

# Civil Service LEADER

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## CSEA Makes The Headlines

See Page 8

# CSEA SEEKS BIG VICTORY

## Senator Hughes Plans Legislation Making Public Strikes A Felony, Jailing Leaders At Least A Year

(From Leader Correspondent)

SYRACUSE—Local and area Civil Service Employees Assn. leaders were concerned over the impact last week of proposals State Senator John H. Hughes of Syracuse plans to file for action by the 1969 Legislature providing new, tough penalties for public employee labor unions which go on strike and their leaders.

Among the proposals by Hughes, chairman of the Senate Judiciary Committee, are those making it a felony for union leaders to engage in, or condone, a strike, and fines above \$10,000 daily.

Under the Taylor Law, a union leader may go to jail for 30 days and the union may be fined up to \$10,000 daily for going on strike.

Hughes' proposal would make the officer of a public employee union guilty of a Class E Felony if he or she "engages in a strike, or causes, instigates, encourages or condones a strike."

Under the State's new (1967) Penal Law, anyone found guilty of a Class E Felony is liable for a prison sentence of one to four years. (Minimum, one year, maximum, four years.) Conviction of a felony also means loss of civil rights and other privileges of citizenship.

### Right To Strike

Albany—A special commission, appointed by Governor Raymond P. Shafer of Pennsylvania, has proposed that the State recognize a limited right to strike for public employees.

Also, the Syracuse senator proposes, the union officer would automatically forfeit his public post, and would be removed from his union post for five years.

He also plans to ask that the public employee who engages in a strike would be frozen in his pay grade for one year.

His proposal also extends the decertification penalty in the Taylor Law. He will ask that if a union is decertified by a court—and the union does not have enough funds to pay the fine imposed—the judge could order

the State to withhold from the salaries of public employees belonging to that union amounts necessary to complete payment of the fine.

Also, he will ask in the proposal that the decertification of a union be a minimum of 18 months and a maximum of 36 months.

(Continued on Page 14)

## AFSCME Loses Its Appeal On Trooper Election

Objections to the conduct of the run-off representation election among State Police have been overruled by Paul E. Klein, Director of Representation of the New York State Public Employment Relations Board, it was announced recently.

In his decision, Mr. Klein also concluded that the results of the run-off election should not be set aside and that the Police Benevolent Association of New York State Police, Inc. has established that it represents a majority of the members of the Division below the rank of lieutenant who participated in the election.

Council 50, American Federation of State, County and Municipal Employees, AFL-CIO had filed 17 objections to the conduct of the run-off election as well as to conduct affecting the results of the run-off. This election was held August 30 for a unit consisting of troopers, sergeants and BCI personnel up to the rank of lieutenant. PBA and Council 50 were the competing organizations.

All issues raised were thoroughly investigated by the Director of Representation and all parties given an opportunity to present witnesses and other evidence in support of their positions prior to Mr. Klein's determination.

## CSEA Blocks PERB Hearings On 'Security' Unit Inclusion Until Employees Can Be Heard

ALBANY—A conference held here last week by the State's Public Employee Relations Board to discuss the tentative PERB listing of State employee titles to be included in a proposed "security unit" was terminated abruptly as a result of strong objections by the Civil Service Employees Assn.

CSEA's protest stemmed primarily from the fact that it had inadequate advance notice of the conference and that employees themselves should have the right to be heard regarding their inclusion or exclusion in a given bargaining unit. Joseph Crowley, member of the PERB who conducted the conference, which was attended by CSEA and other interested parties, rescheduled the session to Jan. 14.

The conference was the first of a series to be held by PERB to decide which employees would be placed in each of the five proposed State worker bargaining units called for by the Board's unit determination of Nov. 27, 1968.

A legal stay brought by CSEA is blocking implementation of the five-unit breakdown pending disposition of a CSEA appeal to challenge its validity in State Supreme Court.

The listing revealed for the proposed "security unit" designated 75 titles comprising about 7,500 positions for inclusion in the group, and excluded 24 other titles

(Continued on Page 14)

## CSEA Confident Of Victory As Thruway Election Opens

(Special to The Leader)

ALBANY—On the eve of the run-off election to decide who will represent Thruway workers at the bargaining table, leaders of the Civil Service Employees Assn. were confident that "common sense will prevail" and swing the vote in the direction of CSEA.

Ballots for the final round of voting, scheduled to be mailed out by the State Public Employment Relations Board tomorrow (Jan. 8) to all personnel in the main bargaining unit of Thruway employees, will offer the workers a choice between CSEA and Local 445, International Brotherhood of Teamsters.

"All of our contact within the

past few weeks with rank and file Thruway people points to a definite preference for CSEA, based on our general record of accomplishment in representing public employees in this State," said Dr. Theodore C. Wenzl, president of the 172,000-member independent organization.

"Within the past week alone, reactions expressed at CSEA meet-

(Continued on Page 14)

## CSEA Cleared On Clerk Strike

ALBANY—An impartial hearing officer has recommended to the State Public Employment Relations Board that charges of instigating, causing and condoning a strike filed by PERB against the Civil Service Employees Assn. last spring be dismissed, The Leader learned at press time.

In his report submitted to PERB, Judge Jenkin R. Hockert determined that CSEA "did not instigate or condone the strike" allegedly staged by disgruntled clerical workers at Manhattan, Brooklyn and Bronx State hospitals last March.

The hearing officer further concluded that CSEA's legal program was not used to encourage a strike. When the walkouts occurred, CSEA officials said, the Employees Association would defend any of the workers who were brought up on charges as a result of the walkouts. Under the CSEA legal program members are entitled to free legal services in disciplinary proceedings, with the approval of the members' chapter.

Judge Hockert further noted that CSEA "tried to prevent the strikes and made good faith efforts to terminate the strikes." CSEA counsel, John T. DeGraff, Sr., associate counsel John C. Rice, and asst. counsel Samuel Jacobs represented the employees at a series of New York City hearings presided over by Judge Hockert.

VACATION PLANNING? Details on Page 14

**Don't Repeat This!**  
Continued  
Full List Of Top Patronage Jobs Open Under Nixon  
THIS week, The Leader continues its presentation of non-competitive, appointed jobs to be filled in the early days of the Nixon Administration.  
(Continued on Page 2)

(Adv.)  
COMPUTING YOUR RETIREMENT BENEFITS? THE MAURICE BLOND AGENCY 11 W. 42nd ST., N.Y.C. TEL. 730-6664.

# DON'T REPEAT THIS!

(Continued from Page 1)

istration. The President-elect has more than 2,000 of these high-paying patronage positions to fill in the Federal service.

### Logistics

In the installation and logistics division of Defense there is the Assistant Secretary of Defense for that department, at \$28,750; and a staff assistant to the director of economic utilization policy, at \$19,780. Veterans are preferred for both of these jobs.

There is a private secretary to the above Assistant Secretary, at \$9,297; a director of economic affairs (this position already vacant), at \$26,264; and a confidential assistant to the above Assistant Secretary, at \$19,780, also vacant in the last Administration.

In the legislative affairs division of the Defense Department, there are an assistant to the Secretary (for legislative affairs), at \$28,000—veteran preferred for this job; a private secretary to this assistant, at \$8,462; a special assistant to the same official (al-

ready vacant), at \$19,780; and a Congressional liaison officer, at \$16,946, also vacant.

### Manpower

In the manpower and reserve affairs division of Defense there is an Assistant Secretary of Defense (for manpower and reserve affairs), at \$28,750; a deputy assistant Secretary (for civil rights and industrial relations), at \$30,239; a Deputy Assistant Secretary of Defense (for special manpower programs), also at \$30,239. Veterans are preferred for these three positions.

In this office there is also the Deputy Assistant Secretary of Defense (for reserve affairs), at \$28,000; the principal assistant to the Deputy Assistant Secretary (for civil rights, etc.), at \$22,835; a private secretary to the Assistant Secretary for manpower and reserves, at \$9,297; a private secretary to the Deputy Assistant Secretary for reserve affairs, at \$7,699.

There is also a Deputy Assistant Secretary of Defense for education and manpower resources, at

\$30,239; a director for equal employment opportunity, at \$26,264; a staff assistant to same, at \$19,780; and a staff assistant to the Deputy Assistant Secretary for civil rights and industrial relations, at \$16,946—the last four named positions being already vacant in the old Administration.

### Public Affairs

In the public affairs division of Defense there is an Assistant Secretary of Defense (for public affairs), at \$28,750; a Deputy Assistant Secretary of Defense, at \$30,239; and another Deputy Assistant, this one for public affairs and operations, also at \$30,239. Veterans are preferred for the foregoing three positions.

In addition, there are in the same office: a private secretary to the Assistant Secretary, at \$9,297; and a private secretary to the Deputy Assistant Secretary—for public affairs and operations, at \$8,462.

In Defense's systems analysis division there is an Assistant Secretary of Defense (for systems analysis), at \$28,750; and his private secretary, at \$9,297.

There is also the General Counsel for the Defense Department, already vacant, at \$28,750; and a private secretary to the Deputy General Counsel, at \$9,297.

In the Court of Military Affairs (also in Defense) there are three private secretaries to the judges, two of them at \$8,462, and one, at \$7,699—the last named usually a veteran. There is a judge, at \$33,000 (already va-

(Continued on Page 10)

## 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.

### Job Actions

WE KEEP wondering what will be the long term effect on the public relations of civil service with all the recent "job action" by public employees—slowdowns, sit-downs, sick calls, and outright strikes.

