSEA Special Overtime Rules Committee. Presently first vice-president and on Board of Directors of District No. 8 Employees Federal Credit Union. Presently, Assistant State Director, Section



8, in New York State Association of Highway Engineers.

Married and father of three children. Active member of Knights of Columbus and Niagara Steamer Volunteer Fire Department.

**JOHN W. RAYMOND**  
Transportation

John Raymond is presently employed in the Department of Transportation as a senior mechanical estimator.

He served with the New York State Housing Authority from 1964 to 1952. In 1952 he joined Federal service with the Veterans Administration and came back to State service in the department in which he now serves.

In 1957 he was elected to the executive council of the George T. Gilleran Memorial chapter of CSEA. He was named chapter delegate in 1959, vice president in 1961 and in 1964 he became chapter president, a post he still holds. A World War II Marine Corps



veteran, Raymond is chief of staff of the Troy Detachment, Marine Corps League and has been active in the organization since 1947. He is a life member of the National Rifle Assn. and became the official instructor training counselor for the Northeast area in 1963. He also has long been active in Rotary International.

Raymond is active in the Capital District Conference and has been a member of its Legislative Committee and chairman of the Campus Committee.

On the State Association level, Raymond is the elected chairman of the Directors' Budget Committee, a member of the Salary Committee, member of the Charter Committee, member of the Personnel Committee, secretary of the Committee on Paid Presidents, chairman of the Time and Place

(Annual Meeting Sites) Committee, and chairman of the Special Department of Transportation Committee.

He has also been active on the Membership Committee, the Public Works Departmental Committee, and the Special Committee to Study Need for Dues Adjustment.

He is married to the former Rose Steininger and has a son, Paul. Raymond resides in Troy.

**MAURICE ROSEN**  
Transportation

Photo and biography not submitted.

**RICHARD E. CLEARY**  
Transportation

Richard E. Cleary, assistant civil engineer, has been employed in the Department of Transportation and former Department of Public Works since 1946. During this time he has worked in the Syracuse and Rochester District Offices and the Albany Main Office. Currently he is president of the



Syracuse chapter. He is also the department representative for District No. 3 on the Special Transportation Committee of CSEA. Prior to this Mr. Cleary served as second vice president, chairman of the Grievance Committee, and other various committees within the Association.

Cleary has been a member of CSEA since 1946 and a member of the Highway Engineers Association for the same period.

Cleary is married, father of three children, and resides in the City of Syracuse.

**EDWARD G. DUDEK**  
University

Edward G. Dudek, employed at the State University of New York at Buffalo, as a mechanic, Faculty of Engineering and Applied Sciences for the past 13 years.

Seeking re-election as State University Representative to the Executive Board of Directors of the State Association of CSEA; serves as chairman, Special SUNY Committee; member Statewide Social Committee and Special Presidents Committee.

Active in the Western Conference, CSEA, serving on the Education, Resolutions, and Election Committees as well as the Board of Canvassers; Treasurer and Office Manager, Buffalo Area Council, CSEA.

Re-elected president of the State University of New York at Buffalo chapter, CSEA, Inc., 1969-71; is an appointed member of President Meyerson's Academic

Community Cabinet (SUNYAB); Consultant to the Professional Non-Academic Staff Unit (SUNYAB); Chairman, In-Service Programs (SUNYAB chapter, CSEA); serves as a member of several campus committees



Attended Millard Fillmore College, SUNYAB, in the engineering field.

Active leader and treasurer of Troop 36, B.S.A., Buffalo, N.Y.

Residing in the Town of Elma, N.Y., with his wife Dorothy and their three children; is interested in community affairs as a Democratic District Committeeman and a member of the Elma Democratic Club.

**ROBERT WHITTAM**  
University

Bob Whittam, a resident of Old Chatham, New York, was born in Rensselaer, New York and attended elementary schools and high schools in that city. He also matriculated at the Veterans' Vocational Institute in Troy, New York and had one year at Hudson Valley Community College on refrigeration and air conditioning.

Bob served in the United States Navy from 1942 to 1946, in the Pacific Theatre and attained the rank of Chief Radioman.

After the war, Bob opened his own television and appliance store



in Albany, and served the public in that capacity for 18 years.

Bob's service with the State of New York began in 1963 as a maintenance helper at the university and has progressed to supervisor of refrigeration and air conditioning at State University of New York at Albany.

During the past six years, Bob has devoted his time and energy to the furtherance of CSEA and its chapter at the university.

Bob's record at SUNYA includes chapter vice-president, chapter president, three years (incumbent), chairman of the Grievance (Continued on Page 16)

## Job Market

(Continued from Page 4)

the sick. No previous experience necessary. Applicants must be in good physical health and have a checkable work history with no arrest record. The pay range is from \$90 to \$100 a week. . . . Apply at the Manhattan Service Office at 259 West 54th Street, Manhattan.

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\$15,625 per year effective January 1, 1969, it is reported by the New York City Department of Personnel. This amount includes a general increase of \$725 per year.

### HDA Raises

Salaries for three Housing and Development Administration titles have been increased, it is reported by the New York City Department of Personnel. Repair crew chiefs now earn \$8,200 to \$10,300 per year; senior repair crew chiefs \$9,850 to \$12,250; and repair shop managers \$10,750 to \$13,150 per year.

### Water Plant Operator Salary

Former batterymen transferred with a change of title to water plant operator after July 1, 1968

will have their salaries adjusted to \$8,300 per year, effective Oct. 5, 1968, the New York City Department of Personnel reports.

### English Educators Conference

The State University of New York at Albany will be the site

of the third annual Conference of the New York State Committee of English Educators, September 26 and 27. Sessions will be devoted to elementary as well as secondary school English. Primary topics will be curriculum supervision, literature, composition and language.

