

Civil Service LEADER

America's Largest Weekly for Public Employees

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Committee Reports

See Page 16

Four To Be Named

Leader Gold Medal Award Nominations To Close On Oct. 30

Nominations for The Leader's 1967 Gold Medal Awards for distinguished public service will close on October 30. After that date, four judges will select four winners from the more than 100 nominees submitted as candidates for the honor.

Awards will be presented in the four major services — Federal, State, City and County. Basis of selection is dedicated, inspired service to the public welfare on the part of a public employee over a period of five or more years. Service both on and off the job will be considered.

Nominations have been solicited from department heads, organizations, individuals and agencies from among the four jurisdictions.

Judges

Judges for this year's contest will be Mrs. Ersa Poston, president of the State Civil Service Commission; Lawrence H. Baer, New York Regional Director of the U.S. Civil Service Commission; Dr. Ray Harvey, Dean of the Graduate School of Public Administration; Sol Hoberman, New York City Personnel Director; Dr. Theodore Lang, Deputy Superintendent of Schools, and Leader publisher, Jerry Finkelstein.

Presentation of the Gold Medal

Awards will be by an outstanding public figure.

Islip Unit May Charge Impasse

(From Leader Correspondent)

ISLIP—The Suffolk chapter, Civil Service Employees Assn., this week was at the crossroads in negotiations with Islip Town where lack of progress has forced the employees' organization to consider filing an impasse report with the state Public Employees Relations Board.

Officials of the town unit and chapter headquarters were deciding at press time whether the town was showing evidence of good faith. Earlier, CSEA had scored an offer of a \$1,250,000 package

(Continued on Page 3)

CSEA Comes Back With Own Proposals About Geographical Pay Plan

(Special To The Leader)

ALBANY—The Civil Service Employees Assn. told the State Budget Director last week that State employees' area wage differentials should be determined by comparing given State salaries with non-State salaries within the same area only, not with other salaries throughout the State.

CSEA came through with this and other recommendations to amend the Budget Division's recently proposed rules for the long-awaited implementation of geographic wage differential for State employees, a CSEA-sponsored measure passed in the last Legislative session.

The request modifications, contained in a letter from CSEA president Joseph F. Feily, were submitted following an exhaustive review of the proposed rules by officials of the Employees Association and CSEA's salary committee, which met last Tuesday. The area differential, as well as a work-shift differential and extended overtime benefits was part of CSEA's successful salary program of last year.

Referring to Chapter 618 of the

Mental Hygiene Appeal Delays Scored By CSEA

ALBANY—A request for immediate action on appeals made in behalf of certain State hospital attendants and domestics has been sent to State Budget Director T. Norman Hurd by the Civil Service Employees Assn.

CSEA, in a strongly-worded telegram, scored the Division of the Budget for its delay in acting on applications for reclassification of certain domestics and reallocation of hospital attendants.

A CSEA spokesman said the Division has "delayed action on these applications for more than two months which the Employees Association feels is very unnecessary."

CSEA, using a situation involving hospital attendants and domestics at the New York Rehabilitation Hospital as the basis for its argument, is asking that domestics (Grade-1) be reclassified to cleaners (Grade-4), and that hospital attendants be reallocated from grade 4 to grade 6.

The determination requested by CSEA would affect only those domestics who already are being studied for reclassification.

CSEA in the telegram urgently requested Hurd to take immediate action on these applications and render a favorable determination.

Laws of 1967, which provides the geographic differential benefit, Feily said "the intention of this statute is to insure for each employee an equitable position in relation to others employed in a similar position in his community."

What's Needed

To carry out this intent, Feily pointed out, "Your regulations should clearly state the statutory requirement of comparison of wage rates of employees in a given occupation in State service with wage rates of similar occupations" in the same community.

CSEA also asked that the rules be amended to provide:

- that the burden of proof for a geographic pay differential "rest with the agency deciding whether such differential shall be granted, namely the Division of Classification and Compensation" rather than the applicants.

- that written notice "be given to employees by the director of classification and compensation in instances where geographic pay differential is implemented on his (the director's) own initiative," to enable an appeal on the determination within the prescribed 60-day limit.

- appropriate and specific reactivity for all area pay dif-

ferentials granted, whether initiated by the Division of Classification and Compensation, or by employees, their representative, or appointing officers.

Both Feily and Solomon Bendet, chairman of CSEA's salary committee, expressed hope that finalized rules, including CSEA's recommended amendments, would soon be promulgated.

"Our State employee members are becoming more and more insistent, and rightfully so, that this benefit be implemented at once," Feily said.

Other Concerns

Bendet noted that his salary committee is also concerned with other unimplemented benefits won for State employees last year.

"We will continue to press for action on implementing the work shift differential, and overtime legislation passed last year," Bendet said, alluding to CSEA's pending grievance against the Rockefeller Administration for its delay in providing rules to make the benefits available.

Bendet also reported the salary committee is "impatiently awaiting recognition as exclusive bargaining agent for State employees," in order to begin negotiating CSEA's current salary program. "The sooner we get recognized," Bendet said, "the longer and more effectively we can negotiate."

Nassau CSEA Charges Stall On Recognition

(From Leader Correspondent)

MINEOLA—The Nassau chapter, Civil Service Employees Assn., this week demanded County Executive Eugene H. Nickerson name a negotiating committee to deal immediately with employees' salary and fringe benefit objectives because of delay by the county's Public Employees Relations Board in granting recognition.

In a letter to Nickerson, chapter president Irving Flaumenbaum protested that the PERB delay was "obviously giving an opportunity to other organizations to stall CSEA negotiations with the county." The PERB, after virtually recognizing the CSEA chapter by ruling that all county employees except police would constitute one bargaining unit, backed down and ordered a further hearing on the question this week.

CSEA Is "It"

As a result, Flaumenbaum noted, the activities of a small group of unions with a handful of members threatens to stall negotiations on behalf of all county employees by CSEA.

"For all these years, 19 in fact," Flaumenbaum told the county executive, "CSEA has been negotiating with the county for county

employees . . . There is no reason at all why we cannot continue these negotiations . . ."

The Nassau chapter, with more than 8,200 members out of 11,000 county employees, is pressing an 18-point program including a 10 per cent across-the-board salary increase.

Feily Installs State Dept. CSEA

(Special To The Leader)

ALBANY—Larry Keenan took over the leadership of the Department of State chapter, Civil Service Employees Assn., here last week in installation ceremonies at the New Glen Restaurant with CSEA Statewide president Joseph F. Feily officiating.

Other officers sworn in with

(Continued on Page 3)

Going Places? See Pp. 2 & 15

Don't Repeat This!

For 1970 Race

Duryea Seen Laying Groundwork For GOP Gubernatorial Nod

WHETHER or not Governor Rockefeller gets the GOP nod for a try at the White House next year, no one expects that he will again seek the gubernatorial seat for New York in 1970. By that time he will have carved his political and

(Continued on Page 2)

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.

Needed—Recognition

CIVIL SERVANTS are no different from any other individuals who take their work seriously and perform in an outstanding manner.

LIKE THEIR counterparts in private industry, civil service people thrive on recognition—citations, kind words, and merit pay increases.

THIS IS THE key to the element of good employee relations in the total sphere of government public relations.

NO ONE, CIVIL servants, included, can work effectively in a vacuum—unnoticed, unsung, unidentified. Regardless of an employee's rank, there must be some affirmative acknowledgement of excellent job performances from his boss.

THE CHANCES are that you'll

Isaac K. Lang

Isaac K. Lang, 80, father of Dr. Theodore H. Lang, Deputy Superintendent of Schools for Personnel, and former City Personnel Director, died last week after a long illness.

Lang, a self-taught scholar and poet, lived in Cedarhurst, Long Island. He was buried in Lebanon Cemetery following services in the Riverside Chapel, Far Rockaway.

Lang is survived by his widow, Mrs. Fannie Lang and six children, 14 grandchildren and one great-grandchild.

never find such acknowledgement in the daily newspapers, unless it is generated in an unusual manner—or unless a government agency buys the space.

THIS IS PRECISELY what the City of Yonkers did to let all its cash customers—the taxpayers—know what is being done for them with their tax money.

ENTITLED "REPORT of the City Manager," the city bought an eight-page tabloid section in the local newspapers to tell the story of its accomplishments. For a small city, Yonkers has done a rather good job—but one would never know it from daily and weekly reports in the local press.

ALL TOO MANY daily newspapers still thrive on last century's journalism, which is based on an ancient, shopworn formula that news is disaster, misfortune, friction, and outrageous statements from rabble-rousers shrewd enough to know that some daily newspaper editors haven't had an original thought in 20 years.

GOOD NEWS based on excellent performance by civil servants

(Continued on Page 5)

DON'T REPEAT THIS

(Continued from Page 1)

historical niche either by gaining the Presidency or by leaving Albany with a record as one of the most creative and dynamic governors in the State's history.

It is the almost certain knowledge that the Republicans will need a new candidate in 1970 that is causing a good many political observers to predict that one of the first men to start building a strong record to qualify for that race is Assembly Minority Leader Perry Duryea of Suffolk County.

Duryea has already made a strong impression in his Assembly role and as an articulate delegate to the Constitutional Convention. It is said that he feels the 1968 session of the Legislature—expected to be the longest and most complicated in its history—will offer the greatest opportunity to date to show his talents as a strong Republican leader who could take the party to victory in 1970 gubernatorial race.