BECAUSE THIS column is directly concerned with anything affecting civil service public relations, it poses these questions: WILL ALL the publics affected forgive and forget because public employees have an equal right to earn a decent living under decent working conditions?

OR WILL these publics bear a continuing resentment against civil servants because public employees are "different" and therefore are not supposed to become involved in labor disputes to which they are direct parties?

OR WILL these publics accept civil servants as very special people who must live a very special hybrid existence—part professional, part public servants with sworn public duties, part labor union protagonists?

THIS COLUMN takes no position on the pro's or con's generated by these questions. It offers no answers—if there are any answers when public employment is in a critical stage of flux.

THIS COLUMN is simply suggesting that the total problem does bear directly on the overall public relations of civil service. Thus, it deserves serious thought by every civil servant and the leaders of their organizations.

OUR DEEP concern with the problem of civil service public relations prompts us to have serious reservations over the inconsistent attitudes of some civil servants.

FOR EXAMPLE, we are not at all sure we fully agree with the attitude of some New York City policemen, as reported by "The New York Times."

IF THE "Times" assessment is correct, police "job action" recently was prompted by the aver-

age policeman's resentment toward City Hall.

IF THIS is an accurate reflection of the situation, that resentment must be fairly deep when one considers that the "job action" came after the police had achieved a \$1,367 raise over a two-year period.

THE RESENTMENT is based says the "Times," on the "abuse" they (the police) "have suffered at the hands of demonstrators and others allegedly encouraged by political leaders." This was practically confirmed by the community relations advisor of the PBA who said that "the job action" resulted from "the hazards and frustrations of the job."

THIS COLUMN has given the highest marks for good public relations to the police for being able to stand up to this "abuse" with almost superhuman fortitude. But to take these genuine frustrations out on the mostly innocent publics they serve, raises a serious public relations question for all police officers.

WITHOUT suggesting that the follow Harry Truman's advice we are reminded what the former President said: "If you can't stand the heat, get out of the kitchen."

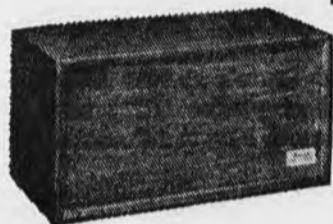
(Continued on Page 13)

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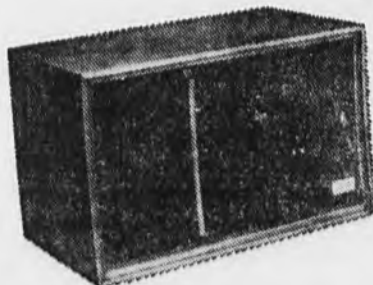
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# Catskill Highway Aides Ratify Two-Year Pact Employees Assn. Won

CATSKILL—Town of Catskill Highway Dept. employees will benefit from a two-year contract won recently by the Catskill Highway chapter of the Civil Service Employees Assn.

Highlighting the contract is a ten cents-an-hour raise for all Highway Dept. personnel in fiscal 1969, and an additional ten cents-an-hour raise in fiscal 1970.

Other contract items include:

- Time and one-half for overtime;
- Employees called in on emergency duty will be paid a minimum of two hours at the rate of time and one-half.
- For four or more hours of emergency call work, employees will get \$1.75 for meals;
- Vacations: ten days after one year of service, 11 days after three years, 12 days after

five years, 13 days after seven years, 14 days after nine years and 15 days after ten years;

- Sick leave credits of 12 days a year, accumulative to 60 days;
- Three days personal leave, non-cumulative, a year;
- Employees assigned temporarily to perform duties of a higher classification in emergency situations will be paid for the higher grade title.

Heading the CSEA negotiating team was John Stapinski assisted by James Graham, CSEA field representative.



**CSEA BY LANDSLIDE** — Clearly (standing) looks on. Between Miss Stanley and Cleary is Florence Cento. Standing to their rear are, left to right: Elaine Kayne, Hazel Schling and Edna Nodini. Seated Rosalind Norton, poll watcher and John Panaseney, president of Huntington Town unit, CSEA.

# Broome Aides Keep Summer Hours In 1969 Contract; Pay Raises, New Benefits Set

(From Leader Correspondent)

BINGHAMTON—An attempt to end the 30-hour summer work week for Broome County office workers failed this week as the Board of Supervisors approved 1969 employee contracts.

The last-minute attempt to alter a proposed contract with the Broome chapter of the Civil Service Employees Assn. lost by a 12 to 7 vote.

For a number of years Broome's office staff has been excused at 4 p.m., an hour earlier than normal, during July and August.

CSEA negotiators this year asked that the early closing policy be extended to include June.

County bargainers countered with an attempt to make 5 o'clock the closing time throughout the year.

The dispute was one of the items that led to an impasse in CSEA-county negotiations a month ago.

The county's agreement during mediation talks to accept the July-August 4 p.m. closing was a key to breaking the impasse.

When the contract was submitted to the full board, however, Norman Shadduck, 12th District Republican, one of the negotiators, urged rejection of the 4 p.m. closing rule.

He said a change in policy was justified because the county recently voted to spend more than \$1,000,000 on a project including air-conditioning of the county buildings in Courthouse Square.

County supervisors had been solidly behind the proposal to eliminate the 30-hour summer week.

The Broome chapter represents a majority of the 1,200 full-time employees.

Agreement by the board's negotiating committee to allow continuation of the July-August 4 p.m. closing was a key in reaching a tentative settlement.

At a Board of Supervisors meeting Nov. 18, Republican Shadduck called for an end to the early closing once air conditioning is installed.

John E. Herrick, former presi-

dent of the CSEA chapter, had warned that such an action would invalidate the contract that had been ratified by an overwhelming majority of the chapter members.

"The world won't come to an end if we have an impasse with CSEA," said one supervisor, Joseph F. Garbarino, as he voted for the Shadduck measure.

Board of Supervisors chairman Edwin L. Crawford said he had hoped to see the early closing policy ended, but that the contract with CSEA had been negotiated "in good faith" and urged his colleagues to accept it.

James E. Wahl, a Democrat who also served on the negotiating team, said CSEA had used the 4 p.m. closing issue "as a hammer over our heads."

Those who joined Shadduck and Wahl were Harold Kinder, Town of Chenango; Melbourne E. Niles, 11th District; Robert C. Ott, 17th District, and Holmes W. Somers, 14th District, all Republicans.

Shadduck then asked that the 5 p.m. closing be continued by allowing 30-hour work weeks but using staggered shifts.

This, too, would conflict with the proposed contract, Crawford said. It lost by an identical vote.

The contract then was approved by a 17 to 2 vote, with

## James Keefe

ALBANY—James Keefe, long an active member of the Civil Service Employees Assn., Employees' Retirement System Chapter, died recently in Albany.

Mr. Keefe was assistant director of Member Services for the System. His State service began in November of 1931. He started in the Employees' Retirement System on Jan. 29, 1934, saw service during World War II and returned to the system after the war.

Somers and Wahl opposed.

The contract provides raises ranging from \$150 to \$800 plus 5 1/2 percent increments. The lowest total raise-plus-increment for an employee next year will be \$340.

The contract accepts in total a new salary schedule and reclassification of jobs recommended by a private consulting firm hired at the urging of CSEA.

It provides 5.5 percent automatic increments in five annual steps assuring raises of 27.5 percent during that period for new employees.

It also specifies 17 fringe benefit improvements, including increments at 10, 20 and 30 years and nightshift premiums.

## Buffalo School Aides Seek 10% Boost In 1969 Contract

BUFFALO — In an early start on 1969 bargaining, the Buffalo Competitive unit, Erie chapter, Civil Service Employees Assn., this week sought a 10 percent pay raise for Buffalo Board of Education non-teaching employees.

The CSEA group, headed by Joseph Drago, also seeks to upgrade all job categories.

The current CSEA contract with the Board of Education expires June 30, 1969.

Other CSEA proposals are time and half for overtime, a full day's pay for emergency work on week-ends and holidays, a 10 percent night differential, three days personal leave a year and longevity pay improvements.

# PERB Setting Trial Date For AFSCME & Locals Which Struck Institutions

The New York State Public Employment Relations Board has announced that it will conduct a hearing to determine responsibility for the work stoppages at hospital facilities of New York State Department of Mental Hygiene last month.

Dr. Robert D. Helsby, chairman of the State PERB, said the evidence and testimony at the hearing will be considered to determine the degree of responsibility, if any, of Locals 69, 338, 1567 and 1069, American Federation of State, County and Municipal Employees, AFL-CIO, for the work stoppages at various times between and including November 18 and 27. Also considered will be the degree of responsibility, if any, of the parent organization, District Council 50 for the work stoppages. The date for the hearing will be set shortly.

The Board's counsel, Martin L. Barr, has conducted a preliminary investigation, and a hearing is considered necessary on the basis of certain evidence gathered in the investigation, Dr. Helsby said. Section 210 of the Taylor Law holds the State Board responsible for determining whether an organization has violated the no-strike provision of the Taylor Law. In making its determination, the Board must consider:

- Whether the organization called the strike or tried to prevent it, and
- Whether the organization made or tried to make good faith efforts to end the strike, and
- Whether, if alleged by the organization, the public employer or its representative engaged in such acts of extreme provocation

## Correction Problems

ALBANY—The Correction Committee of the Civil Service Employees Assn. will present a list of problems encountered by uniformed correction personnel in the various State penal institutions to Commissioner Paul D. McGinnis at a meeting on Jan. 14.

