

# Civil Service LEADER

America's Largest Weekly for Public Employees

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## Committee Reports

See Page 10

## CSEA's Exclusive Recognition Drive Now Scores 43 Wins

ALBANY—Forty-three local public employers throughout the State, including seven counties, to date, have recognized the Civil Service Employees Assn. as the exclusive bargaining agent for their employees, CSEA has announced.

Recognition by the employers of the 165,000-member organization of State and local government employees was made in concert with the State's Public Employees Fair Employment Act which became effective Sept. 1.

Under the act, State and local government employers are empowered to establish procedures for collective bargaining with their employees and to recognize employee organizations as bargaining agents on the basis of payroll dues deduction authorization or other tangible evidence of bona fide membership.

### Schenectady Gives

The latest county to recognize CSEA is Schenectady. Other county governments which will bargain exclusively with CSEA are: Broome, Cayuga, Franklin, Montgomery, Putnam and Sullivan.

Attorneys for the Employees Association have sent letters to every municipal body and school district in the State where CSEA has members, asking for exclusive recognition on the basis of majority membership.

John Carter Rice, CSEA associate counsel, said the response to the letters has been both heavy and extremely favorable.

"It is not CSEA's intent to intimidate the municipalities into granting recognition, and this is clearly demonstrated in these letters," Rice said. "Rather, it is our aim to inform the public employer of his right to select the employee representative and under what sections of the new law these provisions can be found. CSEA is only asking that public employers follow the guidelines of the new law in recognizing the bargaining agent for their employees."

### \$195 Complete

## Las Vegas Tour Offered 1st Time

For the first time, a trip to Las Vegas is being offered to members of the Civil Service Employees Assn. and their immediate families for an all-inclusive price of only \$195.

The tour offers round trip jet transportation, hotel rooms, night club entertainment at various clubs, meals, etc. The plane leaves New York Nov. 16 and returns on the 19th.

Immediate application may be had by writing to Samuel Emmett, care of Crown Peters Travel Service, 711 Eighth Ave., or calling Circle 7-7780.

Cities which already have chosen CSEA as the exclusive employee representative in collective bargaining matters include Newburgh, Middletown, Elmira, Malone, and Glen Cove and Long Beach on Long Island.

Other subdivisions recognizing CSEA are:

Towns—Rotterdam, Hempstead, North Hempstead and Oyster Bay;

(Continued on Page 14)

## Welfare Fund Would Apply To Local Aides

A proposal that would require the State to contribute \$150 for every State worker to use for welfare purposes would apply equally to employees of political subdivisions, Solomon Bendet, chairman of the CSEA Salary Committee which made the welfare fund proposal, informed The Leader last week.

The monies to be paid to CSEA, give civil servants such services as a dental plan, drug prescription purchasing plan, eye-glasses, etc. New York City now provides such welfare funds to employee organizations.

The welfare fund goal is included in the salary resolution passed by delegates at the recent special CSEA meeting in New York City. The measure would have to be mandated for political subdivisions.

### Still Only \$299

## Thanksgiving Week In London

Despite higher prices for hotel rooms, food and transportation, the second annual "Thanksgiving Week" in London trip for members of the Civil Service Employees Assn. and their immediate families will again sell for only \$299.

The popular 8-day trip leaves New York on November 18, returning there November 26. Tour members will again stay at the Hilton Hotel, near Hyde Park. The \$299 price includes round trip jet fare, hotel rooms, breakfast, sight-seeing and a theater night.

Space is strictly limited and immediate application should be made to Irving Flaumenbaum, care of Crown Peters Travel Service, 711 Eighth Ave., New York, N.Y., 10036 or call Circle 7-7780.

## Onondaga GOP Leader Says Civil Service 'Is For The Birds'

(Special To The Leader)

SYRACUSE—Both shocked and amazed at the Onondaga County Republican chairman's remark that "Civil Service is for the birds," Civil Service Employees Assn. chapters throughout the Syracuse area and are coming to the defense of the Civil Service merit system as well as talking of "action at the polls" this fall.

GOP Chairman Thad L. Collum, who is also a Syracuse area delegate to the Constitutional Convention, made the comment after he voted against the CSEA-sponsored resolution granting deputy sheriffs Civil Service status.

The resolution won an easy approval from the convention, 106 to 52.

"Civil Service is for the birds," Collum told a Syracuse reporter who asked the reason for his negative vote. "It freezes a lot of mediocrity into government. I can show you more misfits in Civil Service that aren't worth the powder to blow them off the face of the earth, but they are frozen in because of Civil Service."

### Mrs. Young Reacts

One of the first to react to

the statement was Mrs. Hilda H. Young, president of Onondaga chapter, CSEA, who wrote Collum that "by dwelling on the inadequacies of a few, you have done an injustice to the merit system."

CSEA field representative John J. Ray commented: "His (Collum's) remarks could not have come at a more inopportune time, and I certainly hope he is not speaking for his party on this subject."

Onondaga chapter has both city and county workers as members.

Leaders of CSEA's Syracuse chapter, which represents State employees in local offices, have agreed to seek to form a Legislative Enlightenment Committee with other local chapters of State

employees. The committee would scrutinize local issues and candidates for public office and keep members informed on the effect of candidate's views on these issues.

These other chapters include the State University chapter at Syracuse, Syracuse State School chapter, Thruway chapter (Syracuse Section), State Police chapter and Barge Canal Harbor Employees chapter.

County Executive Mulroy, who is running for re-election this fall, has commented that he disagreed with Collum's statement and praised the work of Civil Service employees.

### Letter To Collum

Mrs. Young wrote Collum: "As president of the Onondaga chapter of the Civil Service Employees Association, I take exception to your recent statement as quoted in the (Syracuse) Herald-Journal, regarding Civil Service employees.

"This Association represents over 2,000 city and county employees. There are 6,000 (local) State employees equally affected. Many of these people are dedicated public servants.

"We are a close-knit organization very much concerned with our governmental efficiency as well as our public image. We feel that we are a professional group, in many cases highly skilled and trained over long periods of service.

"By dwelling on the inadequacies of the few, you have done an injustice to the merit system, which, in spite of recognized fail-

(Continued on Page 3)

## PERB Studies For L.I. Parks CSEA Chapter

FARMINGDALE—The Long Island Inter-County State Park chapter of the Civil Service Employees Assn. has launched a concerted drive to inform its widespread membership of the mechanics of the Public Employees Fair Employment Act and how the CSEA is even better representing its membership since the new law went into effect Sept. 1.

Officers of the Employees Association chapter, led by Louis P. Colby, president, met recently with State CSEA representatives to plan methods of disseminating information on the new law to all units and individual members.

Colby has issued a call for unity among the chapter units and is touring each unit to hear complaints and other problems which require attention on both the chapter and State level.

Field representatives meeting with the chapter officers were Arthur Grey, John D. Corcoran, Jr., James Garside and Edward Cleary.

Colby said the main aim of the drive is to inform the members that CSEA was prepared beforehand for the new law and already has set into motion machinery needed to deal with the complex procedures of the act which, for the first time in the State, grants public employees the right to bargain collectively with their employers through a designated employee representative.

The State Association is in the process of hiring collective bargaining specialists and other experts and establishing an intensive labor relations training program for its staff, especially its fieldmen.

The Employees Association also has petitioned the State to be recognized as the exclusive bargaining agent for all State employees.

Going Places?—See Page 2

Springer Elected

ALBANY — Dr. Joseph G. Springer, who heads the State Employee Health Service, has been elected to a fellowship in the Industrial Medical Association.

*Don't Repeat This!*

## No One Emerged From Convention A Clear Winner

IT may be months and even years before a true assessment of the 1967 State Constitutional Convention can be made. One thing is certain now, however, no one came out of the convention a winner.

This is true of the many dis-

(Continued on Page 3)

# 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.

## 'H' Day In Sweden

FRUSTRATION is one of the most frequent emotional hazards civil service people face.

IT COULD arise from long months of extra work on a specific project, only to see the project go up in smoke because someone's expected cooperation failed to materialize.

OR IT MIGHT arise from the indifference of one or more public to message after message about some urgent change in government or procedures.

FRUSTRATION in a job causes goofs, just as frustration in traffic is responsible for many accidents.

MORE OFTEN than not, frustration is at the seat of bad public relations for an agency and its employees. It is not an easy emotion to control, but there are ways of reducing its effects.

ONE METHOD is to compare one's frustration with the other fellow's, and discover that the other fellow has more devastating frustrations.

TO THOSE IN civil service who have suffered, or are suffering, the pain of frustration, we believe can help lessen the suffering by telling you about a large group of civil servants in another country where they had even greater problems and frustrations.

THE COUNTRY is Sweden. Its problem began more than four years ago when preparations were started to switch the country's traffic system from the left side of the road to the right.

THERE ARE only eight million people in Sweden and—less the babies—the changeover posed eight million problems. Some of the difficulties included breaking lifetime habits, the preponderance of cars with steering wheels on the wrong side for right-hand driving, switching traffic signs on 60,000 miles of highways and streets, and a others too numerous to list.

THE QUESTION for the Swedish civil servants and the agency

(Continued on Page 12)

# DON'T REPEAT THIS

(Continued from Page 1) tinguished delegates, who have spent the last six months in Albany drafting a new State charter. It is equally true of the Democratic and Republican parties.

It was a convention without either political party covering itself with special glory and without the emergence of a real stand-out performance on the part of individuals.

Part of the reason for this may rest in the complex and legalistic questions the convention was asked to solve, which held little appeal to the public in general.

Part of the reason certainly is that too little effort was made to explain to the public the historic nature of the occasion and the importance of the often long and dull debate on many vital questions.

Convention President Anthony J. Travia, to those on the inside, provided strong leadership to the Democratic majority, and, in the

## N.Y.C. Chapter Seeks Reduction in Increase

At a regular monthly meeting of the New York City chapter of the Civil Service Employees Assn., last week, delegates instructed the chapter's president, Seymour Shapiro, to seek an amendment to the CSEA by-laws which would reduce a proposed dues increase for CSEA membership.

Delegates voted to increase CSEA dues to \$26 a year at a special meeting of the State-wide organization in New York City recently. Delegates from the New York City chapter will seek a reduction of this amount at the October Convention being held at the Concord Hotel in Kiamesha Lake.

## Budget Examining Trainee

The New York City Department of Personnel will administer written examinations this week to 203 candidates for budget examining trainees.

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words of the Republican minority leader, Earl W. Brydges, proved to be "completely fair" in his conduct of floor debate and in providing a fair and equal distribution of staff.

No individual worked harder or longer than the president to make the convention a success, and yet a cloud of pessimism hung over the convention's final deliberations—the feeling that the voters might reject the entire work of the convention.

