

# Civil Service LEADER

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Eligible Lists

See Page 14

## In Address To Legislature

# Gov. Rockefeller Will Seek Some State Agency Reorganization



**AT HEARING** — Members of the Rockefeller Administration and representatives of The Civil Service Employees Assn. are seen here as they met last week to discuss State worker benefits for 1968. After the session, CSEA announced a special delegates meeting.

## Special Delegates Meeting Set For Jan. 10

## CSEA Adamant On 20% Pay Raise

ALBANY—Heading a large group of departmental representatives and statewide officers, Dr. Theodore Wenzl, president of the Civil Service Employees Assn., last week reiterated the organization's stand that it was adamant on its call for a 20 percent, \$1,000 minimum pay increase for State workers.

The CSEA demand was repeated at a meeting called by members of Governor Rockefeller's negotiating team to which all "interested parties" were invited to spell out their views on needed employee benefits.

### Correction

A report that Nassau County chapter of the Civil Service Employees Assn. would stage a demonstration during the Jan. 3 meeting of the County Board of Supervisors was erroneous. Officials and chapter members are to appear before the board en masse to demand formal recognition of the Nassau chapter and a higher pay raise than the proposed three percent increase.

Dr. Wenzl included a 1/60th retirement plan retroactive to 1937 and a fully-paid health insurance plan as the "basics" of a State worker benefits program for 1968. Accompanying him, in addition to all seven statewide officers, were the chairman of the CSEA Salary Committee, Solomon Bendet; counsel, John Rice; and representatives of the Departments of Mental Hygiene, Correction, Social Welfare, Motor Vehicles and many other agencies.

The Administration team was careful to note that the individual sessions—being conducted over a period of two days—were not bargaining sessions but were held for informational purposes. CSEA

(Continued on Page 3)

## CSEA Blasts Thruway Bargaining Units And Hits 'Union Sellouts'

ALBANY—The Civil Service Employees Assn. has taken issue with the State Thruway Authority over the bargaining unit set up December 12 for Thruway employees and at the same time charged two rival unions with selling their Thruway members "down the river." The bargaining unit created by the Authority includes a little over 2,000 of the 2,400

Thruway employees. Included are workers grade 14 and below, except those performing professional, supervisory, technical, or confidential functions and those holding positions in Board and executive offices, and in the bur-

## No Specific Pay Hike Asked Now By Governor

(Special To The Leader)

ALBANY — Governor Rockefeller will officially open the 1968 Legislative session Wednesday with a series of proposals for State workers, including plans for the reorganization of several State agencies and improvements in the State career service.

High government sources, however, said the Governor's annual message, which he will deliver in person to the Legislature, would not contain a specific recommendation on State salaries.

Rockefeller is expected to tell lawmakers that a State pay raise

is needed. The Administration-State employee talks over the amount of the salary hike were still underway as the message was being prepared and were expected to delay settlement on a vital figure.

It was reported that the actual appropriation for a State pay raise

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## PERB Hearings Halt Wage Talks

The major cause for Governor Rockefeller not asking the Legislature for a specific wage increase for State workers this week is that negotiations on the issue between the Administration and the Civil Service Employees Assn. were halted as the result of an order by the Public Employment Relations Board to stop sole bargaining with CSEA.

Since the issuance of that order, the Rockefeller Administration stopped negotiations with CSEA while PERB is conducting a series of hearings on representation in the departments of Correction and Mental Hygiene, although the Employees Association has submitted overwhelming proof that it represents the majority of these employees.

*Don't Repeat This!*  
For Gov., Legislature

## Taylor Law Will Be One Of The Biggest Headaches Of 1968

SERIOUS problems concerning New York State will dominate the 1968 Legislature, which opens this week. The need for new taxes, the issue of court-ordered reapportionment, increased school and local aid, and urban redevelopment will

(Continued on Page 2)

reau of personnel.

The Employees Association, after participating in a recent "joint conference" of employee organizations called by the Public Employment Relations Board, re-

fused to become a party to what it labeled a "deal" between Council 50, AFSCME, Teamsters Local 445 and Painters Union Local 806.

The conference resulted in a (Continued on Page 10)



## Don't Repeat This!

(Continued from Page 1)

be among the major topics. Another dominant problem will be the big headache concerning public employees as the result of the new Taylor Law on public employment relations.

The old Condon-Wadlin Law, which forbade public employee strikes, was a thorn in the side of both government and employees because it was too strict. The Taylor Law, which did not so much replace Condon-Wadlin as attempt to write a new program for conducting labor relations in government, has not turned out to be—in its first months of enactment—all that both sides might have hoped it would be.

Its essential theme was that proper collective bargaining procedures could replace the need for or desire of public employees to strike. This theme was delivered a hard blow, however, when the New York City United Federation of Teachers struck anyhow and its leader, Albert Shanker, went to jail for violation of the law. The great fear at this writing is that subway workers may take the same road.

### CSEA Up In Arms

An extension of the law, the Public Employment Relations Board, has the huge, Statewide Civil Service Employees Assn. up in arms, although the irritation is not so much against the concept of the board as it is against the way the current board members are interpreting their function. After CSEA was named sole bargainer for State workers by Governor Rockefeller, the PERB threw a monkey wrench into wage and benefit negotiations between CSEA and the State Administration by ordering a series of hearings on representation and telling the Governor he could not bargain solely with CSEA. The Employees Association is now fighting this ruling in the courts.

## Induction Tomorrow Of Justice Muller

James V. Mangano, general clerk of the Kings County Supreme Court, takes pleasure in announcing that the induction ceremony of Supreme Court Justice Abraham J. Muller will be held on Wednesday (Jan. 3) at 12:30 p.m., in Room 261 Central Jury Part, Supreme Court Building, Civic Center, Brooklyn. All members of the Bar and friends of the Justice are cordially invited to attend.

In the meantime, several organizations besides the UFT plan to lobby in the Legislature this year to change—if not repeal—the Taylor Law and they will bring as much pressure to bear on Governor Rockefeller as they can.

### Change Unlikely

But the problems are enormous. While the Democratic-dominated Assembly might be expected to be more sympathetic to these appeals, the Republican-dominated Senate is unlikely to approve any change or repeal in the law that would allow public employees to strike.

In the meantime, negotiations with the State and with various units of local government will be going on all the time the Legislature is in session and a good many of these negotiations will not be according to the way public employees want things to go. The result will be that the Governor and the Legislature are going to find reactions to the Taylor Law one of the biggest recurring headaches of the 1968 session.

## State Promotion Exams Set For 13 Job Titles

The State Department of Civil Service will receive applications until Jan. 8 for competitive promotion exams in several State departments. The exams will be held Feb. 17 and will be open only to permanent employees in the department concerned.

The department, job title, exam number and pay grade in each case are as follows:

### INTERDEPARTMENTAL

Senior public information specialist, 32-904, G-18.  
Associate public information specialist, 32-905, G-23.

### AGRICULTURE & MARKETS

Senior supervising veterinarian, 32-989, G-22.

### EDUCATION

Principal clerk (binding), 32-984, G-11.

### OFFICE OF GENERAL SERVICES

Assistant building construction engineer, 32-980, G-19.  
Senior building construction engineer, 32-981, G-23.  
Assistant building structural engineer, 32-982, G-19.  
Senior building structural engineer, 32-983, G-23.  
Junior mechanical specifications writer, 32-986, G-15.  
Assistant mechanical specifications writer, 32-987, G-19.  
Senior mechanical specifications writer, 32-988, G-23.

## O'Time Pay To Police For Buffalo Riot Duty

(From Leader Correspondent)

BUFFALO—The Buffalo Common Council on Dec. 19 voted to pay \$60,000 to police officers who worked overtime in June during Buffalo's rioting.

Erie chapter, Civil Service Employees Assn., didn't oppose the move but CSEA representatives said overtime "if paid to one segment of city workers, should be paid to all of them."

Buffalo firefighters, represented by an AFL-CIO union, now are citing the payment of overtime to police in a demand the city pay firemen who worked overtime in 1966 during a snow emergency.

## Extend Title Appeals

MINEOLA—In response to requests from court officials and employees in Nassau County, the period for filing classification appeals rising out of the recent installation of the title structure in the unified court system in Nassau County has been extended to Feb. 1, 1968.

### PUBLIC SERVICE

Senior gas inspector, 32-985, G-14.

### TAXATION & FINANCE

Sales tax auditor supervisor, 32-938, G-29.

## CS Math Will Be Taught At YMCA

The Central Queens YMCA will offer a special 10-week preparatory course in math, beginning Jan. 11, which is designed to deal with the problems found on civil service examinations.

David S. Alexander of the Board of Education will instruct the two classes—one scheduled on Thursdays at 6:30 p.m. and the other, on Saturdays at 1 p.m.

For further details, contact the Central Queens YMCA, 89-25 Parsons Blvd., Jamaica, or call RE 9-6600.

### 9 Days—Only \$279

## Easter In Rome Offered 1st Time

A tour to Rome at Easter time will be offered for the first time to members of the Civil Service Employees Assn., it was announced last week. Dates for the Spring vacation are from April 13 to 21, departing from New York City.

The round trip, direct jet flight via Pan American Airways will be only \$279. A Rome vacation package which will include deluxe rooms at the Hilton Hotel, sightseeing tours, an evening dinner with entertainment, transfers, guide service, etc., is only \$110 additional.

Space is severely limited in Rome at that time of year and immediate application should be made by writing to Irving Flaumenbaum, 711 Eighth Ave., New York, N.Y., 10036, or telephone (212) Circle 7-7780.

## 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.

## 1968--A Year Of Decision

AS NO OTHER year in American history, 1968 will test the mettle and good public relations of everyone in civil service—and that means more than 10 million Americans throughout the United States

IT WILL NOT be an easy year for the other 190 million Americans. Almost certainly, it will be no picnic for the civil service corps, who will be called upon again and again during 1968 to stand fast as the bulwark of the nation's stability.

WE ARE AS regretful as our many readers to begin our eighth year of this column on a somber note. We would be compromising the integrity we have tried to maintain in this column for the past seven years, were we any less candid.

WE BELIEVE strongly that it is our duty to alert our readers to the shadows portending events during 1968—events which will directly affect the well-being of civil service and, therefore, the well-being of the United States.

THE CURRENT social revolution, which has brought on major changes in the average American's thinking—if not in his daily actions—will again be at the core of the rumblings and violence we will undoubtedly witness in 1968.

SOME EXPERTS call this the societal revolution—an effort to bring about basic social changes—if possible, through the ballot; if not, by force.

FOR CIVIL SERVICE the key words are "ballot" and "force."

MUCH OF what will happen during 1968 will have been escalated because 1968 is a presidential election year. The mere appearance of any presidential candidate will be enough to touch off a demonstration, and possibly violence.

IT WILL BE as difficult a year for the democratic process of debating both sides of an issue, as it will be for the thousands of civil service police officers to keep these demonstrations from getting out of hand.

THE PRESIDENTIAL candi-

### Photo Assistant

The Port of New York Authority has an opening for a photographer's assistant at \$77.50 a week. Candidates must have a high school diploma—or be within 9 months of receiving one—and a driver's license.

The job involves mixing chemicals, washing and drying prints and related photographic work. Candidates need not have any photo experience but should be interested in the field.

Walk-in tests will be given for the test each Monday, Wednesday and Friday at 9 a.m. and 1 p.m. at the Port Authority personnel office, Room 200, 111 8th Avenue, (at 15th Street), New York, N.Y. 10011.

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

dates will, of course, draw enormous publicity on television. This will draw the activists for every conceivable cause toward the camera lens like desert animals to a waterhole. And to make their efforts worthwhile, they will make the most outrageous statements. This will confuse the election issues and make things more difficult for everyone.

IN ADDITION, they will stage "limp-ins", "mill-ins", "fall-ins", or whatever to get a hook on the grim fairy tale of "police brutality."

ALL THIS will test the patience and the mettle of hundreds of thousands of civil servants, who will be called upon to prevent these demonstrations from deteriorating into open anarchy and insurrection.

AMERICANS WILL have every reason to become frightened by all the goings-on by the activists, no matter what their cause. Some well-meaning Americans may even decide to take a hand in fighting the activists who they believe are tearing to shreds the very things these Americans cherish.

IN THE MIDDLE between the two contending forces will be the civil servant, who has the sworn duty to uphold law and order and, of course, the basic stability of the United States of America.

WHEN WE TALK of civil service involvement in all this as part of their duties, we do not only mean civil service police officers. We also include the civil servants involved in maintaining the public utilities—water, power, transit, sewage facilities—as well as those guarding the public health. It will also include those whose jobs are highway maintenance, the safety of our bridges and tunnels, and even those with duties in national parks and forest preserves.

WHY ALL these civil servants up and down the line? Simply because the basic objective of the activists, regardless of their cause, is chaos, destruction, etc.—anything to upset the so called "Establishment."

HAPPY NEW YEAR? We have the distinct feeling that most civil servants will be happy when the year of 1968 will be over and the year 1969 begins.

## Ireland — March 15 to 22 — Only \$189

(Round Trip Air Fare). Deluxe land tour including Dublin, Wexford, Shannon, Cork, Killarney, etc., with hotel rooms, meals, sightseeing only \$110 additional. Apply to Randolph V. Jacobs 711 Eighth Ave., New York N.Y., Telephone Circle 7-7780.

(The Green Of Spring Comes Early To Ireland)

## Miami Beach — Jan. 20 to 29 — \$265

The "works" at Miami Beach in the Algiers Hotel for 10 days. Apply to Sam Emmett, 711 Eighth Ave., New York, N.Y., Circle 7-7780. After 5 p.m. call (212) 253-4488.

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# Overtime Non-Payment In Transportation Dept. Draws CSEA Fire

ALBANY—Failure by the Department of Transportation to pay premium rates for time worked by employees on Christmas Day and New Year's Day has drawn fire from the Civil Service Employees Assn.

The source of the non-payment was traced to the State Budget Director who failed to confirm a department directive which had advised all districts not to schedule duty on Christmas or New Year's Day and that time worked on these days should have been on an emergency basis.

The directive, it was learned, was rescinded by the Department of Transportation after the Budget Director failed to confirm the departmental action.

In a letter to J. Burch McMorran, Transportation Commissioner, Dr. Theodore C. Wenzl, CSEA president, said the Employees Association feels very strongly that time worked on those days should have been on an emergency basis and premium pay should have been given.

"We plan to pursue this as an objective by using grievance machinery," Wenzl told McMorran. "We believe that based on departmental action already under-

taken, the Department is in sympathy with our objective but that its hands are tied because of the action of the Budget Director . . . this is denial of relief and we wish to have this matter before the State Grievance Appeals Board . . . and plan on formalizing our appeal within the next few days unless your department can assure us that premium pay has or will be paid to all of your employees who worked on Christmas or New Year's."