The committee, headed by Richard Corcoran of Auburn, will meet the night before with CSEA staff members to plan the agenda.

as to detract from the responsibility of the employee organization for the strike.

PERB is empowered to suspend an employee organization's dues check-off privileges for a period up to 18 months if the agency determines that the organization is responsible for the strike.

## CSEA Demands Career Ladder Hearing In M.H.

(Special to The Leader)

ALBANY—Leaders of the Civil Service Employees Assn., fighting to protect the promotion rights of State Mental Hygiene employees, have asked Civil Service Commission President Mrs. Ersa Poston for a hearing on the proposed career ladders for the department before any action is taken.

A CSEA spokesman expressed confidence in getting the hearings, since, he said, "The department listened to us, and so did the Division of the Budget when they were making plans for the career ladders covering recreational, physical and occupational therapy. Therefore I see no reason why we won't get our hearing in this case."

"Our views on the career ladders will be listened to again," he continued, "since the State knows that we represent the bulk of the Mental Hygiene employees, and that it is our desire to get what is best for them."

The spokesman indicated that CSEA would insist that Mental Hygiene attendants be relieved of house work and cleaning duties. He also criticized the State's delay in getting the career ladders established and in replying to CSEA's demands.

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**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 150, 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.

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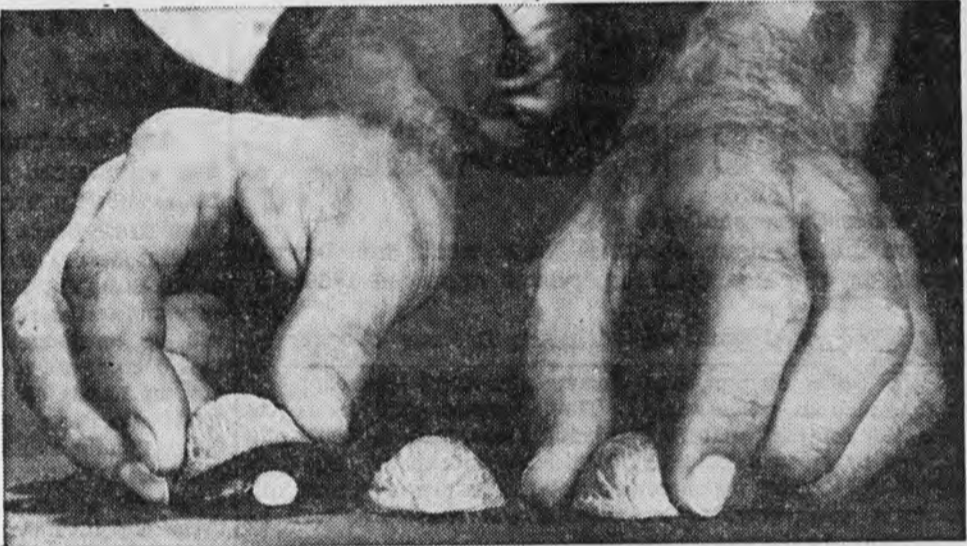
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## County Of Onondaga Sets Therapist Examinations

The County of Onondaga has scheduled examinations for speech therapists, occupational therapists, and occupational therapy aides in February. Deadline for filing applications for the first position is Jan. 15; the others must be filed by Jan. 2.

Two speech therapists, who are needed in the Department of Health will receive between \$6,720 and \$8,400. Duties will include administering therapy for organic or functional speech disorders and related work as required. The written test will cover principles and techniques of speech therapy and the relationship of speech therapy to the medical treatment of ill or handicapped persons. Requirements are a bachelor's degree with specialization in speech, including speech therapy and psychology courses. Residence requirements have been waived.

The occupational therapy exam will be used to create an eligible list to fill future vacancies. Salary is between \$6,720 and \$8,400, and duties will include conducting an occupational therapy program for patients in a hospital or institution as prescribed or directed by a physician. Candidates must be graduates from an approved school of occupational therapy. Residence requirements have been waived for these positions.

Salary for the occupational therapy aide will be from \$4,160 to \$5,200. At the present time one vacancy exists in the Onondaga County Department of Health. Graduation from high school plus at least six months experience in patient care and one year of training or paid experience in arts and crafts is required as well as residence in the municipality of the appointment.

For further information write the Onondaga County Department of Personnel, 204 Public Safety Building, Syracuse, N.Y.

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## Tessler Re-elected By New Hampton

NEW HAMPTON—Issy Tessler has been re-elected for a 12th term as president of the New Hampton Training School for Boys chapter of the Civil Service Employees Assn.

Also elected were William Wyman, vice-president; William McElroy, secretary; and Charles Thomas, treasurer.

Tessler is chairman of CSEA's personnel committee and a member of the State legislative committee.

He serves as Social Services representative on CSEA's board of directors and has been appointed a member of a special legislative conference committee.

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### Reappointment

Frederick J. Garahan of Oswego has been reappointed by Governor Rockefeller, subject to Senate confirmation, as a member of the Port of Oswego Authority. He will continue in the unsalaried post until September 1, 1972.

### Plastering Inspector

A written exam was taken by 77 candidates for plastering inspector Dec. 14.

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Joe Deasy, Jr., City Editor  
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TUESDAY, JANUARY 7, 1969

## Taylor Law Revisions

LONG-expected proposals for making drastic revisions in the Taylor Law are now forthcoming, with some changes explicitly outlined by Republican Senator John Hughes of Syracuse and hinted at by Governor Nelson A. Rockefeller.

The Governor, in a press conference last week, merely stated that he was "disappointed" in the effectiveness of the law in curbing public employee strikes. Senator Hughes is apparently outraged because he went so far as to declare he would seek to make such strikes a felony offense, which could mean stiff prison terms for violators.

Once again, the points of view are warped. Instead of starting a search to solve civil service problems, the only concept being offered is to increase punishment. Stiffer penalties will do nothing either to deter employees from expressing their grievances or to improve the conditions that could make strikes unnecessary.

No employee organization is happy with the Taylor Law, largely because of its implementation by the State Public Employment Relations Board. State workers have made handsome gains in wages and retirement over the past decade, largely because the majority of them were banded together—by choice—under one, large powerful employee union, the Civil Service Employees Association. In a completely arbitrary and capricious manner, PERB decided that this concept of worker power through strength should be dissolved by splitting State workers into a series of smaller units. No one asked for such a division and no one wants it. What PERB members have forgotten is the basic American philosophy that laws are not made to govern but to protect.

The creation of a new, vindictive law only adds to the disasters already perpetrated by the State Public Employment Relations Board. We urge Governor Rockefeller and Senator Hughes—and all others who will now jump on the bandwagon to make the law meaner than before—to try and solve this problem the right way.

The basic motive for removing capital punishment in New York was the acceptance of the theory that it did nothing to deter murder when murder was the intent. Do any of these men think that a harsher public employees law is going to bring better results when thrown in the face of citizen workers who have their rights, too?

## Ersa Poston Declines USCSC Chairmanship

(From Leader Correspondent)

ALBANY—President-elect Richard Nixon offered a Washington post to Mrs. Ersa H. Poston, president of the New York State Civil Service Commission, but she decided to stay in the Rockefeller administration.

Mrs. Poston told friends she was "very pleased" to be offered the top position with the U.S. Civil Service Commission, but felt she should stay in her present post because of "still unfulfilled responsibilities."

As Commission president, Mrs. Poston has been developing new programs in the recruitment and training of young people from minority groups and in expanding promotion opportunities in State service.

She is reported to feel that

there is a great deal to be accomplished in New York State. The expectation that Governor Rockefeller will seek a fourth term next year also is believed to have influenced her decision. She is known to be very loyal to the Governor.

Mrs. Poston was a member of the State Negotiating Team, headed by Alton G. Marshall which had been meeting with the Civil Service Employees Assn. prior to the PERB order halting the sessions.

## Civil Service Television

Channel 31

Sunday, January 12

10:30 p.m.—With Mayor Lindsay —Weekly report presented in cooperation with WNEW-TV.

Monday, January 13

3:00 p.m.—Return to Nursing—"Intravenous Therapy." Refresher course for nurses.

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

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

Tuesday, January 14

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

Wednesday, January 15

3:00 p.m.—Return to Nursing—"Pre-Operative Care." Refresher course for nurses.

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

7:00 p.m.—On the Job—New York City Fire Department training program.

Thursday, January 16

4:00 p.m.—Around the Clock—New York City Police Academy training series.

7:30 p.m.—On the Job—New York City Fire Department training program.

Friday, January 17

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

Saturday, January 18

7:30 p.m.—On the Job—New York City Fire Department training program.

### PERB Rules

## Public Employees Cannot Serve On Mediation Panel

(From Leader Correspondent)

ALBANY—The Public Employment Relations Board has ruled, contrary to an opinion by the Attorney General, that full-time public employees cannot serve on its panel of mediators or fact-finders.

The one exception are professional employees of the State University.

Mediators and fact-finders used in public employee disputes receive \$100-a-day from PERB.