Dr. Alan K. Campbell, a widely respected educator and close associate of State Democratic leaders, had this appraisal of the convention product. He told this column: "We made good, solid progress. The convention has set important new guidelines for government and broadened the vision and scope of government."

### A Slow Start

The convention got off to a slow start in April, May and June, with one and two day sessions that provoked comment in the daily press of a "do-nothing session."

The closing hours of the convention saw a revolt by Negro and Puerto Rican delegates from New York City, who sought a new community economic development article that would provide immediate aid through a "gifts and loans" plan to rebuild the slums and breakdown the barriers to the ghettos.

A number of delegates, too many to mention all by name, contributed greatly to the final product, although without special mention in the press.

Arthur Levitt Jr., son of the State Comptroller, made effective points in floor debate that sometimes didn't follow exactly the Democratic majority position.

### Respectful Attention

Joseph F. Carlino, the former Republican speaker of the Assembly, spoke rarely but when he did drew the respected attention of his 185 colleagues.

Mrs. Marietta Tree, the delegate-at-large who came to the convention from the United Nations, was not an open activist and yet spurred talk in Democratic circles as "someone the party might consider for elective office."

Herman Badillo, the Bronx Borough President, demonstrated a grasp of the issues at the convention and a sense of timing in his speeches that had some Democrats marking him for bigger things ahead in politics.

Peter J. Crotty, the Erie County Democratic power, added more muscle to his arsenal by his battle for the civil service employees as did William vanden Heuvel of Manhattan.

And Albany's perennial Democratic Mayor Erastus Corning kept such a close watch at each day's session that he had Democrats

and Republicans coming to him on the "small print" of each resolution. His voice at the convention was highly respected and his influence on the final product much greater than the population of his home base.

### Liberals Represented

The Liberal Party was ably represented both on the floor and in the behind-the-scenes negotiations by Alex Rose, David Dubinsky and the Rev. Donald S. Harrington.

A good natured whisper went through the chamber when Republican vice-president Perry B. Durycan rose to speak—"Watch him, he's making points for the next gubernatorial campaign."

Both Minority Leader Brydges and Majority Leader Moses Weinstein kept debate in hand and frequently tempers from flying out of control with deft touches of humor and a solid knowledge of the issues.

A peppery former Chief Judge of the State Court of Appeals, Charles Desmond, livened discussions and put the debate in sharp focus on innumerable occasions.

### Wagner Choosey

Former New York City Mayor Robert F. Wagner chose his issues and his occasions for debate carefully but won most praise for his work off the floor and in committee.

To many delegates, Harold L. Fisher, who serves as counsel to Speaker Travia, was probably the best informed man at the convention and one of the hardest workers.

But who won?

It wasn't the Democratic Party. It wasn't the Republican Party. The Reform Democrats gained little.

Even U.S. Senator Robert F. Kennedy and Governor Rockefeller failed to convince the convention of major points they sought.

It was a convention whose greatest fear is that its accomplishments will be rejected by the voters.

## 10 Days — \$299

## Bahama Tour At Christmas Is Now Open

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

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

For reservations and information brochures, write at once to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Telephone after 3 p.m. is (212) 253-4488.

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# Suffolk Chapter's School Members Want Protection

(Special To The Leader)

PORT JEFERSON—A bill to protect school employees in districts forced on austerity budgets and a coordinated Suffolk campaign for exclusive recognition and a joint salary and benefit program were endorsed enthusiastically at a recent luncheon meeting here of the non-teaching committee of the Suffolk chapter, Civil Service Employees Assn.

John Reilly, committee chairman, announced the 80 delegates representing 20 school districts applauded the endorsement by four State legislators of a bill sponsored by State Sen. Bernard C. Smith (R-Northport) to protect school employees from cut-backs when districts are forced on austerity budgets. Smith said he would press again for the bill, which failed to gain passage in both houses of the legislature last

session.

Support was pledged by Smith, State Sen. Leon Guffreda (R-Centereach), Assemblyman John McCarthy (R-Huntington Station) and Assemblyman Charles J. Melton (D-Bay Shore).

Delegates also backed a plan for all 26 Suffolk school district units to jointly press for immediate exclusive recognition of CSEA and to map a joint salary and fringe benefit program for simultaneous submission in all districts in a bold stroke at inequities existing between districts.

# 'Birds' Remark

(Continued from Page 1)

ures, has proven itself to be the best system devised to serve the most people.

## Buffalo State U. Chap Program On Comm. Action

BUFFALO — The fastest-growing Civil Service Employees unit in Western New York, the State University of Buffalo chapter, plans a series of community-action programs for the 1967-68 season.

They began Thursday, Sept. 21 at 8:15 a.m. in Room 5, Acheson Hall on the University of Buffalo campus when assistant detective Chief Michael A. Amico, head of the narcotics unit of the Buffalo Police Department, discussed LSD and narcotics.

The chapter held its second annual picnic on Saturday, Sept. 23 at Elma Meadows, a park in Erie County.

Edward G. Dudek is the chapter president.

The chapter was organized in 1963 after the University of Buffalo, then a private institution, became part of the State University system.

"We have about 1500 members now," Dudek said, "and we're growing fast."

## L.I. Parks Chap. Gets Its Uniforms

BABYLON — The Long Island Inter-County State Parks chapter Civil Service Employees Assn. recently greeted the distribution of uniforms to park foremen, a goal pressed by the chapter and agreed to in negotiations last spring.

Louis Colby, the chapter's president, commented that completion of the arrangement was a "good omen" coming on the heels of the filing with the State Civil Service Department and Council of Parks of a CSEA brief supporting parks employees' bid for a reallocation of titles. William Hurley, chapter vice president and grievance committee chairman, noted that the chapter had successfully fought for uniforms for laborers and equipment operators earlier.

"These same people give time, money and support to the political party of their choice. Many of our leading officials in city and county government began their careers in public service as civil servants.

"Knowing your own fine record of service, we are hoping this was an inadvertent statement, and does not reflect your true opinion."

Later, Mrs. Young said that the Collum statement was "particularly damaging since, to a large degree, public support is critically vital in obtaining generous benefits for employees" under the new Fair Employment Law.

The chapter has asked both the city and county for designation as exclusive bargaining agent for their employees.

Collum has said since receiving Mrs. Young's letter, that his comment was made during the convention voting and was meant to apply only to the issue of deputy sheriffs' being given Civil Service status.

But, the reporter who quoted him said Collum did not specify at the time that he meant the remark only in that narrow sense.

## Stony Brook CSEA Fights Paycheck Lag

STONY BROOK—More than 200 State University employees at Stony Brook rallied outside the campus administration building here on Sept. 15, backing a demand by their chapter of the Civil Service Employees Assn. that the local administration accept responsibility to see that paychecks are delivered on time.

The rally followed the third failure in four weeks of the administration to deliver paychecks on payday. The Stony Brook CSEA chapter's officials bade the local administration accept its responsibility for prompt pay, hiring practices and promotional opportunities. The University's president, Dr. John S. Toll, appeared and heard the employees' demands. CSEA has filed formal grievance papers with Samuel B. Gould, chancellor of the State University system. Meanwhile, at Leader press time, employees were being watchful for another recurrence of the paychecks gap.

# Broome Co. Chapter Asks Major Upgradings Based On Longevity

(FROM LEADER CORRESPONDENT)

BINGHAMTON—The Broome County chapter of the Civil Service Employees Assn. seems certain to win approval of several of its Budgets requests for 1968.

The chapter's major proposal is put an extra \$1,000,000 in county paychecks through upgrading based on longevity.

CSEA representatives John E. Herrick, chapter president, John Tangi, employees committee chairman, have urged that all employees be placed "on the proper step" in the pay schedule.

Thus, a three-year veteran would be placed on the third step in his grade and anyone with five or more years on the job would automatically draw top pay for his grade. The county pay schedule has just five steps.

At present many long-time employees of the county are on low steps because each time an employee is promoted to a new grade, or a new salary schedule is adopted, he is paid at the bottom of the new range.

It has been proposed by Edwin L. Crawford the Broome County Board of Supervisor's chairman that all workers whose salaries are pegged between steps on the pay scale (about 75 per cent are in this category) be raised to the next step, in addition to receiving their regular increments of about six per cent.

Crawford said the county payroll next year almost certainly will hit \$8,000,000 because of the increments, extra raises and pay for new employees. Department heads have requested about 70 new workers, and the board chairman has predicted that at least 30 to 40 jobs will be created in the coming budget.

Herrick and Tangi met recently with the county employees committee, headed by Earle D. Ridley on the CSEA's budget proposals.

The CSEA requests being considered are:

- The fore-mentioned \$1,000,000 pay request.
- Payment of the \$300 15-year

longevity raise and one-increment 25-year raise on the anniversary date of employment, rather than on the first of the year following the anniversary.

● Payment of the two longevity increments "over and above the minimum of the grade "in cases where promotions are received.

● A rule giving retirees one vacation day per month if they retire before the end of the year.

● An evaluation of all jobs and salaries made by a private firm hired by the county.

● Recognition by the county as "sole bargaining agent" for the 1,200 Broome employees.

● A new rule to give all employees who don't enjoy shortened summer workdays an extra week of vacation.

● Non-contributory health insurance for employees and their families. The county now pays 50 per cent of the premiums for an individual and 35 per cent for family benefits.

● A county-paid group life insurance plan with a death benefit of not less than \$2,000.

● A new rule to transform an employee's accumulated sick time into health insurance benefits upon retirement.

Herrick told the Ridley committee that if his group did not take satisfactory action on the CSEA request for a "proper step" upgrading, the chapter would seek a cost of living raise for all employees.

Crawford has recommended approval of the county-paid group life insurance plan. He said it would cost the county about \$25,000. It would be purchased under enabling State legislation effective Jan. 1, 1968.

Ridley promised to report the committee's intended recommendations within three weeks. The Broome CSEA chapter will meet Oct. 3 at 7:30 p.m. in the Supreme Court Chambers to discuss the county's decisions on the requests.

# Herrick, Gabor Vie For Broome Chap. Leadership

BINGHAMTON—The Broome chapter of the Civil Service Employees Assn. is conducting a tight contest for the chapter presidency.

The two candidates are John E. Herrick, the current president, and Joseph Gabor, a member of its Board of Directors.

The 700 members of the chapter will receive ballots for the election soon, a representative said.

Herrick assumed the presidency last year when it was vacated by Phillip Bell, who moved from the county to take another job, and was later elected to the office.

Gabor has been a CSEA director for three years.

The chapter presidency contest is the only one on a slate announced this week at a membership meeting. Other officer nominees: Mrs. Dorothy Winter, treasurer; Douglas Bentley, second vice-president; John Tangi, first vice-president, and Donna Mastronardi, secretary.