In his letter to T. Norman Hurd, budget director, Wenzl stated that "we would prefer a resolution of this problem without referral to the Grievance Appeals Board because we believe that emergency time worked on Christmas or New Year's could have been honored at premium pay under your rules governing overtime.

"It seems clear to us," said Wenzl, "that the nature of the Department of Transportation request sought cash payment of premium rates for unscheduled overtime and that your Division classified it as scheduled overtime."

Wenzl asked Hurd to meet with CSEA officials on the matter at the soonest possible date.

## 1/60th Report

By LOUIS BUSSELL

Our column has appeared in several issues of The Leader and we are most gratified at the response and interest manifested by civil service employees in the pension system. Indignation, shock and disappointment was the order of the day.

To add a little more fuel to the fire, we will examine the actual retirement figures three State employees received from the pension system in anticipation of retirement.

Employee "A" with over 37 years of service; a final average salary of \$4,571 and who contributed \$2,508 of his own money to the pension system, under option 1/2 would receive a total annual allowance of \$1,952 and under option 1 would receive \$3,954.

Employee "B" with 38 years of service; a final average salary of \$10,112 and who contributed \$12,208 of his own money to the pension system, under Option 1/2 would receive a total annual allowance of \$4,437 and under option 1 would receive \$3,954.

Employee "C" with over 39 years of service, a final average salary of \$10,146 and who contributed \$7,946 of his own money to the pension system, under Option 1/2 would receive a total annual allowance of \$4,255 and under option 1 would receive \$3,753.

These figures would be unbelievable if they were not the official figures of the Retirement System. Needless to say, employees A, B and C have not retired. We suggest that you write to the pension system for your retirement figures to ascertain why you also will not be able to retire.

# Dutchess Chapter Seeking Tenure For Cty. Workers

POUGHKEEPSIE — William P. Schryver, president of the Dutchess County chapter, Civil Service Employees Assn., said on Wednesday he will ask the newly-elected Dutchess County Board of Representatives to enact a local law granting tenure rights to all county employees.

Supreme Court Justice John H. Galloway last week ruled invalid a Board of Supervisors' resolution on tenure for employees in non-competitive classifications. The judge said the action should have been taken by local law.

As a result, Schryver said, many full-time employees such as sheriff's deputies and highway department workers "have no protection now."

Employees in competitive classifications are covered by the Civil Service law.

However, Schryver disclosed, there now is a question whether the grievance procedure set up in 1963 for all county employees is valid, since that also was enacted by resolution.

Schryver plans to discuss the situation with Ellis Adams, president of the CSEA unit representing county employees.

Schryver, who is commissioner of jurors, said he will consult the State CSEA on the possibility of an appeal for Claude Shaffer, Hyde Park, whose discharge from the Highway Department was upheld by Justice Galloway.

Shaffer had been employed by the department for nine years prior to last February and claimed tenure in the job.

Schryver reported a number of other counties in the State have put tenure into effect by resolution. He said he will ask the State CSEA to issue a bulletin to inform them such resolutions have been ruled invalid.

# Force Watervliet To Negotiations, PERB Petitioned

(Special To The Leader)

WATERVLIET—The Civil Service Employees Assn. has petitioned the State Public Employment Relations Board to enter into the contract dispute between Watervliet blue and white collar workers and the City administration.

In a letter to Robert D. Helsby, PERB chairman, CSEA said that "after several negotiating sessions with the City of Watervliet, our local CSEA unit, which has been formally recognized as bargaining agent for all non-uniformed city employees, refuses to accept the final offer of the \$300 across-the-board salary increase offered by the city.

"Since the city administration refuses to consider a compromise settlement," the letter stated, "we hereby request your Board to render assistance as provided for under section 209 of the Public Employees Fair Employment Act."

### No Raise For 2 Years

CSEA has been negotiating with the city for a bigger wage hike mainly because the salary scale of

the employees is far below that of their counterparts in private industry and because they haven't had a raise in two years. CSEA also pointed out that the employees are not compensated in any manner for holidays worked and have absolutely no increment schedule.

The Employees Association is also asking that the city increase its contribution to the employees' retirement by three percent. Watervliet already has submitted its budget and has refused to consider any of the CSEA proposals, although the retirement increase is not a budgetary item until next year.

This is the first year the employees have had any kind of representation. A CSEA official termed the pay and benefits of Watervliet workers as "grossly sub par."

## Cortland CSEA Wins Two-Year Contract

CORTLAND — The Cortland County Board of Supervisors has unanimously approved a two year contract with the Cortland County chapter, Civil Service Employees Assn.

The contract includes base salary and annual increment increases for most county employees and sets up a procedure for settling disputes.

Ralph M. Clough, president of the chapter, and his committee of representatives from each department of County employees met over a period of six months to prepare and present the contract.

## CSEA Adamant

(Continued from Page 1)

had been conducting actual negotiations with the State as sole bargainer for State workers until the Public Employment Relations Board ordered the negotiations halted on an exclusive basis.

During the hearing, a spokesman for the Employees Association reminded the Administration team that it still represented virtually all State workers and that "resumption of meaningful negotiations, not windy hearings on already-proved representation, were imperative to the future of all State workers." Another spokesman questioned the reasons for "inviting splinter organizations that represent practically no one" to the sessions.

It was learned at Leader press time that, following the meeting, Dr. Wenzl had set Jan. 10 as the date for a special CSEA delegate meeting to start at 1 p.m. in Chancellor's Hall in Albany.

## Nassau CSEA Election Nominations Due Soon

HEMPSTEAD — Nominations must be submitted by Jan. 17 for the May elections for officers, county executive representative, delegates and members of the Board of Directors of the Nassau chapter, Civil Service Employees Assn.

The nominating committee has asked that members submit as many nominations as possible. They should be sent to The Nominating Committee, Nassau chapter, Civil Service Employees Assn., P.O. Box 91, Hempstead, N.Y. 11551.

Positions to be filled at the election are for: president, five vice-presidents, secretary, treasurer, financial secretary, corresponding secretary, sergeant-at-arms, 13 delegates, one county executive committee member, and 28 members of the Board of Directors.

# Nassau Sanitationmen Win Written Contract

(From Leader Correspondent)

MINEOLA—A unit of the Nassau chapter, Civil Service Employees Assn., has won one of the first written contracts for any CSEA organization in the State.

The historic document was signed Dec. 20 for employees of Sanitary District No. 2 of Baldwin, a garbage-collection district.

The written contract was signed by Irving Flaumenbaum, president of the Nassau chapter; unit president Paul Vaccaro, and Charles H. Edwards, chairman of the district's elected board of commissioners.

The contract gives about 70 employees a 10 percent across-the-board salary boost, improved vacations, health insurance, 1/60th retirement plan, sick leave, paid holidays and protection on seniority and job tenure.

"This is the first of many written contracts to be entered into by CSEA," Flaumenbaum announced happily. "Protection for the rights of the civil servant has come of age."

The contract was prepared by field representative Arnold Moses and regional attorney Richard C. Gaba.

CSEA has won recognition gen-

erally throughout Nassau and has negotiated new benefits, but the guarantee of a written contract has been made a major goal of CSEA.

### Osborne Retires

ALBANY—Maurice G. Osborne has retired as the assistant commissioner for educational finance and management services for the State Education Department. He first joined the department in the early 1930's.

When he first entered State service, school district accounting was practically non-existent. He recalls most schools used a cigar box as the depository for public funds.

He was honored at a department reception in the Regents Room of the State Education Building last week.

Pass your Leader on to a non-member.

## Suffolk Chapter Sets Increased Subsistence As Immediate Goal

(From Leader Correspondent)

SMITHTOWN — Suffolk chapter president Robert Villa is forming a new "millage and subsistence committee" to make recommendations for improved county policies on reimbursement of expenses.

The committee, to be made up of representatives of the Social Service and Health Departments, is to act on behalf of employees who are using their personal cars on county business. The unit will also map a countywide policy for the assignment of county vehicles. The county presently pays 10 cents a mile. The recommendations, Villa noted, will benefit all employees who use personal cars on duty regardless of their department.

## New Unit Formed By Onondaga Chap.

SYRACUSE — The first County bargaining unit under the new Public Employees Fair Employment Act has been formed in Onondaga chapter, Civil Service Employees Assn.

The unit, made up of county public works employees, will be known as the Onondaga County Department of Public Works unit of Onondaga chapter, said Mrs. Hilda Young, chapter president who announced the new organization.

She said the unit will represent "a substantial percentage" of the county's public works employees.

President of the new unit is James Carr. John Long is vice president; Harold Sevier, secretary, and Roy Kruse, treasurer.

The group has adopted a constitution under the new law, and presented it to the chapter for approval last week. The constitution also must be approved by the State CSEA.



# 3 Rochester Firefighters Protesting Tie-Breaking Action Of CS Commission

ROCHESTER — Three Rochester firemen have entered into a dispute with the Municipal Civil Service Commission over the commission's system of listing firemen for promotion on consecutively numbered lists.

Daniel J. Coyne, James E. Glanton and Vincent Monteleone contend the Civil Service "broke any tie that existed" among themselves and two other firemen in listing the five men with consecutive numbers.

The civil service tests are used by the public safety commissioner in making final recommendations for promotions.

A test for position of fire lieutenant, given in June of 1965, resulted in a list established Aug. 3, 1965, according to a stipulation of facts to be presented in State Supreme Court, which has been filed in the county clerk's office.

The list had Coyne No. 34; Glanton, 35; Monteleone, 36; and two other firemen, Edward Legler and John Murphy as 37 and 38, respectively.

Legler and Murphy were promoted to fire lieutenant Oct. 17, 1966, the stipulation states. Coyne, Glanton and Monteleone were promoted in February of 1967.

"The Municipal Civil Service Commission broke any tie that existed by separately numbering all eligibles and further by placing upon said list in order of preference those individuals whose examination rating was higher than those whose final rating was created by virtue of additional points given to veterans," the stipulation states.

The commission, however, stated that all five men were considered to be No. 34. "No tie was ever broken," it said.

The tie situation was mentioned

by Public Safety Commissioner Mark H. Tuohy Jr. when the promotions of Legler and Murphy were announced. According to a news story at that time, Tuohy said he always based his promotions on the civil service lists.

"In case of ties," he said, "I will consider recommendations of commanding officers, efficiency reports on the men seeking promotion, their character and demeanor and their reputation in their jobs."

Tuohy's statement was not included in the stipulation.

## Laundry Workers; To \$3.20

Laundry worker positions at \$1.50 to \$3.20 an hour are now open in area Federal agencies, according to the Interagency Board of U.S. Civil Service Examiners for the Greater New York City Area. Applicants will be rated on experience only. Applications and information may be obtained from the Board or the main post offices in Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead, and Yonkers.

## U.S. Service News Items

By VIRGIL SWING

# Hatch Act Revision Seen Likely In 1968

Among the items due for early consideration when Congress reconvenes is a proposal to allow Federal employees greater participation in local political activities.

This is among the points raised by a commission studying possible changes in the Hatch Act — which protects Federal workers from political interference but also limits their own political activities.

The Commission on the Political Activity of Government Personnel was created by the 89th Congress and has submitted preliminary recommendations to Congress and the White House.

Sen. Daniel Brewster (D., Md.) is vice-chairman of the Commission and is expected to sponsor legislation to amend the Hatch Act after the final report is completed early this year.

About 2,270,000 Federal employees have occupational health services available to them, according to the Civil Service Commission.

During the past two years, 129 new health units were opened—bringing the total to almost 1,000 for all Federal installations.

The health service increases are largely due to a 1965 directive by President Johnson which called on

CSC Chairman, John Macy Jr., to improve the occupational health program of Federal employees.

The eventual goal of the program is to provide health facilities for all Federal employees who work in groups of 300 or more. Present facilities cover 84 percent of all persons in the Federal service.

...

The merger of 661 civil service examining boards into 65 inter-agency boards has been delayed about six months because of budget cuts, according to the Civil Service Commission.

CSC had originally planned to complete the consolidation by Dec. 31, 1967. The job is now expected to take until June 30, 1968.

The 65 interagency boards are now operating and doing about 90 percent of the examining and certifying work. However, 64 single agency boards are still in existence and carrying on some of their former functions.

## Reclassification Study Asked For Watertown City Aides

WATERTOWN—The Watertown Civil Service Commission will ask the New York State Commission to send a team here, possibly by Spring, to make a job classification study in the City, including all municipal and school district employees.

Announcement of the Commission decision was made by its president, James E. Robbins. He said he hopes the survey can be started early in 1968. He said it would do three primary things:

- Update a 1943 study.
- Provide for reclassification in some civil service jobs.
- Give the local commission valuable data essential in the enforcement of civil service regulations.

The municipal commission is in the lengthy process of holding a series of public hearings after

which municipal employees, members of boards and commissions and others are being placed on the civil service roster in competitive, exempt or non-classified listings.

Robbins said the commission has virtually completed a detailed study of a 1966 State report which showed a large number of civil service law violations in City and school board positions.

The commission has already officially notified City Manager Ronald G. Forbes, and school superintendent, Harold T. Wiley, that effective Jan. 1, 1968, there will be more frequent payroll certifications to make certain that new commission edicts are put into effect.

### Mrs. Mary Holland

BEACON — Mrs. William H. Holland, 61, of 24 Verplanck Ave., a correction officer for the last 35 years at the Matteawan State Hospital, died Dec. 26 as the result of burns suffered in a backyard trash fire.

The former Mary McKenna, she was born in County Monahan, Ireland, Dec. 17, 1906, the daughter of Mr. and Mrs. John McKenna.

A resident of Beacon for the last 40 years, Mrs. Holland was a member of the Civil Service Employees Assn. and a communicant of St. John's Church.



We understand.

**Walter B. Cooke**  
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Dated: December 27, 1967

## Where to Apply For Public Jobs

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

### CITY

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

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon.

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

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

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

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

### STATE

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

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

### FEDERAL

FEDERAL — Second U.S. Civil Service Region Office, 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 offices 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.



**Competition Keen-Study Now**

**Apply In April For City's Maintenance Trainee Test; Salary Starts At \$4,000**

Pre-application forms will be issued April 2-23 for a May written exam to fill trainee positions with various City departments. The vacancies will be for sewage treatment workers and maintenance men.

Anyone accepting a trainee appointment to one of the titles will be removed from the eligible list and will not be certified for appointment to another trainee position.

These titles are in the trainee class with a three-year term. At the end of three years of service, employees in these titles will be given a qualifying test and appointed to the corresponding Journeyman title.