In its policy statement, PERB held that the "broad question is whether it was appropriate for any State employee to be a member of our panel." The board held: "Regarding State employees functioning as mediators or fact-finders, it is the decision of the board that no full-time public employee will be accepted on our panel, with the exception of professional employees of the State University."

Attorney General Louis J. Lefkowitz has held, however, in an opinion sent to State Comptroller Arthur Levitt that State personnel "may serve" for compensation in the capacity of mediator for PERB "in the absence of incompatibility of duties."

Lefkowitz, the State's chief legal officer, stated that if no conflict occurs between the two positions then there would be no constitutional prohibition.

Robert Helsby, PERB chairman, is a former executive dean for the State University.

## 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.")

## Police Fund Raising

UNDOUBTEDLY, police officers perform a socially approved function when raising funds by public solicitation for worthwhile purposes. Yet, while his motives are impeccable, the police official's awesome power may color his fund raising appeal with elements of coercion or extortion in some instances or render a bribe-like donation in others. Such considerations were paramount in the amendment by the Town of Mamaroneck early in 1967 of its Police Department Rules and Regulations. The amendment, except for specified areas of solicitation for charity, forbade members of the Police Department from soliciting funds.

SUBSEQUENT TO enactment of the new Regulation, the Mamaroneck Police Benevolent Association, Inc. asked permission to conduct an annual fund raising drive. Pointing out that the Regulation sought to preclude a conflict of interest, the Board of Police Commissioners declined permission.

A SOLICITATION letter, bearing a replica of a police shield, was thereupon mailed to the community by the P.B.A. The Board of Police Commissioners issued a memorandum to all twelve members of the P.B.A. (there were 32 officers on the force) directing the return of funds solicited to the donors because their solicitation violated the Regulation.

THE PRESIDENT of the P.B.A. brought an Article 78 proceeding attacking the constitutionality of the Regulation. The proceeding was dismissed on the ground the Regulation was reasonable.

THE POLICE CHIEF, as directed by the Board, ordered the President to submit P.B.A. records for inspection. Upon his refusal, he was suspended without pay and charged with failure to obey a proper order. After a hearing, he was found guilty and given the alternative of relieving his suspension by compliance with the order or of dismissal. Upon his dismissal, he instituted an Article 78 proceeding (Matter of Agnesanto, New York Law Journal, December 20, 1968, page 18).

THE PETITIONER'S discharge was stayed by the Court pending judicial review. The respondent's motion to dismiss the petition without service of an answer was denied. An answer was served. On oral argument, the parties stipulated to submit additional records bearing on petitioner's 18 years of service.

JUSTICE ROBERT E. Dempsey before whom the proceeding was brought ruled against referral of the matter to the Appellate Division for initial decision. While this is done when the determination results from a hearing, the jurist retained jurisdiction because no question of substantial evidence to support the Board's ruling was involved. Rather, the issue was the lawfulness or arbitrariness of the Chief's order.

JUSTICE DEMPSEY found the order to be lawful and the petitioner guilty of its disobedience. The Justice's opinion, skillfully presenting the facts and law in informative detail, merits careful study.

CONCERNING the petitioner's contention that he had no choice but to disobey the order because he was under a directive of the Board of Directors of the P.B.A. to withhold information about the solicitation of funds, the Court ruled that the "protective armor" of the corporate entity of the P.B.A. was but a "diaphanous veil."

THE TRUE TEST whether corporate records must be produced is whether there is justification for their production. Here, the Police Chief had ample grounds to believe substantial funds had been received in violation of the Regulation.

THE PETITIONER argued that the order infringed his Fifth Amendment privilege against self incrimination. However, Justice Dempsey ruled that the petitioner was properly asked to supply information relating to the performance of his official duties, without being required to waive immunity.

STILL, PETITIONER'S past record of 18 years as a police officer was unblemished. Citizens wrote letters of commendation on his behalf. Dismissal plainly was grossly excessive punishment. Avoiding circuitry of proceedings, Justice Dempsey himself fixed as appropriate a penalty of suspension without pay for 45 days.

# REPORT #3 TO THE PEOPLE OF NEW YORK CITY AND WESTCHESTER COUNTY

by Charles F. Luce, Chairman of the Board, Consolidated Edison Company of New York, Inc.



A little more than one year ago I made my first Report to the People of New York City and Westchester County. In that Report I pledged for the Edison Company our untiring efforts:

► To provide the best possible service at rates as low as the cost of doing business will permit.

► To protect the environment in every practicable way, and to design and maintain our properties to intrude as little as possible on the appearance of the communities we serve.

► To employ and promote without discrimination, and to take positive steps to qualify the underprivileged for useful jobs.

In this Report #3 I will review progress we have made and problems we have encountered in our efforts to achieve these goals.

In summary, we think we have made substantial progress and, more importantly, have adopted policies and programs with great promise for the future. But we concede that progress in some areas has not been as rapid as we would like.

## Customer Service

Our customers have these services they didn't have a year ago:

Today we send a serviceman at any time of day or night to any residence where the gas furnace isn't working, or to any house where all the lights are out. If the difficulty can be fixed by pliers or screwdriver, our repairman will fix it. If the trouble is more serious, he will help our customer find a competent plumber or electrician to make the necessary repairs.

Today if a customer wishes to convert his oil furnace to gas, or to install a new gas or electric heating system, we will make all the arrangements and finance the installation by easy payments over a period up to seven years. If a customer wishes to rewire his house, we will do the same.

Today a customer knows the date his meter will be read because his prior bill tells him.

Today we are well along on our program to install 5,000 remote meter reading devices in customer premises where meters are not normally accessible. Such customers will then receive bills based on actual readings rather than estimated bills based on past average use.

Today a customer is paid interest of 5% on his deposit, not 4% as he was a year ago.

Despite this tangible progress we know that our customer service needs further improvement. Particularly we must strengthen our billing procedures and our ability to respond promptly to billing complaints. Our telephone service, although we have increased its capacity by 5,000 calls per day, still is jammed too often.

The way to remedy the situation, we are convinced, is to decentralize our operations. Experience proves we cannot provide sufficiently good service to 3,100,000 electric customers and 1,100,000 gas customers from one central headquarters.

Accordingly, we have begun to decentralize all customer services into six divisions, Westchester County and the five boroughs of New York City. Within less than a year, Westchester and Staten Island will be independent operating divisions; within two to three years Manhattan, the Bronx, Brooklyn, and Queens will be likewise. We are convinced that decentralization will bring more personal service to our customers, and greater efficiencies for our Company.

## We Give a Damn

Con Edison has been a leader in the New York Urban Coalition, and we are active in the Westchester County Urban Coalition. We support with money and talent their programs and

those of the National Businessmen's Alliance. We recognize that urban problems are too big for government alone to solve. As the City's and County's principal supplier of electric energy, we too must be involved.

As an equal-opportunity employer, we practice what we preach. An increasing percentage of our total number of employees belong to racial minorities—13% today compared to 8% only two years ago. In the past year, about 30% of our new regular employees have been Afro-American or Spanish-American. In addition we have employed 365 so-called "hard-core" unemployed young men and women in cooperation with the U.S. Department of Labor. (We object to the term "hard-core"; these youngsters are proving to be as capable and well motivated as other new employees.) To help them remedy weaknesses in their basic education, we have instituted classes in the "3 R's."

We are proud that the Executive Director of the U.S. Equal Employment Opportunity Commission, Clifford L. Alexander, has described Con Edison as having the best equal employment record of any utility in America.

## Power for the 1970's

This past year we committed more than one-quarter billion dollars for new sources of electrical energy. On the Hudson River near Indian Point, we announced our fourth nuclear plant with capacity of 1,100,000 kw. Further up the Hudson at Roseton, about half-way between Newburgh and Poughkeepsie, we have announced an oil-fired plant of two 600,000 kw units that we will own jointly with Central Hudson Gas & Electric Corporation and Niagara Mohawk Power Corporation; our initial share of the plant will be 40%. Nuclear 4 is scheduled for completion in 1974; Roseton in 1972 and 1973.

In addition, last year we started construction of 300,000 kw of gas turbine peaking capacity at our Astoria station in Queens scheduled for completion in 1970.

When the new generating capacity committed last year is added to the generating capacity already under construction at the start of the year (Indian Point 2 and 3 and Arthur Kill 3), Con Edison has an electric generating construction program in progress of \$625 million which will add about 4,250,000 kw of new capacity. Our entire system at the present time has 7,500,000 kw of generating capacity—so we are increasing it by more than 50%.

This gigantic building program has a two-fold object: to supply load growth in our service area of about 350,000 kw per year, and to enable us to retire a number of old, inefficient plants located in New York City.

Keystone of our modernization program, however, is the Cornwall or Storm King 2,000,000 kw pumped-storage project.

Although we still do not have an FPC license to build Cornwall, we have made important progress toward getting one. The Trial Examiner who heard lengthy testimony pro and con has recommended to the full Federal Power Commission that it grant a license. Two months ago the City of New York formally advised the Federal Power Commission that "New York supports the general plan of the Company to replace its old coal and oil fired generators in the City with this new facility upriver." However, the City objected that the proposed underground powerhouse would be located too near an underground City aqueduct. Although we believe that the presently proposed site for the underground powerhouse is the best site, and that it would not endanger the City aqueduct, we are prepared to build the underground powerhouse at a different location if the Federal Power Commission deems this necessary.