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(Continued from Page 5)

tana, Nathaniel Gilbert, Wolf Ausfresser, Carole G Schepetin, Eva N Sampson, Ethel D McNeil, Mary E Shelton, Philip J Gellman, Marion C Wade, Tony D'Allessandro, Leonard J Conlon, Edward Y Leone.

211 Jose V Valez, Edward W March, Julius J Deak, Manuel A Guillet, Hilda C Harris, Charles Meyers, Ramon L Garcia, William R Kolibabek, Jack I Guber, Leonard Lichtblau, Herman M Altman, Harry Stein, Estelle Wooden, Helen Schumacher, Nancy C Burnes, Octavia C Burroughs, Frank Meringlinolo, Evelyn Dennis, Phillip Bethell, Robert T DeFrancesch, Thomas H Hammond, Hax Guskin, James Blair, Lillian Johnson, Alice C Collins, Nettie Cohen, Nancy D Goodwyn, Edard A Nemeth, Davil Cambell, Dorothy L Warren.

241 Louella Brown, Julia F Harri-son, Edward P Gaita, Veronica Anthony, Richard Lasplsa, Charles nKight, Vincent Faffrici, Wesw-olod Shemetylo, Geneva S Wright, Olga Schack, Angelo Lan-Knight, John Robinson, David R Clark, Ralph Hedaya, Michael J Martin, Bartolome Medina, Joseph Hardy, Sheldon Tanowitz, Robert Wilkie Sr., Chester F Zolner, Vin-cent A Miranda, Marion C Thom-pkins, Robert W Hill, Richard C Kelly, Jerry Malone, Irving Siegel, James Peterkin, Septimus Gibbs.

271 Joseph A Petersen, Abraham Taback, Mary YA Furchak, Shir-ley J Bryant, Mary T Mcguire, Sam Malimson, Ruth Cohen, James Prende-ville, Murray H Swartz, Frank C Prenderville, Ro-

zert A Flechter, Jacob Gabinsky, Dominick Matula, Noel N Ber-mudez, Alvaretta Jones, Lee J Rhodes, Jeanette Lakritz, Michael 9 Screder, Thelma L Campbell, Thomas J Ambery, Eugenia D Valowe, Jacob H Mevorah, Sandra Miles, Sandra S Rice, Henry A Samuel, Jose Estrella, Harold Jo-sem, Jacob Cohen, Alfred Gallo, Carmen M Martinez.

301 Joan Means, Wilhemina Tucker, Mildred W Davis, Annie F Quarterman, Maria DeSilvo, Mi-chael A Coluccio, Martin F Testa, Walter P Malbrey, Ben Weingar-ten, Irvin C Schieber, erome B ohnson, John C Closs, John J Decker, Leonard Bransky, Theo-dore White, Violet Peart, Con-stance Crawford, Manuel R Riv-era, William A Bejian, Willie Lawrence, Frances Brent, Joseph A Rozwood, Roberto Santiago, Book-er T Smith, Joseph Hill Sr., James A Ryan Jr., Clarence Bowie Stan-ley Goldstein, Marion Carlton, Jo-seph Oddo.

331 Martin Pollack, Johnny Faison, Margaret McFadden, Ric-hard E Tucker, Jose A Rodriquez, Regina B Peters, David A Gold-stance, Bernice Henderson, James E Whittaker, Bernard Fitzhugh, Francisco Bracety, Louis Feld-shuh, Vincent Ciccolella, Spyro Pandelides, Robert Calabrese, Ro-salie Blocker, Vincent Senior, Ma-ceo L Clark, Mildred S Benton, Beatrice C Leader, Rigoberto Ruiz Jr., Harold Solomon, Lawrence Hopkins, Florence Henner, Ellen L Krandle, Peggy R Johnson, Ro-bert Wells, Hector L Rivera, Louis Spitlanick, Edward T Cleary.

361 William F Howard, Barry

Lenkowsky, Edward Johnson, Stanley J Rendziuk, Jacob Rosen, Mary Hazzards, Dorothy D Brooks, Salvatore Palascano, Charles C Allen, Ophelia Moultriez, Mae B Bynums, Lester E Lee, Evelyn Mitchell, Dorothy Nash, Adelaide M Hammond, Nathan Smith, An-drew Loscalzo, Alonzo Harris, Louis Kaufman, Mittle A Lyons, William Porcha, Daniel S Ramirez, Lillian Seabrook, Ann Paris Betty L Stillwell, Patricia D Beazer, Jo-seph Silvaggio Jr., Lizzie Shell, Lawrence D Gaffey, Joseph R Cutala.

391 Gladys R Lewis, Mary F Woods, James Waldo, Frank X Byrne, Rajaz Abdulwahhab, Mor-ris J Gold, George S Clayborn, Irving B Ampolsky, William F Isola, Curtis A Garrett Jr., Mar-tin Kessler, Nelson E Cruz, An-thony L Tucciarelli, Clarence E Polite, Fannie M Jackson, Ralph E Johnson, Richard G Matarazzo, Carl A Lanucara, Mary L Sweet, George G Rublin, Martin F Cotin-aro, Sadie L Chambers, Aldo Gio-vannetone, Mary T Smitelli, James Frascators, Louis Afasano, Frank Walker, Ludovina C Bra-cety, Jack Rook, Vivian F Gar-land, Marie Canada, Irving Sacks, Amy Knights, Wilbert Townsend, Michael T Scarola, Ronald Moro-chnick, Effie M Smith, Ruben oJohnson, Bobbie Evans Regina C Harvey.