Issues Abound

There are countless controversial issues facing the Legislature next year and you can expect Duryea to have a say on most of them. He also intends, this column learned, to introduce a broad range of legislation that he feels will be good for the State—and for headlines.

As was reported earlier here, the Constitution Convention posed many thorny issues which the Legislature will have to deal with,

whether or not the voters accept the proposed Constitution. Assemblymen and Senators will have to give serious thought to such proposals as a takeover of all welfare operations by the State; financial aid to parochial schools; new flexibilities in home rule, etc.

The whole problems of State and local finances will be up for review; State workers are due for a hefty salary increase, financial aid to local governments and education are other dominant issues.

Without predicting Duryea's stand on any of these matters, one can be certain he will be a major speaker, for or against, on most of these issues and will begin to build a record on his performance in the Assembly. It should be noted that he is well-liked by his fellow GOPers and is a respected member of the State's business

and industrial circles, being known as one of Long Island's most prominent political and business figures.

How It Could Change

A Rockefeller victory in the presidential race next year, however, would bring most of Duryea's plans to naught. Should Rockefeller actually get to the White House, the governor's seat would go to Lieut. Governor Malcolm Wilson, no lightweight himself in planning for the future. An incumbent Wilson would be practically sure of getting re-nominated in 1970.

This latter thought is not deterring Duryea from forging ahead on his plans now. Expect to hear a good deal from and about him in the coming months.

10 Days—9 Nights

Miami Beach Offered For First Time

For the first time, members of the Civil Service Employees Assn. and their immediate families are being offered a 10-day stay in Miami Beach in an all-inclusive program from Jan. 20 to 29.

For only \$265, tour members will receive private room with bath at the Algiers Hotel in Miami Beach, round trip jet transportation, full breakfast and gourmet dinner daily, free chaise lounges in the sun, and nightly entertainment and dancing.

Reservations are limited and immediate application should be made to Sam Emmett, care of Crown Peters Travel Service, 711 Eighth Ave., New York, N.Y., 10036. Telephone numbers are (21) Circle 7-7780 and, after 5 p.m., 253-4488.

10 Days — \$299

Bahama Tour At Christmas Is Now Open

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

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

For reservations and information brochures, write at once to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Telephone after 5 p.m. is (212) 253-4488.

Poillon Named

ALBANY—Governor Rockefeller has named Cornelius Poillon of West Hampton Beach to the Atlantic States Marine Fisheries Commission.

The Comptroller of the State of New York

Will sell at his office at The State Office Building (23rd Floor), 270 Broadway, New York, New York 10007

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Included are round trip jet transportation, room with private bath at the London Hilton Hotel, breakfast, sightseeing, theater. Open to CSEA members and their immediate families.

A limited number of reservations still available. Write to Irving Flaumenbaum, 711 Eighth Ave., New York, N.Y. 10036, Telephone (212) Circle 7-7780. After 5 p.m. (212) CLOverdale 3-4488.

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Schenectady Co. Recognizes CSEA As Bargaining Agent; Contract Negotiations Pending

SCHENECTADY—The Schenectady County Board of Representatives officially has recognized the Civil Service Assn. as the exclusive bargaining agent for 500 county employees, and the County CSEA chapter already has adopted a program calling for pay raises and increased fringe benefits.

The county board granted the recognition to the Schenectady County chapter in compliance with the State Public Employees Fair Employment Act or Taylor Law which became effective Sept. 1. The law gives public employees the right to enter into collective bargaining with their employers, and, at the same time, empowers the employer to recognize an employee organization as the representative of the workers.

The resolution passed by the county's ruling body cited CSEA as "having the experience and ability required to provide able and adequate representation for all the employees of Schenectady County." It also pointed out that CSEA has been "instrumental in aiding the County of Schenectady in preparing programs for the benefit of the employees."

Demands Listed

Among the major items the Employees Association will propose to the board, according to Arnold Serapillo, county chapter president, are a \$500-across-the-board pay raise; full payment by the county of employee hospital and surgical plan premiums; permanent status for non-competitive employees after one year, based on seniority; payment, upon retirement, of 50 percent of cash value of accumulated sick leave, or application of the cash value by the

county toward health insurance premiums.

Two other units of the county CSEA chapter also have been granted exclusive bargaining rights. They are the Mohonasen Central School District and the Town of Rotterdam.

The Schenectady City CSEA unit, which represents the vast majority of City workers, has petitioned the Schenectady Common Council for recognition.

The Schenectady County chapter represents a total of 1,000 public employees in the county.

Onondaga Chap. To Issue A Newsletter

SYRACUSE—Members of Onondaga chapter of the Civil Service Employees Assn., will be among the most informed local governmental employees in the State—about their own chapter's affairs at least.

The chapter is working on the first issue of a planned monthly "news letter" for its members. The new publication will contain chapter and member news, as well as informative feature articles on government, said Mrs. Hilda Young, chapter president.

Co-editors of the newsletter are Mrs. Emily Post, an employee of the Onondaga county clerk's office and free-lance newspaper columnist, and Mrs. Lois Craw, a County Hospital employee.

Islip Unit

(Continued from Page 1) as "not satisfactory." The proposal did not give specific appropriations for salaries or fringe benefits, nor was there any certainty it would not later "be diverted for other purposes," a CSEA spokesman asserted.

Smithtown Progresses

Meanwhile, the Smithtown unit won a 10% across-the-board salary boost in the highway department and a "double increment" of 5% pay boost on top of the regular 5% increment for town hall employees. The agreement also eliminates inequities among pay scales in the highway, sanitation and parks departments.

On the county level, negotiators will meet with the full board of supervisors Oct. 23 to press demands for a 15% salary boost, non-contributor, hospital plan, time-and-one-half for overtime, additional increment steps and exclusive recognition. "We are placing the highest priority on benefits at this time," chapter president Robert Villa declared. "We are concentrating in the short time available for negotiations on benefits, and will go into the recognition question in the second phase of negotiations later."

Villa reported negotiations progressing satisfactorily in Brookhaven and Riverhead towns.

Craig Colony Sets Annual Fall Ball

The Craig Colony School & Hospital chapter of the Civil Service Employees Association has completed their plans for the Annual Fall Ball on Nov. 11.

Dancing will be from 10 p.m. to 2 a.m.

Tickets for Civil Service Employees Assn. members and their guests are available from Supervisors and Department Heads.

Table reservations must be made through the committee after tickets are purchased.

New P.R. Director

ALBANY—Anthony M. Costanzo, with an extensive background in public relations and newspaper work, is the new public relations director for the State Civil Service Department.

Costanzo has served as a public affairs officer for the Navy Department and has been a faculty member of the New York City Community College.

Feily Installs

(Continued from Page 1) Keenan were Dorothea Swits, vice-president; Marguerite Hahn, secretary, Dorothy Murray, treasurer and Larry Currier, and Helen Keller, delegates.

The new officers were feted at the event by some 50 chapter members and guests.



MENTAL HYGIENE COMMITTEE

Members of the Civil Service Employees Assn.'s Special Mental Hygiene Committee meet with representatives of the State Department of Mental Hygiene in Albany on Oct. 10. From left are Charles E. Niles, assistant commissioner of Mental Health; J. Arthur Tennis, Utica State Hospital; Christopher F. Terrence, first deputy commissioner of Mental

Hygiene, representing Commissioner Alan D. Miller who was out of town; George Felkel of Pilgrim State Hospital, a CSEA departmental representative; Charles Ecker of Syracuse State Hospital; Felice Amodio of Middletown State Hospital; Pauline Fitchpatrick of Newark State School; and Anna Bessette, Harlem Valley State Hospital, also a departmental representative.

Meets With Department

CSEA Pours It On Over Heavy Mental Hygiene Problems

ALBANY—Representatives of the Civil Service Employees Assn., meeting last week with State Mental Hygiene officials, discussed, in length, a wide range of subjects relating to the welfare of Mental Hygiene employees throughout the State.

As a result of the all-day meeting in Albany, a number of matters pending for several months were resolved and the Mental Hygiene Department told CSEA it would review the numerous other issues submitted and also pledged to support CSEA's appeals and requests to the State on several other important points.

The meeting was held last week between members of the CSEA's Special Mental Hygiene Committee and Dr. Christopher F. Terrence, first deputy commissioner, representing Dr. Alan D. Miller, State Hygiene commissioner, who was out of town. Also sitting in on the discussions were Dr. Hugh G. Latave, associate commissioner, and Dr. Charles F. Niles, assistant commissioner for Mental Health.

Members of the CSEA committee in attendance were J. Arthur Tennis, Utica State Hospital; George Felkel of Pilgrim State Hospital, a CSEA departmental representative; Charles Ecker of Syracuse State Hospital; Felice Amodio, Middletown State Hospital; Pauline Fitchpatrick of Newark State School, and Anna M. Bessette, Harlem Valley State Hospital, also a departmental representative.

Agenda

Among the major items considered at the meeting were:

- CSEA's demand for time-and-one-half pay for overtime after

8 hours a day. The Department said it will support this request which CSEA will send to the budget director.

- A demand for a career ladder plan for stenographic and clerical employees. The Department stated it would support this item.

- Payment of full salaries for employees on educational leave and the hiring of temporary personnel to fill vacancies. This also met with the Department's backing.

- The Department agreed to have examinations for safety services positions promotional, rather than open competitive.

- CSEA presented a demand for an upgrading of the x-ray technician series.