## Islands: Power Sites of the Future?

To provide a site for future nuclear generating facilities, Con Edison has purchased Fort Slocum, an 80-acre island in Long Island Sound about one-third mile off New Rochelle. In the 1970's it would make an ideal location for up to 4,000,000 kw of nuclear generation.

Looking even further into the future, we have asked that planning for Welfare Island not preclude the location of a nuclear power generator under the island in the late 1970's.

Such a generator would produce not only electricity, but also steam to heat and cool the skyscrapers of Manhattan. We want eventually to get all of our smoke stacks out of Manhattan. A nuclear generator placed underground on Welfare Island could enable us to remove the four smoke stacks near the United Nations.

## Blackout Protection

Last year we materially strengthened the ability of our electric system to withstand severe shocks of the kind that triggered the great blackout of November 9, 1965. At a cost of about \$23 million, we installed 10 additional gas turbines at 6 production plants, provided automatic load shedding facilities, and added additional instrumentation and control at our Energy Control Center. The gas turbines will make possible the prompt restart of these plants in case of a systemwide shutdown. In addition, they provide 155,000 kw of new generating capacity to meet peak system demand.

Also in 1968, we launched two major extra high voltage transmission projects to tie our system more firmly to our neighboring utilities in New Jersey and upstate New York, and thereby improve reliability of electric service throughout the Northeast.

Although our electric system as a whole performed well in 1968, there were several severe local blackouts on our system during the summer. Four intense heat waves in July and August caused an unprecedented air conditioning load. Local distribution facilities became overloaded and failed in some neighborhoods. Altogether, about 5% of our customers were affected by outages or low voltage, or both. We deeply regret these local failures. We are determined to strengthen our distribution system so that they won't recur. To gather the information we need for this purpose, we have sent questionnaires to all of our customers in the areas which experienced difficulties.

## We're Still Going Underground

In 1968, all new subdivisions of five or more homes in our service area were being constructed with electric service by underground cable. No utility in America can match our record for placing its electric lines underground.

We have pledged to Westchester County that, even as to high voltage transmission lines, we will not acquire new rights of way for their construction above ground. When we have rebuilt our existing overhead transmission lines to full capacity, and have occupied fully the transmission rights of way we already own, future EHV lines in Westchester will be placed underground—a very costly business.

## Clean Energy, Clean Air

In the struggle of New York City to clean its air, Con Edison no longer plays the role of the heavy.

Dramatic progress by Con Edison in controlling air pollution has won recognition during the past year that we now lead the City's fight for clean air. By switching to premium, low-sulfur fuels, installing electrostatic precipitators (smoke cleaners), and increasing the height of smoke stacks, we have since 1965 cut in half our emissions of sulfur dioxide and particulate matter. Our three plants that will continue to burn coal have precipitators that remove 99% or more

of the particulate matter from the smoke stacks.

In the next decade, our plans for adding nuclear generation combined with Cornwall's pumped storage will virtually eliminate our contribution to air pollution. The oil-fired Roseton plant on the Hudson will utilize the newest technology for removing pollutants from stack gases.

Presently the chief offenders causing New York's air pollution are the automobile (58%) and the heating plants of factories, offices and apartments (23%).

To reduce these sources of air pollution will cost money, lots of money. We should know. It has cost about \$150 million to do our part.

## Rates and Earnings

The toughest problem we faced during the past year was how to increase our earnings (among the lowest in the industry) without increasing our rates (among the highest in the industry).

The obvious, but difficult, solution is to increase sales and reduce unit costs. To increase sales, we have developed a more aggressive sales program, offered credit to purchasers of gas and electric heating systems, and filed two promotional rate reductions—16% for electric heat and 25% for gas air conditioning. To cut costs we have expanded competitive bidding, reduced our payroll and contract labor by about 900 persons, and instituted a wide range of other economies.

Despite these strenuous efforts, our earnings for common stockholders have not increased above the previous year's level, mainly because of higher taxes. Last year the increase in federal, state and local taxes, exclusive of income taxes, amounted to \$18 million of which about half is accounted for by increased tax rates. Our annual city tax bill—just our city tax bill—is now more than 1½ times what we earn for our common stockholders.

In 1969 we and other businesses face even more tax increases. We also face large increases in the other costs of providing electricity, gas and steam—for example, wage rates will increase about 10%, employee fringe benefits will increase substantially, and interest rates on new capital are now at the highest point in the past 100 years.

## New Faces of 1968

To achieve our ambition of providing New York City and Westchester County the best energy service in the world, we are assembling a new, young team of executive talent.

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## In Closing, "Thank You"

Finally, all of us on Con Edison's management team wish to thank each of our customers for the moral support and encouragement we received during the two-week strike last month—and for our customers' thoughtfulness in reducing power consumption during the peak hours of 4 PM to 9 PM while the strike was on. You were great!

Charles F. Luce





# Don't Repeat This!

(Continued from Page 2) and three technical assistants, positions already vacant, with salary grade yet to be determined.

Another job already vacant is that of private secretary to the Chairman of the Joint Chiefs of Staff, at \$8,462.

### White House Group

In the White House Support Group of Defense is an aide to the Vice President, at \$26,264; and an administrative assistant, at \$9,297, veterans being preferred for both of these positions.

There are also: a staff assistant to the Special Assistant, at \$19,780; a private secretary for interdepartmental activities, at \$10,203; two similar private secretaries, one at \$10,203 and one

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at \$9,297; two more private secretaries, at \$8,462; two personal assistants and confidential assistants to the Military Representative of the President, both jobs already vacant and both salaries yet to be determined.

In the Office of the Defense Advisor, there are two private secretaries, one at \$7,699 and one at \$8,462.

In the Defense Supply Agency there is a confidential assistant for the economic utilization policy, at \$19,780. A veteran is preferred for this position.

### Dept. of Army

In the Department of the Army, there are the following executive positions: Secretary of the Army, at \$30,000; Under Secretary, at \$28,750; four assistant secretaries — one for financial management, one for installations and logistics, one for manpower and reserve affairs and one for research and development—all at \$28,750 per year.

In the office of the Secretary, there is a Deputy Under Secretary (for international affairs), at \$30,239; a special assistant to this deputy, at \$22,835 (position already vacant); a deputy director

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of civil defense, at \$30,239; a deputy general counsel, at \$26,264; a special assistant for legislative affairs, at \$22,835; a director of facilities with the title, Assistant Secretary of the Army (for installations and logistics), at \$22,835; a special assistant for planning, also designated as Assistant Secretary, at \$22,835; two deputy assistant secretaries of the Army (for manpower and reserve

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assistant to the Secretary, at \$10-  
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the Under Secretary, at \$9,297;  
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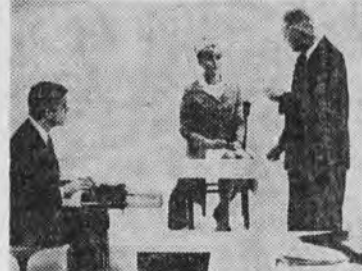
In the office of the Military  
(Continued on Page 12)

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# Chapters Distributing Reduced Dues Forms To Retired, Part-time

(Special To The Leader)

ALBANY—Applications for reduced dues for retired and part-time employees have been sent to Civil Service Employees Assn. chapter presidents for distribution, Executive Director Joseph D. Lochner announced last week.

CSEA members who are retired or who work on an average of less than four hours a day or 20 hours a week are entitled to the reduced rates, which are one-half the regular dues, or 50 cents biweekly.

If dues are paid directly to the Employees Association instead of by payroll deduction, they will be \$13 a year due by Oct. 1, or \$6.50 twice a year, due by Oct. 1 and by the following April 1 of each year.

The reduced dues rate was approved by CSEA chapter delegates at the Annual Meeting in September. Formerly, retired members were eligible for associate mem-

bership at one dollar a year, which did not entitle them to hold office and vote, or regular membership at the full dues rate of \$26 a year.

Associate membership is still available under the new plan, and regular membership at the new \$13 rate entitles retired and part-time employees to the same rights provided with full dues membership.

Proof of eligibility through the chapter is required each year by the part-time employee in order to continue membership under the reduced rate. Most chapter presidents now have the applications

# Two Promoted As Conservation Dept. Directors

(From Leader Correspondent)

ALBANY — The Christmas season has seen two key promotions in the State Conservation Department.

Albert J. Woodford, assistant director of the Divisions of Lands and Forests, has been named director to fill the vacancy created by the retirement of William D. Mulholland.

Victor Glider, who has been general manager of Forest Parks, has been named assistant director.

"Both Al Woodford and Vic Glider have outstanding records of accomplishment in the field of forest management," Commissioner R. Stewart Kilborne declared, adding:

"It is pleasing to me to see both of these men, long time employees of the department, advance to positions of increased responsibility."

Woodford, 66, is a graduate of Cornell University, where he majored in forest management. He joined the department in 1923. Glider started his career as a forest general foreman in 1946. He is a graduate of the University of Maine.

# Alsever Retires After 22 Years

(From Leader Correspondent)

SYRACUSE—Carl Alsever, a right-of-way agent in the State Transportation Department's Syracuse District and member



of Syracuse chapter, Civil Service Employees Assn., was honored at a retirement dinner recently in Syracuse.