431 Umar A Fattaah, Jean Coz-zullo, Michael Mandzah, Lillian D Stinson, Samuel C Harris, Ken-neth Barrett, Edward Knight, Sharon Boston, Beryl E Desilva, Doretha A Clark, Wayne K Gar-field, Jimmie L Keyes, Benjamin

Leon, William A Rogers, Eleanor Johnson, Ernest R Smith, Joseph F Flaherty, Luis Cruz, Jeffrey Funk, Allan L Vanterpool, Morris Shapiro, Larry P Mar, Arthur A Collins, Ralph W Grosch, Jose A Figueroa, Alfred Green, Joseph Rund, Doris Sanders, James B Fambles, Benedict Pizzuto,

461 Joseph E Pietrasko, Frank Margagliano, Leonard Wilensky, Mary M Creighton, James C Creech, Joseph Zagarell, J P Rag-land, Evelyn Coleman, Jessie M Myers, Bertha M Brown, Zelma Bowers, Josephine Muse, Pasquale N Barbato, Mario E Dipolis, Dan-iel Lopez, Martin D Braffman, Charles V Davis, Charlotte Rhett, Eva Policoff, Willie Wilson Jr., Robert H Amber, Louis Weiner, Carl Yalun, Mavelyn T Gaskin, Lemuel Perry, Emanuel Eckstein, Mary E Credit, Carlton Richard-son, Jacob D Pinsenbaum, Den-is A Illery.

491 Pedro Lasalle, Alfred D Benjamin, Henry Burke, Floyd Bailey, Frank Robinson, John W Hunter, Jo E White, Emily F Smith, Herman T Kessler, Sam-uel Mays, Francisco Berrios, Jes-sie O Morgan, Raymond Rivera, Steven A Dorman, Alease L Sam-pa, Irene L Windisch, Walter Hoy-eski, Romauldo Maldonado, Helen Waters, John Harris, Edward E Crockett, Isaias Rivera, Eleanor A Irving, Bernice M Tumlin, George M Schultz, Frank Mata-razzo, Arthur J Campbell, Ste-phen Marta, Michael W Connolly, John R Johnson.

521 Philip P Casolin, John F Devery, Dominick Rotondi, Sadie Kurland, Harold K Chamblee, Steven R Baum, Thomas M Baker, Jack F Loughney, Armistead Gwa-thney, Shirley Colbert., Simon

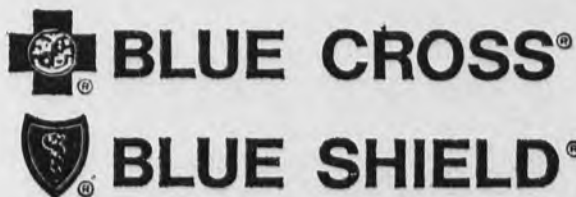
(Continued on Page 13)

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'67 OLDS 4 dr HT, FP, R&H	\$1711
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'67 BUICK 2 dr, 3 seat, Vinyl Top, Auto, PS	\$1677
'65 BUICK Riviera, Full pwr, WW, Auto, Magnesium wheels	\$1677
'66 CHEV Imp., 2 dr HT, R&H, WW	\$1577
'66 PONTIAC Catalina, Auto, PS, 2 dr HT, R&H	\$1525
'66 COMET Sta. Wgn., 4 dr, Auto, PS	\$1177
'65 MERCURY 4 dr, R&H, PS, AT, WW	\$ 833
'64 PONTIAC 2 dr HT, Bkt. seats/console, R&H, WW	\$ 744

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#### LEGAL NOTICE

### SENTINEL DEVELOPMENT FUND - 1969

SERIES "B." — Notice is hereby given that the persons herein named have formed a limited partnership for the transaction of business in the State of New York and elsewhere. Name & Address: Sentinel Development Fund - 1969 Series "B," 600 Madison Ave., New York City 10022. Business: Acquire, hold, improve, develop, operate, sell, trade and otherwise turn account gas and oil leases, wherever located. General Partner: Sentinel Resources Corporation, 600 Madison Ave., New York City. Limited Partner: Martin Breslin, 231 Wyoming Ave., Maplewood, New Jersey. Term: July 9, 1969 until July 1, 1980, unless sooner terminated.

Pursuant to partnership agreement, the limited partners have contributed \$100,000 and shall contribute a minimum of \$500,000, and a maximum of \$5,000,000, in cash. No interest shall be paid on contributions. The compensation of the limited partners shall be in the ratio that their contributions bear to total contributions, provided however, that no limited partner shall be bound as such by the debts and obligations of the fund or any of the losses thereof except to the extent provided in the partnership agreement. Limited partners shall not be entitled to the return of their contributions until the fund is terminated. No limited partner has the right to demand and receive property other than cash in return for his contribution, except that, upon dissolution, the limited partners are entitled to share pro rata in accordance with their capital contribution in the distributions of the remaining assets of the fund. General partner may become limited partner, admit additional limited partners, and admit an assignee as a substituted limited partner.



# 59 State Employees Share Cash, Citations For Participation In Suggestion Award Program

ALBANY—Fifty-nine State employees have been cited for ideas submitted to the Employees Suggestion Program. Of these, 40 were given cash awards 19 received certificates of merit.

Florence Frazier of Albany, Department of Taxation and Finance, received a \$50 award for suggesting an improved procedure for identifying certain income tax cases.

Awards of \$35 were given to Arthur M. Kaplan of Manhattan, Division of Employment; Murray Kalb of Hollis, Workmen's Compensation Board; Louis J. Wrighter of Ballston Lake, Taxation and Finance; Linda J. Goodnough of Endicott, Department of Law; James G. Distefano of Syracuse, Department of Law, and Mildred M. Lentz of Albany, Department of Agriculture and Markets.

A joint \$30 award was made to Mary C. Mirabile of Loudonville, and Clarice J. Noonan of Albany, Department of Motor Vehicles.

