

Civil Service LEADER

America's Largest Weekly for Public Employees

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Tuesday, June 9, 1970

Price Ten Cents

Warren County Employees—

See Page 20

— BULLETIN —

Reach Thruway Pact Agreement

ALBANY — A tentative agreement on a contract affecting nearly 300 professional, technical and scientific employees of the New York State Thruway was reported at Leader presstime.

Representatives of the Civil Service Employees Assn., bargaining agent for the employees, said that the settlement includes a 7½-percent pay raise; liberal improvements in the retirement and the health insurance plans, and many other benefits, including a five percent of daily pay rate for employees on standby.

Details of the tentative settlement will be sent out to CSEA members in the unit as soon as possible, a CSEA spokesman said. Ratification by CSEA membership and approval by the Thruway Authority Board is needed before the pact is implemented. All benefits will be retroactive to April 1, 1970. The Leader will carry more details of the settlement in next week's edition.



WELCOME — At the Montgomery chapter dinner recently, from left to right, Richard Tarmey, fourth vice-president of the Civil Service Employees Assn., welcomes Statewide president Dr. Theodore Wenzl, as Joseph Dolan looks on. The affair honored Dolan, who is director of local government affairs for CSEA.

Monroe Deputy Sheriffs Organize New County Unit

ROCHESTER—The Monroe County chapter of the Civil Service Employees Assn., under the leadership of Vincent A. Alessi, chapter president, has approved a new CSEA unit for Monroe County deputy sheriffs. According to Alessi, the new unit, which already has 140 CSEA members, will represent 160 uniformed County employees.

Temporary officers have been selected to head the unit until an election can be scheduled. Edward J. Gerew is acting president; Paul D. Gilligan is acting vice-president; William P. Marks is acting secretary, and Joseph R. Robertella is acting treasurer. All are Monroe County deputies.

A list of demands has already been drawn up to be presented to the County when CSEA begins negotiations on behalf of the deputies. Heading the list are salary increases, a shorter work

(Continued on Page 20)

Don't Repeat This!

CS Strength Realized

Candidates Eager To Converse With Public Employees

THAT civil service employees make up one of the largest voting blocs among the State's electorate

(Continued on Page 2)

Metropolitan, Southern, Long Island

3 Public Officials Address Tri-Conference Delegates; Praise Public Employees

KERHONKSON— Tributes to public employees from key public officials highlighted the Tri-Conference workshop at the Granit II Hotel here last week. The workshop, a joint venture of the Metropolitan, Southern and Long Island Conferences of the Civil Service Employees Assn., also included discussions on consumer frauds, conducted by State Attorney General Louis Lefkowitz, and new retirement benefits, conducted by John MacManaman, information specialist for the State Retirement System.

The tributes were paid during the banquet, which closed the two-day session, by John Kingston, majority leader of the State Assembly, and Eugene Nickerson, county executive of Nassau County. Toastmaster was Henry Shemin, former New York City Labor Commissioner and long an active member and officer of CSEA.

Installation Held

Officers of the Metropolitan and Long Island Conferences were installed during the session by Dr. Theodore Wenzl, Statewide president of the 180,000-member Employees organization.

Installed in the first dual installation ceremony of two conferences in CSEA history, were:

Long Island Conference officers: George Koch, president; David Silberman, first vice-president; Edward Valdes, second vice-president; Louis Colby, third vice-president; Agnes Miller, secretary, and Albert Veracchi, treasurer. Metropolitan Conference: Randolph V. Jacobs, president; Jack Weisz, first vice-president; Philip Wexler, second vice-president; Edna Percoco, secretary, and Michael Sewak, treasurer.

Speaking out in praise of the employees—and reviewing their role in a changing society, the speakers referred to gains made by civil servants under the State's Taylor Law and pointed out that

(Continued on Page 13)



L. I. OFFICERS — The new officers of the Long Island Conference, Civil Service Employees Assn., are being sworn in by CSEA Statewide president, Dr. Theodore C. Wenzl, right, during the annual Tri-Conference Workshop at the Granit II Hotel, Kerhonkson, recently. The new slate includes, left to right: Albert Veracchi, treasurer; Agnes Miller, secretary; Louis Colby, third vice-president; Edward Valdes, second vice-president; David Silberman, first vice-president and George Koch, president.



METRO OFFICERS — Officers of the Metropolitan New York Conference, Civil Service Employees Assn., who were sworn in recently during the Tri-Conference Workshop at the Granit II Hotel, Kerhonkson, are, left to right: Michael Sewak, treasurer; Edna Percoco, secretary; Philip Wexler, second vice-president; Jack Weisz, first vice-president and Randolph Jacobs, president. Dr. Theodore Wenzl, CSEA Statewide president, was the installing officer.

Inside The Leader

Tri-Conference Photos
Pages 10 & 11

Chapter Elections
Pages 3 & 18

Retirees' Meeting
Page 3

State Police Plans
Page 3

Professionals Comm. Slates Albany Parley

ALBANY—There will be a meeting of the Licensed Professional committee of the Civil Service Employees Assn. on June 30 at 5:30 at the Tom Sawyer Motel's Harlequin Room, according to William F. Groesbeck, chairman of the committee.

WESTCHESTER FLEA MARKET THIS SUNDAY—HARTSDALE
Open 1-7 P.M. Admission \$1.00

The Transit Beat

By JOHN MAYE

President, Transit Police
Patrolmen's Benevolent Assn.



(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Battle Of The Budget

WHILE THIS article is being written, members of the City Council and the Board of Estimate were working at their annual task of wrestling with the proposed City budget, which this year is the largest in the City's history.