During training, employees will receive \$4,000 annually with \$500 increments at the end of each year. They will be appointed to the Journeyman titles at the appropriate salary schedule. At the present time, sewage treatment workers receive \$7,320; traffic device maintainers, \$8,200 and maintenance man, \$8,174 a year.

The examinations will be weighted at 100 per cent of the final mark and the passing mark will be that of the person placing number 300 on the examination. In the event of a tie for the number 300 position, all candidates will be considered passing that receive this mark.

Minimum requirements for the sewage treatment and traffic device positions include: graduation from a recognized vocational high school after a three or four year day course or the equivalent in a

field of study relating to the duties of the position or graduation from a recognized high school and either participation in a co-operative educational work program in jobs relating to the duties of the position or one year of practical experience relating to the duties of the position.

For the maintenance man trainee post, the above requirements are necessary in addition to one year of satisfactory practical experience in building maintenance or two years of the experience.

This examination is open only to persons who have not passed their 35th birthday on the date for the filing of an application (test date)—except in the case of veterans as defined in section 85 of the Civil Service Law. All other veterans may deduct the length of time they spent in the military service from their actual age to determine eligibility.

For further information on this position, contact the applications section of the Department of Personnel, 49 Thomas St., New York City or call 566-8700.

**Industrial Specialists Sought In City Area**

A competitive exam for industrial specialists has been announced by the Interagency Board of U.S. Civil Service Examiners for the Greater New York City area. The positions are at grades GS-9 (\$7,696) and GS-11 (\$9,221).

Most openings are with the Defense Contract Administration Services region in New York City but candidates will be considered for vacancies in other area federal agencies.

In addition to passing a written examination which will test their verbal abilities and quantitative reasoning, applicants will be required to show appropriate experience which will have given them

a general understanding and a practical knowledge of the methods, materials, machinery and facilities used in industrial production operations.

Copies of the announcement, NY-7-60, may be obtained from the Federal Job Information Center, Room 304, 220 East 42nd Street, New York, N.Y. 10017, or from the main post offices in Brooklyn, Jamaica, Hempstead, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead and Yonkers.

All Series E United States Savings Bonds now being sold carry an automatic 10-year extension option beyond their original 7-year maturity date.



**NEW TRAFFIC, SAFETY AIDE** — L. H. Krick, left, deputy director of transportation, congratulates C. E. Besanceney, second left, on the latter's being named director of the new Office of Traffic Engineering and Safety, by J. Burch McMorran, commissioner of the State Transportation Department. Others from left are D. H. Bulman, associate transportation analyst, and H. F. Dunbrook, director of the former Bureau of Traffic Engineering, both of whom have been transferred to the Besanceney's new department.

**Apply Next Month For Attendant Jobs**

A Feb. 17, 1968 written exam has been scheduled for attendant positions with various City departments. Candidates may file from Jan. 2 to Jan. 16 for the test but those who filed in July need not re-apply now.

There are no formal education or experience requirements for this position which pays from \$4,000 to \$5,080 a year.

Employees in this title are accorded promotional opportunities, when eligible, to the title of senior clerk with a minimum starting salary of \$4,900 a year.

Under close supervision, an attendant performs simple routine work consisting of minor tasks of varied nature necessary to the operations, facilities and services of City departments and perform

related work.

The written examination will be weighted at 30 while the physical examination will be valued at 70. A 70 percent passing mark is required in each test. The test itself will consist of short answer questions and will be designed to test the candidate's general intelligence, judgment and ability to follow directions.

For further information and application, contact the Department of Personnel, 49 Thomas St., New York City or call 566-8700.

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# Civil Service LEADER



America's Largest Weekly for Public Employees  
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TUESDAY, JANUARY 2, 1968



## PERB Should Insist

AFTER several weeks of hearings on representation in several State departments, the State Public Employment Relations Board has produced no other action other than to stall urgently-needed negotiations between the Civil Service Employees Assn. and the Rockefeller Administration.

We do not intend to take issue here with the basic concept of the PERB. We do take issue, however, with the manner in which the current members of that board are conducting a series of hearings for which they have never given any sound reasons for so doing except to say they have the right to conduct such long-winded marathons despite any affect it might have on negotiating time limits imposed on State workers.

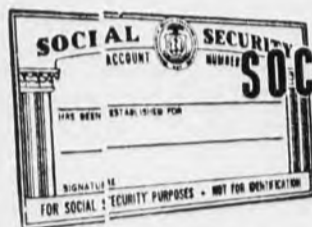
The board is insisting that two unions which have never been able to make a serious dent in enrolling State workers be given the chance to show they should be allowed to represent employees. If there is any insisting to be done it should be on the part of the PERB, whose members should be telling the Governor to get on with his negotiations with CSEA and should be telling the contending unions that they can have their time to argue but that they cannot interfere with the future of all State employees.

## Line-of-Duty Deaths

WE call attention this week to a letter in the adjoining columns from John T. Norton, a Brooklyn attorney. He deals with the matter of compensation for widows and orphans of public employees who die in the line of duty and his proposals are so succinct that they speak for themselves.

Police and firemen are particularly exposed to sudden death by the very nature of their occupations but there are other hazardous areas of public employment as well. Mr. Norton gets to the heart of the matter when he says proper compensation for line-of-duty deaths should be a right, not a charitable action.

We feel the Legislature should take the idea of such legislation most seriously this year.



## SOCIAL SECURITY Questions and Answers

It is or isn't it true that you have to have worked under social security to qualify for medicare? I've heard both ways.

Medicare is in 2 parts, one mainly hospital bill insurance and one mainly doctor bill insurance without having worked under social security. The answer on the bill insurance depends on your present age. If you are already 65 or reach 65 before the end of 1967, you need not have worked under social security to qualify for hospital insurance. If you reach that age after this year, you will need to have worked under social security, or you must be the wife, widow, etc., of someone who has worked in the system.

I became disabled last month. Since then, I have been in 2 hospitals and have had 3 doctors. Should I go to them and get medical reports before I file for disability?

No. We will be glad to assist you in getting the necessary medical reports to support your claim, once you have submitted your

If I should have to go to the hospital, how do they know I am signed up for medicare?

Your health insurance (medicare) identification card will show the hospital that you are entitled to medicare benefits. So be sure to take it with you should you have to go to the hospital.

## LETTERS TO THE EDITOR Proper Compensation For Death on Duty

Editor, The Leader:

In spite of many efforts to secure some sort of financial consideration for the widows and families of the firemen who so tragically lost their lives recently in the line of duty, nothing was accomplished in 1967.

In the 1967 New York State Legislature, a bill was proposed which would have provided a grant of \$25,000 to each bereaved family. This may have been regarded as charitable and precedent-setting and not passed into law for that reason.

I have proposed that legislation be enacted on all governmental levels whereby compensation would be made available to the widows and orphans of all governmental employees who die in the line of duty where there is no existing governmental provision to this effect now in force.

Such compensation would be based on a man's average life expectancy at his current salary. Accordingly, a man with an expectancy of 20 years at an annual salary of \$7,000 would leave as an asset of his estate \$140,000 commuted to present value and payable monthly, and decreased by his pension, if any.

The firemen's families, those of our police, and the families of many other civil servants would be entitled to this form of compensation as a matter of right and would not be put in a position of accepting charity.

I have enlisted the sympathetic interest of Assemblyman Joseph S. Levine, 51st A.D. Kings, in this humanitarian reform and hope to assist in the passage of such legislation in 1968.

JOHN T. NORTON  
Brooklyn, N.Y.

## Thanks To CSEA For Reallocations

After a prolonged delay in approving the Underwriters reallocation, the State Insurance Fund management informed us that the Budget Director finally approved our upward reallocation to be effective Jan. 4, 1968.

The writer as representative for all senior, associate and principal underwriters, wishes to take this opportunity to personally congratulate the Civil Service Employees Assn. for its splendid cooperation in helping the underwriters present its original appeal and carry the fight to victory.

This victory was made possible by the wholehearted cooperation, persistent efforts and personal touch of Mr. Randolph Jacobs, president of our State Fund chapter. He is to be commended for his leadership in this good fight. Also, we wish to thank your Mr. William Blom for his time, assistance and cooperation over these many months which contributed to our victory.

With men of the caliber of Mr. Randolph Jacobs and Mr. William Blom, the CSEA should make great strides forward in protecting and advancing the interests of all Civil Service employees.

PAUL R. FLECKER  
New York City

## Civil Service Law & You

By WILLIAM GOFFEN



(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

## Job In Chosen Field Denied

IN LAST WEEK'S column there was a discussion of the case of *Flanagan v. New York State Police*, a case unusual in many ways.

**THE PETITIONER**, a State Trooper, lost his position and the opportunity ever to serve again in his chosen field without any hearing. He suffered this fate because of the oral, unsubstantiated complaint of a young lady that she feared she might become a "correspondent" in a divorce suit. She did not complain of any impropriety by Mr. Flanagan. On the contrary, she would have made no complaint at all if not for Mr. Flanagan's insistence upon the proprieties.

**THE RESPONDENT** submitted to the Court voluminous papers including what appears to be a complete record of its investigation of the young lady's complaint against Flanagan.

**IN THE CONDUCT** of this investigation, the young lady cooperated in the manner expected by a woman scorned.

**THE RESPONDENT** did not give any inkling at all of the information released to the Connecticut State Police. In view of the pertinence of such information to a resolution of the issues of the case, it is a reasonable inference that it was withheld because it was contradictory to Kirwan's version of assurances supposedly given to Flanagan.

**DESPITE THE** evidence that Flanagan's resignation without a hearing had consequences as drastic as a dismissal for proven misconduct after a hearing, Kirwan's answering affidavit concluded with pseudo noblesse oblige:

The action of the State Police in allowing Flanagan to resign was actually a matter of favor to Flanagan.

**AT THE ARGUMENT**, Flanagan's attorney called attention to the *Bell* case (columns of August 1 and August 8, 1967) in which the Court of Appeals ruled that permanent cancellation of a longshoreman's license was so harsh a penalty as to constitute an abuse of discretion. At this point, Justice Charles G. Tierney said:

A State Trooper, like Caesar's wife, must be above suspicion.

**THE JURIST** evidently was unimpressed with the Court of Appeals' observation in *Kelly v. Murphy* (column of September 26, 1967) that policemen are entitled to tenure rights as are other civil servants, and that they cannot be removed "at the whim or caprice of superior officers . . . but only on evidence after a hearing on charges." Indeed, if Civil Service rights are to be preserved at all, they may not be abridged for any category of employees.

**THE JURIST** CUT further argument short with assurance to petitioner's attorney that he would read the petitioner's brief. The Attorney General did not need similar assurance because he did not feel the need for much oral argument and did not even submit a brief. This was in striking contrast to his vigor in fighting for a week's adjournment when the case appeared before the Judge sitting during the previous week.

**AS FOR JUSTICE** Tierney's opinion, it relied solely upon the respondent's answering affidavit and exhibits and stated that examination of such papers not only served "to deny credence to petitioner's allegations and to refute them, but also clearly demonstrates that petitioner was adequately appraised of the consequences of his resignation in respect to the status of his service record should inquiries be made thereof by subsequent employers in the law enforcement field."

**WERE NOT THE** petitioner's statements in conflict with Kirwan's entitled to any weight at all? Were not the judicial precedents established by our State's highest Court entitled to any weight at all? Were not the judicial precedents established by our State's highest Court entitled to mention? At the very least, was not the petitioner entitled to a plenary trial of the issues as provided by Article 78? Section 7804 states:

If a triable issue of fact is raised in a proceeding under this article, it shall be tried forthwith.

**THE ACTION** OF the State Police served to deprive the petitioner of the right to earn his livelihood in his own field. The petition to the Court, accordingly, was an extremely important one, and deserved a fuller opinion at the hands of Special Term.



### Deer Park, Smithtown School Units Install New Officer Slates

(From Leader Correspondent)

SMITHTOWN — The Deer Park and Smithtown School District units of Suffolk chapter, Civil Service Employees Assn., held installation events on the same night recently.

The Deer Park unit officers were sworn in by State Sen. Bernard C. Smith at the Babylon American Legion hall. Smith is backing legislation to protect the job security of school district employees when schools go on austerity budgets.

The Deer Park officers are: Frank Piazza, president; Rosario LaTurco, first vice-president; Pat Morano, second vice-president; Ann Bory, corresponding secretary; Ann McDonagh, recording secretary; Lorraine McCormack, treasurer, and Robert Goodwin, sergeant-at-arms.

The Smithtown unit, in an affair at the Elks Hotel in Port Jefferson, installed: Jeanne Duggan, president; John Reilly, first vice-president; Carl Cerank, second vice-president; Lennette Flaherty, secretary; Phillip D'Amato, treasurer; Louis Spagnola, sergeant-at-arms, and board of directors members Violet Krispien, Rita Monett, Thomas Gill and Gertrude Gelo.

### New Unit For Nassau Chapter

LYNBROOK—Nassau chapter, Civil Service Employees Assn., recently established a new unit representing non-teaching employees of the Lynbrook School District.

The new unit with a majority of members in each of the custodial, clerical and cafeteria sections, immediately demanded formal, exclusive recognition, pay-

### Files Pledge Against Strike

(From Leader Correspondent)

BUFFALO — A Civil Service Employees Assn. unit, seeking to represent City of Buffalo workers, gave a no-strike pledge to the City Public Employment Relation Board.

roll deduction of dues and negotiations leading to a contract.

The Board, formed under the State's new Taylor Law, met for the first time Nov. 20 in City Hall. Charles S. Desmond, former chief judge of the State Court of Appeals, is a member.

The CSEA group is the Buffalo Competitive unit, part of the Frie chapter.

The Employment Board took no action on any requests for representation.

Desmond indicated however that an AFL-CIO union that seeks to represent Buffalo firemen must file a no-strike pledge before the Board will consider an applica-

tion. The union group contends that a no-strike clause in its constitution satisfies the no-strike requirement of the Taylor Law.

### Two Counsels Named

ALBANY—Robert D. Stone is the new counsel and deputy commissioner for legal affairs in the State Education Department. His salary is \$30,000 a year.

In a second appointment, John J. Jehu, a career Education Department official, was named associate counsel at a salary of \$25,000 a year.