Five directors will be selected from this list:

Gerald Allen, Elizabeth Ball, Mrs. Lillian Box, Ida Gialenella, Arthur Kelly, Mrs. Sarah Magnus, Richard Petrisco, Mrs. Alfreda Stump, Francis Vavra, Mrs. Thomasine Wheeler, and Mrs. Nan Newman.

# Niagara CSEA Chapter Seeks 20 Percent Raise

(From Leader Correspondent)

LOCKPORT—The Niagara County chapter of the Civil Service Employees Assn. today sought a 20 per cent pay increase for Niagara County workers.

The pay increase request, along with 23 other proposals, is now under consideration by the Niagara County Board of Supervisors.

The chapter also petitioned the Board to recognize the CSEA as the collective bargaining representative for county employees under the new State Public Employees Law, which is now in effect.

Other requests in the Niagara chapter proposal: overtime pay; longevity increments at 8, 12, 16, 20 and 25 years of service; overtime pay for night work; mileage at 12 cents an hour; fully paid life insurance; three weeks vaca-

tion after eight years of service, four weeks after 15, and five weeks after 25.

## Syracuse State School Chapter Dinner Oct. 21

The Syracuse State School chapter of the Civil Service Employees Assn. is holding its annual Dinner-Dance at Hotel Syracuse Country House, 1308 Buckley road, North Syracuse, on Oct. 21. Dinner will be served at 7 p.m.

## Central Islip Chapter To Build Membership

CENTRAL ISLIP—The Central Islip State Hospital chapter of the Civil Service Employees Assn. will kick off a round-the-clock membership campaign with a meeting of the membership committee Oct. 5 at Helling's Inn, here.

The CSEA unit, which has 2,224 members, has for years been the primary representative of the employees and has functioned unofficially as their representative in bargaining and grievances, according to chapter president, Thomas Purtell. "However," Purtell explained, "with the advent of the Taylor law governing State employee representation we feel a substantial increase in our membership will enhance our ability to gain exclusive recognition and thus serve the employees more effectively." There are about 1,000 employees at the hospital.

The drive will be managed by Lawrence Doyle chapter membership chairman, who said representatives of CSEA will canvass all shifts around the clock in the next few weeks.

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### Editorial Positions

Writing and editing positions, at GS-9 (\$7,696) through GS-12 (\$10,927) are currently available in various Federal agencies in Washington, D.C. and vicinity.

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

To Keep Informed, Follow The Leader.

### Civil Service Television

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

**Monday, October 2**  
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.  
6:00 p.m.—Community Action—Ted Thackrey moderates program.  
7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Rescue Breathing".  
9:00 p.m.—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

**Tuesday, October 3**  
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.  
7:00 p.m.—TV High School—Manpower Education Institute presentation.

**Wednesday, October 4**  
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.  
7:00 p.m.—TV High School—Manpower Education Institute presentation.  
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.  
8:00 p.m.—New York's Revised Penal Law—Analysis of changes in the Penal Law: program 1—"Purpose and Organization of the Penal Law."

**Thursday, October 5**  
10:30 p.m.—Community Action—Ted Thackrey moderates program.

**Friday, October 6**  
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.  
7:00 p.m.—TV High School—Manpower Education Institute presentation.  
8:30 p.m.—Consultants-At-Large—Problems of Urban society — Program 3: "We're Speaking English But I Don't Understand."  
10:00 p.m.—New York's Revised Penal Law—"Purpose and Organization of the Penal Law."

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

### Where to Apply For Public Jobs

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

#### CITY

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

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8 a.m. to 6 p.m., and Saturday from 9 a.m. to 12 noon.

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

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 EMT QT and RR local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

# 10

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

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

### File This Week For U.S. Jobs

Applications are being accepted until Sept. 28 by the New York Interagency Board of U.S. Civil Service Examiners for film library workers, \$2.85 per hour at the U.S. Naval Station, Brooklyn, N.Y., heating equipment repairer, \$3.27 per hour at Stewart Air Force Base, Newburgh, N.Y. and telephone lineman, \$3.33 per hour at Fort Hamilton, Brooklyn, N.Y.

Copies of the announcement and application forms may be obtained from the Interagency Board of U.S. Civil Service Examiners, Greater New York City Area, 229 East 42 St., New York, N.Y. 10017. They are also available at the main post offices in Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead, and Yonkers.

**Going Places?—See Page 2**

### FEDERAL

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

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

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

# File Clerks, \$3,925 Yr., Needed Now

The Interagency Bureau of U.S. Civil Service Examiners, 220 East 42 St., has immediate positions available for file-clerk, GS-2 (\$3,925 a year) with the Payment Center of the Social Security Administration in Rego Park, New York.

After six months of satisfactory service these positions lead to file clerk GS-3 (\$4,269 a year).

In order for the Social Security Administration to meet its needs, applicants can walk-in and take the file clerk examination without advance application.

Walk-in tests will be held on Saturday, Sept. 30 and Saturday, Oct. 7 at the Federal Building, 641 Washington St., New York, N.Y. in Room 734 at 8:30 a.m. and 12:30 p.m.

**LEGAL NOTICE**

**SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK.**  
KATHARINE C. McCAFFREY, Plaintiff, against ROBERT E. McCAFFREY, Defendant.—Index No. 31429-1967.—Plaintiff designates New York County as the place of trial.—The basis of the venue is Plaintiff's residence.—Action to Annul A Marriage—Summons.—Plaintiff resides at 2 Tudor City Place, County of New York.

To the above named Defendant:  
You are hereby summoned to answer the complaint in this action and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney, within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated, New York, September 5th, 1967. ARTHUR J. HOMANS, Attorney for Plaintiff, Office and Post Office Address: 122 East 42nd Street, New York, N.Y. 10017. Murray Hill 7-1595.

To: Robert E. McCaffrey, Defendant herein. The foregoing summons is served upon you by publication pursuant to an order dated September 8, 1967 of the Hon. Sidney A. Fine, a Justice of the Supreme Court of the State of New York, and filed along with the other papers on September 8, 1967, in the office of the Clerk of New York County. This is an action to annul a marriage. Dated: New York, New York, September 8th, 1967. ARTHUR J. HOMANS, attorney for plaintiff.

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### Probation Officer Positions Open In NYC Courts

The Administrative Board of the Judicial Conference has announced that applications are being accepted until Oct. 20 for four promotion examinations to be given Nov. 18. The examinations are for positions of senior probation officer, supervising probation officer and principal probation officer open to qualified candidates in the unified court system in New York City and supervising probation officer open to qualified candidates in the Nassau County Probation Department.

Application forms and copies of the examination announcement may be obtained from the Personnel Officer, Room 1212, 270 Broadway, New York, N.Y. 10007.

### U.S. Court House Seeks Clerk Steno

The U.S. Department of Justice is seeking a clerk stenographer, to work half time on a permanent basis in its Employment Placement office in the U.S. Court House, Foley Square, Manhattan.

The position pays \$2.30 per hour. For further information, contact David Leibowitz, Room 207, U.S. Court House, Foley Square, Manhattan or phone 264-6443.

### Adjudicator Jobs Open With VA

There are immediate vacancies in the position of adjudicator at the regional office of the Veterans Administration located at 252 Seventh Ave. in New York City. These positions are at the GS-9 grade and pay \$7,696 per annum.

Applicants will be rated on the extent of their experience and education is required. Applicants with an LLB degree may substitute their education for four years of this total. For other information regarding experience and substitutions of education, see announcement number NY-7-15.

Copies of the announcement may be obtained at the Veterans Administration Regional Office, the Main Post Offices in Brooklyn and Jamaica or the Interagency Board of U.S. Civil Service Examiners, 220 East 42 St., New York, N.Y. 10017.

### Temp. Clerk-Typists

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

Positions require U.S. citizenship and a minimum of 40 words per minute, plus six months appropriate experience or a high school

diploma. Entrance salary (full time) is \$3,925 or \$4,269 per annum, depending on qualifications. A written test administered on location.

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

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TUESDAY, SEPTEMBER 26, 1967

## Collum's Birds Will Come Home To Roost

ELECTED officials in Syracuse and Onondaga County have never been known to be rampant enthusiasts about the Merit System, particularly members of the Legislature from that area who usually show deadly steadiness in voting against public employee measures that are introduced in Albany each year.

However, these people have not been so much against the merit system as they have been against the spending of any tax monies to improve the lot of civil servants. It came as no little shock, therefore, to hear Onondaga County GOP chairman Thad L. Collum tell a Syracuse reporter that he thinks civil service "is for the birds."

Enlarging on his comment, Collum went on to say that civil service "freezes a lot of mediocrity into government. I can show you more misfits in civil service that aren't worth the powder to blow them off the face of the earth, but they are frozen in because of civil service."

The cause of Collum's contemptuous remarks was the passage by the State Constitution Convention, to which he is a delegate, of a proposal granting civil service status to sheriff's deputies. He voted against the measure.

The Onondaga Republican Committee had better let it be known promptly whether Collum is speaking for his party or out of petty spite because he didn't get his way on the sheriff's deputies civil service status.

As for Collum, we can't think of anything he might do to make up for such a gratuitous insult. It wouldn't be worth listening to.

## On The Council's Victory

CONGRATULATIONS are in order for the members and representatives of the Civil Service Council On Constitutional Convention after the passage of proposition 1387-D at the Constitutional Convention last week. The approved "unions and the merit system" and the contractual nature of the State's civil servants pension benefits, and the non-taxable status of the pensioner's benefit checks, which are now included in the current State Constitution.

Last year at this time when the Council was beginning to take form, many civil service organization leaders were dubious about the purpose of the new organization; to head off any threats to the Constitutional guarantees of the job and retirement protections of the public servant at the then forthcoming Constitutional Convention.

These rights have in the past few years been regarded as sacred, untouchable cornerstones to the viability of the civil service system both by conscientious politicians and civil servants alike, but with the passage of a few years it was easy to overlook that hardly more than a generation ago they were considered revolutionary acquisitions for public employees.

Under the able and imaginative leadership of Chief Henry Fehling of New York City's Uniformed Fire Officers Assn. however, the Council began to take shape and to gain membership as it undertook to sound the alarm to the State's civil servants about the dangers to these prized foundations inherent in any usurping governmental project such as the State Constitutional Convention.

(Continued on Page 15)

## LETTERS TO THE EDITOR

### Retirement System Seen As Unfair

Editor, The Leader:

The present New York State Retirement system is unfair, unjust and discriminatory to its civil servants who have served this Empire State of ours faithfully with more than 30 years of service. Employees with service of 30 years or more, and one with service of 39 years, like the writer, when eligible to retire can't get half pay as a retirement allowance under "No Option", whereas new employees after 1960, who are on a non-contributory basis are guaranteed half pay retirement upon completing 30 years of service.

