

Civil Service LEADER

America's Largest Weekly for Public Employees

Capital Conference Meeting

See Page 3

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FC 5822

Vol. XXIX, No. 40 Tuesday, June 11, 1968 Price Ten Cents



ULSTER AGREEMENT — Seen here as the final stamp of approval was put on recognizing the Civil Service Employees Assn. as the bargaining agents for Ulster County employees are, from left, Joseph P. Dolan, CSEA director of local government affairs; Peter J. Savago, chairman of the Ulster County Legislature; Robert P. Brown, president of the Ulster County Unit of CSEA, and James E. Graham, CSEA area field representative.

Ulster County Chairman Denies Recognition Lag For Employees Association

(Special To The Leader)

ULSTER COUNTY—"I was extremely annoyed to read the charges which were contained in the Civil Service Leader on May 7, 1968.

"These charges which were attributed to Legislator Martorana were untrue and certainly did not give the factual situation as it existed. If Martorana had checked with the County Attorney or CSEA, or if CSEA representatives had checked with its attorney, Ward W. Ingalsbe, Jr., they would have found the county wished further evidence upon the advice of the County Attorney."

These were the words of Peter J. Savago, Chairman of the Ulster County Legislature, in response to an article which had appeared in The Leader last month.

At the May 9th meeting of the Ulster County Legislature Resolution No. 101 of 1968 was unanimously adopted. This resolution determined the negotiating unit of Ulster County employees to be comprised generally of all county employees, exclusive of all elected and appointed officials, department heads, and

part-time employees. Resolution No. 102, adopted at the same meeting, recognized the Civil Service Employees Assn., Inc., as the sole and exclusive bargaining agent for the employees of the County of Ulster.

In Contact

Savago stated that, "as early as August, 1967, CSEA was in contact with me and the County Attorney. At that time they stated that they represented a majority of the county employees. County records did not indicate this and we made further inquiry of CSEA asking them to furnish any additional evidence they had as to membership so that the county could properly consider the proposal made by CSEA. It was not until late February of

(Continued on Page 3)

Exams Postponed

ALBANY—All State and local government civil service examinations scheduled for Saturday, June 8 were postponed in observance of the period of mourning for Senator Robert F. Kennedy.

The 3,000 candidates scheduled to be tested on that date will be tested on Saturday, June 15 at the times and places originally planned.

Correction

In reporting on sponsorship in the Legislature of the 20-year retirement bill, The Leader inadvertently referred to Sen. Ronald B. Stafford (R-Peru) as an Assemblyman.

Also left out by mistake were the two Assembly sponsors: Victor O. Waryas (D-Poughkeepsie) and Harold W. Cohn (D-Brooklyn.)

CSEA's Great Victory

Rockefeller Signs 1/60th Retirement Law; Permissive For Local Governments Now

ALBANY—Governor Rockefeller last week signed into law the new 1/60th pension bill negotiated last March by the Civil Service Employees Assn. which guarantees at least half pay to State employees upon retirement age 55 after 30 years service.

The bill, which passed both houses of the Legislature in mid-May, received the Governor's approval 79 days after it was ratified overwhelmingly by CSEA delegates at a special meeting in Albany.

The new law also makes it permissive for local public employers and State authorities to adopt the same plan. CSEA leaders revealed that as soon as the bill had been signed, strong appeals were made to the Thruway, East Hudson Parkway and State Bridge Authorities asking that the new benefit be extended to their employees.

Many local governments in the State already provide the 1/60th retirement plan, but as was the case with the former State plan, retroactivity goes back only to 1960.

Half-Pay Guaranteed

The most significant part of the new retirement plan—extending its retroactivity to 1938—erases a long-standing disparity in computing the pension formula for many older State employees, a CSEA official said. It means that many of these employees, who would not have been able to retire at half pay under their form-

er contributory plans, will be assured of at least that amount and even more, if they had contributed in excess of the normal contribution rate under the old

60-year plan.

Other factors which would give the retiree even more than half pay include (1) all contributions (Continued on Page 14)

— BULLETIN —

Expanded Pension Planned In Monroe

ROCHESTER—Monroe County Manager Gordon Howe, late Friday night announced that he would request the County Legislature to approve the 1/60th retirement system, retroactive to 1938, for the County's employees.

Speaking at the annual dinner and dance of the Monroe County chapter, Civil Service Employees Assn., Howe drew a standing ovation from the almost 1,000 guests when he made the announcement of his action.

Ratification of the county executive's request is expected on June 20, the date of the next meeting of the County Legislature.

"I hope to be able to say that Monroe County will be the first to grant this benefit made possible through permissive legislation signed into law by Governor Rockefeller a few weeks ago," Howe said.

CSEA Postpones Many Events In Tribute To Sen. Robert F. Kennedy

ALBANY—Out of respect to the late Senator Robert F. Kennedy, the Civil Service Employees Assn. postponed several meetings scheduled for last Friday.

Cancellations included the regular monthly meeting of the Board of Directors and meetings of the County Executive Committee, Statewide officers, and the Pension Committee. The latter group was rescheduled to meet today, while dates for the other sessions will be announced later.

Also postponed last Friday was a meeting between officials of CSEA and State Budget Director T. Norman Hurd to discuss reported impending budget cuts in the Department of Mental Hygiene. CSEA hopes to reschedule this meeting at the earliest possible date.

Mourning Expressed

In mourning the tragic death of the New York State senator, Dr. Theodore C. Wenzl, CSEA president, said: "An act of senseless violence has taken from our midst a young and vigorous leader

(Continued on Page 3)

Metro Conference Re-elects Jacobs

Randolph V. Jacobs, president of the Metropolitan New York Conference, Civil Service Employees Assn., was unanimously re-elected to that office for a second two-year term at a meeting of the Conference held recently in New York City.

Jacobs, who was re-elected in March to the presidency of the State Insurance Fund chapter and who is chairman of the Employees Association resolutions committee will be installed at a luncheon ceremony to be held on Saturday, June 29, at the Boardwalk Restaurant in Jones Beach.

The date is also the occasion of the conference's annual outing and the facilities of the beach, including bath house, pool and recreation areas, have been offered free to members on that day.

Other conference officers elected and to be installed are Jack Weisz, first vice-president; William Roberts, second vice-president; Michael Sewek, treasurer; and Adele West, recording secretary.

Don't Repeat This!

Groundswell Builds For Gun Control After RFK Slaying

IN the immediate aftermath of the assassination of Robert F. Kennedy the people across the nation rose up as if in a single voice to gain some measure of control over gun control.

The New York State Legislature (Continued on Page 3)



MEETING — Paul Kyer, editor of the Civil Service Leader, meets with Andrew Stein, Democratic-Liberal candidate from the 62nd Assembly District, who is sponsoring a petition to urge Governor Rockefeller to call a special session of the Legislature to pass a strong gun control law.

DON'T REPEAT THIS

(Continued from Page 1)

lost a golden opportunity to pass a law this past session when Governor Rockefeller urged that one be placed on the books.

The emotions following the tragic events in Los Angeles provided the impetus to the Congress to pass a weak bill, one which has been wasting away in Washington since before the assassination of President John F. Kennedy.

President Johnson's immediate response—which clearly reflects the feeling of the populace—was it is not good enough . . . that the Congress should tighten up the controls of manufacture and sale of firearms. He urged the states to institute stronger measures.

It must be obvious by now to all Americans that gun control legislation is the least we can do. It will help in some small way to end the wave of violence which

so destroys the fiber of our country.

Four months before President John F. Kennedy's life was ended in Dallas, Senator Thomas J. Dodd introduced a minimum gun control bill. Yet, we are now in 1968, and it took the death of Senator Robert Kennedy before Congress sent to President Lyndon Johnson a bill which contained only the weakest of firearms control.

But, as President Johnson so eloquently said, the legislation is far from adequate. The time must have come for Americans to demand a bill to end the traffic of deadly weapons. Last year, over 2 millions guns were manufactured and sold in the United States. There were 6,500 deaths by gunshot wound. There were 44,000 cases of aggravated assault by guns. There were 55,000 burglaries committed with the help of guns. Since the turn of this century,

one third more Americans have died at the hands of privately owned guns than at the hands of the enemy during war.

Americans can well ask themselves WHY we have waited so long for minimum protection. We are a nation who believes that laws are made for the good of all persons.

Petitions Signed

It is tragic and sad that another great leader had to give his life to gain a small first step and prod the people into action. Already thousands of persons have signed petitions being distributed by Andrew Stein, the Democratic-Liberal candidate for the 62nd Assembly, calling on Governor Nelson A. Rockefeller to hold a special session of the Legislature to continue his fight for stricter gun control legislation.

Others are signing gun control petitions as well. The White House has received thousands of telegrams calling for this legislation.