### New York State Employees:

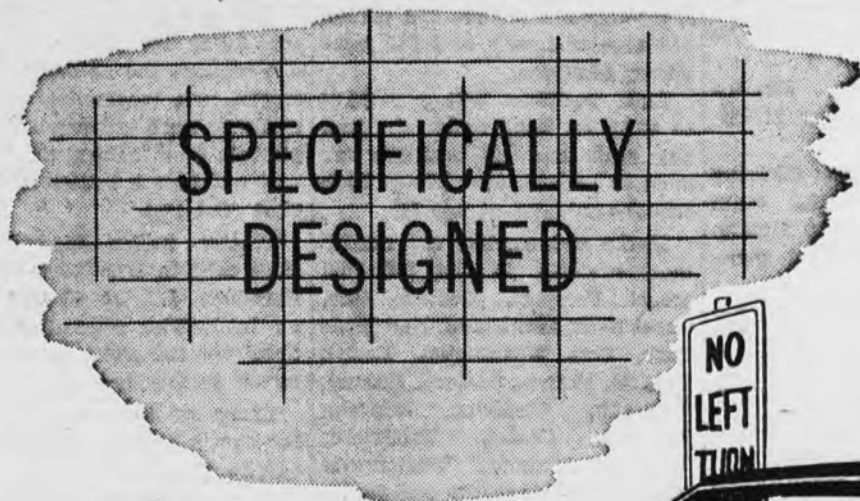
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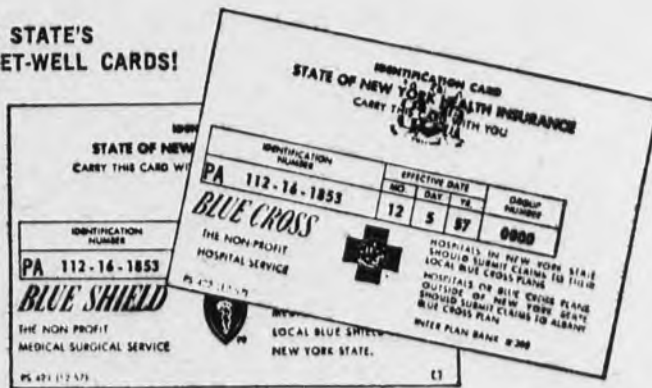
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# File In January For 27 OC Examinations

The New York State Civil Service Commission is accepting applications until Jan. 15 for 25 open competitive examinations which will be held on Feb. 17. In addition, it is accepting applications until Jan. 29 for two March 2 examinations. Both series of exams are listed below.

Exams open until Jan. 15 are for:

- \*Associate actuary (life), exam number 21-736, \$11,490 to \$12,400.
- \*Principal actuary (life), exam number 21-737, \$14,225 to \$15,285.
- \*Senior actuary (life), exam number 21-739, \$8,825 to \$9,563.
- \*Bank examiner, exam number 21-712, \$8,365 to \$9,069.
- Buoylight tender, exam number 21-747, \$4,225 to \$4,629.
- \*Assistant building construction engineer, exam number 21-732, \$8,825 to \$9,563.
- \*Senior building construction

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engineer, exam number 21-733, \$10,895 to \$11,763.

Assistant building structural engineer, exam number 21-734, \$8,825 to \$9,563.

Senior building structural engineer, exam number 21-735, \$10,895 to \$11,769.

Capital police officer, \$5,000 to \$5,472.

\*Consultant nurse (Service Education), exam number 21-723, \$9,795 to \$10,599.

\*Consultant nurse (Nursing Service Administration), exam number 21-724, \$9,795 to \$10,599.

Engineering aide, exam number 21-763, \$3,995 to \$4,985.

Gas inspector, exam number 21-757, \$5,940 to \$6,476.

Gas meter inspector, exam number 21-758, \$4,725 to \$5,177.

Gas tester, exam number, 21-759, \$5,000 to \$5,472.

Junior mechanical specification writer, exam number 21-760, \$7,065 to \$7,675.

\*Personnel managers and specialists, exam number 21-780, salary about \$12,000.

Police patrolman, Erie County, exam number 40-543, salary varies with location.

\*Associate public information specialist, exam number 21-778, \$10,895 to \$11,769.

\*Senior public information specialist, exam number 21-777, \$8,365 to \$9,069.

Senior supervising veterinarian, exam number 21-749, \$10,330 to \$11,170.

Traffic and park officer, full time, exam number 21-769, \$6,675 to \$7,259.

Traffic and park officer, seasonal, exam number 21-770, about \$3.06 per hour.

\*Assistant director of nursing, exam number 21-761, \$8,365 to

# Clerks, Carriers And Handlers Are Needed By Post Office— Many Other Jobs Open Also

The Post Office Department has thousands of vacancies in various positions across the State—with clerks, carriers, and mail handlers needed in especially large numbers. Other openings are for motor vehicle operators, tractor trailer drivers, garagemen, automotive mechanics, custodians and fireman-laborers.

Postal clerk vacancies—most of them in New York City—include 915 career, 2,804 regular hourly and 153 temporary openings. Carrier vacancies include 253 career, 149 regular hourly and 218 temporary positions.

Both positions will pay \$2.80 to \$3.82 an hour under the new pay scale and all positions are open to persons over 17—or high school graduates at age 16.

Clerks and carriers are needed most urgently in the following areas: Freeport, Garden City, Great Neck, Manhasset, New Hyde Park, Port Washington, Roslyn Heights, Roslyn, Seaford, Syosset, Wantagh, Westbury, Mineola, Rockville Centre, Woodmere, Rockland County, Westchester County, New York City and Rochester.

Motor vehicle operator positions are open at the same pay to persons over 18. Candidates must have a driver's license and experience in driving trucks or buses.

These vacancies are in New York City and in Albany, Buffalo, Rochester, Syracuse, Hempstead, Mineola, and Hicksville.

Garagemen are needed at \$2.59 to \$3.55 an hour for positions in

\$9,069.

The two exams to be held on March 2 are:

\*Principal draftsman (cartographic), exam number 21-787, \$7,065 to \$7,675.

\*Senior draftsman (cartographic), exam number 21-786, \$5,615 to \$6,127.

\*New York State residence is not required.

the City and in Albany, Buffalo, Hempstead, Rochester, Syracuse, White Plains, and Yonkers.

The positions are open to persons 18 or over. Candidates must demonstrate the ability to service trucks, help mechanics, and generally to work independently. Applicants must have a driver's license and pass a written and practical road test.

Tractor trailer operator positions exist in New York City and Hicksville, L.I. at \$3.00 to \$4.10 an hour. The general qualifications are the same as those for motor vehicle operators.

There are 50 career, 340 regular hourly and 95 temporary vacancies for mail handlers at locations throughout the State at \$2.59 to \$3.55 an hour. Candidates must be 18 years of age.

Automotive mechanics are needed at \$3.00 to \$4.10 an hour for vacancies in New York City and in Albany, Buffalo, Elmira, Ithaca, Rochester, Syracuse, Utica, White Plains, and Yonkers.

Candidates must be 18 years old, have a driver's license and be able to demonstrate ability in various facets of automobile mechanical work.

Janitors and custodians are needed for positions throughout the State at \$4,460 to \$6,564 yearly. Candidates must be over 18 and in good physical shape.

Fireman-laborer positions are open throughout the State at \$5,215 to \$7,151 yearly. Candidates must be over 18 and in good physical condition. They will be tested on their abilities to operate a low-pressure heating plant.

In almost all cases, the above jobs are open to both men and women and are without residence requirements. Veterans preference benefits are available in most cases and candidates must be U.S. citizens or owe allegiance to the U.S.

Most of the positions are on a substitute basis—but can lead to regular appointments. Time and one half overtime pay is given after 40 hours a week and night work—6 p.m. to 6 a.m.—calls for 10 percent more than base pay.

During the past year, the Post Office has appointed 6,009 career and 779 temporary postal clerks. Carrier appointments were 1,581 career and 213 temporary and mail handler appointments for the period were 2,071 for career positions and 699 for temporary vacancies.

Other total appointments (career and temporary) were motor vehicle operator, 261; garageman, 10; tractor trailer operator, 62; automotive mechanic, 15; and janitor, 299.

Further information and applications for these position may be obtained from the Board of U.S. Civil Service Examiners, U.S. Post Office, 1980 Broadway, New York, N.Y. 10023 or at most post offices across the State.

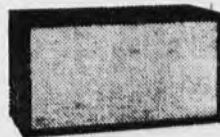
## Clerk-Typist Jobs On Temporary Basis

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).

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

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.

# AR-4<sup>x</sup>



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high fidelity "We have heard nothing better, so far at least, in this price class..."  
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LA REVUE DES DISQUES "There has been nothing like it [the AR-4<sup>x</sup>] this speaker is astonishing..."

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**HAND OF PROGRESS** — With a handshake, Louis Ferrara, right, assistant administrator of the Plainview School District, congratulates new CSEA unit officers: from left, Dave Silberman, vice president; Bill Zaechi, president, and Bob Eisele, secretary. Clerical and cafeteria employees have joined with buildings and grounds staff in one unit, and are demanding exclusive recognition on proof of overwhelming membership in CSEA.



# News Of The Schools

By A. L. PETERS

## Board To Train 18,000 For Heating License

The New York City Board of Education through its Evening Trades Schools and the City Department of Air Pollution Control are working jointly on a new program eventually to prepare 18,000 operators of heating equipment in buildings in New York City, both publicly and privately owned, for license under Local Law No. 14, enacted May 20, 1966. The law requires all building service personnel to obtain licenses after completing courses of instruction in Air Pollution and Smoke Control. Originally, the law required compliance by May 20, 1968, but this date has been tentatively extended to May 20, 1969.

Instruction will consist of six two-hour sessions followed by a two-hour examination prior to licensing.

Applicants will study principles of oil burner equipment, use of various fuels, conditions relating to change-over from heavy to medium oil and proper combustion and trash incineration—all directed toward smoke abatement and air pollution control.

## Video Tape Replaces Film As Teaching Tool

The New York City Board of Education and the New York State Education Department are embarking upon a joint venture which may fundamentally change the way in which films are used in instruction in schools throughout the country. The Board voted \$10,000 for this purpose, all of which will be reimbursed by the State.

The project involves using instructional films from all sources in the form of video tapes rather than photographic prints. This would require broad industry-wide changes in present procedures. However, the cost would be substantially less to the schools than at present, and they would have access to large resources of materials produced by film makers and TV stations throughout the country. P.S. 33 is the present home of the project.

Dr. Edward G. Bernard, Director of the City school system's Bureau of Audio-Visual Instruction, cited as an example the fact that a school which may now pay \$65 for a black-and-white print of a ten-minute production may eventually buy the rights to make its own video tapes, as needed, from a rented or purchased print for a fraction of the current cost. In addition to other advantages, the tapes would be erasable, reusable, compact and convenient to store.

## TEACHER EXCHANGE

Sub. School Sec'y, Feb./June term, Julia Richman H.S., 317 E. 67th St., New York City. Call Mrs. Balsam, TR 9-6866.

Per Diem Subs., P54K, 195 Sanford St., Brooklyn, N.Y. 11205, 855-2127

Per Diem Subs., P91K, E.N.Y. & Albany Aves., Brooklyn, 11203, 756-0540

Per Diem Subs., Engl., Typing, also per diem subs., Walt Whitman I.S. 246K, BU 2-5230.

Visual Music, Sci., per diem subs., J101X, TA 9-9100.

Enlish, Fine Arts, J64K, call 647-1632. emergency examinations can be arranged. Mathematics teacher for Feb., Julia Richman H.S., Wright Railyway, 317 E. 67 St., N.Y. 10021.

## Mass Rally Will Greet Shanker Leaving Jail

Albert Shanker, president of the United Federation of Teachers Union, will be released from the New York Civil jail on Jan. 3. He is serving a 15-day term resulting from the teachers strike in September. At 4 p.m., the expected hour of his dismissal, Shanker will be greeted by a mass rally of teachers.

## Mrs. Poston To Speak

Mrs. Ersa A. Poston, president of the New York State Civil Service Commission, will be guest speaker at the annual luncheon meeting of the Council of Women and Men's Organization of the State Education Department.

## Disturbed Children Class Gets Analysis

An elementary school program, The Junior Guidance Classes Program, which serves about 2500 disturbed children, will be discussed on Friday, Dec. 8, at a Washington Irving High School, at 8:00 p.m. under the auspices of The New York Society for the Experimental Study of Education.

This will be an open meeting headed by Mrs. Gloria Lee and Mrs. Louis Hay, administrators of the Junior Guidance Program.

## MDTP Needs Full And Part Time Instructors In Many Fields

The Manpower Development Training Program is accepting applications continuously for qualified full and part-time Basic Education, Business Subjects and Occupational Instructors, as well as Guidance Counselors. Pay is \$8.60 per hour.

Applicants in any of the following categories may apply so that a determination can be made regarding their eligibility to teach in the M.D.T. Program:

- 1—Regular or substitute teachers who now hold a currently valid New York City Board of Education License or Certificate of Competency.
- 2—Teachers whose licenses were terminated for any reason and feel that they have reasonable grounds to ask for re-instatement of such licenses.
- 3—Teachers who hold or formerly held licenses from any other City or State and wish to establish their eligibility to teach in the M.D.T. Program.
- 4—Students who feel that they meet the eligibility requirements as listed below.

Teachers of secretarial studies (GREGG), typewriting, accounting and business practice, distributive education will require a four-

year college degree with a concentration of 36 hours in the field of specialization and 18 hours in appropriate education courses. In most cases, additional time is allowed to make up some courses. Applicants must have had at least one year of practical business experience in the field.

Teachers of occupational subjects, including auto mechanics, carpentry, plumbing, sheet metal, electrical, electrical appliance repair, machine shop, welding, architectural drafting, and other trade areas will require a high school or equivalency diploma and at least 9 years of full-time recent well rounded trade experience in the field.

Guidance counselors will require a baccalaureate degree and in addition 16 semester hours in any one of five specializations: (A) guidance and counseling; (B) vocational counseling; (C) vocational rehabilitation; (D) Psychology, or (E) social work. The course work must include minimum preparation in appropriate areas such as techniques of counseling, dynamics of personality, etc. All candidates must have experience in working with our population in a recognized school or agency.