The retirement system therefore, has two classes of future retirees. Those with over 30 years of service who contributed towards the \$3 billion retirement fund accorded "second class citizens" treatment, and the new employees after 1960 being the favored ones to enjoy a proper and equitable future pension (guaranteed half pay after 30 years) upon retirement.

My pension estimate on the date I qualify for retirement under "No Option", after completing 39 years of service will approximate 48% of my present annual salary. Note —not after 30 years, but upon completion of 39 years of State Service. The inequity causing my estimated pension to be less than half pay after 39 years of service is due to my deficiency being so high, that it's impossible to repay same.

The money in our pension system which the senior employees of the State paid into is almost \$3 billion, which earns over 4.5% per annum. The State Retirement System credits 4% to the individual accounts of its senior employees at interest on the money contributed over the years. In all fairness to the older employee, the excess investment income that money earns should be applied towards allowing the 1/60 pension credit to all employees. Note, one-half of one percent on approximately \$3 billion is almost \$16 million annually.

The trend on our present society is to take care of its older citizens so that their retirement income is adequate. Senior employees only ask to be guaranteed half pay retirement after 30 years of service like the employees entering service after 1960. There should be no distinction in our State regardless of the years spent in civil service. I trust that the legislature and the executive branch of our Government, and the Comptroller, the trustee of the Retirement System will correct this inequity at the next session of the legislature.

A STATE EMPLOYEE  
Flushing

## Governor Names Two

ALBANY — Governor Rockefeller has named two new members of the Industrial Exhibits Authority in the State Department of Agriculture and Markets. They are:

John W. Lyons of Williamsville, who succeeds Clayton C. Taylor of Lawtons, and Ralph R. Whitney Jr. of Pompey, who succeeds George L. Babson Sr. of Syracuse.

## Civil Service Law & You

By WILLIAM GOFFEN



### Substantial Evidence

THE DETERMINATION that a civil service employee is guilty of charges of incompetency or misconduct is subject to judicial review. The employee may attack the adverse termination as unsupported by substantial evidence.

WHAT IS SUBSTANTIAL evidence? The administrative agency's ruling is sustained by substantial evidence when upon a reading of the entire record (the charges, the minutes of the hearing, and the Hearing Officer's report), the Court concludes that the ruling is supported by the evidence. Such a conclusion does not necessarily mean that the Court would have reached the same decision as the agency. On the particular record, a contrary decision may likewise be unsupported by substantial evidence.

IN APPLYING THE substantial evidence rule, the Court need not condone an arbitrary determination merely because it finds support in selective portions of the record if no consideration is given to conflicting proof. It is the Court's burden to study the entire record. As observed in the preceding paragraph, the administrative ruling is justified only when the whole record establishes it to be based upon adequate proof.

JUDGE VON VOORHIS provides a much needed clarification on the substantial evidence rule in his valuable opinion in *Francis J. Kelly v. Michael Murphy*, decided by the Court of Appeals on July 7, 1967. The case is reported in full in the *New York Law Journal* of September 15, 1967.

NEW YORK CITY Police Lieutenant Francis J. Kelly was charged with having advised Patrolman Terrance W. McPhillips to deny falsely the presence of Ralph Cozzino at the station house at 3:30 a.m. on February 23, 1962. Patrolman Byrne and Flynn demanded \$500 from Cozzino so as not to press charges. McPhillips was aware of the extortion plot and became a party to it, but he declined Flynn's offer to split the \$500 with him and cut Byrne out of the deal.

THE PLOT WAS foiled when Cozzino who had done nothing wrong failed to pay and reported the attempt at extortion to District Attorney.

APART FROM McPhillips' testimony at the hearing supporting the charge against Lieutenant Kelly, there was no corroborating evidence, circumstantial or otherwise, pointing to his guilt. Some corroboration is required in police trials upon charges involving criminality. Corroboration guides the judicial conscience and commands judicial confidence.

CORROBORATION IS not limited to testimony of supporting witnesses. An unsupported complaining witness may deserve full credence. For example, proven accuracy of much of his testimony regarding many details not the basis of his complaint lends credence to all of his testimony. As noted, nothing in the Kelly trial corroborated McPhillips' complaint.

POLICE COMMISSIONERS and superintendents are fond of the observation that policemen and state troopers are part of a para-military organization. Therefore, it is appropriate to subject police personnel to harsh discipline.

JUDGE VAN VOORHIS placed the emphasis where it belongs. He stressed that police work "is a career service, the stability of which is recognized to be due in considerable part to their tenure of office, from which they cannot be removed for political reasons or at the whim or caprice of superior officers or of the municipal administration but only on evidence after a hearing on charges."

THE "EVIDENCE" mentioned by Judge Van Voorhis as warranting punishment may no longer be regarded as substantial evidence merely because considered apart from the rest of the record it justifies the ruling. Contradictory evidence or evidence from which conflicting inferences may be drawn must also be weighed.

IN THE KELLY case, the trial commissioner exonerated the officer. Yet, the police commissioner found him guilty. While the hearing officer's report and recommendations are not binding upon the police commissioner, it should not be overlooked that the latter has not seen or heard the witnesses.

THE TRIAL EXAMINER'S report should be considered on the issue of substantial evidence especially as to the credibility of witnesses as shown by their demeanor at the hearing.

(Continued on Page 11)

# Last Day To File For Seven Competitive Tests

One day remains in which to file for seven City open competitive examinations. The New York City Department of Personnel is accepting applications through Sept. 26 for following exams.

Audio-visual aid technician, exam number 7008, \$5,750.	number 7012, \$7,450.
*Civil engineering draftsman, exam number 6095, \$7,450.	Statistician, exam number 7027, \$7,100.
*Computer programmer, exam number 7025, \$7,450.	*Experience papers are required for these exams.
*Dental assistant, exam number 7030, \$4,900.	Applications may be obtained and filed at the Applications Section, Department of Personnel, 49 Thomas Street.
Hospital clerk, exam number 7055, \$4,000.	Use Zip-Codes to help speed your mail.
*Plumbing inspector, exam	

# Merit, Pension Guarantees Retained C. S. Council's Biggest Victory! Proposition 1387-D Is Approved

The Constitutional guarantees of the Merit System, the contractual nature of civil servants pension benefits and protection of pension funds against taxation, were secured at the State Constitutional Convention last week when delegates voted to approve Proposition 1387-D for inclusion in the new State Constitution.

Retention of the three guarantees had been the initial purpose for which the Civil Service Council On Constitutional Convention was formed.

The guarantees had arisen in proposition form singularly in past weeks at the Convention and were finally arranged in omnibus

form with the addition of an amendment concerning the waiver of educational rights for promotional tests under certain conditions for passage by the delegates early last week.

Henry Fehling, chairman of the Civil Service Council, stated last week that the passage of the prop-

osition assures the State's civil servants in all jurisdictions that there will be no depreciation of their rights to a merit system of selection and advancement, or their pension guarantees as now stated by the current State Constitution.

"The passage of proposition 1387-D," Fehling pointed out, "amounts to a fruition of the primary goals of the Civil Service Council and all who took an active part in our campaign to preserve these Constitutional guarantees should be proud of their achievement."

The Council is composed of organizations representing the majority of over 300,000 civil servants in the State. However, Fehling pointed out that as the Convention progressed the goals of the Council expanded. As it turned out, the Council has found it necessary to take a strong position on many other matters up to this point at the Convention, where a threat to the welfare of the State's civil servants was apparent. A recent victory for the Council in bringing its forces to bear to defeat proposition 1390 which would have limited the right of the State legislature to a mandate changes in the status of civil servants in municipalities and county governments in the State, in fact, was so hard fought that "the passage of 1387-D might seem almost anti-climatical," a Council spokesman said. "Its importance cannot be diminished, however," he added.

Because of the importance of 1387-D to every civil servant in the State, The Leader is printing the proposition in its entirety below.

The amendment to 1387-D which is mentioned above, calls for a waiver of educational requirements for a promotional examination in the case of a career employee who has served at least five years in the position directly below the position for which the examination is called, if the two are in a direct line of advancement. This amendment was sponsored by Jack J. Weiser, a Democratic delegate from the 24th Senate district in Manhattan.

The Civil Service Council is scheduled to disband on Nov. 7, the day the new Constitution goes to the voters. However, at an executive and general membership meeting of the victorious group this Wednesday, Sept. 27 at the Penn Garden Hotel in Manhattan, a vote will be taken on a proposal to make the Council a permanent organization which could operate effectively in instances such as the Convention, where a threat to all the State's civil servants is inherent.

The complete wording of the body of proposition 1387-D follows.

**SECTION 1. a.** Members of the legislature, elected State officers, and such other public officers and employees as may be provided by statute or local law shall, be-

(Continued on Page 11)

*A  
Reminder  
from*

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

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

*Eligible for enrollment are:*

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

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

Don't delay. If you are not now protected by THE STATEWIDE PLAN see your Payroll or Personnel Officer immediately. Enroll now and enjoy the security of THE STATEWIDE PLAN which was specifically designed to meet the needs of public service employees and their dependents.

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### VA Hospital Needs Inhalation Therapists

The Veterans Administration Hospital, 800 Poly Place, Brooklyn, N.Y., has announced examinations for inhalation therapist, GS-5, 6, 7, and 8, starting salaries \$5,331, to \$7,068. There is no written test.

Requirements include appropriate experience of one year, two years, three years, or more years, in a hospital, or in a clinical control, medical research, or other scientific laboratory, in one or more of the fields of medical, biological, or physical science work. BS degree with major in biology, chemistry, or physics, including laboratory work, may be substituted in full grade GS-5.

There is no discrimination in employment. For further information, write or visit the Personnel Office at this hospital, or call the Personnel Officer at 836-6600, ext. 839.

### Going Places?—See Page 2

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# No Experience, Education Border Patrol Has Openings For Immigration Inspectors; Pays \$6,451 While Training

The Border Patrol of the United States Immigration and Naturalization Service has an urgent need for a large number of physically fit young men desiring a career in Federal law enforcement work. This is a career opportunity for those who like action and outdoor work.

The Border Patrol is the armed, uniformed enforcement branch of the Immigration and Naturalization Service. Its purpose is to detect and prevent the smuggling and the illegal entry of aliens into the United States and to apprehend those guilty of such violations. The job is both arduous and dangerous. Officers are required to work irregular hours, under all weather conditions, and must be available to work in any section of the country. The duties demand mental alertness as well as exceptional physical vigor and stamina.

No experience is required for these positions. To qualify, applicants must pass a written test of verbal abilities, judgment, and aptitude for learning a foreign language. Candidates who pass the written test will be called for oral interviews in the order of their standing on the list. The oral interview is designed to determine if the applicant has the personal qualities needed for the work. Candidates must also pass a rigid physical examination.