Alsever served in the department from 1946 until he retired Dec. 1. He was in the Syracuse City engineer's office five years, then in private surveying from 1931 to 1940 and with the U.S. Corps of Engineers from then until 1946.

Chapter members and other friends presented him with a golf cart and clubs as a retirement gift.

# Retired System Chapter Celebrates

ALBANY—The DeWitt Clinton Hotel was the scene recently of the Civil Service Employees Assn. Employees' Retirement System chapter annual Christmas party.

A social hour preceded a ham and turkey dinner. Following dinner, "The Nocturnes" played for dancing.

# CSEA Wins Overtime Grievance For 3 Aides At West Seneca School

(Special To The Leader)

ALBANY — The New York State Grievance Appeals Board has upheld a grievance filed by the Civil Service Employees Assn. on behalf of three members of its West Seneca State School chapter protesting the forcing on employees at this

Mental Hygiene Dept. institution of equivalent time off during the same pay period to avoid payment of overtime.

In its decision, the Board cited the practice as "improper and poor personnel practice," and recommended to the Department of Mental Hygiene that it stop.

The three employees at the school who are members of its CSEA chapter—Arthur J. Lerczak, Albert F. Kaufman and Robert Pflieger—charged in their grievance that on various occasions between May, 1967, and January, 1968, they were required to work on what normally would have been a regular day off. Each was then told to take a day off during the same work week, and none was paid overtime.

## Violent Objection

CSEA objected violently to the practice of forced work with no overtime pay when it was first established by State Budget Director T. Norman Hurd. Under State law, time and a half overtime is required when employees must work on holidays and Sundays when they are not scheduled for regular duty.

CSEA at that time urged upon the State government adoption of an overtime pay plan which would pay for overtime beyond the regular workday rather than for overtime beyond the 40-hour work week. CSEA officials then cited that throughout private industry, unions have won provi-

sions giving payment of overtime beyond the regular workday.

The Department of Mental Hygiene, while "not disputing the facts" of the West Seneca State School case, contended that "There is no legal basis by which the appellants would be paid overtime unless they worked over hours in a given work week."

In receiving the Board's favorable recommendation, CSEA Executive Director Joseph D. Lochner said, "The State inconveniences its employees by forcing them to work overtime for the State's convenience, and then without regard to the desires of the employees, forces them to take equivalent time off in the same work week, again at the convenience of the State. This is done solely in order to avoid payment of overtime."

"In most private industry, in fact, more than time and a half is paid for work on Sundays and holidays—in many instances, double time and triple time pay is provided. Public employees are entitled to this same treatment."

A minor charge included in the grievance—one of "discrimination" since some other employees at the School, when required to work on a pass day, were not ordered to take a day off and thus were able to earn overtime for time worked in excess of 40 hours,—was denied by the Board.

# CSEA Denounces Pressure For United Fund Program By Ogdensburg City Officials

OGDENSBURG — The local unit of the CSEA has taken sharp exception to alleged "coersive" pressure mounted on City employees by the mayor and a City alderman.

Directors of the Civil Service Employees Assn. have objected to letters from Mayor John F. Byrnes and Alderman Wallace F. Herzog dunning employees of the municipality for added United Fund contributions.

"They have publicly ridiculed the City employees for their failure to contribute (more) to the United Fund," a statement by the board of directors said.

Contributions from City employees "is a personal" thing, the CSEA said, "and should not be publicized."

"Any further solicitation by the mayor and Alderman Herzog to the City employees will be considered as coercion and harassment to these employees and necessary steps will be taken if necessary," the directors said.

Mayor Byrnes' letter to employees wound up with the admonition for them to "please sign the enclosed pledge and return it to your department head at once or at least by Monday."

# Manhattan State Dinner Dance

Manhattan State Hospital Employees are giving a dinner dance at the Carlton Terrace on Feb. 23.

Miss Civil Service Employees Assn. will be chosen at the gala, but contestants' names have to be entered in advance. The deadline for this is Jan. 13, 1969.

For tickets (at \$10 apiece) and other information, contact Esther Shinnery, Ollie Williams, Cleo Patra Ranson or Thelma Ramsay.

The date is Feb. 23. And the Carlton Terrace is at 99th and Broadway, in Manhattan.

## New Judge

ALBANY—Robert P. Kennedy of Canandaigua has been named a judge of the County Court of Ontario County. He succeeds the late Judge M. Maurice Chacchia.

# Capital Conference Hears Pension System Explanation

ALBANY — At the recent Capital District Conference Workshop on Pension Systems and proposals, held at the Ambassador Restaurant, Albany, officers, delegates and conference members were addressed by James Terry, information specialist, New York State Retirement System, Karl Nissoff, associate counsel, Teachers Retirement System, and Robert Callahan, chairman, Civil Service Employees Assn. pension committee.

# Abe Lavine Named Employee Relations Director For State

(From Leader Correspondent)

ALBANY—The new director of employee relations, just named by Governor Rockefeller, is a career State employee, who began his State service as a public administration interne.

He is Abe Lavine of Albany. In appointing him, the Governor declared:

"This administration has searched carefully for an individual to serve in the new position who combines knowledge of State government with the necessary personal characteristics required to undertake this difficult and important assignment.

"I am pleased at finding one so well qualified as Mr. Lavine. I have assured Mr. Lavine that he will have full authority to represent the State government in all its collective negotiations with organizations representing employees."

Lavine took over his new assignment January 2, at a salary of \$34,675 a year.

At present, Lavine is deputy director of the State Employment Division in the Labor Department. He has held various positions with the State Labor Department and at one time served as budget director for the City of Philadelphia.

He is expected to take over much of the responsibility in the employee relations field that has been handled in recent months by Alton Marshall, the Governor's secretary.

Lavine is 46 and holds a master's degree in Public Administration from Syracuse University.

Following a buffet supper, Max Benko, Conference president, welcomed the members and then relinquished the chair to Ned Gusty of the CSEA staff, who presided as moderator of the session.

Terry spoke on the State Retirement System and explained the new 1/60th plan which was initiated through legislation in 1967. He went into the many complexities of the plan at length, explaining its advantages over the old plans it superseded.

Nissoff, as he spoke of the Teachers Retirement System, furnished the audience with comparisons and contrasts between the Teachers Retirement System and the State Employees Retirement System.

Callahan told the members of the programs CSEA has planned on a short range basis; those for the near future and those planned for the more distant future.

An animated and very interesting discussion period followed the three speakers with members of the audience posing a variety of technical and interesting questions for the guests to answer and explain.

## New Justice

ALBANY—Governor Rockefeller has appointed Charles J. Gaughan of Hamburg to the Supreme Court, succeeding Justice John F. Dwyer, who retired. He will serve a term ending Dec. 31, 1969.

Justice Gaughan is a former Erie County assistant attorney general and since 1963 has served as Erie County Court judge.

# Don't Repeat This!

(Continued from Page 10)

Aide to the President, there are five secretary-stenographer positions—three at \$9,297, of which two are already vacant, one at \$6,981 and another at \$6,321, also now vacant.

### Dept. of the Navy

The following top civilian jobs are open in the Navy, all in the office of the Secretary: The Secretary, who gets \$30,000 the Under Secretary, \$28,750; four assistant secretaries—one for installations and logistics, one for research and development, one for financial management, and one for man-

power and reserve affairs—all at \$28,750; an executive assistant to the Secretary, \$30,239 (already vacant); two special assistants to the Secretary, one at \$26,264 and the other at \$16,946, with the former already vacant.

Also in the Secretary's office is a private secretary, at \$10,203; another private secretary and a chauffeur, both jobs already vacant, at salaries yet to be determined.

There is a private secretary in the office of the Under Secretary, at \$9,297.

In the office of the asst. sec-

retary, for installation and logistics), there is a private secretary, \$9,297; four civilian aides or executive assistants and a confidential assistant (for economic utilization policy), with all jobs already vacant and all salaries not yet established.

The office of the assistant secretary (for research and development) has a private secretary, \$9,297; and two civilian aides or executive assistants (already vacant) at salaries not yet determined.

In the office of the assistant secretary (for financial management) there is a private secretary, at \$9,297 and two civilian aides or executive assistants; also already vacant at a not yet estab-

lished salary.

There is a special assistant to the Secretary of the Navy, at \$30,239 and his confidential secretary, at \$9,297; and a secretary in the office of the armed forces aide to the President, at \$9,297.

### Dept. of The Air Force

The Secretary of the Air Force, \$30,000; a special assistant and a secretary for the Secretary, with both positions already vacant, at salaries to be determined.

The Under Secretary, \$28,750; a special assistant (already vacant) and a secretary-stenographer, salary open on both jobs.

An assistant secretary (for research and development), \$28,750; a special assistant and secretary-stenographer in his office, also already vacant, with salaries yet

to be established.

An assistant secretary (for installations and logistics), \$28,750; his special assistant (already vacant) at salary yet to be determined; his special assistant for economic utilization and analysis, \$22,835; his secretary-stenographer, \$8,462; the deputy for transportation and communications, \$26,264—veteran preferred for this job.

An assistant secretary (for financial management); his special assistant (already vacant), at not yet established salary; his deputy for management systems, \$26,264 (veteran preferred); his secretary-stenographer (already vacant), salary yet to be de-

(Continued on Page 15)

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## U.S. Guards For New York Area

The Interagency Board of U.S. Civil Service Examiners for the Greater New York City area issued Announcement No. NY-8-59 for Guard, GS-2 (\$4,231 a year), GS-3 (\$4,600 a year), and GS-4 (\$5,145 a year).