## Key Answers — Recent Tests

### Regular Teacher— Fine Arts—JHS

- 1, (4); 2, (2); 3, (2); 4, (3); 5, (2); 6, (1); 7, (3); 8, (4); 9, (4); 10, (2); 11, (4); 12, (3); 13, (4); 14, (3); 15, (2); 16, (2); 17, (3); 18, (2); 19, (3); 20, (2); 21, (1); 22, (4); 23, (2); 24, (3); 25, (4);
- 26, (2); 27, (1); 28, (3); 29, (3); 30, (3); 31, (2); 32, (3); 33, (4); 34, (1); 35, (3); 36, (4); 37, (3); 38, (4); 39, (2); 40, (2); 41, (2); 42, (3); 43, (2); 44, (4); 45, (1); 46, (3); 47, (2); 48, (4); 49, (1); 50, (4);
- 51, (3); 52, (4); 53, (1); 54, (3); 55, (4); 56, (4); 57, (2); 58, (2); 59, (4); 60, (4); 61, (1); 62, (2); 63, (3); 64, (1); 65, (1); 66, (4); 67, (2); 68, (3); 69, (3); 70, (2); 71, (3); 72, (3); 73, (3); 74, (1); 75, (1);
- 76, (4); 77, (3); 78, (3); 79, (2); 80, (1); 81, (1); 82, (1); 83, (4); 84, (3); 85, (2); 86, (3); 87, (2); 88, (3); 89, (2); 90, (2); 91, (1); 92, (3); 93, (2); 94, (4); 95, (4); 96, (2); 97, (4); 98, (4); 99, (1); 100, (3);
- 101, (3); 102, (2); 103, (4); 104,

- (3); 105, (4); 106, (2); 107, (1); 108, (4); 109, (3); 110, (4); 111, (3); 112, (1); 113, (2); 114, (1); 115, (4); 116, (4); 117, (1); 118, (4); 119, (2); 120, (2); 121, (4); 122, (2); 123, (3); 124, (2); 125, (1);
- 126 (4); 127, (1); 128, (3); 129, (3); 130, (4); 131, (4); 132, (2); 133, (2); 134, (3); 135, (1); 136, (4); 137, (4); 138, (2); 139, (1); 140, (1); 141, (2); 142, (2); 143, (3); 144, (4); 145, (4); 146, (3); 147, (2); 148, (4); 149, (3); 150, (4).

### Common Branch— Special Paper B2

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

## TEACHER APPOINTMENTS

Sidney Hainson, French, 26-B. Cardozo-Q. Della O. Brana, French, 22-Forest Hills-Q. Nina Bassman, French, 24-Newtown-Q. Robert Friedberg, General Shop, 21-P.D. Roosevelt-K. Frances B. Deutsch, Gregg S. & T. 27-Far Rockaway-Q. Margaret C. Trank, Gregg Sten. & Typing, 21-P.D. Roosevelt-K. Louise P. Liss, Gregg Sten. & Typing, 26-Francis Lewis-Q. Leo Karasik, Health Ed., Office of District 17. Edward Peckham, Health Ed., District 19. William Stafford, Health Ed., District 2. Sheldon Speyer, Health Ed., 10-J80-X. Abe W. Sachs, Health Ed., 26-B. Cardozo-Q. Alan S. Gompers, Health Ed., 12-J. Monroe-X.

Paul Zemachson, Health Ed., 22-J. Madison-K. Irving H. Hechler, Health Ed., 26-Francis Lewis-Q. Theodore Holmes, Health Ed., 29-Springfield Gardens-Q. I. Mack Helfan, Health Ed., 13-Brooklyn Tech.-K. Bernice Spielman, Health Ed., 30-Tottenville-R. William J. Polera, Health Ed., 21-Franklin D. Roosevelt-K. Ann S. Fein, Health Ed., 26-B. Cardozo-Q. Edward Tatarian, Health Ed., 26-B. Cardozo-Q. Dorothy Rothstein, Health Ed., 26-B. Cardozo-Q. Saul Roseman, Health Ed., 30-New Drop-R. Frank Rabinowitz, Health Ed., 29-Springfield Gardens-Q. Kenneth C. Herrinson, Health Ed., 11-Evander Childs-X. Alvin Fincer, Health Ed., 3-N.Y. School of Printing-M. Ruth Goldberg, Health Ed., 26-B. Cardozo-Q.

Sidney Rubin, Health Ed., 26-B. Cardozo-Q. Helen P. Gerardi, Health Ed., District 23. Anne M. Sorensen, Health Ed., 11-C. Columbus-X. Helene S. Hertz, Health Ed., 29-Springfield Gardens-Q. Nora M. Kefauver, Home Eco., 2-J. Richman-M. Zeldi L. Abramowitz, Home Eco., 20-New Utrecht-K. Mary A. Davis, Home Eco., 29-Springfield Gardens-Q. Lucinda White, Home Nursing, Canasie-K. Harry H. Kleinberg, Ind. Arts, 11-Evander Childs-X. Joseph E. Dazzo, Italian, 23-W. C. Bryant-Q. Rose L. Berkow, Lab. Asst., 29-Springfield Gardens-Q. Rebecca Halburn Lab. Asst., 27-Richmond Hill-Q. Edna Shostak, Lab. Asst., 22-J. Madison-K. Burton Ellner, Library, 1-Washington Irving-M. Mitzil Bowman, Library, 10-T. Roosevelt-X. Julian M. Scheer, Library, 3-C. E. Hughes-M. Muriel V. Richardson, Library, 3-Food & Maritime-M.

Anna R. Kerstein, Library, 22-Sheepshead Bay-K. Mildred G. Jacobs, Library, 22-Sheepshead Bay-K. Muriel S. Bart, Library, 14-Automotive H.S.-K. Molly Zwickel, Library, 26-B. Cardozo-Q. Francine E. Newhouse, Library, 29-Springfield Gardens-Q. Edith S. Kavadio, Library, 26-B. Cardozo-Q. Shirley T. Friedlander, Library, 26-B. Cardozo-Q. Augusta T. Banner, Library, 29-T. A. Edison Voc. David A. Weinstein, Math, 22-J. Madison-K. Gloria W. Allen, Math, Grace Dodge. Sybil L. Newman, Math, 26-M. Van Buren-Q. Joel L. Marcus, Math, 26-B. Cardozo-Q. Frank B. Venezia, Math, 26-B. Cardozo-Q. Edward L. Chinitz, Math, 29-Springfield Gardens-Q. Carl J. Goodman, Math, 26-B. Cardozo-Q. Edward Golony, Math, 26-M. Van Buren-Q.

Edward G. Greenwood, Math, 28-Forest Hills-Q. Sydney Baker, Music (orch.) 6-H.S. of Music & Art-M. Frances E. Shelton, Music, 6-H.S. of Music & Art-M. Reuben Gopbatz, Music (orch.), 22-Sheepshead Bay-K. Judith A. Fryer, Music (orch.), 19-F. K. Lane-K. Sylvia R. Brotman, Music, 5-Brandeis-M. John Powers, Music (orch.), 2-J. Richman-M. Irving H. Cohen, Music (orch.), 26-B. Cardozo-Q. George M. Hall, Jr., Music, 1-Stuyvesant-M. Louis Piarro, Music (orch.), 29-Springfield Gardens-Q. Priscilla E. Walker, Music, 11-Evander Childs-X. Marian L. Pierce, Music, 26-M. Van Buren-Q. Nelson Faerber, Music, 27-Far Rockaway-Q. Lorraine Weissbach, Pitman S&T, 24-Newtown-Q. Ruth Cusson, Pitman S&T, 24-Newtown-Q.

Nathan Segal, Speech, 26-B. Cardozo-Q. Julia D. Thompson, Beauty Culture, 28-W. Wilson Voc.-Q. Antoinette Bingham, Beauty Culture, 205-M. Ann B. Martin, Cafeteria & Tea Room, 8-J. Addams Voc.-X. Lawrence Bergovoy, Electrical Installation, Chelsea Voc. Edward Farrell, Gas & Electric Welding, 7-185-X. Catherine M. Gordon, Nursing, 18-G. W. Winatke-K. Gulla J. Clausen, Nursing, 15-S. J. Hale-K. Ruth E. Bolles, Nursing, 1-Washington Irving-K. Sidney Schwarz, Sheet Metal, 7-A. E. Smith Voc.-X. Murray S. Canosa, Woodworking, 29-T. A. Edison Voc.-K. Miriam Cantor, English, 203-M. Camille Freas, English, 94-M. Carmine P. Mule, English, 7-185-X. Kathleen Hambrecht, English, 403-M. Ramona Morio, English, 2-146-M. Jerome Anik, English, 11-J135-X. Joseph Adams, English, 8-J131-X. Victor Lipton, English, 3-370-M. Theodore R. Bookley, English, 7-3155-X. Steven S. Reinstein, English, 7-J155-X. Norman Weitzman, English, 7-J155-X. Bernard H. Levine, English, 8-188-X. Joseph H. Andrews Jr., English, 9-3148-X. Eleanor A. Cullik, English, 9-3148-X. Leonore C. Platt, English, 9-3148-X. Salvatore G. Rapisarda, English, 9-3148-X. Sara Jane Seher, English, 3-370-M. Joseph T. Egan, English, 15-371-K. Florence Dolce, English, 21-J281-K. Lillian B. Kleinman, English, 22-J78-K. Sylvia F. Miller, English, 22-J43-K. Lucille Carlin, English, 21-288-K.

Harold Welsher, English, 22-378-K. Joseph Macaluse, English, 30-349-R. Concetta A. Chirico, English, 28-3217-Q. Ralla G. Schwartz, English, 17-3263-K. Sonia Baylis, Fine Arts, 25-J218-Q. Doris Kane, Fine Arts, 23-76-Q. Carol Langus, Fine Arts, 9-3148-X. James Anderson, Fine Arts, 2-169-M. Charles Marullo, Fine Arts, 28-372-Q. Michael S. Tyler, Fine Arts, 22-23A-K. Audrey Sadowky, Fine Arts, Dist. 23. Esther Brandwein, Fine Arts, 9-3117-X. Lennie B. Williams, French, 6-3143-M. Robert S. Fein, French, 20-362-K. Ruth Koplik, French, 22-J43-K. Feida Stiklin, Health Ed., 94-M.

Lillian Friedman, Sch. Secy., 21-90-K. TWTF. Julia Kraft, Sch. Secy., 27-104-Q. Gloria L. Diamond, Sch. Secy., Maxwell H.S. Mollie Blatt, Sch. Secy., Carnarsie H.S. Sylvia H. Wolf, Sch. Secy., 22-277-K. Bernadette M. Tidona, Sch. Secy., 15-94-K. Dorothy Chartoff, Sch. Secy., Carnarsie H.S. Harriet Vernikoff, Sch. Secy., 24-10-Q. Anne Shapiro, Sch. Secy., 18-183-K. Rose Gale, Sch. Secy., 332-K. Geraldine Auerbach, Sch. Secy., 18-219-K. Blanche Nash, Sch. Secy., I.S. 202-K. Theodora Pearlman, Sch. Secy., Seward Park H.S. Lil Shueard, Sch. Secy., 345-K. Dorothy Goldman, Sch. Secy., 345-K. Florence G. Mickenberg, Sch. Secy., 19-J-218-K. Lillian Flamm, Sch. Secy., 19-149-K.

Jean Fleish, Sch. Secy., 612-K. Marjorie Kera, Sch. Secy., 21-100-K. Beverly Tealer, Sch. Secy., 21-226-K. Rose Elick, Sch. Secy., 20-163-K-MP. 21-97-K WBF. Gusie Siskin, Sch. Secy., 21-226-K. Charlotta Baron, Sch. Secy., Franklin D. Roosevelt H.S. Natalie Lazovsky, Sch. Secy., 23-17-Q. Nella Ashcroft, Sch. Secy., 27-51-Q. Estelle Deutsch, Sch. Secy., 25-165-Q MT. Diane Blumenthal, Sch. Secy., 2-J-167-M. Sally Asch, Sch. Secy., 25-209-M. Bele V. Jurist, Sch. Secy., I.S. 72-Q. Rita R. Schoenfeld, Sch. Secy., 24-71-Q. Helen M. Winslow, Sch. Secy., 229-Q.

Anne Nash, Sch. Secy., 229-Q. Frieda K. Davis, Sch. Secy., John Bowne H.S. Rose Geney, Sch. Secy., 26-213-Q. Belle M. Sachs, Sch. Secy., 25-201-MT. Rose Shiner, Sch. Secy., 27-42-Q. Anna R. Povodator, Sch. Secy., 29-34-Q. Freda L. Oestreich, Sch. Secy., B. Canosa H.S. Anne Forman, Sch. Secy., 28-103-Q-M. Arlene Brook, Sch. Secy., 29-131-O-M. Dorothy Johnson, Sch. Secy., B. Canosa H.S. Helen H. Coyle, Sch. Secy., 27-3-20-Q. Josephine M. Nalene, Sch. Secy., Springfield Gds. Jean Stedry, Sch. Secy., Occupational T. Center, David J. Brennan, Sch. Secy., Tottenville H.S. Jacob Shapiro, Sch. Secy., Work. Off. of Special Services. Lotte Kaplowitz, Daf H.H., 20-163-K.

Stephen Silverman, Speech, 26-Martin Van Buren-Q. Janet P. Castro, Speech, Bureau of Radio & Television, Recoratory Cannon, Tr of Blind, 20-102-K.

## ELIGIBLE LISTS

**DAY ELEMENTARY SCHOOLS**  
Teacher of Early Childhood Classes, Henrietta Brande, 85.01; Teacher of Early Childhood Classes, Sharon F. Berman, 79.17; Teacher of Early Childhood Classes, Bonne Pittman, 71.89; Teacher of Early Childhood Classes, Geraldine L. Rosinger, 68.55; Teacher of Early Childhood Classes, Penny A. Saltz, 67.60; Teacher of Early Childhood Classes, Janice B. Horn, 67.29; Teacher of Early Childhood Classes, Irene K. Phillips, 67.27; Teacher of Early Childhood Classes, Ruth P. Fredeman, 65.58; Teacher of Early Childhood Classes, Carol L. Hare, Teacher of Early Childhood Classes, Thelma S. Lytle, 63.02.

**JUNIOR HIGH SCHOOLS**  
Assistant-to Principal, Gerald H. Garet, 68.60.  
Chairman of English, Don R. Hainson, 60.90.

**DAY ELEMENTARY SCHOOLS**  
Guidance Counselor, Eileen M. O'Donnell, 64.40; Guidance Counselor, Eileen T. London, 64.10.

**VACATION PLAYGROUNDS**  
Tr. of Health Education, Jordan Shein, 74.90; Tr. of Health Education, Merrick J. Schwartz, 62.10.  
Tr. of Social Studies Day High School, Jennie Unterberger, 62.34.

**JUNIOR HIGH SCHOOLS**  
Tr. of English, Vera E. Waugh, 63.56; Tr. of Fine Arts, Robert E. Robbins, 65.63; Tr. of Mathematics, Robert S. Balowitz, 67.68; Tr. of Typewriting, Ella G. Allen, 75.58; Tr. of Typewriting, Hazelthorne H. Thorne, 61.88.  
School Social Worker, Charlotte S. Weinman, 77.25; School Social Worker, Celia Levine, 76.50; School of Social Worker, Barbara George, 69.75; School Social Worker, Sylvia L. King, 67.00.