As a result, it is possible that New York will soon have a stronger law controlling the sale of firearms.

Friedman To Head Demonstration School

The Board of Education has appointed a new administrator for the Two Bridges Model School, District in downtown Manhattan.

Dr. Daniel Friedman will take over the temporary full-time appointment on June 17 at \$21,205 a year. Prior to that time he will serve two days a week at \$95 a day.

The Two Bridges Model School District is one of three special demonstration projects to develop new procedures for the effective decentralization of the school system. It embraces JHS 65 and Public Schools 1, 2, 42 and 126, Manhattan.

Dr. Friedman has been named by the District's Governing Board. He succeeds John A. Bremer, resigned.

Air Fare Only—\$125

4-Day Las Vegas Tour Set June 20

A four-day tour to Las Vegas is now open for booking by members of the Civil Service Employees Assn. Departure date is June 20 and the low price of \$189 will include round trip jet transportation, most meals, sightseeing and many extras.

Those who wish to purchase air fare only may do so for only \$125 for this tour. Las Vegas is only three hours drive from Los Angeles.

Space on this popular trip is quite limited and immediate application should be made by writing now to Sam Emmett, 1060 East 28 St., Brooklyn, N.Y., telephone (212) 253-4488.

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Published Each Tuesday
at 299 Lafayette St.,
Bridgeport, Conn.
Business and Editorial Office:
97 Duane St., New York, N.Y. 10007
Entered as second-class matter and
second-class postage paid, October 3,
1939 at the post office at Bridgeport,
Conn., under the Act of March 3, 1879.
Member of Audit Bureau of Circula-
tions.
Subscription Price \$5.00 Per Year
Individual Copies, 10c

Capital Conference Annual Meeting Set For Lake Luzerne, June 22

LAKE LUZERNE — The annual June meeting of the Capital District Conference, Civil Service Employees Assn., will be held at Hidden Valley Ranch here, on June 22nd, according to Margaret Fleming, second vice-president and program chairman of the Conference, at the recent meeting of the Conference held at the Ambassador Restaurant in Albany.

Max Benko, conference president, has arranged for a workshop featuring Norbert Zahn, CSEA educational director (with the subject this year to be "chapter problems." The workshop will present chapter presidents with an opportunity to present various chapter problems to the group for advice by Zahn and other experts as well as suggestions on procedures other officers have used to solve similar problems in the past.

In detailing the agenda for the day, Miss Fleming stated that registration would start at 9:45 a.m. on June 22. There will be a hostess corner adjacent to the registration desk where delegates and members will be provided with coffee and pastry prior to the start of the meeting at 10:30 a.m.

Luncheon will be served at 1 p.m. The afternoon has been left free so that members can enjoy the various recreation facilities offered by the resort. Dressing rooms will be available for clothing changes.

The cocktail hour will start at 6:30 and dinner will be at 7:30, followed by dancing and entertainment. The winner of the annual president's award will be announced at the dinner and the award will be presented at that time. Each year the executive council honors a conference member who has made a significant contribution to the conference work during the preceding year.

Conference members who wish to attend only the Saturday events may do so for a charge of \$11 covering the cost of the luncheon, cocktail party, and dinner, including taxes and gratuities. For those who plan to be present only at the dinner, there will be a charge of \$4.75, plus tax and gratuity.

Special rates will be available for members who wish to stay until Sunday. This special daily

rate will be in addition to the charge for Saturday's events. Reservations should be made as quickly as possible while there are still accommodations available.

Social arrangements are under the direction of Mrs. Mary K Hart, chairman of the social committee. The selection of the site of the meeting was from one of those recommended by the site committee.

Whitesboro School Aides Ratify 2-Year Contract

WHITESBORO — A new two-year salary contract with an estimated \$70,000 annual increase the first year for about 265 non-teaching employees of the Whitesboro school district was ratified recently at a membership meeting in the Whitesboro Parkway School.

More than 100 members of the Whitesboro non-teaching unit of the Oneida County chapter, Civil Service Employees Assn., unanimously approved the new pact by a show of hands after meeting for about an hour.

Stanley Briggs, chairman of the unit negotiating committee, and Harry Thompson, CSEA unit president, outlined details of the new contract that includes a cost-of-living index factor on the second year of the pact. The contract goes into effect July 1.

Salary adjustments include a 20-cent an hour increase for about 50 cafeteria workers and a 10 percent raise the first year for all

others in the non-teaching unit. The 10 percent hike is based on the present schedule and step.

School Business Administrator Robert E. Hertwig said increases for five non-teaching personnel categories amounts to \$60,823 the first year. The categories are:

Custodial workers, a \$20,823 increase; clerical workers, a \$15,411 increase; transportation (bus drivers and mechanics) employees, a \$21,604 increase; teachers' aides, a \$1,603 increase, and nurses aides, a \$1,650 increase.

Briggs said the increase for some 50 cafeteria workers totals about \$10,800 the first year. The cafeteria department in the Whitesboro school district is not included in the overall tax budget, Hertwig said.

CSEA Postpones

(Continued from Page 1) whose quest in life was to end divisiveness, remove the word 'poverty' from the American vocabulary and shape for this nation a future bright with hope, where youth would move forward with enduring recognition and respect for those who preceded them. For these highest ideals, he gave his life."

"We of the Civil Service Employees Assn. join with the peoples of the world in this hour of sadness in expressing our deepest sympathy to his widow, his children, and the other members of his family who have given so much to this nation while suffering the greatest personal loss," Wenzl said.

Wenzl also sent a personal message of sympathy to Mrs. Robert F. Kennedy in which he said, in part: "As he was to all Americans of good will, Senator Kennedy was close to the hearts of our entire membership, many of whom shared his unforgettable presence at a recent convention."

Silva Named to Council

Governor Rockefeller has appointed Luis Silva of New York City, as a member of the State Council on Youth for a term ending July 1, 1969.



CERTIFICATE — Dudley Kinsley, left, an officer of Nassau chapter, Civil Service Employees Assn., receiving certificate for meritorious performance from County Executive Eugene Nickerson. Kinsley was recently elected president of O.A.S. Unit of Nassau chapter.

Dutchess CSEA To Meet With County Officials On 1969 Budget Demands

(Special To The Leader)

POUGHKEEPSIE—Negotiators representing county employees are expected to present their demands for the 1969 Dutchess County budget at a meeting with county officials on June 19.

Ulster County Denies Recognition Lag

(Continued from Page 1)

1968 that we received a list of the county employees numbering 398, which indicated a majority of the county employees authorize CSEA payroll deductions. It came to our attention further that some employees had joined CSEA merely to take advantage of some insurance programs and for reasons other than collective bargaining. We therefore requested further proof that the CSEA membership had also designated CSEA as a bargaining agent. This request was not unusual and when it was complied with the resolution setting up a unit and recognizing CSEA were quickly passed. In other words, as soon as CSEA furnished us with the proof we requested, we established a unit and recognized CSEA.

"It is too bad that misinformation gave a different impression to any county employee or other reader of the Civil Service Leader."

Silberman Rests After Surgery In Albany Hospital

ALBANY—Bernard Silberman, chairman of the Committee for the Revision of the Constitution and By-Laws of the Civil Service Employees Assn. is recuperating at Albany Medical Center Hospital after undergoing a serious back operation.

Silberman is expected to remain in the hospital for another 10 days and then will be convalescing at his home for at least six weeks. He lives at 121 Ramsey Place, Albany.

Anyone wishing to send cards may address them in care of Mr. Silberman, Room E-608, Albany Medical Center Hospital, New Scotland Ave., Albany, N.Y., or may send them to his home.

This was confirmed June 4 by Ellis Adams, president of the Dutchess County Employees unit of CSEA. The date was established by County Executive David O. Schoentag "to discuss procedures and general ground rules pertaining to negotiations."

Representing the county government will be Woody N. Klose, county executive management assistant; Commissioner for Finance Robert A. Williamson; County Attorney William V. Welch and Commissioner of Personnel William P. Schryver.

For CSEA

Representing CSEA will be Edward J. Gusty, CSEA collective bargaining specialist; James Graham, CSEA field representative; Adams and three others chosen from among CSEA members in various county departments.

Schoentag said the target date for agreement between the government and CSEA is Sept. 1. He said the 1969 preliminary budget must be submitted to the Board of Representatives by Nov. 10.