The Employees Association also asked the department to:

- Change schedules of State hospital and school employees to provide at least one weekend off in every 28-day period. CSEA was assured that institutions could provide one weekend off in a 28-day period under the present rules.
- Provide a personnel administrator in each institution. The Department said it favored this and related to CSEA that the number of personnel administrator items has been increased.

In addition to the above items, CSEA also presented the department officials with many individual problems relating to the social workers' career ladder. One matter was resolved—that of removing the trainee suffix after the title. The Department said the trainee designation is necessary only for pay purposes and have no bearing on the professional status of the positions.

The Department indicated that a list of titles ineligible to receive overtime has not been established, but added that it has no plans to change the status of anyone who previously was eligible under the old rules.

Other issues presented to the Department included:

Reallocation of employees in narcotic units. CSEA asked the Department to support an appeal to the Civil Service Commission on the reallocation of the Narcotic Security Assistant positions from Grade 8 to Grade 12. Dr. Terrence said he will discuss this with the Mental Hygiene commissioner.

CSEA also asked for:

- Establishment of maintenance apprentice positions which would permit automatic salary

(Continued on Page 14)

Not All H.I.P. Operations Make The TV Screen...

Channel 5 to Televis a Heart Operation June 25

By GEORGE GENT

A 90-minute program depicting a difficult heart operation will be televised in color on Channel 5 Sunday, June 25, at 8:30 P.M.

The surgery, which took place May 3 at Maimonides Medical Center in Brooklyn, involved the removal of a section of a middle-aged woman's main artery, which was diseased, and its replacement with a manufactured aorta.

The operation took a team of surgeons, headed by Dr. Adrian Kantrowitz, the center's director of surgical services, almost six hours to complete.

Channel 5 taped the entire operation and edited it for TV presentation in cooperation with the New York Heart Association.

During the operation, an overhead camera was placed only four feet above the operating table.

"It's a tremendously moving program, but viewers will require a strong stomach," a station spokesman said yesterday.

Dr. Kantrowitz, in a telephone interview, said the program offered a "marvelous opportunity" to introduce the public to the new techniques in heart surgery.

"It's no longer a case, as with the appendix," he said, "of opening someone up, removing a part and then throwing it away. The new surgery allows us to replace diseased parts with man-made parts that work better than the originals. It's important for the public to understand this."

The program, entitled "Miracle in OR-5," was written and produced by Harold Mantell. The sponsor is the CIBA Pharmaceutical Company of Summit, N.J., which will also underwrite the presentation of the program on Metromedia's other stations in Washington, Kansas City and Los Angeles.

But All H.I.P. Operations are fully prepaid!

The patient who benefited by the six-hour operation described above is a H.I.P. member — the wife of a Brooklyn taxi driver.

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Where to Apply For Public Jobs

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

CITY

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

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

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

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

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

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

STATE

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

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

FEDERAL

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

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

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

leave the children home.

ELIZABETH TAYLOR
MARLON BRANDO



IN THE JOHN HUSTON-RAY STARK PRODUCTION

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Screenplay by CHAPMAN MORTIMER and GLADYS HILL Based on the Novel by CARSON MCGILLERS
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P.R. Column

(Continued from Page 2)

is not news because it doesn't fit the ancient formula. If government agencies were as backward in their thinking about today's urgent social crises as those newspaper editors, government operations would be a total shambles.

EIGHT TABLOID newspaper pages isn't much space in which to tell the story of a \$56.9 million operation, such as is Yonkers. It does not afford an opportunity to humanize the City's accomplishments through the work of its civil servants.

TO BE SURE, the Common Council and all the Commissioners get their pictures published. Other than a tiny photograph of 17 Yonkers policemen standing near their new patrol cars, there isn't much in the Report of what Yonkers' civil servants are doing. (We don't count the column assigned to the Yonkers Civil Service Commission. This space is pretty much devoted to the Commission's arithmetic for the year).

OTHE THAN a few misspellings, the Yonkers report is a very good indication of how complicated is a government operation, far more complicated than a comparable \$56.9 million operation in private industry.

BUT WHAT IS important to us

Government Employees*

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is that behind the report of each of the 26 segments of the Yonkers operation is a group of hardworking dedicated civil servants. One of the few departments to tell us about these civil servants is the Police Bureau of the Department of Public Safety. Yonkers has 576 cops and 377 firemen, we are told.

BUT HOW many teachers take care of 29,417 schoolchildren, 2,600 in adult education, and 4,000 in

elementary and secondary summer schools?

WITH ALL DUE respect to the handsome members of the Yonkers Common Council whose pictures appear on Page Two of the Report, we are certain that some of the young women school teachers are much better looking.

Temporary Typists

The Coast Guard Supply Center at 30 St. and Third Ave., Brooklyn, is seeking to fill temporary typist positions immediately.

Interested persons may apply directly with the Civilian Personnel Branch at the center, or call 212 ST-8-5000 for an appointment. Starting salary for the position, depending upon experience, is either \$3,295 or \$4,269.

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TUESDAY, OCTOBER 17, 1967



Transportation Bond Issue—Vote 'Yes'

WITH bipartisan political support growing for Governor Rockefeller's proposed \$2.5 billion transportation bond issue, there is every reason now for civil service organizations to urge their memberships to vote "yes" on the proposal on the Nov. 7 ballot.

Ordinarily, this newspaper refrains from endorsing either candidates or specific issues. But in this case, where so many sides agree that public employees can reap so many benefits directly and indirectly, The Leader also lends its support to the transportation issue.

The reasons for so doing are actually straightforward. New York's cities, towns, counties and villages must have modernized transportation, not only to survive but to grow. Growth means increased revenues, both public and private. The wage and working conditions of civil servants grow and are reliant on the economic health of the government jurisdiction for which they work.

With the passage of the transportation bond issue, funds that would have to come from tax sources will come, instead, from the sales of bonds. The less pressure on tax revenues, the greater the chance for public employment advancement in salaries, retirement and other benefits.

It is out of enlightened self-interest, therefore, that public employees should vote "Yes" on the bond issue next month.

Federal Pay Bill

THE House of Representatives passed the Federal employee pay raise bill for this year last week, just days after the Senate had jumped the gun on its Federal pay hearings, which usually wait until after the House's final vote, in order to expedite as swift a passage as possible for the much needed increase in Federal employee compensation.

Congratulations must be accorded to the members of the House Post Office and Civil Service Compensation committee who, when the outlook for an equitable pay raise this year was at its foggiest, saw fit to amend the Postal rates increase legislation to the bill. It was their idea that the increased monies which an approved postal rates hike would bring into the economy would more than cover the funds needed to allow increases which were beyond the proposed budget of the Johnson Administration. Congratulations, that is, qualified only by the hope that this coupling does create a precedent which will be costly to Federal employees in the coming years, particularly Postal employees.

The initiative of the Senate in getting started early on its way toward a decision on the compensation matter is laudable. Let us hope that the Senators will realize as have the House members that any legislation calling for less than the 4.5 and 6 percent increases agreed upon Wednesday would be both unfair and dangerous.

Award Winners

ALBANY—Central Islip State Hospital has received one of the three 1967 Hospital Awards and Community Psychiatry Service Achievement Awards given by the American Psychiatric Association.

Central Islip won the award for its Sheltered Workshop Program.

The workshop program was organized in the summer of 1957 by Dr. Francis J. O'Neill, hospital

director. It was designed to provide patients with paid productive and realistic activities.

New President

ALBANY—Dr. Granville W. Larimore, first deputy commissioner of the State Health Department, has been elected president of the Annual Health Conference Inc., a non-profit health education agency.

LETTERS TO THE EDITOR

Correction Officers Pay Tribute To Lamb

Editor, The Leader:

Too many of us Correction Sergeant Charles Lamb, third vice-president of the Civil Service Employees Assn. was better known as Charlie—especially to the many of us Correction employees, officers, and other civil servants who be helped individually and unselfishly.

As a matter of fact he helped to organize the State Correction Officers Assn., knowing full well at the time that he would not be able to become a member as at that time supervisory personnel were not permitted membership in the organization.

Now, Charlie is gone and we will miss him.

Sidney S. Graubard Jr.

President

Sing Sing Chapter

N.Y.S. Correction Officers Association

What's Doing

A Computer that does crime sleuthing has been installed in Detroit. That city's new computer captures the memories of all members of the staff about criminal rabbits and records them forever. It contains more than 7,000 files.

A photo file and a latent print file of all known criminals complement the computer records. This gives the police an extremely effective data retrieval program.

Inspector Jack Shoemaker, commander of the record bureau, reports that the computer searches already have helped to solve 25 major felonies. However, the computer has had its greatest success in tracking down traffic violators. It can check a license number in records, then decide if the car is stolen or if the driver has a traffic record. More than 25 per cent of these inquiries have resulted in retrieving stolen cars or finding persons who have not paid traffic tickets.

When not used for tracing records of suspects, the computer assembles and programs data for administrative purposes within the police department. It can perform 20 different tasks at the same time and can change over to an emergency inquiry instantly

Stutman To Receive Shomin Soc. Award

Louis L. Stutman, chief clerk of the New York City Police Dept., has been voted recipient of the Shomrim Society's 1967 "Man of the Year" award.

The formal presentation will take place at the organization's annual Spiritual Breakfast, at 11 a.m., Sunday, Oct. 22, at the Commodore Hotel. Lieutenant Eli Koenigsberg, Commanding Officer, 105th Detective Squad, president of the Shomrim Society, will make the presentation.

Police Commissioner Howard R. Leary will be the principal speaker.