**SENIOR HIGH SCHOOL**  
Guidance Counselor, Edward Goldstein, 68.80; Guidance Counselor, Elizabeth C. Acerra, 67.89; Guidance Counselor, Mary Tracy, 66.85; Guidance Counselor, Maddalena Indelicato, 63.01.

## Greater N.Y. Fund Campaign

The New York Board of Education will hold its annual campaign on behalf of the Greater New York Fund, Jan. 2-25. The fund supports 425 affiliated community services.



Six Named

ALBANY—Governor Rockefeller has appointed six members of the State Park Commission for the City of New York.

Walsh Named To Air Pollution Control Board

Mayor William F. Walsh of Syracuse, a former president of the New York State Conference of Mayors, has been appointed by Governor Rockefeller, subject to Senate confirmation, as a member of the Air Pollution Control Board.

Taylor Law Praised As Aid To Relations Of Boards, Teachers

ROCHESTER—Some boards of education have failed to see the power given to them by the new Taylor Law for public employees, a director and past president of the New York State Teachers Association (NYSTA) says.

"School boards have the power to improve the cooperation of boards and teachers when both are trying to improve education," says Dr. Alice L. Foley of Rochester.

She suggests that rather than resist the new law, boards should see it as the opportunity to talk over teachers' goals and to help enhance education.

Dr. Foley, who also is curriculum director of the central schools in the suburb of Brighton, gave her views at a recent NYSTA meeting here.

The Taylor Law binds school boards to negotiate with teachers and other employees, Dr. Foley says. But she is upset by the number of administrators who are upset by the law.

"I've been reminding them that what NYSTA has done for the teacher it has also done for the administrator," she says.

The Job Market

By V. RAIDER WEXLER

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

There are numerous openings for AMERICAN TEACHERS who want to work in schools overseas. These schools are run by the Defense Department for the children of servicemen and civilian employees stationed throughout the world.

EN to do HOUSEHOLD CLEANING on a daily or weekly basis on Staten Island. The pay is \$1.50 an hour for from four to eight hours a day.

There is an urgent need for MEDICAL LABORATORY TECHNOLOGISTS and TECHNICIANS in hospitals, clinics, commercial laboratories and private industry.

In Brooklyn, there are jobs for MACHINISTS with job shop experience, able to set up work from blue prints and grind own tools.

STENOGRAPHERS are urgently needed for a State agency in New York City. Applicants will be tested at 80 words a minute. The salary starts at \$4,188 a year with good fringe benefits, sick leave and vacation with pay.

State Psychiatrists Promoted Recently

ALBANY—Recent noncompetitive promotions in State services include seven psychiatrist ratings in State hospitals.

They are: Werner Fahler as supervising psychiatrist at Pilgrim State Hospital; Julius Maciejewski as psychiatrist I at Matteawan State Hospital, and these appointments as psychiatrist II, all at Matteawan:

Wladyslaw Sulek, Murat Zagalloff, Egon Peterson, Marcel Friedman and Leon Groth.

Other non-competitive promotions include:

Walter Slater as administrative officer Identification and Intelligence System; Willard Johnson, assistant commissioner of Social Welfare; L. Gardner Underwood, assistant director of electronic data processing, Education; William E. Tinney, assistant executive director of employee relations, Thruway.

Roland E. Esolen, associate budget analyst, Narcotic Control; Donald E. Sevits, associate in special continuing education; Edward R. Jones, director of administrative services, Thruway.

Henry Hirschberg, director of electronic data processing, Insurance Fund; Marion Farren, director of local welfare management services, Social Services; Otto Fuchs, medical facilities planner, Health; John Gheml, senior attorney, corporations, State.

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## Civil Service Television

**Monday, January 8**  
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program: "The Universal Summons Project."  
6:00 p.m.—Community Action—"The Girl Scouts Movement."  
7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Operations in the Subway System."  
9:00 p.m.—New York Report—Lester Smith hosts interviews with City officials.

**Tuesday, January 9**  
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.  
7:00 p.m.—What's New In Your Schools—Current information about the City's schools.

**Wednesday, January 10**  
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.  
5:30 p.m.—What's New In Your School—Current Information About the City's Schools.  
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.  
8:00 p.m.—Behind the Laws—

Discussion of revised divorce and separation actions.

**Thursday, January 11**  
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.  
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.  
10:30 p.m.—Community Action—Ted Thackrey moderates program.

**Friday, January 12**  
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.  
10:00 p.m.—Behind the Laws—Discussion of grounds for divorce.

**Saturday, January 13**  
7:00 p.m.—Community Action—Ted Thackrey hosts program.  
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

### Award To Mrs. Poston

ALBANY—The National Association of Negro Business and Professional Women's Club has given its annual achievement award to Mrs. Ersa Poston, president of the State Civil Service Commission. The Association has more than 5,000 members.

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## Brotherhood Essay Contest Now Open

The New York State Brotherhood Committee, Inc. with a membership of 14 organizations, is holding its third annual brotherhood essay contest. The subject will be "Equal Opportunity for All." Essays should be approximately 1,000 words and typed on 8 1/2 x 11 inch paper. Entries must be submitted by Jan. 12 to the essay chairman, Philip Hecht, Division of Employment, 559 W. 180 St., New York, N.Y. 10033.

Plaques will be awarded for the three best essays at the Brotherhood Luncheon on Feb. 8 at the New York Hilton in New York City.

### LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent.—To Attorney General of the State of New York; Morrow-Crouse Funeral Home; The Granville Inn & Golf Course; Frederick N. Karaffa; Sally J. Sexton; Wonnell, Malone & Kropp; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Raymond Sovey, also known as Raymond W. Sovey, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Raymond Sovey, also known as Raymond W. Sovey, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested in the estate of Raymond Sovey, deceased, who at the time of his death was a resident of 307 East 44th Street, New York, N.Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 6th day of February, 1968, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

(Seal) WITNESS, HONORABLE S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 7th day of December in the year of our Lord one thousand nine hundred and sixty-seven.  
WILLIAM S. MULLEN,  
Clerk of the Surrogate's Court.

### LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. TO, Karola Margaretha Anholz Lepzien, Richard Anholz, Walter H. Williams, Inc., New York Telephone Company, and Theodore Reagener, Friederike Caroline Anna Anholz, Wilhelm Friedrich Heinrich Anholz, Eleonore Louise Caroline Mathilda Anholz and Catharina Dorothea Margaretha Anholz if living and, if dead, their executors, administrators, distributees and assigns, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, distributees or otherwise in the estate of Elizabeth Campbell, deceased, who at the time of her death was a resident of 120 Haven Avenue, New York, N.Y., Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 6th day of February, 1968, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

(Seal) WITNESS, HONORABLE S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 7th day of December in the year of our Lord one thousand nine hundred and sixty-seven.  
WILLIAM S. MULLEN,  
Clerk of the Surrogate's Court.

\*\*\*\*\*  
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# Nine HA Aides Cited For Heroic Actions

United States Savings Bonds and Certificates of Commendation were presented recently to nine employees of the New York City Housing Authority for heroic acts, by Albert A. Walsh, HA Chairman, at a ceremony in the Board Room of the Authority.

Isiah Gadsden, maintenance man at Washington Houses, and Ralph D. Gatti, housing caretaker foreman at Kingsborough Houses, each received a \$50 Savings Bond. Both were cited for effecting arrests of alleged crim-

inal offenders at Authority developments.

Arthur Powell, housing caretaker at Douglass Houses, received a \$25 Saving Bond for going to the aid of a tenant—an elderly female assault and robbery vic-

tim — and pursuing the attacker. Raymond Danel, assistant resident buildings superintendent, and Nicholas J. Marino, maintenance man at Pomonok Houses, each received a \$25 Savings Bond for searching for tenants who might have been trapped in a smoke-filled apartment during a fire.

Nadine T. Rich, housing teller at Moore Houses received a \$25 Bond for reporting a threat to damage Authority premises and aiding Housing Police in locating the suspect.

Andrew Bodo, Jr., maintenance man at Tompkins Houses, received a \$25 Bond for twice applying

mouth-to-mouth resuscitation while an elderly epileptic tenant was being rescued from a flooded apartment.

John J. Joffrey, Jr., maintenance man, and Santo F. Ragno, housing caretaker, Pomonok Houses, each received a \$25 Bond for entering a gas-filled apartment and rescuing a tenant who was apparently attempting suicide.

### New Legislation

ALBANY—The Advisory Committee to the Democratic Senate Conference is studying adoption of new legislation to require all public agencies to open their books for public inspection.

## Health Technicians Sought In Rockland

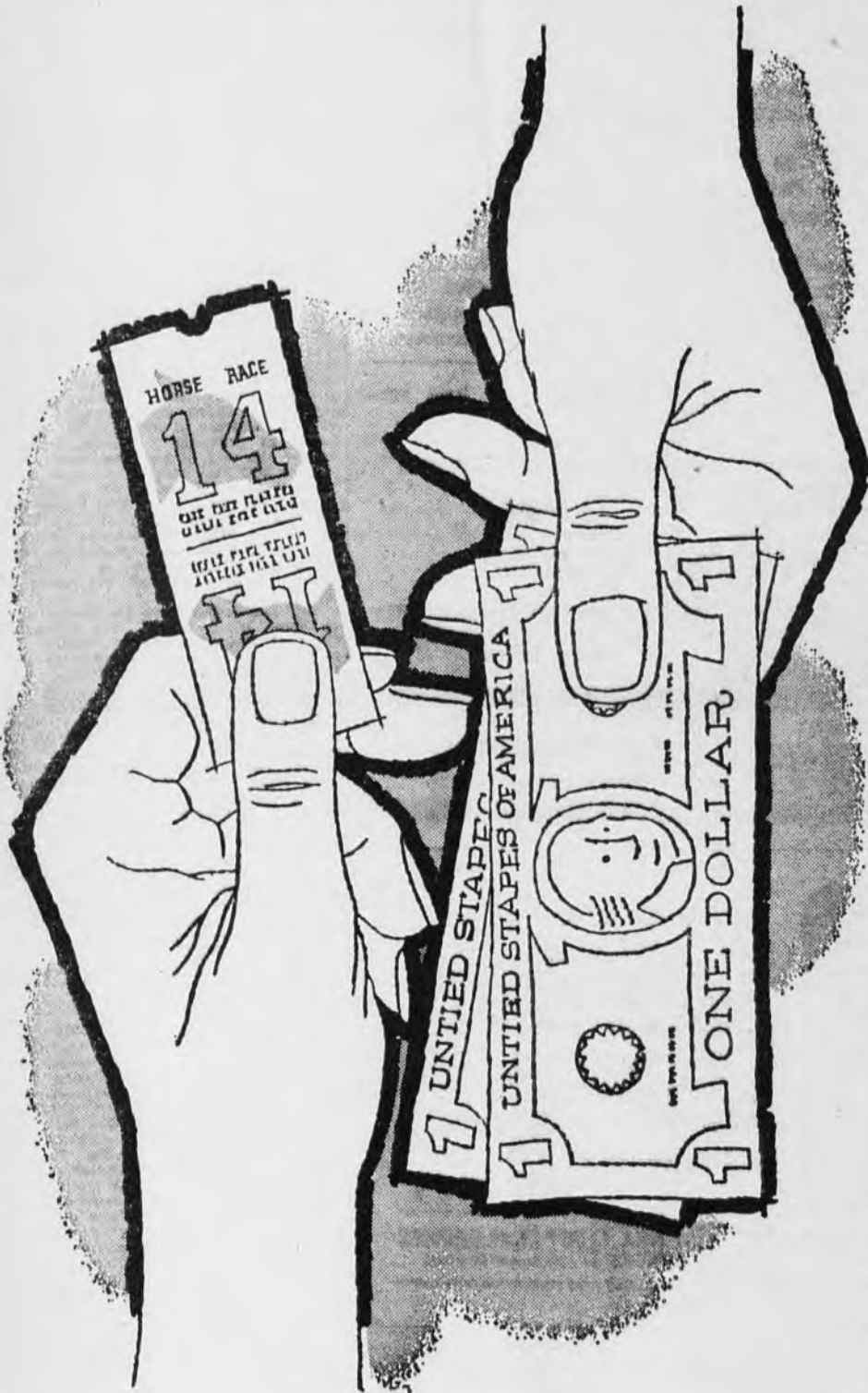
The Rockland County Health Department has openings for environmental health technicians at \$6,162 to \$7,852. Candidates may file until Dec. 27 for the Jan. 27, 1968 written exam.

Applicants must have been a County resident for four months at the time of the exam and must have an associate degree in applied science or two years of college—including 12 semester hours in mathematics and natural science. They must also have one year's experience as an environmental health technician trainee.

A promotion examination for senior environmental health technician at \$6,786 to \$8,658 will be given at the same time.

Further information and applications may be obtained from the County personnel office in the County Office Building in New City, N.Y.

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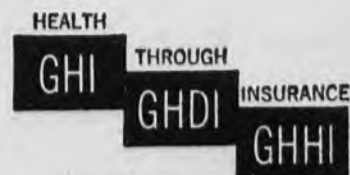


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# Capital Conference Art Show To Open In Capitol January 3

ALBANY—Edwin Becker, chairman, Capital District Conference, Civil Service Employees Assn. art committee, and members of his committee have announced the final details of the Fifth Annual Art Show, to be held in the third floor gallery of the State Capitol, Albany, from January 3 to January 31—showing works of CSEA artists and members of their families.

Governor Rockefeller will formally open the show immediately after his address to the Legislature as the body convenes for the deliberations of the 1968 session. As in previous years, the exhibition is open to the public during the hours the building is open, and there is no admission charge.

Prizes will be awarded in both professional and amateur classes and judges will include Rudy Hel-

mo, Betty Warren, both widely known area artists, and George Cole, curator, Albany Institute of History and Art.

In addition to Governor Rockefeller, the guest list includes Mrs. Rockefeller, Lt. Governor Malcolm Wilson; the Majority Leader; the Minority Leader; the mayors of Albany, Schenectady and Troy; the heads of all the State agencies; CSEA president Dr. Theodore C. Wenzl, and Capital District Conference president Max Benko. A short reception will take place after prizes have been awarded.

Becker is assisted by Estelle Rogers, Law Department; Mary M. Masterson, Office for Local Government and Harry Applebaum, Office of General Services, who compose the Hospitality Committee; Alfred H. Hallenbeck, Superintendent of the Capitol Building; Joseph Hoffman, of the staff of the Majority Leader, and Lt. John Nabors, of the Capitol Building Police. Also Matt Lorusso, Department of Transportation, catalogue; Margaret Fleming, Conference second vice president, invitations and May M. De Seve, publicity and public relations.