Awards of \$25 were received by Willie J. Hardy of Albany, State University of New York; Joseph R. Makarowsky of Amsterdam, State University of New York; Alexander Fabozzi of Amsterdam, Office of General Services; Catherine K. Cyzeski of Olean, Department of Conservation; Waueta K. DeBlase of Schenectady, Department of State; Robert Osso of Syracuse, Workmen's Compensation Board; Sylvia Freeman of Workmen's Compensation Board; Benjamin M. Lipton of the Bronx, Division of Employment; Anne White of the Bronx, Division of Employment, and Gertrude M Heege of Bay Shore, Division of Employment.

A \$20 award was given to Linda A. Romanski of Albany, Department of State.

Awards of \$15 were made to Jean C. Kavanna of Albany, Department of State; Leroy T. Foody of Babylon, Department of Transportation; Almira Bibens of Schenectady, Department of Law; Sylvia P. Klotz of Queens, Workmen's Compensation Board; Nancy Fertal of Warrensburg, Department of Conservation; Seymour B. Givner of Queens, State Insurance Fund; Betty K. Proctor of Watervliet, Workmen's Compensation Board, and Ronald Weatherby of Albany, Department of Taxation and Finance.

Awards of \$10 were given to Bertha Heller of Kew Gardens, State Insurance Fund; Willard J. Lloyd, Jr. of New Hartford, Department of Labor; Diane C. DeJulio of East Nassau, Department of Audit and Control; Luella Gardner of Manhattan, Division of Employment; Harvey Weiss of Brooklyn, Division of Employment; Rose A. Zegel of Patchogue, Division of Employment; Leon J. Cooley of Attica, Department of Correction; Nathan Rubin of Albany, Taxation and Finance; Henry W. Loheide of Yonkers, Department of Motor Vehicles; Gary A. Brady of Schenectady, Department of State; Donald M. Sturgeon of Ossining, Department of Correction; Allen E. Brown of Warsaw, Department of State and Rosemarie LaSala of Albany, Department of Law.

Certificates of Merit were awarded to Thomas J. Laughlin of Bloomingburg, Department of Correction; Patricia M. Buechner of Schenectady, Office of General Services; Mary Schachter of The

Bronx, Department of Motor Vehicles; Donald G. Giek of Mechanicville, Department of Taxation and Finance; Robert J. McCune of Amsterdam, Department of Transportation; Nicholas P. Barbara of Troy, Department of Transportation; Lillian H. Stark of Manhattan, Department of Motor Vehicles; Rosann M. Ernst of Saquoit, Department of Transportation; Charles G. Shaffer of East Greenbush, Public Service Commission; Sarah L. Bruce of Stuyvesant, Department of State (two certificates); Michele F. Di-

Maggi of Albany, Identification and Intelligence System; Anne Dunn of Latham, Department of Civil Service; John L. Kalinowski of East Aurora, Department of Correction; William Lenkowsky of Brooklyn, Division of Employment; James E. Cavanagh of Cheektowaga, Division of Employment; Esther Sheriff of Brooklyn, Department of Motor Vehicles; Veronica F. Kupack of Richmond Hill, Department of Motor Vehicles, and John W. Murphy of Utica, Division of Employment.

## Cedarhurst Unit Attains Pact With Pay Hike Plus Call-Back Guarantees

(From Leader Correspondent)

CEDARHURST—Accord on a brand-new two-year contract that includes a \$400 across the board pay boost and a longevity step of \$150 after 10 years of service was reached recently by the Village of Cedarhurst Unit, Nassau chapter of the Civil Service Employees Assn., and village officials.

## State Notes Changes In Health Insur.

ALBANY—The State Department of Civil Service has announced recent changes in program and procedures in State health insurance.

One change makes it no longer necessary for parents of eligible student dependents to enroll or re-enroll students after Oct. 1, 1969. The determination of eligibility for benefits will be made by the carriers by direct contact with the parents at the time claims for benefits are submitted. Consequently, it will no longer be necessary to obtain, or maintain, dependent student enrollment forms.

Eligibility requirements for dependent student coverage will remain unchanged: The student must be 19 years old or older but not yet 25 years old; unmarried; receiving more than one half of his support from the employee or retired employee; enrolled full-time student at an accredited secondary or preparatory school or college; and not otherwise eligible for employer group coverage.

In another change, on Aug. 4 Blue Cross-Blue Shield of Northeastern New York established a new telephone unit to answer questions for health insurance administrators. The number is (800) 342-9815 and will be a toll free call for Health insurance administrators from any location in New York State.

Also, a special government subscriber relations unit has been established at Group Health Insurance, Inc. (GHI) to handle inquiries from this group of GHI enrollees. The number is (212) 736-7979; address written inquiries

Other terms of the agreement call for time-and-a-half for all overtime before or after an employee's regular shift; call back pay guarantee of a minimum of two hours on a similar wage basis; a sick leave plan permitting cumulative totals to 120 days; and a shorter grievance procedure.

For the second year, the contract stipulates \$420 pay across-the-board; the \$150 longevity step for those with 15 or more years of service; and uniforms and maintenance allowances for those employees affected.

Holding fast for the public employees in the contract talks were members of the negotiating committee, consisting of Thomas Cittadino, vice-president; John Birch, unit president; Arnold Moses, regional field supervisor; and Irving Flaumenbaum, president of the Nassau chapter.

## Pay Raise Approved For North Syracuse

SYRACUSE—Bus drivers of the North Syracuse Central School District will receive a five percent (14 cents an hour for beginning drivers) increase and maintenance workers six percent more under the contract negotiated by the North Syracuse Schools Transportation unit of Onondaga chapter, Civil Service Employees Assn.

The contract was approved last week by the school district's Board of Education.