The breakfast will follow the annual memorial services for deceased members of the Department at Central Synagogue.

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.")

Dilemma

CASES OF CIVIL disobedience pose a dilemma: we would wish to see unpunished those with whose opinions we sympathize, while penalizing those with whom we disagree. The conclusion in cases like those of Martin Luther King, Henry David Thoreau and Mahatma Gandhi could be that punishment is unwarranted. In instances of civil disobedience for commendable objectives, drawing the line separating punishable guilt from innocence is difficult, and the lot of the judge charged with making a decision is not an enviable one. Justice Emilio Nunez was recently confronted with the need for such a decision (Board of Education of the City of New York v. Albert Shanker and United Federation of Teachers, New York Law Journal, October 5, 1967).

IN THE CASE cited, the Board of Education of the City of New York moved to punish the president of the teachers' local and the U.F.T. for criminal contempt of court for wilful disobedience of an order of the court made by Justice Samuel Gold. Justice Gold's order enjoined Shanker and the Union from engaging in any strike against the Board of Education.

THE TEACHERS CHOSE a literal interpretation of this order and decided to achieve their objectives by resigning instead of by striking. The Court was not so literal-minded. It held that they were in act engaged in what was in essence an illegal strike and that the defendants' contention urged "a distinction without a difference."

THE DEFENDANTS contended that unfavorable newspaper publicity made a fair judicial determination impossible. In answering this claim, Judge Nunez quoted from the stenographic minutes of the hearing:

You are being tried here before a court and not before a jury. I told you before, and I assure you again, that the editorial . . . will not, as far as I am concerned, have the slightest influence or bearing upon my decision, sir. If it had, if I allowed it to, I would have no business being a judge; I should do something else.

TODAY, PRIVATE employees may strike with impunity. Of course, such extreme employee action is always a desperate and last resort act. However, the same freedom is not applicable to public employees.

THE PRESENT LAW is known as the Taylor Act and took effect on September 1, 1967. Like the Condon-Wadlin Act before it, Section 210.1 of the Taylor Act is specific in prohibiting strikes of public employees.

NO MATTER HOW difficult it may be for the Court to reach a decision, the Court's opinion customarily reads as if there never was any doubt. Justice Nunez is no exception, and he was eloquent in his condemnation of the defendants. He wrote:

Our existence as a free people is dependent on a healthy respect for law and order. For ours is a society open and ordered, animate and free, and it can continue so only so long as we maintain our liberties under law. Ironic indeed is the fact that this basic lesson in elementary civics must be taught anew to, of all pupils, the very persons to whom we daily entrust our tender offspring for training and development as the leaders of tomorrow.

CONTEMPT OF COURT exists by virtue of Article 19 of the Judiciary Law. Section 751 of the Judiciary Law fixes the penalty for criminal contempt by a Union for each day that the contempt persists as a fine not exceeding 1/52 of the "total amount of annual membership dues . . . or \$10,000 whichever is the lesser." The U.F.T.'s annual dues aggregate \$2,707,302, and 1/52 of that sum is \$52,063.84. The Justice fined the Union for seventeen days of unlawful strike the sum of \$150,000, \$20,000 short of the maximum permissible. The President of the Local was given the maximum fine of \$250 plus a fifteen day jail sentence which could have been legally fixed as high as thirty days. It is thus plain to see that the penalty for civil disobedience may be an awesome one. But even more awesome are the problems posed by such cases: when is civil disobedience constructive and praiseworthy and can civil servants on whom the welfare of the State depends, seek to enhance their lot by means of a strike?

Q and A

QUESTIONS AND ANSWERS . . .

. . . about health insurance

by
William G. O'Brien

Blue Cross-
Blue Shield
Manager,

The
Statewide
Plan



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

Q. What is the maximum amount of coverage in any one year under the Major Medical portion of my Statewide Plan? I remember reading that these were changed not too long ago.

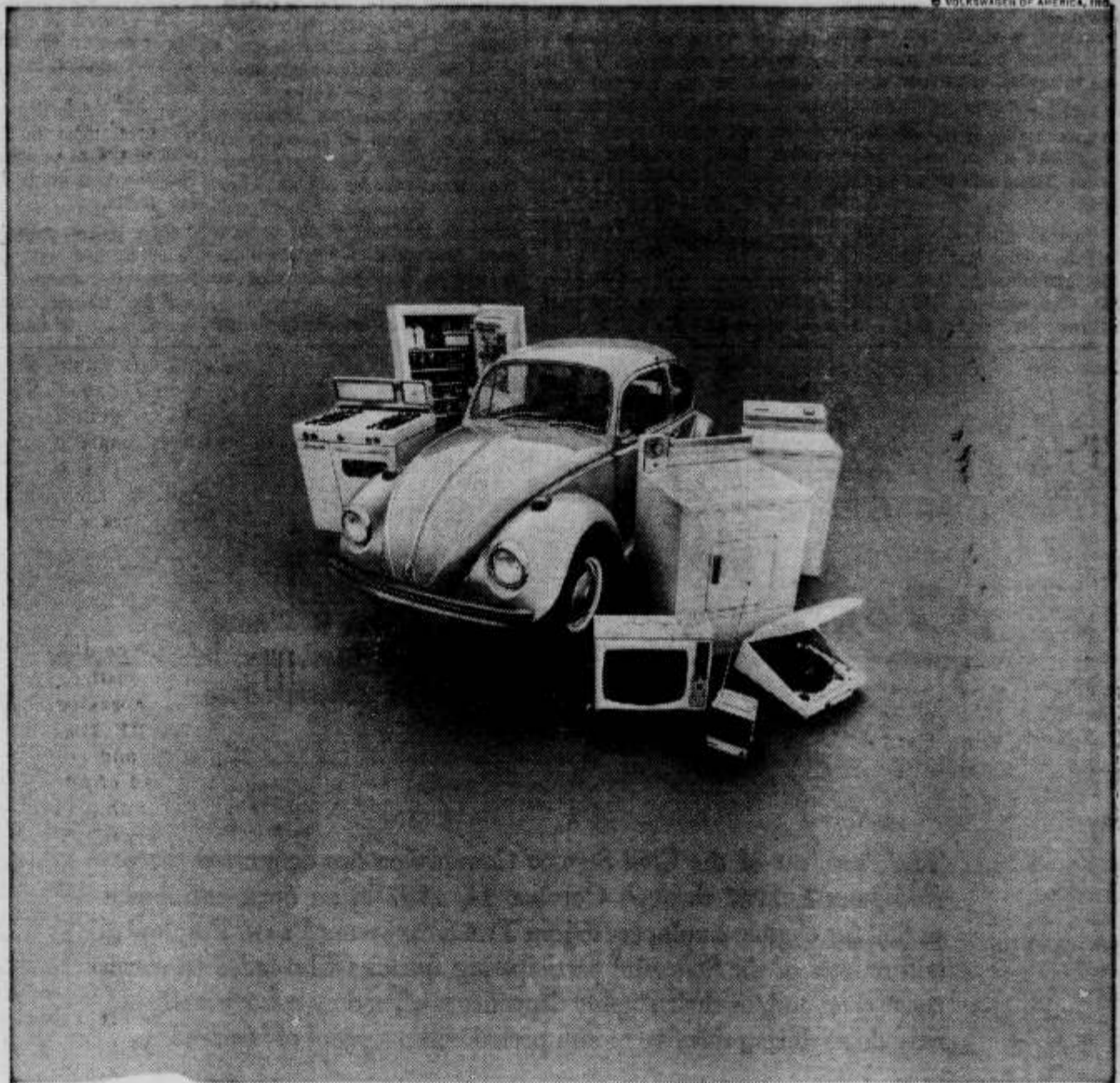
A. You are correct. Benefits under the Major Medical portion of your Statewide Plan were increased last year. The maximum benefit during a calendar year was increased to \$10,000. The maximum benefit during a lifetime was increased to \$20,000. These increases along with other increased benefits make your Statewide Plan even more valuable than it was before.

Q. I am enrolled in both the Statewide Plan and Parts A and B of Medicare. I understand that prescription drugs are not covered under Medicare. Are they covered under my Statewide Plan?

A. Yes. Prescription drugs are covered under Part III (Major Medical) of your Statewide Plan with co-insurance and deductible factors applying. To make a claim under Major Medical, you may secure the necessary forms from your payroll or personnel officer.

Q. I have had family coverage under the Statewide Plan for many years. Now my son who is physically disabled will be 19 in a few months. Can I continue coverage for this son?

A. Yes. He will continue in full coverage under your Statewide Plan as long as he is incapable of self-support. There will be no additional premium charge for this coverage. Contact your personnel or payroll officer for the necessary forms to establish your son's disability. This continued coverage for disabled children is only one of the many excellent features you enjoy under the Statewide Plan.



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Of course our little package doesn't include all those tricky little items you find on those fancier-

priced cars. (Like electric ashtray cleaners. Or headlights that disappear when the sun comes out.)

But it does include good food, clean clothes, nice music and a chance to watch all the summer reruns in color.

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Look again. How fancy can you get?

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

For further information write to the Interagency Board of Civil Service Examiners, U.S. Civil Service Commission, 220 East 42nd Street, New York City and

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Positions require U.S. citizenship and a minimum of 40 words per minute, plus six months appropriate experience or a high school diploma. Entrance salary (full time) is \$3,925 or \$4,269 per annum, depending on qualifications. A written test administered on location.