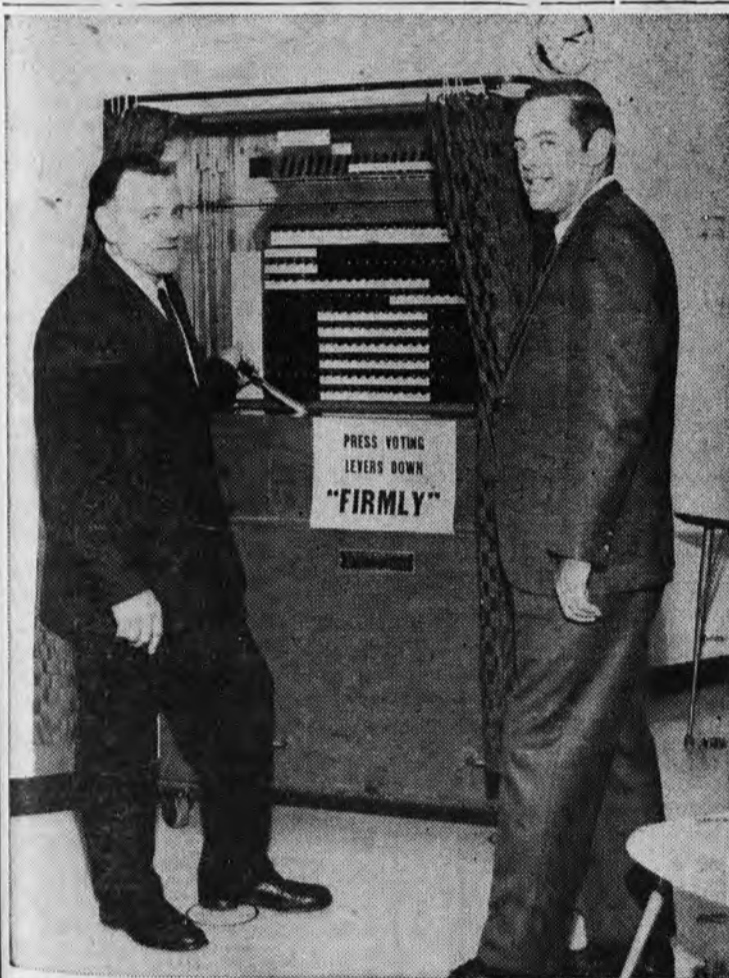
This year marks the first time that county employees will be represented in formal union negotiations. It is the result of the State's Taylor Law which permits public employees to organize. The CSEA was recognized as the official bargaining agent for county employees by the Board of Representatives earlier this year.

Pilot Licenses

Post-Korean Conflict veterans who already have pilot's licenses may receive 90 percent of the cost of their training to get a commercial pilot's license from the Veterans Administration. One month of their eligibility under the G.I. Bill will be used for each \$130 paid under this program.

Patterson Reappointed

A. Holly Patterson of Hempstead, has been reappointed by Governor Rockefeller as a member of the Long Island State Park Commission.



GILLERAN ELECTS — John W. Raymond, president of CSEA's George T. Gilleran Memorial chapter, Department of Transportation, is about to vote in the annual chapter election at the State Campus in Albany. John A. Conoby, CSEA field representative, looks on. Raymond said Gilleran chapter is the first in the Albany area to use official voting machines for an election.

June Has Special Holidays For Some

New York City's public schools will be closed to pupils during some days in the month of June. All schools in Brooklyn and Queens were closed for both pupils and staff on June 6 in honor of Anniversary Day marking the 162nd anniversary of the founding of the Brooklyn Sunday School Union. The holiday is mandated by State law in the two boroughs. Schools in Manhattan, the Bronx and Richmond were open as usual on June 6. Elementary school pupils will be dismissed at noon on Thurs.

June 20.

Intermediate and junior high school students will be dismissed on the afternoon of June 20.

High schools will dismiss their students for half the school day on Fri., June 21 and on Mon., June 24.

The last day of the school year is Fri. June 28.

Sales Store Jobs Open In N.Y. Area

Sales store checkers are needed at \$4,466 (GS-3) for positions with various Federal agencies in the Metropolitan New York City area.

Applicants must have six months general clerical experience or six months study beyond high school. They must also have six months experience as a sales store checker—such as operating a cash register, bookkeeping machine or related work. Applications may be obtained from the U.S. Civil Service Commission, 220 E. 42 St.

Dr. Baxter Reappointed

Rev. Dr. Willis A. Baxter of Hempstead, has been reappointed by Governor Rockefeller as a member of the Board of Visitors to Pilgrim State Hospital.

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 station.

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

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



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Institution Teachers Sought By N Y State

There are teaching positions open in more than 50 institutions in the Departments of Mental Hygiene, Social Services, Health and Correction and in the Division of Youth.

The positions pay \$5,940 to \$7,280 for regular vacancies and \$7,065 to \$8,590 for senior positions.

Candidates for institution teacher must have a bachelor's degree and extensive course work in the specialty for which they are applying. Candidates for the senior position must meet this requirement and have two years experience.

Persons seeking positions with the Departments of Health and Mental Hygiene may need additional training relating to their

specialty.

For applications and further information contact the offices of the State Department of Civil Service.

New York State produces 69 percent of all photographic equipment and supplies in the United States. Much of the production is centered in Rochester, home of the Eastman Kodak Company, the State Commerce Department reports.

File By June 25 For Case Aide Oral Exams

June 25 is the last filing date for an oral examination for the position of case-aide with the New York City Department of Welfare.

Applicants must have completed a six-month training program of the Human Resources Administration or a similar course.

Case aides work in the Department of Social Services or Department of Hospitals and perform various tasks to assist patients or clients with housing, school, public assistance or related problems.

Further information and applications may be obtained from the Application Section of the City Department of Personnel.

To Keep Informed, Follow The Leader.

Electrician Jobs Open

Electricians are needed at \$3.15 to \$3.41 an hour for positions throughout the area, according to the Interagency Board of U.S. Civil Service Examiners for the Greater New York City Area.

The openings are in New York City and Nassau, Suffolk, Rockland, Westchester, Orange, Dutch-

ess, and Putnam Counties.

Details on the positions may be obtained from the Federal Job Information Center of the Interagency Board or from the main post offices in Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Poughkeepsie, Riverhead, Yonkers and New York.

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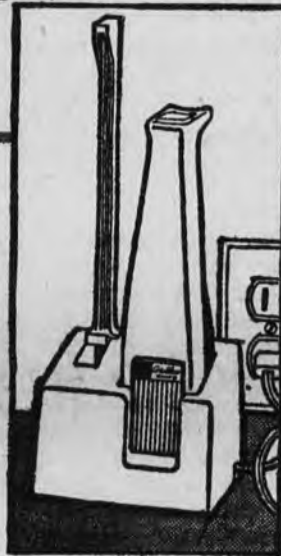
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Published every Tuesday by

LEADER PUBLICATIONS, INC.

97 Duane Street, New York, N.Y. 10007

212-REekman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

Carol F. Smith, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, FEderal 8-8350

10c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, JUNE 11, 1968



Sen. Robert F. Kennedy

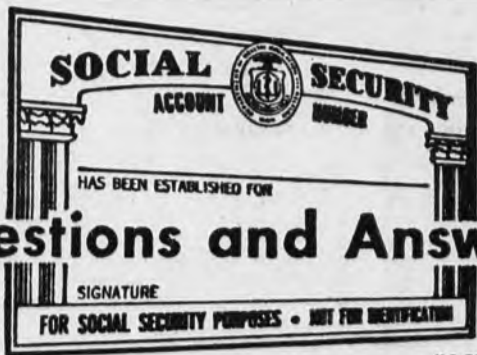
IN the death of Sen. Robert F. Kennedy, Americans everywhere lost not only an outstanding public figure but one of their most compassionate citizens. It was to Senator Kennedy that the poor, the disenfranchised, the alienated, the minority classes looked so strongly to lead them from the darkness of despair to the light of hope. They will find it difficult to turn their eyes in other directions now.

Senator Kennedy was a strong advocate for peace. He was deeply concerned with the plight of our cities. He was troubled by our whole governmental structure and its abilities to guide America to a viable future.

Senator Kennedy attempted valiantly to grasp the whole complexity of a complex nation; a nation he believed he could lead to peace, harmony and well-being.

Many Americans did not accept Senator Kennedy's concept. But it is no longer arguable whether he was right or wrong. Now, he is neither. He is dead.

The greatest tribute any of us can pay Robert Francis Kennedy is, in some measure, to take on the mantle of his concern for our country; to try and understand the problems of our society; to accept individually the responsibility for keeping the United States a great nation; to purge the hate and prejudice an irrational minority has inflicted upon our country for too long.



U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE SOCIAL SECURITY ADMINISTRATION OAS-69082

I earned \$5,000 last year so I didn't collect my social security checks. However, I didn't work at all during the summer. How can I collect for the summer months?

File an annual report available at any social security office. Show on the report the months you didn't work or worked very little as checks will probably be due for those particular months.

If my benefits stop because my earnings are too high will my benefit rate be increased?

Your benefit rate may be increased depending upon the amount of your earnings. Ordinarily, if the amount of your last year's earnings was higher than other years used in figuring your benefit rate, it may result in a benefit increase. The Social Security Administration will do this automatically.