Applications will be accepted until further notice. Competition in this examination is restricted by law to persons entitled to Veteran's Preference. Applicants for GS-2 must pass a written test but there is no experience requirement. There is no written test for GS-3 and GS-4, but applicants must have appropriate experience.

Apply to the Executive Interagency Board of U.S. Civil Service City Area, Fed. Bldg., 26 Federal Plaza, New York, N.Y. 10007.

# Southern Conference Opposes Non-Residents For Correction Jobs

(Special To The Leader)

**CATSKILL** — The Southern Conference of the Civil Service Employees Assn. has gone on record as opposing the State Civil Service Department's recent decision to open up examinations for narcotics correction officer to out-of-state residents.

### Fireman Examination

One thousand six hundred eighty candidates took the medical and rated physical examination for fireman, F.D. recently.

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BONDS

A resolution decrying the decision, brought up by George Halbig, a correction officer from Catskill Reformatory and Statewide CSEA delegate, was passed by the Conference. Halbig told the Conference delegates that "there are enough unemployed people and enough qualified people in this State interested in taking the examination," therefore the opening up of the examination to non-New Yorkers was unnecessary.

"There are certainly enough people in this State who are capable of passing this job test and of handling the duties of a narcotics correction officer," Halbig said. "The State doesn't have to look elsewhere for qualified people."

CSEA has as yet not received any comment from the Civil Service Department.

## P. R. Column

(Continued from Page 2)

**THERE IS NO** need for the police to get out of the kitchen. But there is a need for a better understanding about police problems by:

• **THE PUBLICS**, who are genuinely frightened by a phenomenal increase in the crime rate, particularly crime against individuals, and are probably scared stiff about police "job action"; and by

• **THE POLICE**, who must realize that the overwhelming majority of citizens did not contribute to their frustrations, but are genuinely on their side—and that police effectiveness depends in great measure on the support of the majority of the publics they serve.

**WE KNOW** that one thing is not helping the situation:

**LAST AUGUST** PBA leaders were complaining that City officials were not allowing police to enforce the law, and now the PBA leaders are telling their members not to enforce certain laws as part of the "job action."

**NO GROUP'S** public relations is enhanced when its leaders talk out of both sides of their mouths.

### Plasterer

Two hundred seventy candidates took the qualifying written exam for plasterer Dec. 14.

### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK: COUNTY OF BRONX Adele De Feo, plaintiff, against Francis M. De Feo, defendant. Index No. 13666/1968. Plaintiff designates Bronx County as the place of trial. The basis of the venue is the plaintiff's residence in Bronx County, New York.

SUMMONS: ACTION FOR ABSOLUTE DIVORCE

To the above named defendant: You are hereby summoned to answer the complaint in this action and to serve a copy of your answer or, if the complaint is not served with this summons, to serve a notice of appearance, on the plaintiff's attorney, within 20 days after service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the state of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

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

TO: Francis M. De Feo, the above-named defendant.

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



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. If I should leave State Service, can I convert my Statewide coverage to an individual policy?**

**A. Yes.** You have the privilege of converting to regular Blue Cross Blue Shield coverage in the area where you live. However, the Major Medical portion of your Statewide Plan cannot be continued if you leave State Service.

**Q. Is the cost of regular non-prescription vitamin pills covered under my Statewide Plan?**

**A. No.** Only those drugs ordered by a prescription from your doctor are considered covered medical expenses under the Major Medical portion of your Statewide Plan.

**Q. I have been a member of the Statewide Plan for the last six years. If I should change school districts now, and the new school district is also a member of the Statewide Plan, can I transfer without loss of coverage?**

**A. Yes.** If you should change school district and make your transfer of coverage according to the rules set up by the New York State Health Plan, there will be no break in coverage. To assure a smooth transfer, see your payroll or personnel officer in your present school district.

**Q. How do I get the necessary forms to make a claim under the Major Medical part of my Statewide Plan? I have been having treatments at my doctor's office which I believe are covered under this part of the Statewide Plan?**

**A. All forms** necessary for making claims under the Major Medical portion of the Statewide Plan as well as all other forms can be obtained from your payroll or personnel officer.

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# Travel Topics

## Winter Caribbean Cruise Schedule Is Announced

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

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

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

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

February 15 — Mrs. Grace Smith,

R.D. Box 1195, Waterford, N.Y. Telephone (518) CE 7-2087.

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

### Bridge Cruise

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

### Eight Days—Only \$285

## Venezuela Tour Set For Feb. 15

A new winter offering is being made to members of the Civil Service Employees Assn., their families and friends in the form of an eight-day trip to Venezuela Feb. 15 from New York City.

The low cost of only \$285 includes round trip jet transportation, luxury hotels in Caracas and the mountains, gourmet breakfast and dinner and sightseeing. The Hotel Marcaray is a complete vacation resort in the mountains and offers free golfing, swimming, movies and a host of other activities.

In Caracas, the Hotel Avila is secluded in fourteen acres of private tropical park, situated in the highest point of the capital city.

Space for this unusual offering is available now and may be had by writing to Randolph V. Jacobs, 762 East 217 St., Bronx, New York, 10467. Telephone (212) 882-5864 after 6 p.m.

### 9 Days—Only \$349

## Easter In Rome And Florence

The 1969 Easter trip to Rome for members of the Civil Service Employees Assn. and their immediate families will be longer, include a side visit to Florence and will be less expensive than the 1968 trip with no reduction in quality, it was announced by Irving Flaumenbaum, tour leader.

The nine-day trip will leave New York April 4 and return April 13, giving tour members Holy Saturday and Easter Sunday in Rome. Included are round trip transportation via Pan American jet; all hotel rooms, sightseeing tours of Rome (including the Forum and Vatican City) and its environs; a two-day visit to Florence with its great art treasures—all for only \$349. Those wishing air passage only may buy round trips seats at only \$239.

Space on this highly popular tour is strictly limited and immediate application should be made by writing Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. Telephone (516) 868-7715.

### Offered First Time

## Scandinavia—Only \$696 For 17 Days

For the first time, a charter tour to Denmark, Sweden and Norway is being offered at highest quality with a price way below standard market costs to members of the Civil Service Employees Assn. and their immediate families.

The 17-day, height-of-the-season tour, will leave New York July 18 and return there on Aug. 3. The low cost of only \$696 per person will include round trip jet fare, via Pan American Airways, hotels, most meals, sightseeing and the following events:

Tours of Copenhagen, the Danish countryside and seashore and visit to famous Elsinor Castle; boat trip to Sweden and through the famous Gota Canal to Stockholm; visits to the Swedish countryside; lake journey to Norway and Oslo, and a spectacular three day boat trip through the fjords to Bergen, Norway.

Space is strictly limited and immediate application should be made by writing, upstate, to Celeste Rosenkranz, 50 South Pierce St., Buffalo; telephone (716) 823-3929, and, Metropolitan New York area, to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y., telephone (212) 253-4488, after 5 p.m.

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

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

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

The low cost of only \$449 plus tax will include complete round trip jet transportation via Pan

# CSEA Blocks PERB Hearing

(Continued from Page 1)

on the ground that they are supervisory.

CSEA counsel raised the question at the conference as to whether the 24 titles excluded would constitute a separate unit, noting that if such were the case, the same situation would occur in all five units, making a total breakdown of ten units of State employees, exclusive of State police and State university professional workers. PERB representatives deferred an immediate answer on the matter.

In addition to submitting a formal brief summarizing the Employees Association's objections to the "security unit" list released by PERB, CSEA will call upon its members who are involved to express their feelings directly. Employees who object either to being included in the proposed unit or excluded from it are asked to advise CSEA at 33 Elk St., Albany in writing prior to Jan. 14.

A preface to the official PERB listing of titles for the "security unit" described the grouping as follows:

"The Security Unit is composed of occupational groups engaged in the administration of laws, codes, rules and regulations concerned with vehicle and highway safety, the security aspects of cor-

rectional institutions and protection of public buildings and facilities. Positions included in this unit are those in which one or more of the following is of primary importance:

- The protection of persons and property;
- The enforcement of laws, codes, rules and regulations concerned in vehicle and highway safety;
- The security aspects of correctional institutions."

The PERB listing gives these titles for inclusion in the proposed security unit:

Park ranger, supervising park ranger, conservation officer, asst. regional conservation officer, warrant and transfer officer, senior warrant and transfer officer, correction officer, correction sergeant, correction lieutenant, building guard, building guard (NS), senior building guard, narcotics correction officer, narcotics correction charge officer, narcotics correction supervising officer, vault guard, security officer, senior security officer, chief security officer, institution safety officer, institution safety supervisor, chief institution safety supervisor, traffic and park officer, traffic and park sergeant, park patrolman, sergeant park patrol,

correction hospital officer, correction hospital senior officer, correction hospital charge officer, correction hospital, supervising officer, correction youth camp asst. supervisor, Capitol police officer, Capitol police sergeant, Capitol police lieutenant.