For further information, call

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

U.S. Army Offers Jobs To Women

The United States Army offers young women the opportunity to work in exciting jobs while aiding their country's defense. There currently exists three year enlistment vacancies in the fields of medicine, data processing, administration and many other technical fields.

High school graduates, over 18 years of age, may contact Sgt. Faith Reed, Jackson Heights Recruiting Station, Roosevelt and Broadway Avenues, Jackson

Heights, New York 11372, or call her at (212) OL 1-7979 for further information

Governor To Seek Pay Minimum For All Police

ALBANY—Governor Rockefeller has told local police authorities that he will seek a mandatory statewide minimum salary for local police at the coming legislative session.

Rockefeller said a mandated salary is needed "to attract and retain able men to a vital profession."

The Governor indicated he would push for such legislation at the 1968 Legislature, saying: "Police salaries must be raised because their work is so basic to our society."

*A
Reminder
from*

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

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

Eligible for enrollment are:

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

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

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

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Apply By Nov. 6 For State Job As Psychiatric Social Work Trainee

The New York State Civil Service Commission is accepting applications until Nov. 6 for a Dec. 2 written test for Psychiatric Social Work Trainee I. This position, in State Mental Hygiene Department hospitals and school throughout the State, leads, after one year as a trainee to immediate promotion to the position of Psychiatric Social Work Assistant I, which pays salaries of from \$5,871 to \$6,895. Promotion to Psychiatric Social Work Assistant II, at a salary of \$6,967 to \$8,135 will be possible after an additional year of experience. Further advancement is possible with the requirement of a college degree.

Appointment to the position of Psychiatric Social Work Trainee I, allows participation in the State Mental Hygiene Department's new "career ladder" program which is based on a philosophy of increasing responsibility and decreased supervision toward faster job advancement and stepped-up effectiveness.

Trainees will interview patients, family and friends of patients for informational purposes of the institution to which they are assigned. Trainees will also cover many other aspect of caseload handling, and compile records and reports based on their duties and analysis and evaluation to help gauge their personnel advancement on the job.

The "career ladder" concept also offers unparalleled educational opportunities for trainees. In many cases the Mental Hygiene Department will pay tuition and fees toward an employee's bachelor degree.

To qualify for the trainee test

applicants must have a high school or equivalency diploma, plus either two years of college-level study or two years of satisfactory psychiatric patient care experience.

For further information and applications contact the State

Dept. of Civil Service, The State Campus, 1220 Washington Ave., Albany; or Room 1100, 270 Broadway, New York City; or Suite 750, 1 West Genesee Street, Buffalo; or Room 818, State Office Building, Syracuse.

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7. Owner (If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding 1 percent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a partnership or other unincorporated firm, its name and address, as well as that of each individual must be given.) Leader Publications Inc. all of whose stock is owned by Science and Government Publications Inc., 27 Duane Street, New York, N.Y. 10007. The owners of 1% or more of the Common Stock of Science and Government Publications, Inc., are: Mrs. Ethel Finkelstein, 4 East 70th St., New York, N.Y.; Mrs. Shirley Finkelstein, 812 Park Ave., New York, N.Y.; Jerry Finkelstein, 812 Park Ave., New York, N.Y.; N. H. Mager, 1013 East Lawn Drive, Tennessee, N.J.; Rose B. Marler & Herbert H. Marler, 166 Montague St., Brooklyn, N.Y.
8. Known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages or other securities (If there are none, so state) NONE.
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10. Extent and nature of circulation. Total number copies printed (Net Press Run) 172,125 average number copies each issue during preceding 12 months: 174,032, single issue nearest to filing date.
A. Sales through dealers and carriers, street vendors and counter sales: 9,125, average number copies each issue during preceding 12 months: 10,250, single issue nearest to filing date.
B. Paid circulation: 1. Sales through dealers and carriers, street vendors and counter sales: 9,125, average number copies each issue during preceding 12 months: 10,250, single issue nearest to filing date.
2. Mail subscriptions: 156,625, average number copies each issue during preceding 12 months: 157,400, single issue nearest to filing date.
C. Total paid circulation: 165,750, average number copies each issue during preceding 12 months: 167,650, single issue nearest to filing date.
D. Free distribution (including samples) by mail, carrier or other means: 500 average number copies each issue during preceding 12 months: 500, single issue nearest to filing date.
E. Total distribution (Sum of C and D): 166,250, average number copies each issue during preceding 12 months: 168,150, single issue nearest to filing date.
F. Office use, left-over unaccounted, spoiled after printing: 5,875, average number copies each issue during preceding 12 months: 5,097, single issue nearest to filing date.
G. Total (Sum of E & F—should equal net press run shown in A): 172,125, average number copies each issue during preceding 12 months: 174,032, single issue nearest to filing date.
I certify that the statements made by me above are correct and complete.

NATHAN H. MAGER, Business Manager

News Of The Schools

By A. L. PETERS

City Teachers Will Be Best Paid In Nation In '68

Most New York City teachers will be the best paid in the nation by the end of 1968, a Leader survey of comparative pay schedules indicates. Although several jurisdictions, notably Detroit, will have higher starting salaries, the categories which include most of the teaching staff will receive better compensation than teachers in these categories in any other city.

In New York City, approximately 85 percent of the teaching staff qualifies for salaries with Master Degree or Master Degrees plus thirty hours of advanced training. In these categories, the salary ranges are, respectively \$8,250 to \$12,650 and \$9,500 to \$13,900.

The New York City schedules will also have the highest maximum salary in the nation, \$13,900. The minimum salary, although better than that in most cities, will rank among the highest. In the area, the salaries in Westchester communities, which have heretofore set high standards, range between \$6,000 and \$6,300 compared with the city's 1968 entrance salary of \$6,750. However Westchester communities will undoubtedly raise salaries in many communities before 1968. The complete salary schedule is shown below:

SALARY SCHEDULES IN EFFECT JULY 1, 1967

Descriptive Designation Official Designation Salary Step	B.A. (Base)	B.A. Plus 30 Credits	B.A. Plus 60 Credits	Earned M.A. or Equivalent C2 Including Promotional Differential	Earned M.A. for Equivalent plus 30 Credits C6 Including Promotional Differential
	C1	C2	C3	C4	C5
1	\$5,400	\$5,900	\$6,400	\$6,900	\$7,400
2	5,750	6,250	6,750	7,250	7,750
3	6,100	6,600	7,100	7,600	8,100
4	6,450	6,950	7,450	7,950	8,450
5	6,800	7,300	7,800	8,300	8,800
6	7,150	7,650	8,150	8,650	9,150
7	7,500	8,000	8,500	9,000	9,500
8	7,850	8,350	8,850	9,350	9,850
9	8,200	8,700	9,200	9,700	10,200
10	8,550	9,050	9,550	10,050	10,550
11	8,900	9,400	9,900	10,400	10,900
12	9,250	9,750	10,250	10,750	11,250
13	9,600	10,100	10,600	11,100	11,600
14	9,950	10,450	10,950	11,450	11,950

SALARY SCHEDULES EFFECTIVE SEPTEMBER 1, 1967

Descriptive Designation Official Designation Salary Step	B.A. (Base)	B.A. Plus 30 Credits	B.A. Plus 60 Credits	Earned M.A. or Equivalent C2 Including Promotional Differential	Earned M.A. for Equivalent plus 30 Credits C6 Including Promotional Differential
	C1	C2	C3	C4	C5
1	\$6,200	\$6,700	\$7,200	\$7,700	\$8,200
2	6,550	7,050	7,550	8,050	8,550
3	6,900	7,400	7,900	8,400	8,900
4	7,250	7,750	8,250	8,750	9,250
5	7,600	8,100	8,600	9,100	9,600
6	7,950	8,450	8,950	9,450	9,950
7	8,300	8,800	9,300	9,800	10,300
8	8,650	9,150	9,650	10,150	10,650
9	9,000	9,500	10,000	10,500	11,000
10	9,350	9,850	10,350	10,850	11,350
11	9,700	10,200	10,700	11,200	11,700
12	10,050	10,550	11,050	11,550	12,050
13	10,400	10,900	11,400	11,900	12,400
14	10,750	11,250	11,750	12,250	12,750

SALARY SCHEDULES EFFECTIVE SEPTEMBER 1, 1968

Descriptive Designation Official Designation Salary Step	B.A. (Base)	B.A. Plus 30 Credits	B.A. Plus 60 Credits	Earned M.A. or Equivalent C2 Including Promotional Differential	Earned M.A. for Equivalent plus 30 Credits C6 Including Promotional Differential
	C1	C2	C3	C4	C5
1	\$6,600	\$7,100	\$7,600	\$8,100	\$8,600
2	6,950	7,450	7,950	8,450	8,950
3	7,300	7,800	8,300	8,800	9,300
4	7,650	8,150	8,650	9,150	9,650
5	8,000	8,500	9,000	9,500	10,000
6	8,350	8,850	9,350	9,850	10,350
7	8,700	9,200	9,700	10,200	10,700
8	9,050	9,550	10,050	10,550	11,050
9	9,400	9,900	10,400	10,900	11,400
10	9,750	10,250	10,750	11,250	11,750
11	10,100	10,600	11,100	11,600	12,100
12	10,450	10,950	11,450	11,950	12,450
13	10,800	11,300	11,800	12,300	12,800
14	11,150	11,650	12,150	12,650	13,150

Fines and Jail Wait For UFT Appeal

Faced with a sentence of 15 days and a \$250 fine for Albert Shanker, its President and a fine of \$150,000 against itself, U.F.T. has until October 20th, to file an appeal. Ernest Fleischman of Delson & Gordon, is representing both parties.