Are my earnings for last year likely to affect the number of checks I could receive?

If your earnings in 1967 exceed \$1,500 for the year, you may not be paid all your benefits. The exact amount of your benefits will depend upon your total earnings and when you worked.

I earned \$5000 last year so I didn't collect my social security checks. However, I didn't work at all during the summer. How can I collect for the summer months?

File an annual report available at any social security office. Show on the report the months you didn't work or worked very little as checks will probably be due for those particular months.

LETTERS TO THE EDITOR

Letters to the editor must be signed. Names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader.

Welfare Police Raise

Editor, The Leader: Recently, there has been much newspaper coverage about the increased budget for Welfare.

The money involved has staggered the tax payer's imagination beyond words.

Yet, the Fun City Fathers are still messing around with a "living wage" for the City Welfare Police.

They were promised that money would be available this July, now, they have been told it will be in January, 1969, maybe.

It's disgusting enough to find out that the City Hall self-seekers did not bother to sponsor a "Home Rule" message for Peace Officer Status, but to add further injury to these men and their families, they won't give a raise until they are good and ready.

WELFARE COP'S WIFE
Bronx, N.Y.

Milage Allowance Revision

Editor, The Leader: Approximately seven years ago State employees using their automobiles on official business received a one cent per mile increase allowance. Since then all costs have gone up tremendously, but the State milage allowance has remained the same.

Employees using their own cars for State purposes cannot operate them on the present allowance, and are in fact being obliged to subsidize the State by incurring a loss in their operation.

Studies have been made and figures are available to support an increase over the obsolete rate of nine cents per mile. A revision of the present milage allowance is long overdue.

The injustice is evident when State employees are forced to take a loss in order to hold their jobs.

If the State is unwilling to face up to the realities of the day and to take the appropriate action then I would suggest that State workers with the approval of CSEA withdraw their personal automobiles from services to the State as of a given date.

NAME WITHHELD ON REQUEST
Rochester, N.Y.

I plan to work part time after I retire. Under the new law, how much will I be permitted to earn without having any benefits withheld?

Starting in 1968, the new law raises from \$1,500 to \$1,600, the amount of total earnings a social security beneficiary may have in a year without any of his benefits being withheld. If your total earning exceed \$1680, \$1 may be withheld from benefits for each \$2 of earnings between \$1680 to \$2880; \$1 in benefits may be withheld for each dollar you earn above \$2880. Regardless of the total amount you earn in a year, no benefits will be withheld for a month in which you neither earn over \$140 in wages

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.

Narcotic Addiction Control Comm.

ANYONE WHO doubts that a government agency can mount and implement a huge public relations program to fight a growing community menace, should look closely at the 14-month-old New York State Narcotic Addiction Control Commission.

CIVIL SERVICE people can take pride in what the Commission has accomplished.

IN LITTLE more than a year, the Commission, (1) recruited a professional and semi-professional staff of more than 3,000; (2) opened rehabilitation centers for more than 5,000 addicts; and (3) concurrently, launched as intelligent and as effective a public relations program as we've ever seen undertaken by any government agency.

TO BEGIN with, the Commission's objectives—the control and prevention of narcotic addiction—would have been enough to scare the most courageous civil servants.

BUT THERE'S nothing like a seemingly insurmountable challenge to make civil service people feel like a lot of Davids who can beat a whole cluster of Goliaths. Personnel experts call this strong motivation, something we hope every civil servant possesses.

HOWEVER, there's more to the Commission's program than a head-on attack against dope, which has posed a public danger for years.

CONTROL OF narcotic addiction is, of course, the first step. But what about the tens of thousands of potential addicts.

FORTUNATELY, when the Commission launched its program it had a number of things going for it. In the first place, the generous legislative appropriation at the insistence of Governor Rockefeller, was incontrovertible proof to narcotic control experts that the State of New York was dead serious about attacking the nar-

nor perform substantial services as a self-employed person.

If my benefits stop because my earnings are too high will my benefit rate be increased?

Your benefit rate may be increased depending upon the amount of your earnings. Ordinarily, if the amount of your last year's earnings was higher than other years used in figuring your benefit rate, it may result in a benefit increase. The Social Security Administration will do this automatically.

How can I know what I am going to earn in the calendar year? I may become ill and have to quit

You will not know exactly, of course, but you should be able to give a reasonable estimate of your expected earnings for the year. The Social Security Administration will withhold benefits, if

cotic problems.

AND TO further emphasize this commitment, the Commission was given a quietly efficient, highly knowledgeable chairman, who knows the value of public relations both as a weapon and as a tool.

CHAIRMAN Lawrence W. Pierce has the backing of his fellow Commissioners to carry on the most extensive public information campaign in the State's history.

ALMOST everything this column has discussed with its civil service readers in the past 7½ years, the Commission has already done or is doing—booklets, leaflets, brochures, reprints, proclamations, motion pictures, radio, television, word-of-mouth.

WE NEVER discussed the use of mobile units as a medium of public relations communication. Well, the Commission has a fully equipped, 6-wheeled mobile unit which began rolling six weeks ago for its debut at the State University of New York at Plattsburgh.

THE COMMISSION'S mobile community narcotic education center is a combined meeting room, movie theatre and display center. The unit already has dates at various fairgrounds across the State until Oct. 6.

THE INTENSIVE public information campaign by the Commission is an extension of the State administration's firm commitment in its war against narcotic addiction.

EQUALLY IMPORTANT, what the Commission has done and is doing offers every civil servant in the State an opportunity to announce to one and all: "Yes, we can!"

necessary, based on your estimate. After the end of the particular year when you know your exact earnings, you are expected to file an annual report. The Social Security Administration will make adjustments in your benefits based on your report. Incidentally, in 1968 you may earn \$1,680 and receive all your benefits.

Suppose I make an earnings estimate at the beginning of the year and find later in the year that my estimate was too low or too high?

You may revise your estimate any time during the year if you wish. The important thing is to notify the Social Security Administration of any significant change in your earnings during the year, especially when your earnings will be above \$1680.

Q & A

QUESTIONS & ANSWERS
about
HEALTH INSURANCE



by
WILLIAM T. PARRY
Government Relations Manager
BLUE CROSS - BLUE SHIELD
Albany, New York

This Column will appear periodically. As a public service, Mr. Parry will answer questions relative to the Statewide Plan. Please submit your questions to Mr. Parry, Blue Cross Blue Shield Manager, The Statewide Plan, 1215 Western Avenue, Albany, N.Y. 12203. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. What are the procedures for filing claims under my Statewide Plan contract?

A. Claim forms are not necessary when you are hospitalized under your Blue Cross contract. You simply identify yourself with the admitting office, using your Statewide Plan identification card. Blue Shield claim forms are readily available in your doctor's office. He will furnish them upon request. It is necessary to initiate a claim under the Major Medical portion of your Statewide Plan contract, the necessary forms are available from your personnel or payroll officer.

Q. I would appreciate information as to why the Statewide Plan is preferred.

A. Your question is a general one, but I will try to tell you briefly why the Statewide Plan is preferred over all others. The Statewide Plan consists of three separate services: Blue Cross for hospitalization, Blue Shield for doctors' care and a \$20,000 major medical provided by the Metropolitan Life Insurance Company. These services will cover most diagnostic or therapeutic services needed by a patient in or out of a hospital. Of all the people covered by the New York State Employees Insurance program, 83.5% have chosen the Statewide Plan.

Q. Do my Statewide benefits cover prescriptions?

A. Prescription drugs are covered on Part 3, the Major Medical of the Statewide Plan. The identification number you used in your letter indicates to me that you are a prior retiree of the Statewide Plan. Prior retirees have the benefits of Blue Cross and Blue Shield, but not the Metropolitan Major Medical. Unfortunately, without the Major Medical your drug bills cannot be covered by your plan.

Adv.

Legislators Attend Utica State Hospital Dinner

UTICA—The Utica State Hospital chapter, Civil Service Employees Assn. held its 24th annual dinner dance May 4 in Twin Ponds Golf Club, New York Mills. There was a social hour, dinner and dancing.

Joseph J. Umstetter, chapter president, served as master of ceremonies. Dr. Theodore Wenzl, association president, was speaker. Guests included State Sen. and

Mrs. James H. Donovan, Assemblyman John T. Buckley, Mrs. Clara Boone, CSEA Central Conference president; Robert Guild, field representative, and Oneida County chapter presidents.

Co-chairmen of the event were Joyce Jewell, Betty Butts, and Virginia Burke. They were assisted by: reception, J. Arthur Tennis and Ethel Brazie; publicity, Roger and Wanda Piersall and Jack Ruf-

frage. Tickets, Esther and John Dyman; decorations, Judy Bennett; invitations, Joseph Umstetter, and door prizes, Helen Blust, Jane Costello and Katherine Beck.