## Computer Jobs

There are many openings for computer technicians and computer operators with the U.S. Government in the Washington, D.C. area and a few in foreign countries and in various areas of the U.S. These positions have a starting salary of \$5,331 per year up to \$7,696 per year.

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

# Nine Top State Police Promotions Announced

ALBANY—State Police Superintendent William E. Kirwan has announced nine new promotions, including the designation of Major John C. Miller, commander of Troop D at Oneida, to the rank of chief inspector.

As chief inspector, he will receive a salary of \$17,220 a year. He is a graduate of the Federal Bureau of Investigation National Academy and the Harvard Homeland Seminar.

Other promotions include the designation of two new majors, two inspectors, two captains and two lieutenants.

The new majors are Raymond M. Rasmussen and Robert E. Sweeney, both now inspectors on the Division Headquarters staff at Albany. The salary is \$14,000.

Major Rasmussen will assume the command of Troop D. Major Sweeney will be in charge of the Traffic Section at Division Headquarters, filling a vacancy left by the recent retirement of Major Harry B. Nelson.

Advanced to the rank of inspector are Saverio A. Chicco and C. Richard Sampson, who will replace the two new majors. Inspector Chicco most recently has been a captain in charge of operations of the Bureau of Criminal Investigation at Troop G, Loudonville. Inspector Sampson comes to Albany Headquarters from Troop K, Hawthorne, where he supervised Troop BCI activities.

Two new captains are Arnold L. Bardoss, who has been a BCI lieutenant at Division Headquarters, and Clayton Snook, who has been a lieutenant in the Traffic Section at Albany Headquarters.

In his new rank, Captain Bardoss will be in charge of BCI operations for Troop G. Captain Snook goes to Troop A Headquarters at Batavia, replacing Captain James A. Cerino, who is be-

ing transferred without a change in rank to assume charge of the BCI operations in Troop K.

Sergeant Ralph A. Tipple, now at Division Headquarters, is being promoted to lieutenant and will be in charge of the Motor Vehicle Inspection Unit. He will assume the duties performed by Lt. Robert F. Orr, who is being transferred to the Traffic Section, replacing Captain Snook.

The second new lieutenant is John B. Sullivan, a senior investigator in the BCI at Division Headquarters. He takes over the duties formerly handled at Division Headquarters by Captain Bardoss.

## Flaumenbaum Called Militant Leader

ALBANY—Irving Flaumenbaum, second vice president of the Civil Service Employees Assn. and president of the Nassau County chapter, has been written up by Newsday, a Long Island daily, as a "militant" labor leader.

In a special column, Flaumenbaum was quoted as a firm believer in public demonstrations.

He will start the New Year with an appearance before the Nassau County Board of Supervisors to win increased benefits for county workers and sole bargaining recognition for the CSEA.

In a recent meeting with the Nassau County Welfare Commissioner Joseph Barbaro, he won a pledge for hiring of 20 new welfare case workers.

# Social Work Supervisors; \$9,500

The City is seeking social work supervisors at \$9,500. Candidates may file between Dec. 7 to Dec. 27 for the Feb. 22, 1968 written exam for appointment.

Applicants must have a master's degree in social work and two years experience. The normal citizenship requirement has been waived for the position.

If appointed, candidates will supervise a group of social workers or serve as a medical social work consultant in a social services center.

Applications and further information may be obtained from the Application Section of the Department of Personnel.

## Milito Elected By Nassau Hospital Unit

FARMINGDALE—The Nassau Hospital for Pulmonary Diseases unit of the Nassau chapter, Civil Service Employees Assn., has elected Leo Milito president.

The three-month-old unit also chose: Gordon Knott, vice president; Ruth Spielman, treasurer; Frances Kubisa, secretary, and Frank Russomano, sergeant-at-arms. Directors, each representing one of the divisions of employment, are: Mrs. Ann Godfrey, Mrs. Edith Nesk, Mrs. M. Bock, Mrs. Mary Knott, Mrs. Inz Bachmann, John Swenson, Mrs. Emily Reidy, James Wicks, James Grogan and H. Hoffman.

## Jurgens Named

ALBANY—Albert D. Jurgens has been named director of a new office for the State Commerce Department to be located in San Juan, Puerto Rico. He will receive \$18,000-a-year. He recently was chief of the department's Western Hemisphere Section.

The office will seek to promote trade in Latin and South America, which State Commerce Commissioner Ronald Peterson predicts will remit millions annually.

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# CSEA Wins Fight To Ease Nassau Caseworker Load

(From Leader Correspondent)

MINEOLA—Nassau Social Services Commissioner Joseph S. Barbaro last week agreed to a crash program of hiring designed to meet the protest lodged by the Nassau chapter, Civil Service Employees Assn., against the overworking of caseworkers.

Following a meeting with Nassau chapter president Irving Flaumenbaum, Barbaro announced he would hire 19 new caseworkers by Jan. 5 and 20 more by the end of January. The balance to fill 74 unstaffed positions "will be hired as early as possible," the commissioner promised.

Flaumenbaum, who had made an impassioned protest before the county board of supervisors and later won the attention of the press to the plight of social service caseworkers, said he was "satisfied that the department is going to try harder." However, Flaumenbaum warned, "The real proof of the pudding will be how many he hires in how short a time."

Flaumenbaum had dramatically portrayed the tumbling morale and threatened mass resignations sweeping the Social Services Department. Caseworkers, he said, were carrying up to double the number of cases recommended by the State Social Services Department.

Flaumenbaum produced former employees who said they had resigned because of overwork.

In addition, Flaumenbaum arranged monthly meetings with Barbaro to discuss caseloads and other employee problems.

# CSEA Completes Negotiations For Broome County Aides Gains 7 Requested Benefits

(From Leader Correspondent)

BINGHAMTON—The Broome chapter of the Civil Service Employees Assn. received approval of seven out of eight requests for increased benefits for county employees last year.

New benefits that will take effect this month, all at the request of the CSEA chapter, are these:

- A new system of payments for health insurance equivalent to the State program. An employee's health insurance will be fully paid, compared to 50 percent payment by the county this year. The county will increase its contribution for health insurance for dependents from 35 to 50 percent.
- Each employee, for the first time, will have a fully-paid \$2,000 life insurance policy.

• Accumulated sick leave will be used to extend health insurance coverage after retirement.

• Longevity increments (13 and 21 years) will be paid on the pay day following an employee's work anniversary. Until now increment payments were based on the first complete calendar year worked by the employee.

• Longevity increments will be paid over and above the minimum starting salary for each grade. Some workers in the past have, in effect, lost their longevity increments when they were promoted into new grades.

• The county has complied with a CSEA request for a salary and job evaluation by including \$25,000 in the 1968 budget for the study. It will be done by an independent firm.

• County officials have agreed to a new plan that would give vacation time based strictly on an employee's work anniversary date. Details of the plan are still being formulated.

The eighth CSEA request, for a general pay increase, was turned down, although nearly all county workers received regular six percent increments. About 330 employees also received special raises.

John E. Herrick, chapter president, said he had received assurances from county leaders that the job evaluation will be started early next year "so we can get information based on the study in time for use when we present our 1968 contract."

# Ontario Chapter Petitions State PERB To Certify CSEA As Sole Bargainer

(From Leader Correspondent)

CANANDAIGUA—Impatient with repeated failures of the Ontario County Board of Supervisors to take any action under the Public Employees Fair Employment Act, the Ontario chapter, Civil Service Employees Assn., recently petitioned the State Public Employment Relations Board to certify it as the sole and exclusive bargaining agent for the County's 280 employees.

"What is particularly disheartening to us," said past president Frank A. Christian, "is that we have well in excess of 60 percent of the employees represented by our chapter and no other organization has even a single member. Since last May, we have had numerous meetings, public and private, with the Supervisors and on two occasions our field representative has appeared before the Board of Supervisors attempting to have us designated as the bargaining agent but all our efforts have been fruitless," explained Christian.

Newly elected president, Frank G. Talomie, Sr., told The Leader that in the latter part of August the chapter sought recognition and also requested that the Board of Supervisors enter into informal negotiations for 1968. The Board never responded to the chapter's request.

On Sept. 21, the chapter formally requested recognition in accordance with the provisions of the law and asked, once again, that the County enter into negotiations "in the true spirit" of the "fair employment act."

On Sept. 28, the salary, budget and finance committees of the Board of Supervisors, in a joint correspondence, indicated that recognition of the chapter was denied. Meanwhile, the Board acted unilaterally on salary and fringe benefits without ever seriously discussing their activities with the CSEA—which created even further unrest.

"I honestly don't know what more we can do at the local level," said Talomie. "We have done everything in accordance with the law and have received little cooperation. Our members demanded that we take this to the State board."

Under the "Fair Employment Act" and under the rules and regulations of the State Public Employment Relations Board, Talomie said, an employer can recognize a bargaining agent if the employee organization can prove it represents a majority of the employees—which the Ontario chapter already has done. Moreover, if an employer denies recognition, as in this case, within 30 days the employee organization can petition the State Board to step in and extend certification. Even though the Board of Supervisors could have exempted themselves under sections 206 and 212 of the law, which they did not do, they still could have extended recognition voluntarily and also could have negotiated a contract, on behalf of their employees, for 1968—as countless public employers throughout the State are doing.

Commenting upon this recent chain of events, John J. Ray, field

representative, remarked: "In instances perfectly exhibited here where a public employer is assuming a posture fashionable during the post-Civil War era, we can readily comprehend why there is sometimes grave labor unrest among many public employees. We have tried and tried hard and we will be relentless in our efforts. Our members cannot and would not strike, but where can we turn to after all our administrative avenues have been exhausted? We fully expect and ardently trust that the State board will promptly resolve this certification dispute and permit us to get on with the unfinished business of extending to our members the advantages of this historic law."

# Buffalo Chapter Holds Dinner; Aids Charity

BUFFALO—The City chapter of the Civil Service Employees Assn. held their annual Christmas Dinner-Dance at the Hearthstone Manor Dec. 15. About 200 attended the gala affair. Our president, Mary Cannell, presented special plaques to our honored guests, John Hennessey, State Treasurer and Grace Hillery, State representative of the Department of Labor.

A special collection was taken under the committee chairmanship of Winston Churchill and about \$45 and some toys were donated. This amount will be matched by the Buffalo chapter and divided between the Courier-Express "Good-Fellow's Fund" for various toys for the poor and the Buffalo Evening News "Crippled Children's Summer Camp Fund." This was an excellent beginning for a planned continuous Charitable Fund.

# Huntington Gives CSEA Exclusive Recognition

(From Leader Correspondent)

HUNTINGTON—CSEA, which has won exclusive recognition in the Suffolk County service and Towns of Riverhead, Smithtown and Islip, last week added the Town of Huntington.

Exclusive recognition covers 500 Huntington employees, more than three-quarters of whom belong to the Huntington Town unit of the Suffolk chapter, CSEA. A number of school and other subdivision units have also won exclusive recognition. Chapter officials said further recognitions are expected shortly.

# Mrs. Rothstein Retires

ALBANY—Mrs. Betty Rothstein has retired after 15 years of service with the Bureau of Construction in the State Labor Department. She was presented a gift and check from the Civil Service Employees Assn. chapter at a farewell luncheon of bureau employees.

# Eligible Lists

## SR KEY PUNCH OPER.

1 Bullock M Bayona	98.2
2 Schumaker B Schenectady	97.3
3 Casaro A Schenectady	97.1
4 Hackett S Lake Luzerne	96.9
5 Heenan M Schenectady	96.8
6 Pasquariella J Schenectady	96.6
7 Wilber M Schenectady	95.6
8 Crowley A Albany	94.5
9 Hession A Tonawanda	94.3
10 Rappalano M Albany	94.2
11 Opaton L Schenectady	94.0
12 Frankon J New Baltimore	93.9
13 Morton E Schenectady	93.1
14 Backer E Schenectady	92.6
15 Couture M Cohoes	92.2
16 Hoffman K Averill Pk	91.9
17 Mattice E Schenectady	91.3
18 Stanton B Schenectady	91.5
19 Turner N Schenectady	90.8
20 Snow V Delanson	90.7
21 Szmyr R Cohoes	90.6
22 Gardner J Scotia	89.9
23 Danilovich D Johnstown	89.8
24 Kerr C Schenectady	89.5
25 Sorel B Schenectady	89.4
26 Hotulmez M Selkirk	88.8
27 Smith M Albany	88.5
28 Gault E Schenectady	88.4
29 Dauchy J Oneonta	88.3
30 Griffin R Genesee	88.3
31 Conroy A Albany	88.1
32 DeAngelo L Schenectady	88.0
33 McGarrhan V Schenectady	88.0
34 Lowe E Mechanicville	88.0
35 Nelson N Averill Pk	87.7
36 Lyle M Schenectady	87.5
37 West E Oswego	87.4
38 Lester I Troy	87.4
39 Corsi R Dunkirk	87.0
40 Rudenmacher N Schenectady	87.0
41 Guyon D Schenectady	86.8
42 Gaudis S Schenectady	86.7
43 Wells R Waterford	86.5
44 Savage J Albany	86.4
45 Godek L Scotia	86.3
46 O'Keefe G Greenville	86.2
47 Fisher A Albany	86.2
48 Wright J Schenectady	86.1
49 Grierre W Albany	86.0
50 Maloney J Watervliet	86.0
51 Pearce M Albany	85.9
52 Kullback M Schenectady	85.4
53 Johnson D Mechanicville	85.4
54 Quatro A Cortland	85.3
55 Thomas B Schenectady	85.0
56 Varenas J Bayona	85.0
57 Henderson N Schenectady	84.9
58 Filuta G Schenectady	84.7
59 Rodwell A Delanson	84.7
60 Heleba W Albany	84.6
61 Clapper C Fulton	84.0
62 Fontaine M Albany	84.0
63 Lawrence E Schenectady	84.0
64 Albert A Schenectady	83.8
65 Hazlip S Troy	83.8
66 Sherman S Troy	83.7
67 Labrie B Rensselaer	83.7
68 Henderson C Schenectady	83.7
69 Sokalski S Schenectady	83.6
70 Murray M Ballston	83.6
71 Nolan M Schenectady	83.6
72 Kitchner P Albany	83.6
73 Chanza A Averill Pk	83.6
74 Green D Amsterdam	83.6
75 Kilmer C Schenectady	83.5
76 Labonte D Schenectady	83.4
77 Keator C Ballston	83.3
78 MacDonnell V Schenectady	83.2
79 Fuchs C Amsterdam	83.1
80 Lattin J Schenectady	83.1
81 Porter J Albany	83.0