Starting wages for the beginning drivers will be \$2.95 an hour in the new school year, compared with \$2.81 an hour in the last school year.

Maintenance personnel wages to GHI Government Unit, Subscriber Relations, GHI, Inc., 227 West 40th St., New York, N.Y. 10018.

Questions not of a general nature should be accompanied by the certificate number and group number as it appears on your GHI card.

# State Workers Apply For Promotion Exams Through September 8

September 8 is the last date for New York State employees to file for promotion examinations to be held on October 18 in 38 titles.

Interdepartmental exam will be held for the following positions: senior attorney and senior attorney, various specialties, G-24; senior key punch operator, G-7; principal key punch operator, G-11; senior actuarial clerk, G-9; principal actuarial clerk, G-12; senior electronic computer operator, G-14; supervising elec-

tronic computer operator, G-18; chief electronic computer operator, GS-23; manager of computer operations, G-25; electronic computer operator trainee, senior laboratory worker, G-8; and principal laboratory worker, G-11.

In the Department of Agriculture and Markets, a test will be held for promotion to senior office machine operator, G-7. The Education Department will hold exams for chief, bureau of pupil testing and advisory services, G-28; associate in education research, G-24.

The Executive Department will fill the following vacancies in the Division of Alcoholic Beverage Control: executive officer E, G-15; executive officer B, G-22; and executive officer A, G-27.

A test will be held for associate sanitary construction engineer, G-27 for the Health Department; and for insurance examiner, G-18 for the Insurance Department. In the Labor Department tests are scheduled Oct. 18 for these posts: director of labor management practices, G-30; senior office machine operator (addressograph), G-7 (Div. of Employment); principal office machine operator (addressograph), G-11 (Div. of Employment); head office machine (addressograph), G-15; and supervising labor mediator, G-28 (St. Bd. of Mediation).

The Public Service Commission is holding an examination for senior electric inspector, G-14; and promotional opportunities are open in the Department of Transportation for assistant civil engineer (materials), G-19; senior civil engineer (materials), G-23; hydro-electric operator, G-11; senior hydro-electric operator, G-13; canal general foreman, G-17; and senior engineering materials analyst, G-18.

A promotion exam will be held for senior office machine operator, G-7 for the State University of New York at Albany; and the Thruway Authority is seeking candidates for promotion to assistant superintendent of Thruway equipment maintenance, and to superintendent of Thruway equipment maintenance.

Applications are available from department personnel or business offices, or from the State Department of Civil Service in Albany, New York City, Buffalo or Syracuse.

## Binghamton Unit Sets Jan. Dinner-Dance

Members of the Binghamton City School District unit of the Broome County Civil Service Employees Assn. are planning to hold their second annual dinner dance January 17, at St. John's Memorial Center in nearby Johnson City.

Unit President Steve B. Caruso said the project is being coordinated by the unit's social committee chairman Jenny Merrick.

Music is to be provided by "The Rhythm Cats" of Binghamton.

## Representation Vote Slated For Seasonal Long Beach Aides

(Special To The Leader)

LONG BEACH—An election by secret ballot for all seasonal employees of the City of Long Beach will be held between 3 and 7 p.m. on August 21 in the gymnasium-auditorium on the lower level of the Central Elementary School on Magnolia Blvd. and Park Ave.

The election, being conducted by the New York State Public Employment Relations Board, is to determine what organization will represent the seasonal employees in collective bargaining negotiations.

The two organizations seeking certification are the Civil Service Employees Assn. and Local 381, the Building Service Employees International Union, AFL-CIO. Voters will also have the choice of no representation.

Authorized observers from both employee groups as well as from the City of Long Beach will be present at the polling and at the ballot counting after the polls close. Official ballots will be distributed at the polling place.

## College Discovery Director

Dr. William K. Lyles has been named associate professor in the Division of Student Services, and Director of the College Discovery Program at Kingsborough Community College.

## Membership

(Continued from Page 3)

come members," Wenzl continued. "Only then can we find out their wants and needs, and do the best job for them in negotiations. The more members we have, the bigger our voice will be at the bargaining table.

"A strong, united union can get us what we want from the State."

# DON'T REPEAT THIS!

(Continued from Page 1)

Administration as he meets face to face with frustrated commuters, welfare recipients, and educators concerned over the State's policy for financing the State's public school system, not to mention the State's public employees 40 percent of whom will be seeking salary increases and fringe benefits through the Civil Service Employees Assn.

In the case of his most recent confrontations, Governor Rockefeller has shown a remarkable ability to take abuse as if he were a human shock absorber. Rockefeller's ability to keep his temper fire will meet its greatest challenge in the next several months, as Assembly Minority Leader Stanley Steingut publishes a series of reports showing the

impact of Republican cuts in State aid to education appropriations on the quality of education and on property taxes.

The first of these reports, released this week, deals with Erie County and shows that 15 school districts in that County received this year about \$1,600,000 less in State aid than they had anticipated before Republican budget slashing. Moreover, next year those school districts will receive \$11,500,000 less than they would normally have expected.

### Increased Class Size

In addition to the various Boards of Education informed Assemblyman Steingut that in order to balance school budgets they have been obliged to increase class sizes, eliminate bus transportation services, increase prices for school lunches, reduce health and guidance services and indulge in various other economies that adversely affect their education programs. Each of the school districts was further compelled to increase property taxes to help finance school costs, in some cases such tax increases amounting to more than \$10 for each ten thousand dollars of property assessment. The Buffalo Superintendent of Schools expressed concern that the Buffalo schools might not open in September because of a threatened teachers' strike.

After the Legislature adjourned Assemblyman Steingut initiated a survey among the almost 900 school districts in the State to determine how each one fared in the light of State aid budget cuts. With more than 500 returns already in and more arriving daily, Steingut is assembling the reports in a series of reports that he intends to transmit to the Governor, one by one much in the nature of Chinese water torture.