Special recognition was given to Mrs. Margaret Crossman, a registered nurse who has been in State service for more than 50 years.

Winners of the 50/50 Club and the \$25 savings bond were Miss Joyce Jewell and Thaddeus Styc.

Clerk Jobs Now Offered

The Interagency Board of U.S. Civil Service Examiners for the Greater New York City area is receiving applications for temporary clerk positions at \$1.74 to \$1.89 an hour (GS-1 and GS-2).

Use Zip-Codes to help speed your mail.



Why we don't call the Volkswagen on the left the Volkswagen Station Wagon.

Just because the Volkswagen on the left looks like a station wagon, some people have concluded it actually is the Volkswagen Station Wagon.

How rash.

Its storage capacity is much too modest. (Even with its seats folded down it's just 42 cu. ft.)

Its seating capacity is much too conventional. (4 passengers is nothing to write home about.)

And the size of that door in the back is much too commonplace. (A mere 42.7" by 25.4")

But unstartling as these features are in a station wagon, they're very startling in a sedan. And

that's exactly what this squared-off car on the left is. A regular sedan for people who irregularly need a little station wagon.

We call it the Volkswagen Squareback.

Now look at the monster on the right. Its loading capacity is an incredible 176 cu. ft. It can seat up to nine—yes, nine—very tall passengers. And it doesn't content itself with just having a door in the back. It also has a kind of sliding side gate that measures an awesome 3 1/2' by 4'.

Now that's what we call a station wagon. Settled?

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CSEA Sets Plans For Negotiations With Nassau County

(From Leader Correspondent)
MINEOLA — The Nassau chapter of the Civil Service Employees Assn. last week began the recruitment of representatives of every county department for a new program committee to lay the groundwork for upcoming negotiations.

Chapter president Irving Flaumenbaum acted in anticipation of a decision this month by the county Public Employment Relations Board on designation of a bargaining agent. The Nassau chapter, in an exhaustive series of hearings, submitted proof of more than 7,500 members in the county service. A dozen or more unions were unable to show any significant membership.

The program committee will be charged with determining the needs and grievances of employees and forging a just and demonstrable list of objectives for negotiations to be started with county officials as soon as the PERB ruling is issued.

County departments are urged to choose delegates without delay.

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

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Roswell Park Chapters Installs New Officers

BUFFALO — Members of the Roswell Park Memorial Institute chapter, Civil Service Employees Assn., held their Annual Installation dinner recently, at the Continental Inn, Kemore.

Participating in the ceremonies were Frank Talomie, master of ceremonies, and Jack Hennessey, CSEA's treasurer who presided at the installing of the newly-elected officers.

The new officers are: John Adamski, president; Rudy Schasel, treasurer; Sharon Riffel, secretary; and Genevieve Clark, delegate. Among the visitors were: Pauline Fitzpatrick, president of CSEA Western Conference and Mary Cannel, president of the Buffalo chapter.

Case Aide, Group 2

Some 120 candidates for case aide, group 2, took oral examinations last week, according to the Department of Personnel.



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Extra Charges for Surgery?	<input type="checkbox"/>	<input type="checkbox"/>
Extra Charges for Specialist Care?	<input type="checkbox"/>	<input type="checkbox"/>
Confusion over panels of participating doctors?	<input type="checkbox"/>	<input type="checkbox"/>
Uncertainty as to services covered in full or in part?	<input type="checkbox"/>	<input type="checkbox"/>
Limitations on Certain Services?	<input type="checkbox"/>	<input type="checkbox"/>
Filling in claim forms?	<input type="checkbox"/>	<input type="checkbox"/>
Discussion of fees or income with the doctor?	<input type="checkbox"/>	<input type="checkbox"/>

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

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

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



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Approved Key Answers

The New York City Department of Personnel has released the proposed key answers for four written examinations administered on May 25 and 26.

Promotion To Supervising Stenographer Proposed Key Answers

(Test For Sabbath Observers)
1, B; 2, D; 3, D; 4, A; 5, B; 6, C; 7, B; 8, B; 9, A; 10, B; 11, C; 12, A and/or D; 13, C; 14, B; 15, C; 16, A; 17, A; 18, D;

19, D; 20, B; 21, D; 22, A; 23, D; 24, D; 25, B;

26, D; 27, A; 28, D; 29, B; 30, A; 31, C; 32, D; 33, B; 34, A; 35, D; 36, B; 37, D; 38, C; 39, A; 40, C; 51, A; 42, C; 43, A; 44, B; 45, A; 46, B; 47, C; 48, A; 49, C; 50, C; 51, C; 52, A; 53, C; 54, D; 55, D; 56, C; 57, A; 58, D; 59, C; 60, D; 61, D; 62, A; 63, C and/or D; 64, C; 65, B; 66, D; 67, A; 68, A; 69, A; 70, C; 71, A; 72, B; 73, D; 74, A; 75, C;

76, D; 77, B; 78, D; 79, B; 80, C; 81, C; 82, C; 83, B; 84, C; 85, B; 86, A; 87, C; 88, D; 89, A; 90, B;

91, Strike Out; 92, C; 93, B; 94, A; 95, D; 96, A; 97, B; 98, C; 99, B; 100, B.

Maintainer's Helper—Group A (Transit Authority) Rating Key Answers

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

51, C; 52, D; 53, D; 54, C; 55, A; 56, C; 57, D; 58, D; 59, B; 60, A; 61, C; 62, C and/or D; 63, A; 64, D; 65, A; 66, B; 67, D; 68, C; 69, D; 70, A; 71, B; 72, D; 73, A; 74, B; 75, D;

76, C; 77, ; 78, C; 79, A; 80, B; 81, B; 82, B; 83, ; 84, D; 85, A; 86, C; 87, B; 88, C; 89, C; 90, A; 81, C; 92, Strike Out; 93, D; 84, B; 95, B; 96, B; 97, A; 98, B; 99, A; 100, C.

Maintainer's Helper—Group A (Sabbath Observer) Rating Key Answers

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

Promotion To Supervising Stenographer Proposed Key Answers

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

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S.S. Typist, Steno Jobs Open In City

The New York Payment Center of the Social Security Administration is currently offering jobs as clerk-typists and file clerks (GS-2), which pay \$4,108 per year. Also available are immediate openings for clerk-typist (GS-3) which pays \$4,466 per year.

Persons accepted for GS-2 will be eligible for promotion to the GS-3 position after completion of six months satisfactory service. All salaries will be increased effective July 1968.

In order to fill these jobs as soon as possible, examinations will be held at the Payment Center, 96-05 Horace Harding Expressway, Rego Park, on Saturdays during the months of May and June.

All applicants were urged to reserve a Saturday test date in advance by calling any of the following phone numbers: 699-3535; 699-3536 or 699-3652.

the Interagency Board of U.S. Civil Service Examiners for Upstate New York. The GS-4 jobs pay \$4,995 per year.

Candidates must have at least two years experience in one of the armed forces, a local or Federal police or firefighting organization or other positions which involving guarding of property against fire, damage, accident, theft or trespass.

The positions also require generally good physical condition and in some cases a driver's license.

Air Force Needs Guards

Guards are being sought for positions at Griffis Air Force Base in Rome, New York by



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News Of The Schools

By A. L. PETERS

1.45 Billion Ed Budget Proposed; Donovan Asks 48.5 Million More

Abstract from the statement on the Mayor's Executive Budget for 1968-69, presented at the Public Hearing before the Board of Estimate and City Council by Dr. Bernard E. Donovan Superintendent of Schools.

The Mayor's Executive Budget provides a total of \$1.45 billion to operate the school system next year, including 166 million for debt service, health service and utilities. This is an increase of \$182 million over the budget for the current year.

Included in the \$182 million increase is \$44 million of special State Aid which can be used only for approved new programs for disadvantaged children. The balance of the increase, \$138 million, falls short of meeting mandatory costs by nearly \$49 million, because the amount required to continue present programs at their current level and meet contractual obligations totals \$187 million.

The Mayor proposes to bridge the \$49 million gap by disallowing more than \$22 million needed for mandatory increases, cutting back existing programs by \$17 million, and using earmarked State funds to finance a \$10 million special program required by our contract with the teachers' union.

No funds are available for new programs or for the improvement of present programs, except those those provided by the new State aid for urban schools or required by the collective bargaining agreement with the United Federation of Teachers. These funds, however, are either restricted by law to community education centers (\$22 million) and State-approved programs for children with special educational needs associated with poverty (\$22 million), or limited by Union contract to expansion of effective organizational patterns and instructional programs for elementary schools (\$10 million) and improved working conditions, including reductions in maximum class-size (\$11 million).