The entrance salary of an immigration patrol inspector is \$6,451 a year. After satisfactorily completing a year of intensive training, a new officer's salary is raised to \$7,303. Further advancement can be achieved through regular within-service promotions.

Applications are now being accepted for the civil service examination for Immigration Patrol In-

pector which will be held on Nov. 16. Additional examinations are scheduled for January and April. However, those wishing to be tested in November must submit their applications before Friday Sept. 29. Full information is given in Announcement No. WA-7-16 which may be secured from the

nearest post office or from any office of the Immigration and Naturalization Service. Applications should be submitted to the Interagency Board of U.S. Civil Service Examiners for Washington, D.C., 1900 E Street, N.W., Washington, D.C. 20415.

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**File For Computer Programmer Jobs Paying \$7,450 a Yr.**

Today, Sept. 26, is the last day in which to file for an examination for computer programmer offered by the City Personnel Department. Salaries range from \$7,460 to \$9,250 a year.

Candidates for this position must have a baccalaureate degree, successful completion of a standard course of instruction in the programming of medium or large scale digital computer systems and one year of satisfactory full-time, experience in the programming of an electronic stored program all-purpose computer of at least the complexity of an IBM 1401 or Univac SS90; or a satisfactory equivalent of the above. Appropriate experience may be substituted for the baccalaureate degree on a year-for-year basis.

Applications must be accompanied by a completed experience paper (form A), both of which may be obtained and returned at the application section, Department of Personnel, 49 Thomas Street, Manhattan.

To Keep Informed,  
Follow The Leader.

# CSEA COMMITTEE REPORT

## Non-Teaching School Aides

By THEODORE C. WENZL

On August 2, this committee met to discuss the problems of non-teaching school employees and to make recommendations which would serve to remedy the problems.

This committee is distressed that no change has come about with respect to the movement to replace non-teaching personnel with personnel in the unclassified service. While the position of business manager had once been a competitive position within the classified service, it now has been eliminated from competitive service status. Presently, there has been a concerted effort in many districts to eliminate superintendent of buildings and grounds as a competitive, civil service position. Our committee is quite aware that should this practice continue within the school systems throughout the State, little will be left of a recognizable merit system, and promotional opportunities for non-teaching personnel will virtually disappear. Therefore, we strongly urge that CSEA do everything in its power to prevent further moves in this area.

Since the principle of equal pay for equal work has long been advocated by the Association, we recommend to the delegates that the Association support the establishment of a State salary minimum of \$4,800 per year for all custodial personnel employed by a school system. Our committee also seeks the support of the delegates that everything be done by the Association to see that there is no school district whose employees are without retirement and social security benefits.

Again, this committee stresses the need to improve communications between the school districts within each county. We urge the delegates' support for the establishment of a single unit for school districts within each county, and that all districts within each county have a representative on the board of directors of such unit. We feel this is necessary in order to provide a more adequate exchange of information and to provide a stronger and more effective foundation from which the interests of non-teaching personnel can be protected.

In many school districts, several male members have been denied coverage under the Association's group life insurance plan since the majority of employees, who are female, have no interest in or need for such insurance coverage. In light of this situation, this committee recommends that consideration be given to altering the requirements for CSEA's group life insurance so that it may be made available to any interested member, regardless of the number of employees of a particular local government who indicates a desire for such insurance.

Our committee estimates that there are approximately 1000,000 non-teaching school employees in New York State. At the present time, approximately 7,500 of these are CSEA members. In view of this tremendous potential, the committee recommends that CSEA headquarters assign one of the roving fieldmen to work specifically on soliciting membership among the non-teaching school employees. The committee wishes to stress urgent need for additional help and support from the Association, particularly in view of the impact of the Public Employees' Fair Employment Act upon all local government employees.

Other committee members were: Edward Evans, Charles L. Haight, James Kearns, Alfred Ligamari, Edward Perrott and Edwin A. Stumpf.

## Legal

By ABRAHAM A. KRANKER

With the growth of our Association membership, there has been a corresponding increase in the number of members requesting and obtaining legal assistance under our legal aid program.

We have found that in many instances the proper procedure has not been followed by chapter officers to obtain such assistance, thereby creating a delay in having such assistance approved. It is essential that all chapter officers and chapter legal committees become more knowledgeable with the procedures necessarily set up to insure prompt approval of requests for such legal aid.

We refer you to letter from our president, Joseph F. Feily, (G-639-66), to chapter presidents detailing our legal aid program and outlining the procedures to be followed to obtain such help. Please also make your members aware of these procedures and follow them. Our committee will then be in a better position to promptly pass on such requests.

Our committee is still endeavoring to work up a panel of qualified attorneys from which panel the member in need of legal assistance would choose an attorney to represent him. The work involved is much more complex than our committee envisioned. We could use the help of each one of the delegates here assem-

bled. If each one of you would forward, to the chairman of our committee, the name and address of an attorney in your area who might be willing to serve on such a panel, it would be very helpful.

At a recent meeting of our committee, we were asked to consider authorizing legal action in connection with the practice of the Superintendent of State Police in connection with the operation of the State Police Review Board. The Review Board is used to obviate the necessity of prosecuting a trooper under the disciplinary procedures outlined under Section 75 of the Civil Service Law where the first deputy superintendent determines that the charges, if true, would not provide a basis for dismissal of the member against whom the complaint is made. The procedure before this Board is very informal—the trooper is called in and asked to explain his conduct and is given an opportunity to present any factual data to exculpate himself. The Board then makes a finding regarding the charges or complaint and notifies the trooper. **BY TELEPHONE**, of its determination; the penalty it recommends in cases of findings of guilty; and allows the trooper to accept such penalty (such as, demotion, suspension, or fine) and advises him that, if he fails to accept the penalty recommended, formal charges will be presented and the matter prosecuted under Section 75. No mention is made of a transfer. Immediately after the member indicates his agreement to the penalty, he is transferred from his current station to another, often as a considerable distance from his home.

The police superintendent claims that such transfers are necessary in the best interests of the State Police. It is his contention that inasmuch as charges against a trooper are public information when made, and are always generally known to his fellow troopers in his division, a resulting loss of that trooper's effectiveness as a law enforcement officer occurs, even if he is found not guilty.

Member of the State Police feel that the transfer is an additional penalty added to the recommended penalty. While our committee feels that litigation, in such case, would be unavailing in view of the contention that such transfer is "for the good of the service", and, as such, is entirely within the superintendent's sole discretion, we nevertheless feel that this practice should be condemned by our Association in no uncertain terms.

Accordingly, we have recommended to our Board of Directors, at its last meeting on August 17, (and the Board concurred) that our president take such steps administratively, as may be necessary to effectuate the abandonment of that objectionable feature—i.e., transfer of the trooper in addition to the other punishment.

We also urge that the fact of our intervention, on behalf of the troopers, be made known to them through their chapters.

Our committee is working on a plan to more expeditiously handle requests for legal assistance in Article 78 proceedings, the final authorization for which rests with our Board of Directors.

Our committee has recommended to counsel, and agreement was reached, that legal action be commenced against the Civil Service Commission to declare illegal the present review procedures in connection with appeals regarding examinations and key answers, and to reinstate former procedures whereby unsuccessful candidates were given the opportunity (for appeal purposes) of copying the questions, the key answers, and the candidate's own answers which were marked incorrect.

We will keep you informed as to the progress of such action.

During the current fiscal year, i.e., from October 1, 1966, to date, our committee has been requested to grant legal assistance in 82 cases under all three categories. Included in the above were about 20 requests for assistance in Article 78 proceedings. There were also about 10 requests for assistance in grievance appeals.

All of these requests were granted, except about six or eight which were rejected for good reasons.

There are presently pending before our committee for consideration (out of the above 82 requests) about six or eight in which insufficient information has been given our committee. As soon as full information is received by our committee, recommendations for such assistance will be forthcoming.

The committee wishes to express its thanks to the Association staff for its invaluable assistance.

Other committee members were: Frank Corr, John Driscoll, Irving Levine, John Maginn, Bernard Silberman and Edward Wilcox. Theodore C. Wenzl, served as consultant.

## President's Report

By JOSEPH F. FEILY

This meeting was necessary to take action on reports and resolutions which will form the basis for our programs for the coming year. We have to adopt

our programs earlier than usual because of the new Public Employees' Fair Employment Act. Under this new law, a sufficient negotiating period is necessary if the impasse procedures available are to be used 60 days prior to budget submission date. Thus, for the State and local government employers who have a budget submission date around the first of the year, programs must be adopted very early in September at the latest.

Working together I am confident we will make this meeting constructive and very worthwhile. The progress and future goals are reported in detail in reports of officers and committees distributed to the delegates when they register. Only the highlight will be touched on in this report.

It is a real pleasure to note our all-time membership record—namely, over 153,000. The recognition we are accorded, and our future effectiveness, will always depend in large measure on expansion of our membership strength.

We have now entered into a new era, with the Public Employees' Fair Employment Act taking effect only Sept. 1. We have every confidence that, under this new law, CSEA will be more effective than ever before in negotiating improved terms and conditions of employment for our members, even though our record of accomplishments in the past is unequalled by any employee organization in public service that we know of, independent or Union.

A large number of our local government members groups attained general salary adjustments in their political subdivisions since the last Delegate Meeting. In the State service we could not achieve a general pay increase, but did win time and a half for overtime; non-contributory State health insurance; geographic area allowances for retired employees. We are now having difficulty in getting the rules established to implement the geographic area salary and work shift pay differentials, as this report is being written, but you can be sure that further adequate attention is being given to this problem.

We are striving for recognition as the collective bargaining organization for all State employees on a State-wide basis, and for our local government employees in each political subdivision. I am confident our Association will gain the recognition which is properly due to it, based on its membership strength and its long history of representing its members with reference to all terms and conditions of employment. Adequate steps will be taken to assure this, I am certain.

This is a new ballgame, however, and we must be fully prepared to meet our additional responsibilities. The report issued by our special committee to study dues adjustment points out expansion of staff personnel and other additional funds which are necessary to assure the effectiveness of CSEA under the new law. It is important that our delegates adjust the membership dues, as recommended by this special committee, as we cannot afford to gamble with our future by failing to make necessary adequate funds available to underwrite the effective operation of our organization in the future. I feel very confident that salary and other benefits, which we will win for our members while negotiating for them under the new law during the coming few months, will repay manyfold the moderate additional investment in membership dues which is recommended.

Prior to November 1, we hope to move into our new CSEA headquarters building, 31-35 Elk Street, Albany. We are very overcrowded in our present headquarters, and the new modern headquarters facilities will enable greater efficiency of staff operation and productivity for our members throughout the State.