The conviction against Mr. Shanker is for criminal contempt; the penalty against the union is based on the Taylor Law passed at the last session of the Legislature to replace the Condon-Wadlin Law.

Walk In Test Today For Elem. Teachers

New York City's school system will hold walk-in examinations on two days this week in its drive to recruit teachers for the elementary schools. Successful applicants will start teaching forthwith in long-term assignments. It will be the first time such a test has been held.

Deputy Superintendent of Schools Theodore H. Lang, in charge of personnel, said the one-day tests will take place on Tuesday and Wednesday Oct. 17 and 18. Applicants must report between 9 and 11:30 a.m. in Room 414 of Board of Education headquarters, 110 Livingston Street, Brooklyn.

Tests will take place for license a substitute teacher of common branches. Arthur Klein, Chairman of the Board of Examiners, said eligibility requirements call for a bachelor's degree and 12 approved credits in education.

"In order to establish current eligibility, an applicant must present an official or student copy of his college transcript at the time of the examination", Mr. Klein said.

There is a \$3 examination fee. Starting salaries for New York teachers are \$6,200 to \$8,450 a year, depending on the number of college credits. In September, 1968, the starting salary will range from \$7,750 to \$9,350. The top salary earnable after 13 years is \$13,900.

Brown Represents City At School Board Meeting

Dr. Aaron Brown, Member of the Board of Education, will represent the City's public school system at the eighth annual convention of the New York State School Boards Association, Oct. 22-24, in Syracuse.

He will be among the 4,000 men and women who will meet to discuss their responsibilities as school trustees.

University Faculties Ask Parity Pay Adjustments

Employees of the Board of Higher Education—the professors, instructors and technicians who work in city universities and community colleges—have begun negotiations for salary adjustments for next year in line with the traditional parity approach.

Parity was conceived by former Mayor Robert F. Wagner and essentially guaranteed to higher education the same rate of increase in salary as is afforded to employees of the Board of Education. Two groups representing employees have made proposals to Chancellor Albert H. Bowker.

UFCT Proposes \$1000 Increase

The United Federation of College Teachers represented by Isadore Kugler, is asking for a straight dollar increase in salaries which will tend to equalize the salaries in all ranks. Their schedule calls for a \$1,000 increment, for college professors and associate professors in eight steps, for assistant professors in seven steps and for instructors in six steps. This would make the salary schedules \$19,000 to \$26,000 for professors, \$12,600 to \$19,600 for associate professors, \$1,250 to \$16,250 for assistant professors, \$8,950 to \$13,950 for instructors, \$7,200 to \$11,400 for technical and science assistants. Automatic promotions are asked to be given to those reaching top of rank.

In addition, they are asking an upgrading of one step for each teacher plus two scheduled increments. Other requests include a decrease in the number of contact hours. A grievance procedure that would include the use of impartial outside agencies, welfare fund benefit similar to those obtained by the elementary and high school teachers, changes in title which would place registrars and college

physicians in professorial rank and changes in the status of lecturers to give them the title of Adjunct Professor and to receive hospitalization benefits.

Legislative Conference Asks 23%

The Legislative Conference has made similar requests to Chancellor Bowker, based on increases of 23 to 25 percent, with equivalent salaries in community colleges for those with equivalent responsibilities and qualifications. The registrar staff should have salaries equal to that of the teaching staff, with registrar rated on the level of a professor. Similar increases are requested for the science and technological staff, and the staff of the School of General Studies.

Other requests include uniform annual leave of 30 working days per year; increase of promotional opportunities; a quota of at least 25 percent of staff with professional rank and 35 percent as associate professors; instructors with a doctorate or equivalent to be promoted to assistant professor and given tenure; welfare payments by the city of at least \$240 per capita, with CSA parity; funds for sabbatical leave to be increased by \$250,000 per year till they permit 1/14th of the staff to have sabbaticals.

Also standardization of teaching load at 12 hours maximum or the undergraduate level and 8 hours on the graduate level; provision of office facilities, telephones, research space and facilities, and substitutes for those attending scholarly meetings. Class size is to be based on educational effectiveness, promotions based on teaching ability and scholarship rather than longevity, and the filling of at least 50 percent of named chairs from the staff.

The Conference is also asking for an immediate election to establish a bargaining agent for the City University.

Teacher Workshops Begin Locally Oct. 23

New York City's school system is moving to sharpen the skills of 6,000 newly assigned teachers.

After-school Workshops for the newly assigned and other teachers who want special assistance will begin in the week of Oct. 23 in each of the 30 Local School Districts throughout the City.

The workshops, first conducted last fall, are being made a permanent feature of the City school system's in-service training program. The decision, followed favorable results obtained in last year's workshops and emphasizes the continuing effort to improve teacher performance as a key factor in the school system's goal of educational excellence.

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Gr. 4, P100X, easy access, call 842-6443.
School act'y, licensed, exp., for 3 evenings, Mon., Tues., Wed., for Jane Adams Evening Elementary School for Adults in Bronx, 7:15-9:30 p.m. Call FA 4-4087 from 4 to 5 p.m. or CY 2-4513 from 8 to 9 p.m.
Teachers of JHS Social Studies, Home Economics — Foods only, and Shower Attendant needed at Walt Whitman I.S. 246K, BU 2-0220.
Laboratory Assistant — J 64 K — 647-1022, Term.
Above quota teacher (regular substitute), P.S. Manhattan, apply before Oct. 11, Phone 281-4337 for interview.

SALARY SCHEDULES EFFECTIVE MARCH 1, 1969

Descriptive Designation Official Designation Salary Step	B.A. (Base)	B.A. Plus 30 Credits	B.A. Plus 60 Credits	Earned M.A. or Equivalent C2 Including Promotional Differential	Earned M.A. for Equivalent plus 30 Credits C6 Including Promotional Differential
	C1	C2	C3	C4	C5
1	\$8,750	\$9,250	\$9,750	\$10,250	\$10,750
2	9,100	9,600	10,100	10,600	11,100
3	9,450	9,950	10,450	10,950	11,450
4	9,800	10,300	10,800	11,300	11,800
5	10,150	10,650	11,150	11,650	12,150
6	10,500	11,000	11,500	12,000	12,500
7	10,850	11,350	11,850	12,350	12,850
8	11,200	11,700	12,200	12,700	13,200
9	11,550	12,050	12,550	13,050	13,550
10	11,900	12,400	12,900	13,400	13,900
11	12,250	12,750	13,250	13,750	14,250
12	12,600	13,100	13,600	14,100	14,600
13	12,950	13,450	13,950	14,450	14,950
14	13,300	13,800	14,300	14,800	15,300

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Public Service Course Starts at City U.

The City University of New York last week launches its first classes under the Public Service Career Training Program for previously unemployable adults. The university provides the educational program for trainees placed in public service agencies by the Human Resources Administration. Many are welfare recipients. The program is financed through the Scheuer Amendment to the Economic Opportunity Act.

Trainees spend 20 hours a week on the job and fifteen in class at their place of work. The basic education program includes preparation for the high school equivalency examination, remedial reading instruction where necessary, the study of English as a second language for Spanish speaking students, and a course in human relations.

Suffolk Co. Seeks Sr. Court Clerks

Suffolk County has announced that there will be an examination for Senior Justice Court Clerk on Nov. 18. The last day for applications for this exam will be Nov. 3. The usual salary range for this position is \$4,000 to \$5,000. The exam will consist of a written test.

To qualify for this position, applicants must have graduated from high school and have four years of clerical experience, two of them in a supervisory capacity; or, a satisfactory combination of the above education and experience.

For further information contact the Suffolk County Civil Service Commission at the County Center, Riverhead, or telephone RA 7-4700, ext. 249.

Jewish State Aides Chanukah Dinner Now Being Planned

The Jewish State Employees Assn. of New York, has made arrangements for the 15th Annual Chanukah Dinner Dance to be held on December 13, at the Sheraton-Atlantic Hotel according to Miss Rose Strow, Association president.

Former president Nat Rogers is dinner chairman.

At the regular meeting on Wednesday, Oct. 25, the annual spiritual Breakfast on Sunday, Nov. 5th, sponsored by the Council of Jewish Organizations in Civil Service, Inc. will be discussed.

Services will be conducted first at 8:45 a.m. at East 55th Street Jewish Center, from where those attending will march to the Commodore Hotel.

Former president Morris J. Solomon has arranged for a delegate from the Constitutional Conven-

tion to address the group on Oct. 25. The next regular meeting will be held at State Office Building, 80 Center St. at 6 p.m. on Oct. 25.

Gov. Names Loeb

ALBANY—Governor Rockefeller has named John L. Loeb of New York City as a special assistant to study the problem of financing industrial and municipal air pollution control devices.

He will serve as a non-salaried consultant.

Going Places? See Pp. 2 & 15

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Police Cadet Trainees Sought

The Police Cadet Project of the Board of Education's Manpower Development Training Program is seeking young men 18½ to 27 years of age and at least 5' 7" tall for a special training program to prepare them for entering a police career.

While a high school diploma is a requirement, applicants who do not have a high school diploma are also eligible as they will receive training which will prepare them for the high school equivalency test. Trainees will receive a stipend of from \$20 to \$70 per week, depending on their family

status. The present need is especially great for young men who understand the problems of people in poverty areas.