No funds are provided for such programs as:

- Producing and purchasing special instructional materials to help teachers in disadvantaged areas of the city.
- Expansion of the Work Study Program to afford more opportunities for disadvantaged high school pupils as a motivation for them to stay in school.
- Special district training programs for supervisors to improve instruction.
- Courses in Spanish to encourage more teachers to become bilingual.
- Enlargement of the teacher recruitment staff in order to provide greater out-of-city efforts designed to increase the number of Negro and Puerto Rican teachers and supervisors.
- Planning funds to establish residential schools for children whose lives are so warped by inadequate home life that they cannot respond to a normal school program.
- An incentive fund to encourage new ideas for improving the instructional program in the schools to be used for grants to local school districts for experimentation and demonstration of new programs.
- Money to strengthen and expand data processing services.

Disallowances of Mandatory Needs

The additional appropriation required to meet mandatory costs include:

- \$3 million for new teachers to meet an anticipated increase of 5,400 in enrollments over that allowed in the Executive Budget.
- \$4 million for additional teachers and school secretaries required to comply with the UFT Agreement, on working conditions.
- \$2 million to continue the present level of maintenance and repairs of schools.
- \$3 million for increases in fringe benefits and increases in rates of pay for per-session for teachers under the UFT Agreement.
- \$11 million to cover the cost of Federally-funded positions which should be transferred to the City budget in order to conform with ESEA guidelines.

More Pupils

The Mayor has cut the funds required for new teachers to meet increased pupil enrollments by \$3 million, based on an assumption that there will be 5,436 fewer children in school next year than the Board of Education expects.

The Mayor has also cut \$4 million from the funds for additional teachers and school secretaries to meet the UFT contract requirements to reduce maximum class-size and relieve teachers of clerical duties as follows:

Repairs and Maintenance:

The Board requested an increase of \$4 million to continue the present level of maintenance and repairs of school buildings, plus \$8 million to reduce the accumulated backlog of such work. The Executive Budget not only disapproved the \$8 million requested to improve the maintenance and repair program but also cut \$2 million from the mandatory requirement.

Increases in Benefits And Per-Session Rates:

The Executive Budget does not include more than \$3 million needed to meet the cost of increases in rates of pay for per-session teachers and other pedagogic employees and for the increased cost of fringe benefits under the UFT Agreement.

If these necessary funds are not provided, the Board will be obliged to cut back other programs to meet this mandatory cost.

Transfer Of Federally-Funded Positions:

The Board requested the transfer of certain Federally-funded positions to the City budget in order to conform more closely to ESEA guidelines for the use of Federal funds. The Executive Budget disapproved all transfers that would result in an increase in cost to the City.

Cuts In Present Programs

In his Executive Budget, the Mayor proposes to effect savings of more than \$17 million by cutting existing programs, including:

- \$3.5 million by eliminating all after-school study centers in non-poverty areas.
- \$2.4 million by reducing community education and recreation programs after school, in the evenings, on week-ends and during the summer.
- \$11.2 million by unspecified cuts in instructional programs (increase in required accruals).

After-School Study Centers

The Executive Budget proposes to eliminate all City-funded after-school study centers because they "are located in non-poverty areas with few problems of academic under-achievement" and "reading scores of the schools involved indicate that the majority of the pupils are at or above grade level."

Community Education And Recreational Programs:

The Executive Budget proposes to reduce appropriations for community education and recreation programs by \$2.4 million, including \$600,000 of summer programs because "these activities make only a limited contribution to the educational objectives of the Board of Education and in many cases parallel similar services offered by the Department of Parks."

Increase In Required Accruals:

Buried in the detailed supporting schedules of the Executive Budget is a cut of \$11.2 million in the current level of appropriations. It appears as an increase in required accruals in Program 5—"Instruction." However labeled, it is the same as imposing unspecified cuts of \$11.2 million in instructional programs.

Financing Special \$10 Million Program

It is unlikely that the State will agree to permit the new State aid for urban schools to be used to meet the UFT contract obligation to provide \$10 million

Reading Action Package Introduced

A "Reading Action Package" designed to help New York City's teaching staff raise the reading achievement level of the City's 1.1 million pupils is being introduced for classroom use.

Consisting of five publications addressed to developing reading skills at the various grade levels from elementary through high school, the "package" is designed especially but not exclusively for beginning teachers and supervisors.

A unique class in auto mechanics—composed of 25 girls in miniskirts and shop aprons—is being conducted at Far Rockaway HS, 821 Beach 25 St., Far Rockaway, Queens. The class meets every morning from 7:45 to 8:30 o'clock but the school is willing to schedule it later in the day if contacted at least a day in advance. Call Principal David Gordon at 327-6000 to make arrangements. The chairman of the school's industrial arts department is Fred Rathjen.

to expand effective instructional programs in elementary schools, as the Mayor proposes, because these funds are categorical grants for new programs which must be approved by the State. This additional amount will have to be made up from City funds.

Sources Of Funds

To meet the essential needs of the school system in the coming year requires an appropriation of at least \$48.5 million more than that proposed in the Mayor's Executive Budget.

Moreover, no provision is made in the Executive Budget for the additional costs of decentralization. Transfers of staff from headquarters to district offices is planned as one measure to improve the local districts' capabilities for taking on increased responsibilities, but at least another \$1 million of additional funds will be required next year to meet the necessary expenses of this essential undertaking.

We, therefore, ask that the appropriations for the school system for the next fiscal year be increased by at least \$48.5 million over the amount proposed in the Executive Budget.

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Key Answers — Recent Tests

Key Answers For Earth & General Science In Day High Schools

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Key Answers For Chemical & General Science In Day High Schools

- 4; 2; 3; 3; 2; 4; 4; 2; 5; 2; 6; 2; 7; 2; 8; 2; 9; 3; 10; 4; 11; 3; 12; 4; 13; 1; 14; 1; 15; 4; 16; 2; 17; 1; 18; 1; 19; 4; 20; 3; 21; 4; 22; 4; 23; 2; 24; 3; 25; 2; 26; 2; 27; 2; 28; 3; 29; 2; 30; 2; 31; 4; 32; 3; 34; 4; 35; 1; 36; 1; 37; 3; 38; 4; 39; 1; 40; 1. 41; 3; 42; 2; 43; 4; 44; 4; 45; 3; 46; 1; 47; 3; 48; 1; 49; 2; 50; 4; 51; 4; 52; 1; 53; 1; 54; 4; 55; 1; 56; 2; 57; 1; 58; 4; 59; 4; 60; 2; 61; 3; 62; 2; 63; 2; 64; 4; 65; 5; 66; 2; 67; 4; 68; 4; 69; 2; 70; 4; 71; 4; 72; 2; 73; 2; 74; 3; 75; 2; 76; 3; 77; 3; 78; 1; 79; 2; 80; 2. 81; 1; 82; 2; 83; 4; 84; 2; 85; 2; 86; 1; 87; 3; 88; 3; 89; 3; 90; 4; 91; 3; 92; 4; 93; 2; 94; 1; 95; 4; 96; 4; 97; 3; 98; 3; 99; 2; 100; 3; 101; 3; 102; 2; 103; 4; 104; 2; 105; 2; 106; 2; 107; 2; 108; 2; 109; 3; 110; 4; 111; 2; 112; 1; 113; 4; 114; 3; 115; 2; 116; 3; 117; 4; 118; 4; 119; 1; 120; 3.

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This seasonal employment, under President Johnson's Youth Opportunity Campaign, will be offered to individuals between the ages of 16 and 21 who come from low-income families, those who qualify for financial assistance under a public welfare program or those whose income is below standards established by the Department of Labor.

Persons in the City who are interested in applying or seeking further information about these jobs should inquire at one of the following borough offices of the Post Office:

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son and report to Room 125 at 9 a.m. promptly at the school, which is located at 455 Southern Boulevard at 145th St., Bronx.

Ask Civil Servants To Aid Appeal Of Salvation Army

City and State Government employees are being called on "to help The Salvation Army win its day-in and day-out war on the evils that would destroy the individual and scar the neighborhood."

Thomas E. Diana, assistant to the Transit Authority's chief engineer and chairman of The Salvation Army's government employees committee, made the appeal in a letter sent to governmental workers.

A goal of \$25,000 is sought, he said, toward the over-all 1968 annual campaign for \$5-million needed to help finance the operation of The Salvation Army's 140 services in Greater New York.

Diana said The Salvation Army will spend \$17.7-million this year for services to people. "This means," he said, "that for every \$1 contributed the Army provides \$5 in services."

"The Salvation Army has always used its funds with such efficiency, compassion, and understanding of human need that the demand for its many services continue to spiral," he said.

Pointing out that the need for funds is urgent, Diana said as New York's needy population and its problems increase, "the immediate personalized service that only a voluntary agency can provide becomes vitally important."