I wish to congratulate the leaders of our County Division chapters throughout the State for the great progress they have made during the past year. I am confident that they will be very alert during the coming months to assure that every step that is necessary is taken to gain recognition of CSEA as the bargaining agent for all members employed in each political subdivision, and to expand our membership into the local governments where we now may not have membership.

While I will not continue as president of CSEA, I assure you that I enjoyed every minute serving as an officer of CSEA and I am proud of the progress that we have made working together through these years. You may be sure that my interest in CSEA will never falter, and I am confident that under the new leadership selected by our members, our great organization will continue to grow and prosper and give effective representation to all its members.

I treasure highly the many friends I have made through the Association and shall never forget the great cooperation I have received from everybody associated with it.

I extend my best wishes to all of you for the future in CSEA.

(To Be Continued Next Week)

### C.S. Council Victory

(Continued from Page 7)  
 before taking office, subscribe to the following oath or affirmation: "I do solemnly swear (or affirm) that I will support the constitution of the United States and the constitution of the State of New York, and that I will faithfully discharge the duties of the office of.....according to the best of my ability."

b. No other test of belief, oath, or declaration shall be required as a qualification for any public office or employment, nor shall the ownership of property ever be made a qualification for the same.

Sec. 2. No appointment to fill a vacancy in an elective public office shall continue beyond the last day of December following the first general election at which the vacancy can be filled.

Sec. 3. If a person refuses to execute a waiver of immunity against subsequent criminal prosecution or to testify pursuant thereto when called to testify before a grand jury concerning the conduct of his present public office or employment or the performance of any official duties within five years prior to such refusal, the appropriate authority, as prescribed by law, or the attorney general shall conduct a hearing into the fitness of such person to serve in public office or employment. If as the result of such hearing, it is determined that the person's refusal substantially impairs his fitness to serve in public office or employment then such person shall be disqualified from holding any public office or employment for five years from the date of such determination and shall be removed from his public office or employment, if any. The immunity from subsequent prosecution, if any, obtained by a person called to testify before a grand jury shall not preclude an inquiry into the fitness of such person to hold public office or employment.

Sec. 4. Appointment and promotions in civil service shall be made according to merit and fitness to be ascertained, as far as practicable, by examination which, as far as practicable, shall be competitive; provided, however, (1) that on promotion examinations educational requirements shall be waived for persons who have had permanent status for at least five years in the next lower grade in the department and if such lower grade positions are in direct line of promotion, and (2) that any member of the armed forces of the United States who served therein in time of war, who is a citizen and resident of this State and was a resident at the time of his entrance into the armed forces of the United States and was honorably discharged or released under honorable circumstances from such service, shall be entitled to receive five points additional credit in a competitive examination for original appointment and two and one-half points additional credit in an examination for promotion or, if such member was disabled in the actual performance of duty in any war, is receiving disability payments therefor from the United States veterans administration, and his disability is certified by such administration to be in existence at the time of his application for appointment or promotion, he shall be entitled to receive ten points additional credit in a competitive examination for original appointment and five

points additional credit in an examination for promotion. Such additional credit shall be added to the final earned rating of such member after he has qualified in an examination and shall be granted only at the time of establishment of an eligible list. No such member shall receive the additional credit granted by this section after he has received one appointment, either original entrance or promotion, from an eligible list on which he was allowed the additional credit granted by this section.

Sec. 5, a. After July first, nineteen hundred forty, membership in any pension or retirement system of the State or any local government, or any agency or instrumentality of either, shall be a contractual relationship, the benefits of which shall not be diminished or impaired, but benefits may be increased for pensioners of any such system or for their dependents or beneficiaries.

b. Pensions paid by the State or any local government, or any agency or instrumentality of either, to officers and employees thereof, shall not be subject to income taxation.

Sec. 6. No laborer, workman or mechanic, in the employ of a contractor or subcontractor engaged in the performance of any public work, shall be paid less than the rate of wages prevailing in the same trade or occupation in the locality within the State where such public work is to be situated, fabricated or erected.

### Hospital Offers Therapist Jobs

Therapists are needed at the Outpatient Clinic of the Veterans Administration in Brooklyn.

The clinic is recruiting to fill the following positions: occupational therapist, GS-6, 7 and 8, \$5,867 to \$7,068 per annum; manual arts therapist, GS 6, 7 and 8, \$5,867 to \$7,068 per annum; physical therapist, GS-6, 7 and 8, \$5,867 to \$7,068 per annum.

Qualifications for these positions are graduation from an accredited professional school and appropriate experience for each grade level.

For further information write to: Chief, Personnel Division, VA Outpatient Clinic, 35 Ryerson Street, Brooklyn, N.Y. 11205, or telephone (Area Code 212) 696-3044.

### Law Column

(Continued from Page 6)

McPHILLIPS SUPPLIED the entire case against Lieutenant Kelly. Yet, McPhillips had concealed the bribery incident, and he never made an entry in his book concerning Cozzino's arrest before his alleged meeting with Lieutenant Kelly who supposedly advised him to deny the truth.


In contemplation of the entire record, there was no substantial evidence to support the police commissioner's determination of guilt, and Lieutenant Kelly has been conclusively exonerated.

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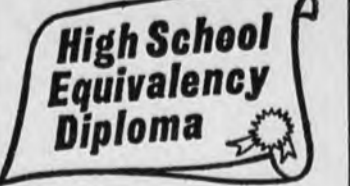
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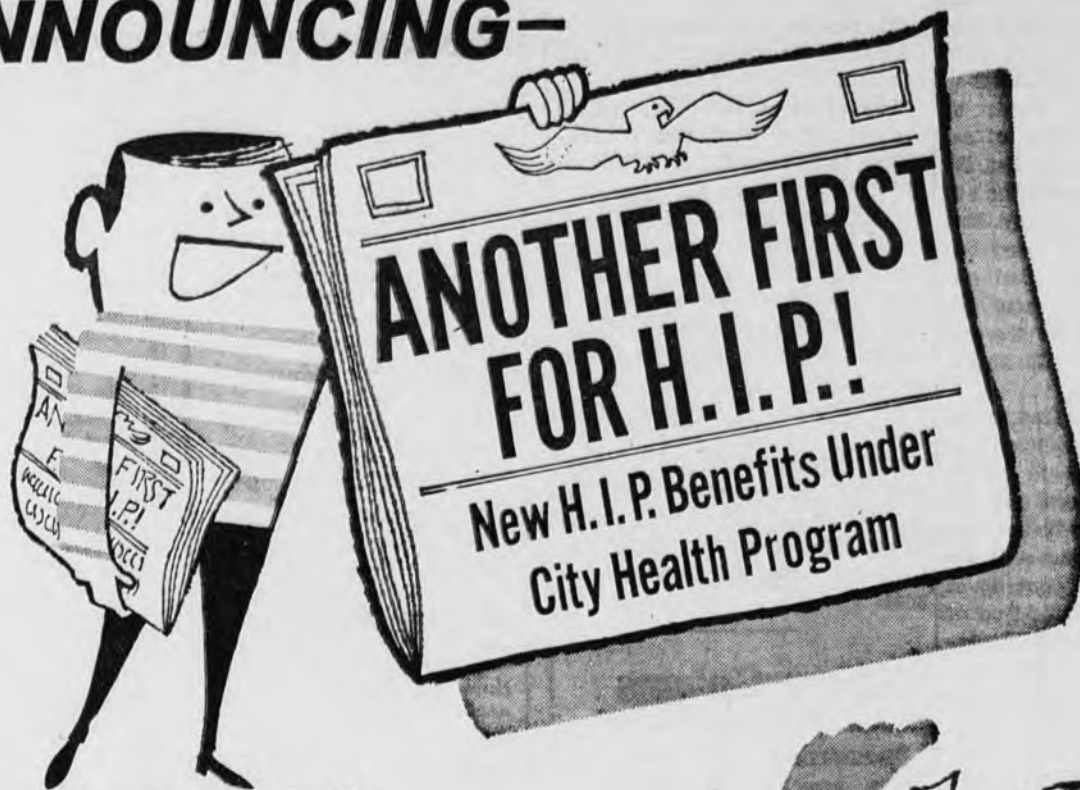
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# ANNOUNCING—



## NEW SERVICE DRUG PROGRAM

For the first time under the City Health Program, H.I.P. now covers 100 per cent of the cost of prescription drugs and medicines\* when obtained through the designated mail order pharmacy under contract with H.I.P. The drugs must be prescribed by H.I.P. physicians, or by non-H.I.P. physicians in covered emergencies. Prescriptions for drugs and medicines are filled and mailed without charge. There are *no bills...no claim forms...no deductible...no limit on cost or number of prescriptions.*

*\*For which a prescription is required.*



## IMPROVED INDEMNITY DRUG PROGRAM

For prescriptions *not* filled through the mail order service program described above, and for appliances, H.I.P. will pay 80 per cent of the cost after a \$25 annual deductible per person. There will be no annual or lifetime maximum. The drugs and appliances must be prescribed by H.I.P. physicians (or by non-H.I.P. physicians in covered emergencies).

## PRIVATE DUTY NURSING

For the first time also, H.I.P. is including in-hospital private duty nursing as one of the optional benefits under the City Health Program.

H.I.P. will pay 80 per cent of the cost of private duty nursing for a maximum of 504 hours after the first 72 hours of such care per confinement, when ordered by an H.I.P. physician or when needed in a covered emergency.



## THE COMPLETE PACKAGE

H.I.P.'s complete package of expanded optional benefits now consists of:

- 120-day Blue Cross full benefit days plus 180 discount days provided through Associated Hospital Service of New York.
- Combined service and indemnity drug programs and prescribed appliances.
- Anesthesia payments up to \$100.
- In-hospital private duty nursing payments.
- Emergency care indemnities increased from \$350 to \$750.

The bi-weekly cost to you for H.I.P.'s new package is:

BI-WEEKLY DEDUCTION		
	New Expanded Option	Present Limited Option*
One Person	.83	.46
Two Persons	1.66	.92
Family	2.21	1.10

*\*Not available to new applicants.*

The new benefits will be provided for employees who authorize the payroll deductions for the new expanded option during the reopening and transfer period.



## IF YOU WISH TO ENROLL FOR H.I.P.'s EXPANDED BENEFITS OPTION

If you now have H.I.P.'s Limited Option, or if you have no option and wish the new Expanded Option, please see your payroll clerk for a postcard authorization to be mailed to H.I.P.

If you wish to keep the Option you now have it is not necessary to do anything.

H.I.P. members, 65 and over, either active or retired, who are enrolled in Medicare Part B, are already covered for these benefits.



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

## P.R. Column

(Continued from Page 2)

with the public relations task for the changeover, Right-Hand Traffic Commission—was how to do the public relations communications job painlessly but effectively. Failure of the campaign would have increased accidents, injuries, and even deaths.