In transmitting the Erie County report to the Governor, Steingut challenged the Governor to set up a conference "for an intensive review of the State's fiscal picture so that unconscionable cuts in State appropriations can be restored." In the absence of such a conference, Steingut warned the Governor that he would have no alternative "but to continue efforts, together with concerned

citizens throughout the State, to persuade you of the urgent necessity for calling a Special Session of the Legislature."

### Attack Taking Hold

The attack that Steingut has been mounting against Rockefeller based on budget cuts for education, Medicaid and welfare services has begun to take hold, with the result that Rockefeller is getting bombarded from all sides with demands for a special legislative session. The schools have been the most fertile fields for alliance between the Democratic Party and community groups.

Last week Assembly Speaker Perry B. Duryea, Jr., met with the Executive Committee of the Nassau-Suffolk School Boards Association. A summary of the meeting made public by Association officials asserts that the conference with the Speaker "took place against a background of unprecedented budget defeats, sharply curtailed educational programs and increasingly negative reactions on the part of local taxpayers, who feel, with cause, that they are carrying on an unfair, disproportionate and burdensome share of the costs of public education."

Boards of Education throughout the State, who responded to the Steingut survey echoed the following sentiments set forth in the statement of Nassau-Suffolk School Boards Association: "Time is not on our side. The children we fail or shortchange today cannot be called back for a second chance. We, on boards of education, though we may differ in many other respects, are as one in insisting that the education of our young people is of paramount importance to the State and nation and that the resources must be found for the adequate and responsible support of our schools."

Steingut is joined with the school boards in giving paramount importance to the education of the young and will continue to raise the issue, to seek a direct confrontation, and to draw a clear line of distinction between Democrats and Republicans on the education issue. If Steingut's appraisal of the situation is correct, the school issue may be one of the

greatest obstacles to Rockefeller's fourth term ambitions.

### PERB's Role

Rockefeller, too, is taking the brunt of the blame for the stalling in recognition of the CSEA as bargaining agent for the State employees. While the delay is being blamed on the Public Employment Relations Board, employees point out that the board was appointed by Rockefeller and that its chairman Robert D. Helsby was recently reappointed by the Governor, even after the employees expressed their dissatisfaction with Helsby's actions.

CSEA had introduced three types of evidence that it represented the vast majority of employees using the conservative figure of 84 percent. PERB failed to recognize this proof, demanding elections in five units—units which the employees described as gerrymandered. When all was over, CSEA topped its own 84 percent estimate with a resounding 94 percent win.

Cuts in school assistance, cuts in welfare programs, poor commuter programs and the inability to resolve State employee demands have driven the great bulk of the voting public away—far away—from Rockefeller. While they haven't come to the point of public riots and violent demonstrations which he met in South America, the riot and rebellion might easily be manifested in the polling places on gubernatorial election day.

### Nursing Director

ALBANY—Mrs. Helen Rosengrant, public health nurse under the State Health Department's apprentice program, has been named regional nursing director of the State Health Department's Rochester office.

## Eligibles

(Continued from Page 13)  
Richard A. Neuhut, John Lovizio, Acie Adams, Fannie G. Malory, James Mirante, Josue Rivera, Joseph D. Grant, Katie L. Yelverton, James J. Lowry, Roslyn Meister, Barbara A. Harris, Henry Edwards, James O. Purdie.

971 Melvin Smith, Delcine J. Lloyd, Helen L. Mincy, Lillie M. Giddings, Odessa Murphy, Arthur E. Parente, Margaret Moses, Michael C. Esposito, Meyer Chernikoff, Deborah Fellman, Patricia Finnegan, Carl F. Walton, Cecil Singleton, Colin L. Darnell, Benedetta Seshivo, Smith E. Dalberry, Miriam Fox, Johnny C. Sims, Jose A. Rivera, Wilfred Augustus, Valeria R. Reilly.

## CSEA Group Enjoys Binghamton Clambake

Some 162 members of the Binghamton City School District unit of the Broome County Civil Service Employees Assn., were feted June 17 to what was termed as a "fabulous" clambake in Lanesboro, Pennsylvania, near Binghamton.

Steve B. Caruso, unit president, said the members dined on sirloin steak sandwiches, Italian sausage patties, link sausage and steamed and raw clams "all day." Liquid refreshments were also most plentiful.

Caruso also observed that out of 190 possible members, his unit represents 175 of that number. And, apparently, 162 of them enjoyed a good clambake.

### New Job For Murphy

ALBANY—Governor Rockefeller has reappointed Joseph H. Murphy of Loudonville to the State Local Government Advisory Board. Mr. Murphy resigned recently as State tax commissioner.

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**Help Wanted M/F**  
WANTED: Social Caseworkers for a foster care program committed to meeting the challenge of finding solutions to current social problems. Job may include prevention and rehabilitation, working with children and families in foster home and adoption program, homemaker service and creative uses of community resources. Involvement in staff development programs, group counseling, psychiatric consultations and seminars. On-going training of ideas between practicing staff and administration on policy and program goals and priorities. Masters in social work or associated field with bachelor's degree plus related experience required. Salary range: MSW \$8,750-\$13,161; non-MSW \$7,350 to \$9,284. Excellent personnel benefits. Mrs. Pearl B. Grady, Assistant Director, Foster Care Services, The Children's Aid Society, 150 East 45th Street, New York, New York 10017. Call 682-9040.

**STATE AGENCY SEEKS PRINCIPAL ACCOUNT CLERK**  
With purchasing experience to transfer to same title. Will serve as Business Officer of small institution located in Masonville, Delaware County. Will consider Senior Account Clerk with extensive experience interested in professional appointment. WRITE: FLEW 303 So. Manning Blvd., Albany, N.Y. 12208.