A past president of the Transit Authority chapter of the Civil Service Technical Guild, Diana is one of some 160 prominent business, labor, and civic leaders who head various solicitation divisions of The Salvation Army 1968 annual campaign.

Plumley Installed As Ray Brook Chap. Head

Ralph Plumley was installed as president of the Ray Brook chapter of the Civil Service Employees Assn. at the chapter's annual Dinner Dance held June 1.

Along with Plumley, the other chapter officers installed by Emmett J. Durr, the chapter's retiring president, were: Florence Horgan, vice-president; Grace Pratt, secretary; and Stanley Tokarski, treasurer.

The dinner-dance was held at Nick and Vern's Restaurant in Saranac Lake.

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INSTALLATION — Joseph J. Dolan, left, director of local government affairs for the Civil Service Employees Assn. installed officers of the Dutchess County employees unit at a dinner-dance recently. With Dolan, from left, are Ellis W. Adams, re-elected president, and Joseph Giove, Mrs. Thereda O'Connell and Charles Stampf, vice presidents.

Jewish State Aides Re-elect Nat Rogers

Nat Rogers was again elected president of the Jewish State Employees Association for the 1968-69 term. Rogers will also head the committee for the 16th Annual Chanukah Dinner-Dance early in December at the Sheraton-Atlantic Hotel, Manhattan. He will be assisted by former presidents Morris J. Solomon and Rose Strow, also Samuel Tannenbaum and Louis Berkower, author of book "What Do You Think Of That Driver's Driving?"

Other newly-elected officers are: vice presidents: Dorothy Rapkine, Sylvia Miller, Matilda Goldstein, Mollie Goldstein and Irving Gelb; treasurer: Abraham Garberg; recording secretary Rose Feuerman; corresponding secretaries Lillian Zelman and Bernice Michelson; financial secretaries Gladys Stricoff and Sylvia Stern.

The board of directors will have Rose Strow as honorary chairman, Abraham B. Shavelson, chairman, and members Morris Solomon, Morris Gimpelson, Samuel Tannenbaum, Benjamin Kramer, Louis Berkower and Alexander Perlman.

CSEA May Charge Two School Districts With Unfair Practice

SMITHTOWN—The Suffolk chapter, Civil Service Employees Assn., dismayed at unexplained delays by the Town of Smithtown and Commack School District in carrying out negotiated agreements, has threatened both with charges of unfair labor practices.

The township, in a letter, was advised that charges would be filed with the State Public Employment Relations Board if the Town Board does not enact benefits agreed upon by June 18.

The negotiated benefits include elimination of salary inequities in the Sanitation Department, seniority rules and job classifications.

"These matters have been pending for quite a period of time," a chapter spokesman asserted. "It is time for the town board to prove good faith by prompt action."

The Commack School Board was advised that agreements with CSEA must be carried out. The district has failed to resolve grievances pending since last November, the chapter spokesman reported, and recently reneged on two cases after it had agreed with CSEA negotiators on settlements. "This is indicative of bad faith," charged John Corcoran Jr., regional field representative.

CSEA Wins Election In Utica Water Board

UTICA—The Civil Service Employees Assn. has won the election to represent the Board of Water Supply employees.

The International Association of Machinists (IAM), which had been recognized by former Mayor Frank Dulan as bargaining agent for the board's yard employees, and the International Laborers Union which received only two of the 87 votes cast were defeated. No one voted against representation. All 87 eligible voters cast ballots.

The vote, supervised by the State Public Employment Relations Board (PERB), was the first vote for union certification in the City's history.

All contenders for the right to represent 87 Water Board employees agreed to the election April 23 at a PERB hearing in City Hall.

The hearing was held after the CSEA challenged recognition of the IAM.

Former Mayor Dulan last December recognized and signed a contract with the IAM—but only for the board's Kemble Street employees or about 40 workers.

The parties agreed at the hearing that the bargaining unit should consist, generally, of all board non-supervisory personnel.

The PERB was created last year under the State's new Taylor Law which increased bargaining rights of government employees and established heavy fines for strikes.

Utica chose not to have its own labor board and used the State's board for its process of recognition.

Burero Elected Pres. Of Psysh Inst. Chap

Salvatore Butero has been elected the new president of the Psychiatric Institute chapter of the Civil Service Employees Assn. The chapter's election of officers was held on June 3.

Current chapter president John L. Evans announced that along with Butero, the other chapter officers elected were: Sol Arvin, first vice-president; James O'Brien, second vice-president; Marion Saperstein, secretary; and Victor Zlajka, treasurer.



THE FRONT LINE — Officers who will lead the City of Long Beach unit of CSEA for the coming year are lined up for swearing-in by Nassau chapter president Irving Flaumenbaum, right.

Taking office are, from left: Fae Fass, corresponding secretary; Gertrude Kroh, treasurer; Morris Kravitz, recording secretary; Irene McKenny, first vice-president; James J. McCabe Jr., president, and Wesley Sibel, second vice-president.

1/60th Bill Is Signed

(Continued from Page 1)

to the Retirement System before 1938 and after 1960 (2) the higher rate of contribution in switching from the 60 to the 55 year plan, and (3) any savings which the employee elected to have deducted automatically along with his annuity contribution.

The contribution rate established for each State employee's annuity was intended to provide half pay for the employee, a CSEA spokesman said, but inflation, cost of living increases, pay raises and other factors which were not taken into account at the time of the employee's starting date of employment, created a deficiency in the annuity which failed to keep pace with the State's matching contribution down through the

years. Under the new plan the State not only makes up the deficiency, but uses the other funds mentioned to produce a retirement allowance in excess of half pay after 30 years service in most cases.

Whereas the new plan is usually referred to as providing "half-pay after thirty years service," each from now on will also be credited of the 1/60th rate. Hence, an employee who will have served forty years, for example, following the April 1, 1938, date, could count on retiring on at least two-thirds pay, rather than half pay.

Implementation of the new plan is expected to cost the State about \$8 million a year.

One of The Best

The new retirement plan coupled with the 10 percent, \$600 minimum pay raise for State workers won by CSEA, has been hailed as one of the best packages negotiated for any group of public employees in the nation.

CSEA's negotiating team presented the Administration's offer to Employees Association delegates at a special meeting last March 14 when it was accepted by a 10 to 1 margin.

The Senate version of the retirement bill, sponsored by Senators John Flynn and Edward Lentol, was adopted by the Assembly and signed into Law.

Dr. Theodore C. Wenzl, CSEA president, said "the new pension plan represents a major step forward in seeking an equitable retirement plan for employees of New York State. Our endeavors in this area of fringe benefits have only begun. We cannot expect to win a perfect pension plan for several hundred thousand public employees in one year.

"We will continue to fight for more improvements not only in the pension category, but in salaries and every other area of fringe benefits," the CSEA leader concluded.

Education Chap. Installs Officers

ALBANY—Newly elected officers of Education chapter, Civil Service Employees Assn., were recently installed by Dr. Theodore Wenzl, CSEA president, at the annual luncheon meeting held at the Ambassador Restaurant.

Officers who will serve for the 198-1969 term are: Robert B. Caruthers, president, Deloras Fussenell, re-elected to the office of vice-president, Eleanore Chamberlain, treasurer, and Dorothy Paul, secretary.

In addition to Dr. Wenzl, who is a former member of Education chapter, guests included John Conoby, area field representative, and Mrs. Ethel Bellew, a retired member who has served as co-chairman of the chapter social committee.

Arrangements for the luncheon were made by Rudy Walloe and Mrs. Bellew, co-chairmen of the Social Committee.



SPEAKER — Dr Theodore C. Wenzl, left, president of the Civil Service Employees Assn. spoke on the Taylor Law and salary and retirement improvements at the annual dinner meeting of the Hudson River State Hospital chapter, CSEA, meeting at the Oddo House, Clintondale. Other speakers included, from left, Mrs. Nellie Davis, chapter president, Dr. Herman B Snow, hospital director, and Joseph Lockner, CSEA executive director, who served as toastmaster.

Personnel Council Anniversary Dinner Set For June 12

The New York City Personnel Council will hold its thirteenth anniversary dinner on Wednesday evening, June 12, at Whyte's Restaurant.

Martin T. Geraghty, senior administrator of the Board of Water Supply, will serve as Master of Ceremonies.

The occasion will be marked by presentation of a retirement certificate to Margaret F. Bourke, who recently retired as assistant commissioner of the Department of Hospitals.

The Personnel Council is comprised of personnel officers from each major City agency who meet monthly and pool their knowledge to show City personnel management problems may best be solved. Over the years, recommendation emanating from the Personnel Council have led to a number of notable advances in personnel administration, including establishment of a blood credit program and an employee transfer clearing house.