Applicants may apply through their Local Youth Opportunity Center or State Employment Service by asking for the Manpower Counselor. The Commonwealth of Puerto Rico at 322 West 45th Street, New York, N.Y. is also accepting applications for this Manpower Project.

Free Booklet on Social Security. Mail only. Leader, Box 8, 97 Duane St., New York, N.Y., 10007.

Suffolk County Seeks Justice Court Clerk

Applications are being accepted until Nov. 3 for a Nov. 18 written examination for Justice Court Clerk in Suffolk County. Salaries in this position range from \$3,400 to \$4,260 according to jurisdiction.

The eligible list established from this examination will be used to fill present and future vacancies in this County position.

Applicants must be high school graduates or have two years of experience in general clerical work or a satisfactory equivalent combination of both.

The Justice Court Clerk per-

forms specialized clerical work in the courtroom and office of a Justice Court and performs related work as required.

Clerk-Stenographer

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Police Lecture

PRINCETOWN, N.J.—Professor Leo J. Margolin, Leader Public Relations columnist, was one of seven college professors who last week conducted the Management Seminar at Princeton, N.J. for 30 police chiefs, under the sponsorship of the New Jersey Police Chiefs Association and the New Jersey State Police. Margolin's subject was "The Administrator and Public Relations."

Those interested in filling applications are advised to brush up their spelling and to practice their shorthand and typing skills. Applicants for typist jobs should practice on a non-portable typewriter to insure maintaining the necessary speed on the practical examination.

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Onondaga Chap. Campaigns For City And County Pay Increases

SYRACUSE—The Onondaga chapter of the Civil Service Employees Assn., is spearheading a campaign to obtain salary boosts for Onondaga County employees and higher pay increases for Syracuse City workers.

In letters to County Executive John H. Mulroy and Mayor William F. Walsh, Mrs. Hilda Young, chapter president,

urged the municipal leaders to act immediately on the increases. She also asked in separate letters for collective bargaining rights for the chapter as the representative of the employees.

In the letter to Mayor Walsh, Mrs. Young noted that the mayor had granted police and firemen .968 salary boosts ranging from \$635 to \$835. She said the chapter was happy to see the two safety forces receive "this well earned and deserved pay increase."

However, she said that granting these two groups that make up 38 per cent of the city's 2,350 employees 67 per cent of the \$950,000 available for 1968 raises, left an inequitable 33 per cent for the city's remaining city workers which include 62 per cent of city's work force.

To County Executive Mulroy, Mrs. Young wrote that "it is most difficult" for county workers "to accept a record-breaking county budget" of nearly \$76 million "and not to have in it any wage and salary adjustments for your county labor force, who incidentally also happen to be county taxpayers."

Both the city and county expect to gain additional revenues from the new county-wide sales tax that goes into effect Dec. 1, she told the two government leaders. This extra revenue, she said, would provide the funds for pay increases.

City and county workers, she wrote, are subject "to the same rising costs of living. They pay the same higher prices for groceries, for clothing, for other items—and they will help pay the higher taxes needed to run the local governments."

Commack Unit Elects Abbatista; Presses To Resolve Grievances

COMMACK—The Commack School Unit, Suffolk chapter, Civil Service Employees Assn. has elected Thomas Abbatista president and demanded a resolution of grievances pending with the school administration.

The grievances involved Abbatista, who has been placed on an improper increment step, and Mrs. Marion Murphy, a cafeteria worker whose assignment and number of hours or work were arbitrarily changed after she reported to work at the reopening of schools.

A spokesman for the Suffolk chapter observed that CSEA has won a pay boost for hourly-rated cafeteria workers, and it appeared there was an effort to retaliate by reducing work hours. "These problems are unfortunate and regressive," the spokesman said. "It seems that in this district non-teaching employees are treated as second-class citizens, but it is the aim of CSEA to have them treated with respect."

Other officers chosen by the unit are: William Ritchie, vice president; Mrs. Marie Nelson, secretary; Mrs. Edna Perkins, treasurer, and Michael LaRocca, trustee.



RETIREES HONORED—Three Watertown municipal employees, retired, were recently honored at a dinner party given by colleagues. They are shown with Mrs. May Kemp, co-chairman of the event and are, left to right: Mrs. Helen Hanlon, business machine operator, assessor's office; Mrs. Elizabeth P. Goodwin, deputy city clerk; Mrs. Kemp, and Mrs. Mareta Lewis, account clerk, water-electric department.

Nassau Sanitary Dist. Unit Wins Pay Boost

INWOOD—The Sanitary District No. 1 unit, Nassau chapter, Civil Service Employees Assn., has won a three per cent cost-of-living boost and seven other objectives in a new contract.

The agreement came Aug. 24 following a negotiating meeting between CSEA representatives and the district commissioners. It calls for the pay boost, fully-paid hospitalization, two personal leave days per year, four weeks plus two days vacation for employees with more than 15 years service, five per cent night differential, cash payment for unused sick time upon retirement, safety items and a formal, written contract with CSEA.

CSEA Pours It On

(Continued from Page 3) adjustments over a three-year period so that at the end of this period, incumbents would attain the journeyman title and salary grade.

Requested a progress report on the elimination of detailed items where post-staffing has been put into effect. The Department said it will submit to CSEA a progress report on post-staffing at Letchworth Village and that it is compiling a summary of post-staffing at institutions, Statewide, which will be available to CSEA in the spring. In another issue involving post-staffing, CSEA said chapter officers were notified that 400 items were allocated to Rockland State Hospital for post-staffing. CSEA asked how many items were certified for Rockland State while over 90 additional items were certified to replace detailed positions.

Examined for meal time for night shift employees at Craig Colony, complaining that the work shift is scheduled for 8½ hours (11:30 p.m. to 8 a.m.) with no relief provided for meals.

Laundry Positions

The Employees Association queried the Department as to what provisions will be made for laundry service employees whose positions will be abolished when laundry services of Craig Colony are transferred to Rochester. The Department's answer was that no timetable has been set for consolidation of the services and that every effort will be made to retain essential jobs for those employees whose jobs are affected

CSEA also felt that the decision to eliminate supplying aprons to dining room attendants at the Rome School. The Department assured CSEA that it would make every effort to rectify these situations.

CSEA also felt that the decision to eliminate supplying aprons to dining room attendants at the Rome School was arbitrary and stated that they should be provided. The Department told CSEA that this problem should be resolved at the local level.

ceries, for clothing, for other items—and they will help pay the higher taxes needed to run the local governments."

In the other letters, she pointed out that the new Public Employees Fair Employment Act had gone into effect Sept. 1 and neither the city nor the county had yet appointed Public Employment Relations Boards. Because both had elected to appoint their own PERBs, she said, instead of using the State's board, the city and county have "assumed the responsibility and liability to guarantee that the provisions and continuing implementation" of the new law.

Because of the early submission of the city and county budgets (Sept. 20 for the county,

Oct. 1 for the city), the two governments could waive some requirements of the law and grant a contract, said John J. Ray, CSEA field representative.

The law requires that when a dispute develops, a mediator must be appointed—60 days before the budget submission deadline. Because the local deadlines came before the effective date of the law, he said, the city and county "could show evidence of good faith and with the spirit of compliance with the law by granting employees contracts now," he said.

Although aware of the intense financial pressures facing the city and county, Ray said, "it's hard to believe that Walsh and Mulroy are unwilling to grant their employees the benefit of this new law."

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Kasson Tells Employees CSEA Has The Action

"Go where the action is—join CSEA and so take advantage of the security of an organization rooted in membership management and welded to an effective State-wide force."

That was the statement last

week by Arthur Kasson Jr., candidate for second vice president of the Civil Service Employees Assn.

Kasson was commenting on the "supposed misunderstanding of a statement made recently by a CSEA officer regarding the teachers strike and the Taylor Law in New York City."

Calling his comment "a con-

structive statement for Leader readers," Kasson also urged all branches of government to recognize CSEA as being the representative of the most employees, and the most effective bargaining agent."

Hospital Director

ALBANY — Dr. Michael F. Carpendale of Stony Point has been named director of the State's Rehabilitation Hospital at West Haverstraw at a salary of \$28,500 a year.

Dr. Carpendale has been director of research at the hospital since 1966. He succeeds Dr. Seymour Bluestone, who resigned to join the staff of Montefiore Hospital in New York City.

Career Man Named

ALBANY—Samuel A. Diamond of Brooklyn is the new assistant industrial commissioner for the State Labor Department's Division of Employment.

A career man, he has served as an unemployment insurance referee and, for a time, was a hearing officer with the Public Service Commission in Albany.

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A tour that will visit holy places in Israel sacred to Jews and to Christians is being offered during the Christmas-Chanukah period of Dec. 22 to 31, it was announced last week by Civil Service Travel Club.

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This tour already is partially sold and remaining seats will be given on a first-come-first-served basis. A deposit check of \$100 is required for confirmed reservations and checks should be made out to Crown Peters Travel Service, Inc. and mailed to Civil Service Travel Club, 711 Eighth Ave., New York, N.Y. 10036. Telephone for information at (212) Circle 7-7780.

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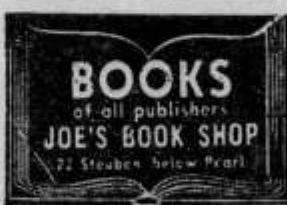
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CSEA COMMITTEE REPORT

Education

By CELESTE ROSENKRANZ

Early in the summer, the chairman of your education committee, in view of the far-reaching changes now taking place in the field of public employment, saw the possibility of a need for a new statement of policy by the Civil Service Employees Assn. A tentative 12-point statement was drafted by the chairman and presented for consideration by the committee at its meeting in late June. The lack of attendance at that meeting precluded any definitive disposition of the proposal, but those present agreed that current circumstances do warrant a new expression of general CSEA policy. Hence, the committee will consider the matter at its next meeting, shape its recommendations further and hopefully, present them subsequently to CSBA's officers and staff for further disposition.