**Help Wanted - Part-Time**  
MAN OR WOMAN WITH CAR PART-TIME, EVES, WEEKENDS. PLEASE YOUR HOURS AND EARN UP EXTRA PER WEEK. PLUS BONUS; NOT CANVASSING. METAL SALES — FULL TRAINING PROGRAM. 665-9022 — 1 PM to 4 PM Daily After 4 PM: 655-7850

**BE A FOSTER PARENT**  
Families needed for children of all ages for long term care. Phone or write The Children's Aid Society, Foster Home Dept., 150 E. 45th Street, New York, N.Y. 10017. Phone 682-9040 Ext. 245.

**Help Wanted - M/F**  
MATURE responsible man needed for care of quarters in adult half-way house program, 12 midnight to 8 A.M. or 4 P.M. to 12 midnight, \$5,300 monthly. Must be able to pass civil service test. Contact Mr. Elliott, 971-18.

**Business Opportunities**  
MUCH for 1 couple to handle, 2 successful rests & bars; least expensive to buy in booming Sullivan County, just 80 miles from N.Y. City; situated on 1 acre with 8 rm house, low taxes, high income. \$20,000 handle. Call 914-794-4348.

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Admission One Dollar

# Binghamton School Unit Reaches Agreement On 13-Point Contract

(From Leader Correspondent)

BINGHAMTON—The Binghamton City School District Unit of the Broome County chapter of the Civil Service Employees Assn. has signed a new contract with the City covering the 1969-70 School year following seven negotiating sessions.

Steven B. Caruso, unit president, said the accord was reached with both factions of cleaning contractors to perform custodial duties."

These problems, he said, include "a cut in State aid, the mandate from the people of this City to hold the line in real estate taxes resulting from an overwhelming defeat of a second referendum to raise the tax limit, the loss of school population, the refusal of the board of education to enact other forms of taxes to raise revenues, the undermining of employees with threats of a bag lunch program and the hiring

of cleaning contractors to perform custodial duties."

Caruso, aided by Genevieve Driscoll, chairman of the unit's Employee Salary and Benefits Committee, Joseph Demarch, first vice-president, Frank Muzika, second vice-president, Virginia Malinowski and Margaret Smith, advisors to the negotiating team for cafeteria workers, Richard Seroka, CSEA field representative and Matthew Vitanza, attorney for the school unit and spokesman, succeeded in hammering out their accord after seven negotiating

sessions.

Representatives of both sides declared an impasse after six meetings and called in a public employee relations board mediator. Dr. Irving Markowitz answered that call and set up the seventh session which produced the pact.

In addition to benefits obtained in last year's contract, Caruso said the new agreement included 13 major points. They are:

- An acknowledged 40-hour work week for custodial and maintenance employees.
- Time and one half after eight-hours in any working day and on Saturdays with double time for work performed on Sundays and holidays.
- A 37½ hour work week for clerical employees during the school year with a 32½ hour work schedule during the months of July and August and when school is in recess.
- Compensation for ten month clerks when called in by their department heads during the months of July and August.
- The posting of all promotional openings in competitive positions at least 15 days prior to the closing date for acceptance of applications.
- A more liberalized three-day-per-year release from duty for personal business.
- A schedule of 12 paid holidays off during the school year.
- Permissive use of accumulated sick leave for immediate family illness and death when the three day personal business leave allotment has been exhausted.
- The right of CSEA members with three or more years of service in the school district to petition the Board of Education for extended sick leave at full pay for four months.
- The guaranteed retirement 1/60th non-contributory basis retroactive to 1938 retirement plan.
- Pay raises for cafeteria workers in the following amounts and categories; (a) cook managers, \$1 per day, (b) satellite kitchen managers, \$2 per day, and (c) other cafeteria workers, five cents per hours.
- A \$225 across the board pay hike for all non-teaching employees other than cafeteria workers and,
- The school district is to furnish each non-teaching employee a copy of the labor contract.

The Binghamton City School District negotiating team included, Martin J. Helfer, Binghamton superintendent of schools, Binghamton School District Business Administrator Gerald Demeree, Stuart Pearis, Binghamton City corporation counsel and attorney for the Binghamton School District.

Caruso said later that it is his hope that "school districts one day, through CSEA, will be able to apply for their own chapters so that these districts may be able to have one educational chapter per county with the CSEA representing all districts."

## CANDIDATES

(Continued from Page 9)  
Committee, chairman of the Membership Committee, chairman of the Constitution & By-laws Committee, and present chairman of the university's Traffic and Appeals Committee.

His record at Capital District Conference includes chairman of the Membership Committee, member of the Grievance Committee, member of the Political Action Committee, and candidate for the Office of 2nd vice president.

His Statewide record includes member of the State Association Strike Committee and member of the State University Statewide Committee.

Bob has strong convictions about helping the "grass roots" people of the University, and feels that the following can be done toward this end:

1. Establish a seniority program in the university system.
2. Establish a labor relation-management board, for the purpose of a sound, workable labor-management relationship.
3. Continue to work for the abolishment of the abuse in the "U" Grade system in the universities.
4. Make sure that the proper grievance machinery is in use, and that it is used!

Bob has the support of the university's CSEA chapter's Executive Council and the chapter membership, through his leadership, has grown from a mere 400 members to well over 1,000 members.

He asks only that when the ballot is received by you that you VOTE. A large VOTE means that you the people are interested in your future, and it certainly will aid in our future negotiations with the State Government through our Statewide Committee.