82 Bradt G Schenectady	82.5
83 Kastner J Stockport	82.5
84 Myer F Schenectady	82.3
85 Paniga N Schenectady	82.2
86 Smith B Schenectady	82.2
87 Riekes M Albany	82.2
88 McGaffin M Waterford	82.2
89 Nicotera N Schenectady	82.2
90 Hutchinson B Rensselaer	82.1
91 Finn M Troy	82.0
92 Roble J Schenectady	81.9
93 Wheeler F Troy	81.6
94 Pagano J Watervliet	81.5
95 Lebeau J Schenectady	81.0
96 Suto S Delmar	81.0
97 Smith S Albany	81.0
98 Lurie F Schenectady	80.8
99 Chlopecki P Scotia	80.8
100 Murray P Ballston	80.8
101 Orsway J Hornell	80.6
102 Ware V Fulton	80.5
103 Henderson J Albany	80.3
104 Arndt H Rotterdam Jct	80.3
105 Stallmer K Troy	80.3
106 Martin C NYC	80.3
107 Lecce M Schenectady	80.2
108 Marhafer B Scotia	80.1
109 Anziano J Albany	80.0
110 Pangburn B Schenectady	79.5
111 Butler H Bldg	79.5
112 Lee J Schenectady	79.4
113 DeGallo E Schenectady	79.3
114 Murray B Troy	79.3
115 Sykes E Schenectady	79.3
116 Cater E Schoharie	79.3
117 Ibarra P Greenbush	79.1
118 Mudra M Schenectady	79.1
119 Fero J Waterford	79.0
120 Heim E Niverville	79.0
121 Bethmann F Schenectady	78.9
122 Dobski F Schenectady	78.7
123 Nolan M Albany	78.7
124 Tansy M Watervliet	78.6
125 Horsey D Flushing	78.4
126 Gardner B NYC	78.0
127 McClure H Troy	78.0
128 Sullivan D Schuylerville	78.0
129 Greenlee A Schenectady	77.9
130 Gauger M Schenectady	77.8
131 Stillman B Albany	77.8
132 Szuplat G Amsterdam	77.7
133 Zolad G Schenectady	77.7
134 Pilsifer P Albany	77.6
135 Warner T Albany	77.6
136 Brunley B Amsterdam	77.6
137 Collandra M Rensselaer	77.5
138 Antalek S Altamont	77.5
139 Capello L Schenectady	77.0
140 Wrobel J Cohoes	76.5
141 Lemay D Schenectady	76.4
142 Depalma D Amsterdam	76.4
143 Stander R Gloversville	76.4
144 Stack J Troy	76.3
145 Pearson E Watervliet	76.3
146 Samascott R Albany	76.3
147 Zobre E Rensselaer	76.3
148 Hood S Albany	76.2
149 Hicks H Cohoes	76.2
150 Rathje E Richmond Hls	76.1
151 Vitalius A Troy	76.1
152 Brown L Johnstown	76.1
153 Jewett E Schenectady	76.1
154 Porter L Schenectady	76.1
155 Maeri L Albany	76.0
156 Pollimeron A Albany	76.0
157 Pisarczyk M Amsterdam	75.9
158 Clemens M Rensselaer	75.9
159 Abrams H Schenectady	75.9
160 Jenkinson C Scotia	75.6
161 Crybosh M Schenectady	75.6
162 McElroy M Albany	74.9
163 Eisler E Castleton	74.9

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2 Tiede R Wolodbury	99.50
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4 Taunbaum E Scarsdale	95.00
5 Stivala T Plainview	83.00
6 Vazquez M Westbury	83.00

## SR LAB WORKER

1 Bauer D Buffalo	82.1
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## SR LAB WORKER

1 Morawski R Schenectady	77.6
2 O'Keefe J Albany	75.9

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2 Baka H Buffalo	78.9



# Employees Blood Program To Affiliate With Blue Cross Community Plan

ALBANY—More than 200,000 State and local employees in the 17 county greater New York area will receive expanded benefits from the affiliation of the State employee Blood Program with the Blue Cross Community Blood Program, according to Erska H. Poston, president of the State Civil Service Commission.

"Under this new program, all State and local employees enrolled in the State health insurance plan will be eligible for an unlimited number of blood transfusions at no cost whatever," Mrs. Poston said. "In addition, an employee's spouse, unmarried children, parents, grandparents, parents-in-law and grandparnts-in-law will also qualify for free blood replacement."

"I encourage all employees to donate to this new blood program to assure a plentiful supply of all blood types for any emergency," Mrs. Poston said. "Donations may be made at approximately 40 fixed locations in the greater New York area, and, in addition, bloodmobiles will stop at or near places of employment." Mrs. Poston said that 90 percent of donations under this program will be designated for exclusive use of State and local employees in the blood program. The remaining 10 percent will be earmarked for community needs.

"The State Health Insurance Program will no longer make money payments for blood used in transfusions when this blood can be replaced," Mrs. Poston noted. "We must rely on the good will of employees to come forward when the call goes out for donations. Anyone who cannot donate for medical or other will be considered a donor anyway and will still qualify for free blood transfusions for himself and his covered dependents."

## Liuzzi Won Award

ALBANY—Celia G. Liuzzi, a senior stenographer with the State Thruway Authority, has won a \$120 cash award for her suggestion that the names of the top brass of the superhighway be omitted from routine Thruway forms and letterheads.

Thruway Chairman R. Burdell Bixby approved the suggestion presenting the award in person.

It is estimated that by eliminating the names of top Thruway executives from routine forms as much as \$1,200 a year can be saved.

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ward when the call goes out for donations. Anyone who cannot donate for medical or other will be considered a donor anyway and will still qualify for free blood transfusions for himself and his covered dependents."

The Employee Blood Program in the greater New York area now covers State and affiliated local agencies in the five boroughs of New York City, and the following counties: Columbia, Delaware, Dutchess, Greene, Nassau, Orange, Putnam, Rockland, Suffolk, Sullivan, Ulster, and Westchester.

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# Rockefeller Message To New Legislature

(Continued from Page 1)

might not be sent to lawmakers until the end of the session.

If no final decision is reached on the amount before the Governor delivers his annual budget message Jan. 16, officials pointed out that the appropriation would have to be included in the State's supplemental budget, which is one of the last items to be taken up by the Legislature before adjournment.

In this event, The Leader was informed that the Governor planned a special message to the lawmakers requesting approval of the pay hike.

Because of the uncertainty over progress of talks between the Administration and the Civil Service Employees Assn. over its demands for a 20 percent pay raise, the timing of the Governor's request for a State salary increase has not been set.

## April 1 Target

The Leader also learned that the Administration was hopeful of making any pay raise effective April 1, the start of the State's new fiscal year, but this would depend on how long the Legislature stayed in session and when it acted on pay legislation.

The Governor will ask the Leg-

islature to cooperate in a program to produce a broader Career Development Program in State service including a wider range of entrance level positions.

He also will call for expanded in-service training programs so State workers can qualify for advancement.

One point to be made by the Governor will be a request to develop career ladders in State service so that no employee need face a dead end job if he is willing and able to complete the necessary training for promotion.

Only last week, Rockefeller asked all State department and agency heads to send his office a list of all vacant, exempt and non-competitive positions by Jan. 15 "so that we may assist in obtaining qualified applicants willing to compete for these positions."

He asked the departments to survey their own staff for employees "who may now be qualified for higher level positions and see that they are made fully aware of promotional opportunities."

## Equal Opportunities

Government Rockefeller will tell the lawmakers that all must be done to promote equal opportunity

in State employment.

Among the steps recommended are:

- An expanded effort to recruit minority group members for competitive and non-competitive jobs, particularly in administrative and professional areas;

- A concerted effort to evaluate the capability of current employees who, through experience and/or training, are qualified for immediate advancement.

The Governor proposes a study of testing procedures, particularly in relation to their ability to measure true skills, and he proposes passage of new legislation to permit inclusion of racial data on employment forms "to provide the basis for a meaningful analysis."

## Jefferson Co. CSEA Gets 3 Percent Hike

Jefferson County employees, represented by the Jefferson chapter of the Civil Service Employees Assn. have voted to accept a three percent pay raise with larger increases in the lower paid public works jobs.

The pay raise offer resulted from chapter salary committee negotiations. The CSEA was represented by the president of the chapter, Raymond C. Pacific.

In addition, the board of supervisors has agreed in the negotiations to pay part of workers' retirement costs.

## North Hempstead Reaffirms Exclusive CSEA Recognition

MANHASSET—Exclusive recognition under the Taylor law has been won by the North Hempstead Town unit of the Nassau chapter, Civil Service Employees Assn.

CSEA had been formally given exclusive recognition last March, but gained a restatement of the recognition in order to conform with the provisions of the Taylor law. The recognition, affecting 435 town employees, was voted by the town board last Dec. 19.

CSEA tallies more than 90 percent of the town employees among its members.

Similar actions are awaited in Nassau's two other townships and in the county service, according to chapter president Irving Flaumenbaum.

Earlier, the Village of Massapequa Park had also renewed exclusive recognition to conform to the Taylor law, along with the Village of Lynbrook.

## Binghamton Unit Gains Recognition

BINGHAMTON—The Non-professional Employees of the Binghamton School System unit of CSEA was recognized on Dec. 5 by the Binghamton Board of Education as the sole bargaining agent for the secretarial, custodial and cafeteria employees with the Binghamton School System.

Pass your Leader on to a non-member.

# CSEA Attacks Thruway On New Bargaining Units

(Continued from Page 1)

proposal by the unions to split up Thruway workers into three bargaining units instead of one unit strongly endorsed by CSEA. Initially, the employees would be broken up into bridge painters, toll and maintenance personnel and clerical workers. The painters unit would be comprised of only about 35 employees, while a major portion of the employees would be in the toll collectors and maintenance personnel group.

A CSEA official warned that further union dealing could result in an even more divided pie whereby the Teamsters would grab the toll collectors and Council 50 the maintenance people. The unions would leave their members in both categories in a lurch in order to get a piece of the action, he stated.

"We are not in agreement with the unit proposed by the Authority in that it deprives several hundred workers of any representation," said Dr. Theodore C. Wenzl, CSEA, president, "but it certainly follows the more logical pattern of a single, unified bargaining unit. The single unit is the most orderly, the most effective, and the strongest type of representation. We have proved this time and again. Fragmentizing of the sort in the wind would weaken the entire bargaining structure and cause confusion, all to the detriment of the Thruway employee—not the unions. We represent the overwhelming majority of Thruway workers now and advocate a single unit."

## Dues Hungry

"We do not want the type of elections which the unions are trying to railroad in," said Joseph D. Lochner, CSEA executive director. "The unions, knowing they can't get all of the action because of their small memberships, are willing to settle for a small slice—in other words—dues. Effective representation would be nonexistent."

CSEA also assailed the Thruway Authority, for its evasiveness and excuses in failing to recognize a bargaining agent for Thruway workers. The Authority pointed out that it was unable to determine which organization was the choice of the majority of the employees because a certain employee organization did not want to meet on the matter and asked PERB to make the choice.

Dr. Wenzl said "we have approximately 1,700 Thruway workers paying dues to us through payroll dues deduction. The last clearly states that dues checkoff evidence is the first criterion for recognizing a bargaining agent. The Governor used this evidence as the basis for recognizing CSEA as the bargaining agent for the majority of State workers, yet the Authority chose to ignore the conclusive proof we submitted and got out from under by going to PERB."

## Obligation To Workers

CSEA has asked William E. Tinney, Thruway assistant executive director for employee relations, to furnish it with detailed information concerning all personnel on the Thruway payroll above grade 14 who are not included in the negotiating unit.

The Employees Association, represented the fact that the Authority did not consult with interested employee organizations before determining the structure of the bargaining unit. It had an obligation to its workers who belong to employee groups, said Lochner. The Authority's excuse was that one of the groups—not CSEA—refused to meet with them.

## All-Hawaii Tour Offered First Time

An all-Hawaii tour is being offered for the first time to members of the Civil Service Employees Assn. and their immediate families and the tour will include several features available only to CSEA participants.

The 16-day tour will leave New York on April 6 and return there on April 21. The price of only \$559, plus tax, includes a stay at the Reef Tower Hotel on Waikiki Beach, visits to the islands of Maui and Hawaii; the free use of a Kodak "Instamatic" camera while in Hawaii; champagne reception; tour of Pearl Harbor and other sightseeing.

For CSEA members only, there will be a free bottle of liquor provided in every room plus unusual surprise gifts.

Because this offering occurs during the Easter holidays the amount of space available is strictly limited and cannot be exceeded so early bookings are advised. Write to Mrs. Julia Duffy, P.O. Box 43, West Brentwood, L.I., New York, 11717—telephone (516) 273-8638.

## Sunmount State School Director Is Honored By Chamber Of Commerce

TUPPER LAKE—Dr. Oleh M. Wolansky, director of Sunmount State School, was honored at the annual Chamber of Commerce dinner here recently at the Tupper Lake Country Club, when a plaque, suitably inscribed, was presented him by Zigmund Fraczek, Chamber president.

The award was accepted by Dr. Wolansky with a tribute to the "dedicated efforts" of the officers and employees at Sunmount which he credited for the strides made in its two years of operation. Sunmount State School has already shown what it can do in the field of mental hygiene and is recognized as one of the State's best, he said, evidence of which is the State's readiness to meet and top its budgetary demands.

In 1965-66, Sunmount had a \$1,345,000 budget, which jumped to \$2,453,013 in 1966-67 and \$2,744,088 in 1967-68. The projected budget for the next fiscal year is \$3,277,890, Dr. Wolansky reported.

In September 1965, the school

opened with 406 authorized positions, 221 of which were filled by personnel remaining from the VA operation. By Sept. 1, 1967, the roster had climbed to 425 and April 1, 1968 is expected to see 437 authorized positions at Sunmount.

Dr. Wolansky reported that 19 units are operating at Sunmount, serving five northern counties and capable of dealing with any problem in the field of mental retardation. There are 510 beds—270 for male and 240 for female patients, and 542 reservations; 110 are enrolled in the Sunmount school program and more young and educable school children are expected. The director forecast a bright future for Sunmount in which it is hoped to expand its services to all five counties.

## Civil Service For Deputies

BUFFALO—Sheriff B. John Tutuska, who supervises the largest sheriff's department in the State in Erie County, wants civil service status for the 152 deputies on his force.

Sheriff departments in the State have been a traditional source of political patronage.

"It is time that we move into civil service somewhere," Sheriff

## Payne Retired

ALBANY—Dr. Albert V. Payne has retired as president of the Mohawk Valley Community College in Utica.

Tutuska said in a letter to Donald M. Neff, Erie County personnel commissioner, "because I am losing qualified men to the State police and other agencies."

He told Neff to "take whatever steps are necessary for the transfer of deputies into the civil service."