The committee feels there is a need for an updated, clearcut CSEA policy especially with regard to its inclusion in the revised edition of the chapter officers' manual, since the manual is our basic instrument for orienting and guiding our chapter leaders within the framework of CSEA's aims and objectives.

Production on the manual was unavoidably interrupted earlier in the summer when the departure of Gary Perkinson left the public relations staff with only one-half its regular work force. In addition, heavy demands have been placed on the public relations staff throughout the summer to counter the output of union literature with fliers and bulletins produced at our own headquarters. With the hiring of a new public relations assistant in late August, work is being resumed and an availability date shortly following the October annual meeting is anticipated. Because of the increasing complexity of CSEA activities, particularly its collective bargaining role under the new Law, the forthcoming revised manual will be issued in two versions, one for State Division chapters, the other for County chapters. In this way, each version will offer only pertinent material, for greater efficiency and convenience.

The committee again recommends that chapters and conferences, which have not already done so, consider taking advantage of the extension training facilities in collective bargaining offered by the State Industrial and Labor Relations School at Cornell. Various chapters and conferences, as well as groups of our officers, board members, and staff have received such training, either by extension specialists or at Ithaca, with extremely gratifying results.

The committee was pleased to note the inclusion of a director of training and education among the new staff positions recommended to meet the needs of the Association under the new Public Employees' Law. The person in this title will be charged with establishing and conducting programs to train our membership and staff in the techniques of negotiating, preparation of contracts, and the general conduct of the employee organization's role in representing the employee's interests. To make possible the staff expansion which would include the director of training title, a dues increase is being proposed by the committee charged with that responsibility. In the implementation of any staff expansion, the education committee recommends that foremost consideration be given to the establishment of the training director position, and hopes such action will not have to coincide with the effective date of a prospective dues increase.

The committee again would like to apprise our other committees, regional conferences and chapters that its resources are readily available should any group request help or guidance which would come under the aegis of the educational function.

Other members of the committee included: Moe Brown, Ronald Corsetti, George DeLong, Philip Ferrato, Dr. George Grover, Dr. Charles T. Kline, Harry A. Kolothros, Irene Lavery, Mary Masterson and Robert Wilber.

Grievance

By MAURICE SOKOLINSKY

The grievance committee met in July to especially consider the impact of the Public Employees' Fair Employment Act as it effects grievance procedures and grievance processing. The committee expressed its awareness that the new act is most general in language as to the matter of grievances, and that much of the negotiations with respect to grievance procedures and grievance processing will hinge on our experience under the Public Employees' Fair Employment Act.

The committee was in agreement that existing procedures were arrived at unilaterally, and that under the

new act, this should be done bi-laterally in the course of negotiation with the employer.

The delegates are respectfully referred to Section 204-2 of the new law which provides that,

Where an employee organization has been certified or recognized pursuant to the provisions of this article, the appropriate public employer shall be and hereby is required to negotiate collectively with such employee organization in the determination of grievances arising under the terms and conditions of employment of the public employees as provided in this article.

Section 208 (a) also provides the right, "to represent employees in negotiating and in the settlement of grievances."

Thus, the matter of grievances is recognized by law.

The use to which the grievance procedure has been put, both on a State and local government level, has been disappointing. This may be partially explained by the restrictive nature of the definition of a grievance. This is especially true with regard to the political subdivisions of the State. At the present time a matter is considered aggrievable unless there are other means of resolution by law, rule or regulation. We believe that any contract, law, rule or regulation which provides a benefit can and should be the basis of a grievance.

The committee concurred, that in light of the new Act, that the definition, itself, of what constitutes a grievance should be brought more in line with labor practices throughout private industry and should be broadened to make it much more inclusive.

The committee felt that grievance proceeding at the final departmental stage should have an independent hearing officer who will render an independent, binding decision.

The committee endorsed the principle that political subdivisions adopt uniform rules and regulations for their local grievance boards, that these grievance boards be appointed from an agreed upon panel acceptable to both parties.

The Association is in receipt of a letter from the chairman of the Grievance Appeals Board informing us that the Board considered the 45-day time limit for decision at a recent meeting and has denied the request. We believe that the problem the Board has is that either one or the other of the parties or both may not have perfected their appeal and the Board might have bound itself by rules to do something they cannot possibly do as a practical matter. The existing rules set a 45-day limit for decision after the Board's hearing or the date fixed for submission of data. The Association resolution asks for the decision 45 days after the appeal is filed. The committee recommends that this not be pursued further at the present time.

The chairman of the Grievance Appeals Board indicated that the Board concluded with respect to our request for binding Board decision and multiple Grievance Appeals Board to await the outcome of the new Act.

We recommend that further action on this resolution be deferred at the present time.

The committee concurs with respect to president Felly's letter of July 13 that went to all chapter presidents, which urged chapter review of their own internal grievance handling and emphasized the need and desirability of meeting with local agency heads to discuss work arrangements on new rules or changes in rules that effect our members.

The committee is looking forward to the implementation of the new Act. It is aware that as a result of this, grievance and grievance processing will take on added significance. The possibility of exclusive representation will present great responsibility and opportunity to the Association in regard to individual grievance solving. Also, the new Act will bring written agreements, and since most written agreements include many clauses which require interpretation these agreements will provide only the basic framework of employer-employee relations. The day to day interpretations, especially those arrived at through the grievance procedure, will give the agreement life and meaning for the public employee.

Other committee members included: Vincent Alessi, Felice Amodio, Anna Aungst, Nicholas Cimino, Daniel A. Daly, Robert Gaudette, Thomas McDonough and Thomas Ranger.

John J. Hennessey, CSEA treasurer, served as consultant.

Membership

By IRVING FLAUMENBAUM
and SAMUEL EMMETT

The Civil Service Employees Assn. this past year has broken all membership records. Our total mem-

bership is now 153,164. The State Division total is 103,587; County Division, 47,707, and Associate membership, 2,170.

Since the October, 1966 annual meeting, the State Division increased 4,766; the County Division increased 6,656, and associate membership increased 468. Our total growth since then was 11,980. Our members, chapter officers and committees, regional conferences, Statewide officers, board of directors, committees and staff are all congratulated for their work contribution in setting these new membership records.

Our committee met on four occasions during the year and reviewed ways and means of continuously strengthening our membership. Our committee offered assistance to chapters with reference to the conduct of their membership campaigns, and we consulted and guided field and headquarters staff on the overall Statewide effort. New attractive membership appeal material was distributed to all chapters for their use and was received with enthusiasm.

Our committee makes the following recommendations:

1. Working together at all levels within CSEA, we seek to attain a new goal of 175,000 members by October, 1968. We have successfully exceeded our goal of 150,000 members by October, 1967, contained in our March, 1967, delegate meeting report.

2. We urge all chapters to assure that their chapter membership committee is complete, active, well informed, and is actively canvassing and reconquering all non-members to join CSEA. It is vital that each chapter invite all willing members to actively work and participate in chapter activities and programs to make certain that essential local services and assistance to members can be provided when needed.

3. At all their meetings, each regional conference, chapter, and units thereof, must emphasize the need for membership effort and local active participation of all members in their chapter and unit activities and programs.

4. CSEA dues be adjusted as necessary to assure sufficient funds to underwrite the cost of service needed by members; to enable effective representation of members relative to their terms and conditions of employment under the new State Public Employees' Fair Employment Act, effective September 1, 1967, and to assure that chapters and units have sufficient funds to underwrite necessary services and activities for their members. Additional staff necessary to assure successful operation under the new law, as recommended by the special committee to study dues adjustment, should be added to our staff without delay.

5. The canvassing for CSEA membership of new employees be emphasized in each chapter so that effective systems to secure the membership support of these new employees are established to secure their membership as soon as possible after they initially report for work.

6. Special attention of County Division chapters be given to secure the privilege of payroll deduction of dues in every political subdivision in each county to assist in the further organization and expansion of membership in political subdivisions.

7. CSEA arrange additional training courses by the State School of Industrial and Labor Relations for chapter and unit leaders to cope with the new responsibilities under the Public Employees' Fair Employment Act. The facilities of regional conferences should be fully used in this effort, as should the field and headquarters staff, to provide training for chapter leaders to enable full understanding of services, programs, and procedures of CSEA.

8. Chapter and unit officers and committees be reminded periodically that during each year 10 percent of membership is lost through resignations, retirements, deaths, etc. To attain new membership goal, this 10 percent loss must be overcome before a net increase is achieved. The full efforts of our chapter and unit officers and membership committees are essential to canvass and reconqu岸 all non-members to join CSEA, and thus attain our new membership goal.

Our committee is confident that if all of us in CSEA work together during the coming year, we will attain our membership goal of 175,000. The effort made in each and every chapter and unit is vital to reaching this goal.

Other State Division committeemen included: Julia Duffy, Emmett J. Durr, James J. Lennon, John Lomonaco, Julia Nabb, John W. Raymond and Eileen Tanner.

The County Division was composed of Robert Cliff Donald Griffin and Marian Murray.

Frederick H. Cave, Jr., served as committee consultant.