### ERNST STROEBEL Health

My name is Ernst Stroebel and for the past three terms I have been president of the Division of Laboratories and Research chapter of the State Department of Health. Before holding my present office, I was a member and/or chairman of numerous chapter activities and committees. Our chapter is a member of the Capitol



District Conference and for the past two years I have been a member of the executive council and have served the conference on the nominating, social and resolutions committees. Within the Health Department, a special CSEA presidents committee was established in 1965. Since its conception, I have been a member of this committee.

In 1957 I received a B.S. degree in biology from the City College

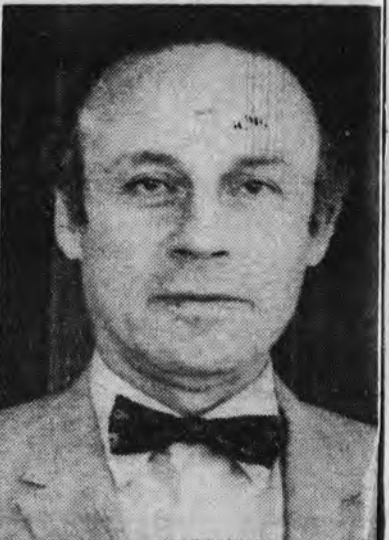
of New York. Presently I am a senior bacteriologist in the serology laboratories of the State Health Department.

In 1963 I married the former Carol Stewart of Albany. We have two daughters, Christine and Karen. We resident in Colonie and attend Good Shepherd Lutheran Church. I am an associate church councilman and my wife and I are quite active in various other committees of the Church. Both of us bowl with the State Laboratory bowling league.

### HARRY FARKAS Health

Harry Farkas has been a State employee and a member of the Civil Service Employees Assn. for twenty years.

He has been with the State Department of Health, serving as a public health engineer, for the past eleven years. He was assigned to the Hornell District Office from 1958 until 1963, when he transferred to the central office, Albany, where he is presently as-



signed. While stationed in Hornell, he served as president of the Hornell chapter of the Civil Service Employees Assn. for two years, from 1960 to 1962.

Farkas resides, with his wife and their three children, a son and two daughters, in the Village of Colonie, a suburb of Albany.

### SUNY Election

(Continued from Page 3)

should be included in the unit determined to be appropriate; and whether the Faculty Senate, which has since allied itself with CSEA, is an employee organization as defined in the Taylor Law.

Klein emphasized the basic community of interest between academic and non-academic professionals such as common fringe benefits, related salaries, "common mission," and substantial amount of interchange, and noted that the Board of Trustees and the University Chancellor coordinate the functions and budgets of each State campus.

Those professional employees excluded from the bargaining unit besides the College of Ceramics employees are those serving as intern, admissions intern, counseling intern, hospital administrative intern, library intern, library trainee, and assistant in instructional services. They were excluded, Klein said, on the basis that they were "students" and did not hold full professional status.

Klein also found that the Faculty Senate satisfies the statutory definition of an "employee organization" under the Taylor Law.

The PERB decision is appealable to the Board within seven days.

## 25-Year Retirement Plan Included In New Contract For Hempstead Schools

HEMPSTEAD—Multiple benefits have been gained by the Hempstead Schools Unit, Nassau chapter of the Civil Service Employees Assn., and the new contract for 1969-70 signed recently by CSEA and the Hempstead School Board.

### CSEA Success

## Onondaga OK's Hiring Of More Case Workers

(Special To The Leader)

SYRACUSE — Onondaga County public assistance caseworkers, represented by the Social Services Unit of the Onondaga chapter of the Civil Service Employees Assn., took a major step towards alleviating heavy work loads recently when the Onondaga County Grievance Board recommended that more case workers be hired to lighten the case load.

CSEA regional attorney Earl Boyle and unit president Miss Carol F. Gossner, in a hearing before Grievance Board members James A. Farrell and Ralph J. Denton, explained the grievance; caseloads in the zones are generally in excess of the State mandates and result in unfair and unreasonable work quotas.

Onondaga Social Services Commissioner John Lascaris agreed that the unit's grievance was valid and justifiable, and said he had tried to meet the problem by requesting six new public assistance caseworkers positions in the 1969 budget. Only 18 positions were approved.

The Board decided that the violation of the application of existing laws as to caseloads and supervisory standards gives the unit a valid grievance. In order to resolve the problem, the Board said, it would be necessary for an allotment of additional funds, so the matter would be referred to the County Executive for appropriate action.

In its decision, the Board stated that it "highly recommends that serious consideration be given by the County Legislature and the County Executive, for additional

Chapter president Irving Flaumenbaum, in announcing the accord, noted that the contract was the first in New York State in which a school district attained a 25-year non-contributory retirement system. Flaumenbaum cited the efforts of all concerned in attaining this benefit. "I am proud to have worked with this group of employees in gaining a package which makes Nassau the leader in the State," he said.

The actual contract terms had a total of ten special provisions hammered out by the negotiating teams and written into the new pact. In addition to the contributory retirement bill, two important features are provision for \$400 across the board plus increment for groundsman, maintenance men, custodians, bus driver II, and head custodian; \$300 across the board plus increment for matrons and cleaners.

The contract was further sweetened with allowances for call-in pay of four hours minimum at time-and-a-half; a fourth week of vacation; time-and-a-half for holiday work plus regular day's pay; and an additional 90 days at half-pay for sick leave.

Rounding out the pact provisions are making Good Friday a full holiday; non-competitive employees being covered by Section 75 of the Civil Service; and normal shop steward privileges granted to CSEA representatives.

Committee members were: Anthony Lotierzo, unit president; Joseph McDowell, vice-president; Anthony Zdrange, treasurer; and Arnold Moses, regional supervisor.

funds in the budget for the year 1970, so that the caseworker may be given caseloads which will insure proper processing and effective work so that methods of administration will result in efficient operation and adequate application of the now existing laws."