THE PROBLEM was solved by using the very public relations techniques with which our readers are familiar.

FIRST, A symbol was adopted—the letter H, which stands for the Swedish word hoeger (right). From that point on, the government Right Hand Traffic Commission and its citizens-sponsored National Association for Introducing Right-Hand Traffic, worked the letter H for all it was worth.

MORE THAN eight million brochures in nine languages served as the basic public relations document to educate the various Swedish publics to right-hand traffic.

THEN THE country was inundated with posters, stickers, leaflets, all featuring the big H. But that wasn't enough. The H's were imprinted on such unlikely items as socks, ties, gloves, undershorts. There were H games, H milk containers, H soda bottles, H cups, H paper bags, even an H song. In the nation's schools, H-day cram courses were featured.

ALL THIS didn't take place in one day or one year. This was a campaign which spanned four years and three months. And civil servants—police, highway workers, mailmen, radio and TV personnel and just about everyone in the civil service corps had specific duties in connection with the H-campaign.

WE'RE HAPPY to report that H day was a picnic—a happy picnic, at that. The Swedes made it a gala holiday, which was the general idea the Right Hand Traffic Commission had in mind. There were many fewer accidents, very few snafus, and the letter H became something of a national symbol of a job well done.

THE FRUSTRATION was in the minds of all civil servants because they didn't know whether little letter like H would do such a big job. But frustration turned into tangible, happy results.

THE NEXT TIME you feel that feeling of frustration overcoming you, pause for a moment, think of someone else with a greater frustrations than yours, and the feeling will pass away quickly and painlessly.

Prepare For Your

## HIGH SCHOOL EQUIVALENCY DIPLOMA

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Five Week Course prepares you to take the State Education Department Examination for a High School Equivalency Diploma.

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# REAL ESTATE VALUES

## Farms & Country Homes Orange County

Bulk Acreage Retirement Homes, Businesses in the Tri State area.  
GOLDMAN AGENCY  
88 Pike, Port Jervis NY (914) 856-5228

## For Sale - Albany Area

A HOME PLUS APT. All brick — with inc. apt. Exc. Westmere loc., many extras — \$27,900.  
ACREAGE. 3 Br Farm House on twenty acres. With additional acreage available \$14,900.  
WILLOW BROOK REALTY, Realtor  
Tel. 365-5351, Box 216, Altamont, N.Y.

## For Sale - Columbia County

COPAGE LAKE — 9 rm house & 4 rm cottage on 32 acres. All improvements. Oil heat & large wood-burning fireplace; 2 drill wells, electric. Can be sold in separate parcels of 10 acres each. Asking \$22,000. Wm. M. Jackson, 281-1280

## Rooming House For Sale New York City

18 Rms.—Kitchens & 1 apt. Income \$10,800 per yr. Asking \$24,000. Cash \$4,000. Owner take 2nd mtge. 76 W. 105th St. William Jackson, 281-1280.

## FREE FLORIDA BOOKS ON AMERICA'S NO. 1\* "LIVING CITY"

For your vacation or happier retirement on a moderate income, choose a winner! Come to St. Pete, famous sunshine resort, principal city of PINELAS COUNTY\* — the WINNER of the 1967 LOOK MAGAZINE — NATIONAL MUNICIPAL LEAGUE "ALL-AMERICAN CITY" AWARD. Yes! an average of 360 days of sunshine each year. Purest air, healthiest climate. Swimming on clean, white beaches. Fishing, boating, golf, fine homes, hotels, motels and guest houses in all price ranges. Wide variety of Restaurants, Attractions, Spectator Sports, Churches, Hobbies and Retirement Activities. WRITE TODAY for our new 80-pg "SUNSHINE ANNUAL" & "LIVING IN ST. PETERSBURG." They're FREE! Remember, too — Florida has NO STATE INCOME TAX!

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SANDS — 2404 N. Surf Road  
Or  
J. J. BURTON, 2404 N. Surf Rd.

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Farm & Home Realty  
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## SOUTH JERSEY

IS GROWING by leaps and bounds. There are many fine homes, small farms, apartment houses, fresh & salt water fishing, golf courses, splendid climate. These leading Brokers, Builder Realtors offer these choice listings. Consult them now...

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COUNTRY HOMES, small farms, acreage, small apartments, houses, home sites. Write your specific requirements: BRAY & MACGEORGE REALTORS, 634-C Landis, Vineland, N.J., Phone 69-5525. Est. 1901.

**HOLLIS \$17,500**  
Brick Colonial. Like new. Large rms, modern kitch & baths, fenced-in garden plot. Rent with option.  
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## Houses For Sale - Queens

Queens Village — 7 rms, detached, 4 bedrooms, 1 1/2 baths, nr. trans., schools, \$119,500, \$900 dn. pay. G.I. \$2000.  
Flushing, Kissena Park — 2-family (6 & 5), 2 car brick garage, \$26,500, \$2,500 dn payment. G.I. \$1,500.  
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87-64 Sutphin Blvd.  
Jamaica AX 1-7594

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## CONC VIC (184 ST)

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**VETS - \$750 DOWN  
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FEINBERG BROS, 933-1800**  
51 E 200 St., Bronx Open Sunday

## U.S. Government Seeking Nurses

Applications to fill immediate vacancies for nurses will continue to be accepted by the Interagency Board of U.S. Civil Service Examiners, Greater New York City area. Positions will be filled throughout the states of New York and New Jersey. In New York vacancies are at such installations as Stewart Air Force Base, the U.S. Military Academy at West Point, the U.S. Naval Hospital at St. Albans and the U.S. Public Health Service Hospital in Staten Island; and at Fort Dix, in New Jersey.

Starting salaries range from \$4,776 to \$7,303 depending on experience and education of the applicant and the location of the position. The minimum qualifications for a position require completion of two year course at an approved school of nursing.

Application forms and copies of the announcement NY-01-6 which outline the duties and requirements may be obtained from the Interagency Board of U.S. Civil Service Examiners, 220 East 42nd Street, New York City. They are also available at the installations mentioned above and at main post offices in New York and New Jersey.

## New Trustee

ALBANY — Mrs. Margaret DeGraff of Amsterdam has been named by Governor Rockefeller to the Board of Trustees of the Guy Park House and Grounds.

## Houses For Sale - Queens

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3 & 4 bedrm homes in all sections of Queens, Nassau and Suffolk. Payments from \$64.00 per mo. For information, call us to-day.  
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Orange County, N.Y. State**  
1 ac, 7 rms, view \$10,500.  
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## CAMBRIA HGTS \$23,990 BRICK RANCH

Only few years young — 4 bedrooms, modern streamlined kitchen with built-in wall oven, huge Ranch type living room, full sized dining room, finished basement, garage, wall-to-wall carpeting and every conceivable extra included. GI and FHA mortgage approved. ONLY \$750 needed on contract.

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Sacrificing this det. dutch colonial consisting of 1 lg. room, finished basement, fireplace, garage, modern kit & bath, lg landscaped plot. Many extras.

LAURELTON \$21,990  
2 FAM MOTHER & DAUGHTER  
Consists of 2 separate apts, 5 rooms down plus 3 room apt. upstairs, finishable bsmt., garage, mod. kits & baths, convenient to schools, shopping & subway bus.

HOLLIS \$18,500  
ALL BRICK TUDOR  
Consisting of 6 1/2 lg rooms with 2 baths, fin. bsmt, patio, garden grounds, a must to see. Call for appt.

CAMBRIA HGTS. \$25,990  
LEGAL 2 FAMILY  
Owner sacrificing this 10 yr. old brick & shingle legal 2 family with a 5 & 3 room apt., finished bsmt, 4000 sq. ft. of trees & shrubs.

CAMBRIA HGTS. \$21,500  
5 YEARS YOUNG BRICK  
Consisting of 6 1/2 tremendous rooms, 2 baths, fin. bsmt., situated on a tree lined street in a choice area, mod & immaculate thru-out, everything gone.

SPRINGFIELD GDNS. \$29,500  
WIDOW'S SACRIFICE  
Det. all brick 4 year old legal 2 family selling below cost, consists of 2-6 room apts. (3 bedrooms in each apt.) Mod kit with wall oven, Hollywood baths, must see so call for appt.

## Many other 1 & 2 Family homes available QUEENS HOME SALES INC.

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# Rochester's Deputies Want Civil Service

(From Leader Correspondent)

ROCHESTER—Most of the 230 sheriff's deputies in Monroe County favor a provision in the proposed new State Constitution that would place deputies under civil service, a survey indicates.

Their boss, Sheriff Albert W. Skinner, however, is opposed to the provision and defends the promotional system in his department, the only police agency in the county not under civil service.

"The way I look at it," one deputy said, "we should have been placed under civil service years ago. I'm tired of being liable to suspension or being fired any time for no reason."

While the survey, made by a Rochester newspaper, did not include all deputies, estimates from most of those interviewed concluded that from more than half to at least 95 per cent are in favor of a civil service system.

"We've got to remember that right now, we've got a pretty good boss," another deputy said. "But anyone who can't look ahead and see what might happen in the future is foolish."

"I like civil service, another deputy said, "because for those of us who constitute the nucleus of younger deputies, it offers the only possibility for promotion without waiting years to accumulate party seniority."

Promotions are now at the discretion of the sheriff.

## Just Resignations

I don't really care what the men think about civil service," Sheriff Skinner said.

"My men have to pass a test, be high school graduates, have a clean criminal record and be of good moral character."

Any deputy accused of wrongdoing has a chance to appear and answer the complaint, Skinner said.

"We have a hearing, all right. I get all the facts in front of me, call the deputy in and confront him with them. I've never fired a

man. They've all resigned."

Skinner also defended his promotional system. "When a man shows he got the capability, he gets promoted. I don't care if he's only been here a year."

Deputies, however, disagree, and contend that promotions are determined in large part by party seniority and other political considerations.

## New CSEA Chapter In Clinton County

ALBANY—A new Civil Service Employees Assn. chapter has been formed in Clinton County, with Charles A. Sullivan as its first president.

The new Northern New York chapter which represents a clear majority of the county's employees, has had its constitution approved and is awaiting its charter from the State Association.

Other officers of the new group include Jerry Blanch, first vice president; Frank Lawson, second vice president; Mrs. Dorothy Meol, third vice president; Mrs. Irene Gero, secretary; Francis Broderick, treasurer; Frank Silver, State representative, and Mrs. Josephine Speare, delegate.

The chapter has formulated an employee benefit program for fiscal year 1968 and plans to present it to members of the County's Board of Supervisors shortly.

At the same time, the chapter is expected to petition the board asking to be designated as the sole bargaining agent for all county employees in line with the new Public Employees Fair Employment Act which became effective Sept. 1.