Among the guests of the Council will be Ersa H. Poston and Michael N. Scelsi, President and Commissioner, respectively, of the State Civil Service Commission; Deputy Mayor-City Administrator Timothy W. Costello; Budget Director Frederick O'R. Hayes; Richmond Borough President Robert T. Connor; First Deputy Comptroller John J. Carty; and Civil Service Commission members George Gregory, Jr., and Milton Samardin.

The dinner will be hosted by City Personnel Director Solomon Liberman and Deputy Personnel Director Benjamin C. Oill, as well as by Geraghty.

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Education Chapter Presents Annual Scholarship Awards

ALBANY—As proud parents looked on, four high school seniors were presented with scholarship awards at the annual meeting and luncheon of Education chapter, Civil Service Employees Assn., held recently in Albany. Each recipient is the child of a member of the chapter and each received a check to assist financially when entering college next September.

Awards presented by the Scholarship Committee went to Peter W. Hennessy, Troy. Peter, who plans to enter Rensselaer Polytechnic Institute, hopes to make medicine his career. A student at Troy High School, his clubs have been the National Honor Society, the Latin Club and CYO. His athletic activities include junior varsity football and baseball, intermural football and basketball and community events.

Joseph Mc Tague, the son of

Julia M. Mc Tague, resides in Albany, a student at Albany High School, plans a career in pharmacy. Joseph, who bowls and skis for diversion, works every day after school and all day Saturdays. He will work on a full-time basis for the summer and will enter Union University School of Pharmacy in the fall. He would like to continue his studies later toward specialization in the field of pharmacy.

Columbia High School in East Greenbush is represented in the awards group by Thomas William Templeton, the son of Hugh Templeton of East Greenbush. Thomas has not quite decided on his exact career but believes it will be something in the area of mathematics and/or science. He has not definitely decided on his college at the moment but his selection includes Connecticut, Wesleyan, Union, Princeton and Williams. He is an active member of the Chess Club, Honor Society, his church choir, 4-H, where he has served as treasurer, president, Junior Leader, camp and gardening, and is H.S. Counselor for elementary camping. Musically, Thomas plays cornet with the concert band and Stage Band. He has also been a member of the Math Club, French Club and the Photography Club.

Russell C. Yewdall of Albany, is a student at St. Joseph's Academy, Albany, where he is a staff member of the school literary magazine, yearbook and paper. He is a member of the Student Council, president of the National Honor Society, plays the guitar and holds a part time job. The son of Ann Yewdall, Russell will either teach biology or go into research. His choice for college will be either LeMoyne, in Syracuse, or Fairfield University in Connecticut.

William Lyons is chairman of the Scholarship Committee and Joseph Forman is assistant chairman.

Decision Due On CSEA-Blue Collar Issue In Syracuse

SYRACUSE—A public hearing was held last week in Syracuse to determine which city employees can be officially classified as "blue collar" workers for purposes of labor negotiations.

The hearings by the Onondaga County Public Employees Relations Board followed a formal petition by Onondaga chapter of the Civil Service Employees Assn. to represent 1,000 "blue collar" city workers. The petition did not specify exactly which employees fall in this classification.

The CSEA chapter already has been recognized by the city as the bargaining agent for "white collar" employees. The unit also has been recognized by several other local subdivisions as the bargaining agent for employees, including for most of Onondaga County.

Following the decision on blue collar employees, the city still will have to decide if CSEA is to represent the new unit.

A decision on the hearing is expected soon.

45 Nassau Chap. Units Reach Accord

(From Leader Correspondent)

MINEOLA—Contracts for 45 units of the Nassau chapter of the Civil Service Employees Assn., have been reached, it was announced this week by chapter president Irving Flaumenbaum.

"This is the product of a frantic period of negotiations with representatives of our many units," Flaumenbaum asserted.

"And significant improvements in pay, working conditions and fringe benefits have been achieved through mature bargaining—and without the threat of a strike or slowdown anywhere.

"CSEA has shown that it can bring sanity into negotiations, and get results within the law," he added. "The employees' organization serves them, while they continue to serve the public, in

the highest traditions of our CSEA motto, 'We Serve'."

The contracts cover an estimated 6,000 employees in towns, villages, cities, school districts, library districts and other special districts. Largest is the Town of Hempstead with 2,100 employees; smallest was the Lynbrook Library District with five.

Fifteen contracts remain, and in several CSEA has been forced to declare impasses. However, with the aid of PERB fact finders and negotiators "we will manage to resolve most," Flaumenbaum predicted.

Erie Chapter Will Install Neil Cummings

(From Leader Correspondent)

BUFFALO—Neil V. Cummings, an Erie County probation officer, will be installed June 15 as 1968-69 president of Erie chapter, Civil Service Employees Assn at a dinner in Leisure Land, Hamburg.

The chapter, with 11 units, represents about 4,000 persons who work for Erie County and other municipal subdivisions, including school districts, in the Buffalo metropolitan area.

"Our big goal for the coming year," Cummings said, "will be to get recognition for our chapter as the bargaining agent by the Erie County Legislature."

The chapter, Cummings said, already is the bargaining agent, under the Taylor Law, for school districts in Depew, Lancaster and Cheektowaga.

Cummings was elected to his third two-year term as chapter president in balloting held earlier in Brounschilde American Legion Post, Town of Tonawanda.

Other chapter officers are:

Vice presidents, Robert Dobstaff, Harold Dobstaff, Joseph Drago and Thomas Christie; secretary, Mrs. Betty Brown; treasurer, Mrs. Adele Hanavan; financial secretary, Al Neri; county representative, J. Donald Griffin and sergeant-at-arms, Elias Schonharst.

Watertown City Council Names Civil Service Commissioner; Refuses Personnel Director

(From Leader Correspondent)

WATERTOWN—The Watertown City Council, in appointing a civil service commissioner to a new six-year term, is presumed to have rejected a "suggestion" from City Manager Ronald J. Forbes that the local commission be abolished in favor of a personnel director—appointed by the city manager.

The city council's unanimous action in re-naming Commissioner Richard L. Terrell to a new term appeared to spike the city manager's guns, at least temporarily. Forbes based his suggestion on the grounds that it takes too long between competitive tests and eligible lists.

The municipal commission countered that this may be true but charged that the city manager's delay in making appointments from eligible lists is "sometimes even longer." A case in point was the fourth recertification of an eligible list handed up by the commission as many months ago for appointment of a long-delayed detective sergeant in the Police Department.

The new civil service commission, headed by Glenn F. Palmer, is in the process of reorganizing the system locally in an effort to see that civil service laws are enforced. In so doing, sore toes have cried out and political pressures have been mounting, observers noted.

The new commission has, for the first time, brought into civil

service, municipal airport employees and the employees of the Watertown Housing Authority. It has set up a list of impending civil service competitive tests some overdue as many as nine years.

The local civil service group has been functioning, under one name or another, since before 1904.

The commission is new and gaining experience swiftly. In addition to the president, Palmer, the commission is composed of Terrell and Mrs. Fred Bates as members. Attorney Norman Ward has been the commission secretary since 1935.

Dr. Oser Named

Appointment of Dr. Bernard Oser of Forest Hills, president of Food and Drug Research Laboratories, Inc., as a member of the Advisory Council for the Advancement of Industrial Research and Development has been announced by Governor Rockefeller.

A biochemist, Dr. Oser obtained his bachelor and master's degrees from the University of Pennsylvania and his doctorate from Fordham University.

CSEA & North Hempstead Sign New Pact

The Civil Service Employees Assn. and Town of North Hempstead have joined in signing the first, fully-approved labor contract in Nassau County. General agreement on the contract, mandated for the first time under the State's Taylor Act, had been reached several weeks ago but attorneys had to work out details in creating the new format.

Some 500 employees will be covered under the new package which provides for a non-contributory dental care plan, unemployment insurance, additional cumulative sick days, time-and-a-half overtime for those employees making \$10,000 a year and under, and applications of personal days to vacation time.

Partaking in the contract signing were Town Supervisor Robert C. Meade; Alexander Bozza, president of the North Hempstead unit, CSEA, and Irving Flaumenbaum, president of the Nassau County CSEA chapter. Agreement on all facets of the contract was reached without resorting to the services of a mediation panel.

In a joint statement issued by the Town and the CSEA, Meade and Bozza said, "We are very pleased that negotiations went so swiftly and smoothly. Operating under the new Taylor Act and reaching contract agreement was difficult because it was a new phase in government-employee labor relations. All those involved in the detailed negotiating were most cooperative and we would



CONTRACT SIGNED — North Hempstead Supervisor Robert C. Meade, center, signs contract agreement covering civil service employees with Irving Flaumenbaum, president of Nassau County chapter, Civil Service Employees Assn., left, Alexander Bozza, president of the North Hempstead unit, CSEA.

like to take this opportunity to thank them. The signing of this contract marks another step forward in bettering relations between the town and its labor force." This contract will remain in effect until December 31, 1968.