The following titles were excluded on the basis of their supervisory responsibilities ("According to PERB, exclusion from this unit does not indicate in any way the ultimate allocation of these titles"):

Asst. director for law enforcement and field services, chief conservation officer, asst. superintendent for law enforcement, regional conservation officer, civil service security officer, agency safety director, correction captain, correction asst. deputy superintendent, narcotics correction chief officer, asst. deputy warden, deputy warden, traffic and park lieutenant, traffic and park captain, lieutenant, park patrol, captain, park patrol, chief of Long Island park police, correction hospital chief officer, director of criminal hospital, correction hospital security supervisor, correction camp supervisor, chief of Capitol police, warden and correction superintendent.

# Thruway Vote Set

(Continued from Page 1)

ings and rallies held for Thruway workers in the key areas of Buffalo, Syracuse and Albany, strongly indicate the employees' conviction that CSEA is equipped to do the best job for them," Wenzl said.

In the first round of the election in mid-December, CSEA beat out the Teamsters by a vote of 831 to 726, while a third organization on the ballot, Council 50, AFCME, garnered only 260 votes. A runoff was necessary since CSEA's total vote narrowly missed the majority under the rules of the Taylor Law.

Commenting on the workers' rejection of Council 50 in the first ballot, Wenzl said it proved "that it takes more than loud talk and empty claims to win representation elections. CSEA was meeting with Thruway management and negotiating work improvements for the employees long before the Taylor Law was ever heard of, and these employees know it," he said.

Wenzl scoffed at Teamster threats to pull truckers off the Thruway as a weapon to back up their bargaining demands. "The idea that the truckers and the trucking company's management would ever consider this kind of

costly disruption and delay out of sympathy for Thruway workers is utterly preposterous," Wenzl said.

"I strongly feel that Thruway workers will recognize the fact that CSEA has proven its success in negotiating for thousands of other public employees in New York State," Wenzl said. The CSEA leader was referring to the more than 300 contracts already negotiated by CSEA for employees in counties, cities, towns, villages, and school districts across the State. "Teamsters just don't belong in the public employment arena," he concluded.

Run-off ballots must be postmarked no later than Jan. 17 and will be counted Jan. 23, with the results being announced that same day. CSEA officials were on hand last week at the Public Employment Relations Board in Albany to carefully scrutinize the list of eligible voters prior to its being certified.

Joseph D. Lochner, CSEA executive director declared: "When the truth about the Teamsters brand of representation is made known to Thruway workers, there is no doubt that those who cast their vote for the IBT in the last election will go for CSEA." Lochner deplored the three-year contract negotiated for Massachusetts Turnpike workers by the Teamsters as "prison-like" nature. "These employees have been locked into a contract for the last three years, which has resulted in starvation wages being paid; no pension; poor vacation policy; no job security; poor health plan, and numerous discrepancies, all to the detriment of the employees."

He concluded that "Perhaps the most flagrant inadequacy of the contract is the fact that all jobs on the Massachusetts Turnpike are politically appointive. This means that these employees have no job security at all."

# Senator Hughes

(Continued from Page 1)

The law now provides a maximum of 18 months decertification.

And, his plan would substitute what amounts to the Federal executive order on representation, arbitration, regulations and grievances procedures for the State law. For example, under the proposal department heads would have the absolute right to direct employees, to hire, promote, transfer, assign and retain workers, and to suspend, demote, discharge and to take other disciplinary action against employees.

Hughes' proposal also gives the Legislature more rights in negotiations with public employee groups—and would set up a public employees commission of seven members—one appointed by the governor, three by the Speaker and three by the majority leader—with the commission having the right to sit in on negotiations.

Hughes said he plans to file the proposed measure on Jan. 8, when the Legislature convenes.

He termed his proposals "the minimal needed to prevent strikes" in answer to a question about the possibility that employees would consider the penalties too severe.

There has been concern expressed by many legislators and other officials over the weaknesses of the Taylor law in preventing strikes because of the walkouts of the teachers in New York City and of employees at State Mental hospitals.

## New Editor

ALBANY—Eugene F. Kramer, senior historian with the State Education Department, has been named editor of the Philip Schuyler Papers. Dr. Kramer will direct the arrangement, transcribing and microfilm reproduction of the more significant documents from over 22,000 items on file in the State History Office.

American and American Airlines; hotels, transfers, baggage handling and sightseeing with entrance fees paid.

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

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

# CSEA Demands Action On Heatless Buildings

ALBANY—In the midst of freezing sub-zero weather last week, some employees of the State Education and Motor Vehicle Departments in Menands, just outside of the capital, found their offices icy-cold—the temperatures inside the building hovering between 48 and 53 degrees.

The same was true for Narcotics Commission employees in Albany. This was not the first time the buildings had been inadequately heated, it was learned. Several times the employees had complained to their supervisors that it was impossible for them to do their work in the bonechilling cold.

Last week when it happened again, some of the employees asked the Civil Service Employees Assn. for help.

They got it. When word of the sudden cold wave in the Menands building got to CSEA officials, inquiries were made and it was learned that the icy weather inside was caused by a lack of maintenance people in the building on weekends and holidays to turn on the heat. The

building is reportedly leased to the State from Simmons Machine Tool Corp.

CSEA president, Theodore C. Wenzl then fired off a telegram to Ersi H. Poston, Civil Service Commission president, demanding that she "waive State attendance rules (for employees affected) and provide leave without charge to accumulated leave credits during the period that the State has not provided heat."

Wenzl also called for "an immediate investigation for the purpose of your closing these offices until adequate heating is possible," also without charge to the employees' leave credits.

The CSEA leader's telegram reminded the State that it has a "responsibility to provide safe and healthy work environment without penalizing the employees for its failure to do so."

# Monroe County To Give Exams For School Lunch, Bus Positions

ROCHESTER — Suburban school transportation and lunch officials are among those to be given civil service examinations here early in 1969.

The Monroe County Civil Service Commission will accept applications until Jan. 13 for assistant school lunch managers at Spencerport, Pittsford and Brighton central schools.

Salaries range from \$5,040 to \$7,245. High school graduation, graduation from a two-year food administration course or a combination of education and work are required. The test will be given Feb. 15.

January 6 is the filing deadline for the Pittsford Central School lunch manager exam which will be given Feb. 15. A combination of training and work totaling eight years is required for the \$6,500-a-year job.

Applications will be accepted until Jan. 6 for transportation supervisor of the Greece Central Schools, a \$10,000-a-year job, and assistant supervisor of transportation at Penfield, which pays \$12,500.

Greece requirements include high school graduation and two years' experience in automotive repair work. Penfield requires

high school graduation and two scheduling a bus.

Other civil service exams set for Feb. 15 include:

Superintendent of maintenance services, Monroe Community College, \$8,658 to \$10,816 per year, filing deadline Jan. 13.

Maintenance supervisor, Monroe County Home and Community Hospital, \$7,540 to \$9,412 a year, filing deadline, Jan. 13.

Special caseworker, Social Services Department, \$8,060 to \$10,062 a year, deadline Jan. 6.

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# Don't Repeat This!

(Continued from Page 12) terminated.

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A general counsel, at \$28,000, his secretary-stenographer, at \$8,462; and secretary-stenographer for interdepartmental activities, \$10,203.

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### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. AVERIL L. GILL, Plaintiff, against KATHERINE McGRATH, ELIZABETH McGRATH, CATHERINE HEALY, ROSE CANNON, FRANK CANNON, MARY E. CANNON if living and if they be dead, then it is intended to sue their heirs at law devisees, next of kin, executors, distributors, distributees, administrators, and successors in interest, all of whom and whose names and addresses and whereabouts are unknown to plaintiff, and who are joined and designated as a class of "UNKNOWN DEFENDANTS" THE REGISTRAR OF NEW YORK CITY, THE STATE OF NEW YORK, THE CITY OF N.Y. & U.S. OF AMERICA. Defendants. Plaintiff designates New York County as the place of trial. SUMMONS. Plaintiff resides in New York County.

To the above named Defendants: YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney, within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated, October 29, 1968.  
BENJAMIN SNEED,  
Attorney for Plaintiff  
Office and Post Office Address:  
209 West 125th Street,  
New York, N.Y. 10027

NOTICE — TO THE ABOVE NAMED DEFENDANTS:

The foregoing summons is served upon you by publication pursuant to the orders dated Nov. 15, 1968, and December 12, 1968, respectively of Hon. Abraham N. Geller and Hon. Charles Marks, Justices of the Supreme Court of the State of New York, filed with the complaint and other papers in the office of the Clerk of the County of New York, at the Courthouse, 60 Centre St., New York, N.Y. The object of this action is to compel the determination of any claims adverse to those of the Plaintiff in the premises known as 411 West 146th Street and situate on the northerly side of 146th St. distant 142 feet westerly from the corner formed by the intersection of the westerly side of Avenue St. Nicholas with the northerly side of 146th St. being 16 feet 6 inches in width front and rear by 99 feet 11 inches in depth on either side, all as more particularly described in the complaint.

BENJAMIN SNEED,  
Attorney for Plaintiff

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# "Teamster Daydreams" - Hoffa Power

WRITE TO CSEA in Albany and we'll send you a copy of the Teamster contract for the Massachusetts Turnpike workers whom they have represented for years. It's below New York State Thruway workers on practically every count. For this kind of "repre-

sentation" you pay \$91.00 a year dues (compared to CSEA's \$26.00) plus any special assessments that the Teamster big-wigs might dream up. Vote CSEA—the union whose only business is New York State Public employees.

Civil Service Employees Association Inc. 33 Elk St., Albany