## Buffalo Chap. Holds Fall Dinner-Meeting

The Buffalo chapter of the Civil Service Employees Assn. opened the Fall season with a dinner meeting Sept. 20, held at the Charter House in Williamsville.

Chapter president Cary Cannell conducted the business meeting at which the 1967-1968 budget was approved and committee reports given. Delegates to the recent Special CSEA Convention held in New York City also gave their report.

The next Buffalo chapter meeting will be held Oct. 18 it was announced.

## CSEA Recognition

(Continued from Page 1)

Villages—Freeport, Lynbrook, Massapequa Park, Valley Stream, Garden City, Williston Park, Floral Park, Mineola, Sea Cliff, Bayville and Matinecock;

School Districts—Warwick Valley, Averill Park, Malone, Garden City, Farmingdale, Oceanside, Jericho, Valley Stream, Plainview, and Monhousen;

Miscellaneous—South Farmingdale Water District, Long Beach Library System, Atlantic Bridge Authority, and Sanitary Districts 1 and 2 of Suffolk County.

## Poughkeepsie Unit Committee Named

POUGHKEEPSIE — Gerard Reilly, chairman of the nominating committee for the Poughkeepsie unit, Civil Service Employees Assn., has made known the members of the nominating committee in preparation for election of officers on Oct. 18.

The committee includes George Newkirk, Edith Mewkill, Emily Masten, Alice Rohan, Fred Vetter, Patricia Lassi, Arlene Miles, Catherine Olivo, Richard Whitesell, Phillip Rosino, Carl Johnsen and Andy J. D'Aquillo.

## Utica State Chapter Holds Its Clambake

The Utica State Hospital chapter of the Civil Service Employees Assn. held a clam bake recently at the Old Spain Hotel, Chadwicks, according to chapter president Joseph J. Umstetter.

Committee members in charge of arrangements were Edward Zucker, first vice president; George Collins and Howard Shanley, chapter officers.

Handling tickets for a fund raising drawing were Ethel Brazie and Esther Dyman. Stanley Bird was in charge of entertainment.



**MERIT AWARD** — Mrs. Lora LaRosa, head seamstress at the Bronx State hospital is shown above as she receives a merit award presented by Dr. Israel Zwerling, the director of the State Institution. Mrs. LaRosa received her award for a suggestion she made which greatly increased the

productivity of her department. Pictured at the presentation are (from the left): Dr. Harry H. Gonda, the hospital's assistant director; F. H. Neitzel, business officer; Mrs. LaRosa; Dr. Zwerling; M. LaRosa, the head industrial shop worker at the institution; and Mario Costa, senior maintenance supervisor.

# Dr. Charles A. Brind, Ex-CSEA Chief, Retires From State Service

ALBANY—Dr. Charles A. Brind, chief counsel to the State Education Department since 1940 and the 13th president of the Civil Service Employees Assn., will retire Oct. 1 after a distinguished career in State service spanning 45 years.

Dr. Brind, a leader in the quest to provide benefits for State employees, served as

CSEA president from 1935-41. During his tenure, the Employees' Association established a noteworthy record of achievements in obtaining wage increases and hospital benefits and in other areas.

In 1937 under Dr. Brind, CSEA won a long battle for a State salary plan providing equal pay for equal work and definite minimum salaries for all titles and annual increments for satisfactory service.

In his first year as president, he helped CSEA to establish a low-cost accident-health insurance plan for its members.

During Dr. Brind's presidency, the CSEA grew tremendously in membership. From slightly more than 9,000 members in 1931, the organization spiraled to a membership of more than 35,000 in 1941.

Dr. Brind was honored by his colleagues, fellow employees, State officials and friends at a reception last Friday in Albany.

A graduate of Union College and Albany Law School, the noted specialist on State Educational law was admitted to the New York State Bar in 1922. The following year he became associated with the State Education Department as an attorney. In 1933, Dr. Brind was named principal attorney and director of the law division of the department. He was named chief counsel to the State Board of Regents and the Education Department in 1940 and, that same year, counsel to the State Teachers Retirement System and State Dormitory Authority.

Active in State and local medical circles, Dr. Brind is president of the Board of Directors of Blue Cross of Northeastern New York.

He has been a member of the board since its formation in 1936 and has served as its president for most of the intervening years.



**CHARLES A. BRIND**

Earlier this year, the prominent attorney was awarded the Eloy Alfaro Grand Cross, the highest honor of the International Foundation of the Republic of Panama which bears the same name. Dr. Brind joined an elite group of American citizens who have been awarded the honor for

"outstanding contributions to mankind," including four presidents.

Dr. Brind is a member of the Board of Visitors of the Union University School of Nursing and the Board of Governors of Albany Medical Center.

From 1935-42, the veteran lawyer edited the "State Employee" and also was co-author of a series of articles on New York State Government. He also has lectured widely at colleges and universities in the Northeast.

Other major gains won by CSEA under Dr. Brind's guidance was the establishment in 1939 of a low-cost life insurance plan; reduction of the work week for canal employees in 1938; a budget appropriation of 2½ million dollars to abolish the 72-hour work week in State institutions; a law establishing right of appeal of employees for title reclassification and salary reallocation; and secured amendment to State Constitution during Constitutional Convention making State retirement benefit a contractual relationship between State and participating member and assuring no diminution in benefits.

Dr. Brind makes his home in Albany.

## CSEA Orange County Chap. Board Meets

GOSHEN—The Orange County chapter of the Civil Service Employees Assn., Executive Officers and Board of Directors meeting was conducted at the Goshen Inn, here recently.

Representatives of the following units were present: Minisink School District, Warwick Valley School District; Orange County Employees, City of Newburgh, City of Middletown, City of Port Jervis and the Town of Walkkill.

The meeting was called by Frank J. English, president of

the chapter. Tom Brann, field representative was present to answer questions from the floor.

## ABC Board Chapter Meets

The A.B.C. Board's Members and Employees chapter of the Civil Service Employees Assn. will hold their quarterly meeting at the Mayfair Inn Motel, in Syracuse, Sept. 23. A report on the recent delegates meeting held in N.Y.C. will be given. A representative of the CSEA is expected to speak to the chapter on various issues.

**Asst. Budget Examiner**

Some 437 candidates for assistant budget examiner will take written examinations this week, it was announced.

**Housing Assistant**

Medical examinations will be administered to 272 candidates for housing assistant this week, according to the Personnel Dept.

**EDITORIAL**

(Continued from Page 6)

Although right up to the beginning of the Convention many of the State's public servants were unaware of the threat, Fehling and his fellow members on the Council had swelled its membership to over 300,000.

As the Convention progressed and the threats did indeed rise with some considerable backing from the most dissimilar political pockets of the State, the Council was able to more than hold its own with the result that no major assault on the status of New York's civil servants was successful.

The Council is due to disband with the presentation to the voters of the new Constitution on Election day. However, there are indications that the membership might vote to retain the Council for other such battles, where all civil servants can consider themselves threatened, despite other differences. Considering the recent attack by the gentleman from Syracuse, about which the above editorial is concerned, if the Council does make a decision to remain intact, it might find itself quite busy long after the Convention is over.

**VA Hospital Seeks Cardio-Pulmonary Function Technicians**

The Veterans Administration Hospital, 800 Poly Place, Brooklyn, N.Y. adjacent to Fort Hamilton and the Verrazano-Narrows Bridge, has vacancies for cardio-pulmonary function technicians, GS-5 and 7, with three to four years of experience in carrying out cardiopulmonary procedures and research investigations. Salary is \$5,331 to \$8,368 depending on amount of experience and any previous federal service. There is

no discrimination in employment.

For further information, write or visit the Personnel Office at this hospital, or call the personnel officer at 836-6600, ext. 389 or 392.

**Car Maintainer, Gr. E**

New York City Department of Personnel is expected to administer practical examinations this week to 80 candidates for promotion to car maintainer—Group E in the Transit Authority.

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**100 DELUXE ROOMS**

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Location . . . Right at 7th North street interchange of Route 81, minutes from Thruway exit 36, and 5 minutes from downtown Syracuse.

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Stenographers desiring to prepare for Hearing Reporter Examination, Salary \$6,675 to \$8,135 are invited to visit or call.

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11 North Pearl Street, Home Savings Bank Building, Albany New York  
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**A FINAL REMINDER!**

REGISTRATIONS CLOSE SEPT. 29TH  
FALL SEMESTER 1967

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**TEN-WEEK Courses For Men & Women**

These courses are NOT credit courses. No special educational background is necessary. There are no examination or pre-requisites. No registration fee is required. You may register by calling one of the numbers listed below and requesting registration forms be mailed to you, or you may register in person at MEDAILLE HALL, 409 Western Avenue, Albany, New York.

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# State Employees, Do You Want --

## UNITY & RESULTS



## DISUNITY & DISASTER ?



CSEA has asked recognition by the State under the new Public Employees Fair Employment Act as exclusive representative for all State employees in one State-wide bargaining unit. As representative of all State employees in one unified, powerful group, CSEA has the effective strength in its experienced officers, committees, staff specialists—and the voting power of its sheer numbers—to continue winning major improvements for everyone in salaries, retirement, fringe benefits and all conditions of employment. Through its long-established Statewide network of chapters, units and field staff, CSEA will also provide the best representation for State employees at the local level—at all work locations and in all State titles. “In unity there is strength” still makes sense.

**FOR STATE EMPLOYEES, ONLY UNITY WILL GET RESULTS!**

COUNCIL 50, AFSCME, has asked that employees in each State title have their own bargaining unit—that each negotiate separately with the State on all terms and conditions of employment. This means 3,352 bargaining units (the number of titles in State service), each one spread out in even smaller pieces in work locations throughout the State. This is absurd, any way you look at it. These 3,352 tiny, uncohesive, inexperienced bargaining units would be nothing more than voices in the wilderness that would never be heard by the State’s negotiators and legislators. Even if they met with State officials, these small units could not possibly enjoy the assistance of adequate labor relations specialists—legal, research, public relations and the like—to be able to support their negotiations against the State’s top talent. In effect, the workers would be at the mercy of their employers.

**FOR STATE EMPLOYEES, SUCH DISUNITY MEANS DISASTER!**

NUMERICALLY and historically, CSEA’s demand for recognition by the State, as the sole representative for all State employees in one bargaining unit, makes sense. Over 103,000 State employees are members of CSEA out of a total of 130,000 employees. Throughout the years, CSEA has successfully negotiated for all State employees with State legislators and State administrators for improvement of salaries, retirement, fringe benefits, and all terms and conditions of employment. Moreover, recent guidelines issued by the State’s Public Employment Relations Board specifically state that a collective bargaining unit can be composed of “all employees employed by a single government or public employer,” and be based on “past patterns of conducting negotiations.”

*Civil Service Employees Association, Inc.*  
*8 Elk Street Albany, New York*