SITTING through several sessions of the public hearings on the budget, we heard witness after witness testify as to the needs of one group after another. They bolstered their cases with briefs, charts, statistics and expert opinion to support their arguments—and all were justified to some degree.

THE CITY Council president, comptroller, borough presidents and Council men and women showed great patience, interest and understanding of the problems besetting most of the City agencies and services—while apparently determined to trim the budget of so-called "fat."

THE PRESENCE of representatives of the Transit Patrolmen's Benevolent Assn., however, was not to observe the operation of our City's financial processes. We were there to bring to the attention of lawmakers, the Administration and the public a tragic short-sightedness on the part of the Mayor and his staff in the preparation of the 1970-71 budget.

IN NOT fulfilling his campaign promises to add the desperately needed men to the Transit Police force, the Mayor has juggled not merely with dollars and cents but with the safety of New Yorkers. A vital service, to which New Yorkers are entitled, was being toyed with and manipulated.

IN OUR testimony, we pointed out that while the need for additional manpower has grown greater each year, the

(Continued on Page 19)

Inside Fire Lines



by Michael J. Maye

President, Uniformed Firefighters Assn.

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Making Ends Meet, Maybe

AT 6:54 A.M. on the morning of May 25, the bells banged out in the station, Lafayette and Hollywood. "Get out," hollered the brother on watch. "Ladder 50 and Engine 89 first due. Let's go!"

BEFORE HE could repeat himself or the bells stopped ringing, men were on the floor ready to roll. The doors swung back and the big red engine roared into life. As its bells broke the silence of the still morning air, it drowned out the voices of the truck company left behind—dedicated men who could not perform their sworn duty through no fault of their own.

"OH, NOT again"—"What the Hell goes"—"When are we going to get rid of this piece of junk, Lieutenant?"

THE PIECE of junk referred to was a 1955 four-wheel drive that had more stop-and-go problems than the inventor of laxatives. Every officer and firefighters in the house knew this, and they all had made their feelings known. The City's answer: "New equipment is coming. Be patient." Fine, but what about the poor guy whose house is burning down? Can he be patient? And what about this junk that is 15 and 20 years old and better? Will it be patient?

THIS TRUCK certainly wasn't. For it took the officer and five firefighters 16 minutes of pushing it backwards and forwards to rock life into it, and the normal three-minute run from quarters to station took 19. The house

(Continued on Page 19)

You And The Draft

Q. I am 19 years old and now deferred as a student. My random sequence number is 300. If sequence number 300 is not reached in 1970 in my local board, will I be home free when my deferment ends in 1973?

A. No. If at the time you are classified I-A in 1973 your local board has not reached sequence number 300 in their induction processing, you will simply be placed in that sequence and you may or may not be reached for induction in 1973. You will still have sequence number 300. If at the time you are classified I-A your local board has reached random sequence number 300 in 1973 you will be subject to induction at the head of the 1973 selection group.

Q. I am 19 years old, have no basis for deferment, and have sequence number 300. If I am not inducted in 1970, can I be inducted in 1971 or in subsequent years?

A. You are liable for induction to age 26 or to age 35 if you are or have been deferred. In 1971 you will have a decreased vulnerability. However, if the calls for manpower in 1971 are so high that they cannot be met by the 1971 selection group the local boards will then select from the supply of manpower that might be left over from 1970. As each year goes by without your induction taking place you will have a decreasing vulnerability.

Q. Next February I will turn 19. Do I enter the lottery pool on that date?

A. No. You won't be included in the random selection sequence until 1971. The 1970 pool is limited to those born on or after Jan. 1, 1944, and on or before December 31, 1950.

Q. Will there be any more drawings?

A. Yes. A new random sequence will be made for each calendar year for those registrants attaining the age of 19.



HONORED — Sidney Houben, director of the Bureau of Disability Determinations, State Dept. of Social Services, recently received the Governor Smith Award for outstanding public service. The award was made by the Capital District chapter, American Society for Public Administration.

Don't Repeat This!

(Continued from Page 1)
is incontrovertible. One breadwinner in five works for government—either City, State, Federal or in the political subdivisions.

So, too, are these public employees among the most knowledgeable voters. They see, at first hand, the workings of incumbents from their cabbird seats within government and watch very closely the platforms and background of challengers.

The political action committees of the various public employee bargaining agents—both on the State and local level—have sponsored many forums to which all candidates for public office have been invited.

State Attorney General Louis Lefkowitz, Assembly Majority Leader John Kingston and Nassau County Executive Eugene Nickerson accepted, without hesitation, invitations to appear at the Civil Service Employees Assn.'s Tri-Conference workshop last week at the Granit II Hotel in Kerhonkson. Their talks and suggestions regarding public employee problems were well-received.

Lt. Gov. Malcolm Wilson didn't miss the opportunity to address the annual meeting of the New York City chapter, CSEA, when it gathered to honor CSEA's Statewide executive director, Joseph Lochner, the week before.

State Comptroller Arthur Levitt, too, never fails to accept invitations to attend civil service functions. Publicly, these men continue to sing the praises of their career employee staffs, noting that their past cooperation with civil service must continue for government to prosper.

The Capital District Conference, representing the vast majority of State employees in the Albany area, as well as local government employees in the adjacent area, is sponsoring, for example, a special "meet the candidates" luncheon on Saturday, June 13, during its annual meeting at Lake George.

Invited to attend the session and to speak on their civil service platforms are:

39th Senate District: Incumbent — Douglas Hudson (R), Castleton; opponents — Monroe Solodar (D), Hunter, and Bernard Fleishmen (D), Troy;

40th Senate District: Incumbent—Walter Langley (R), Albany; opponent—William Rich (D), Rensselaerville;

41st Senate District: Incumbent—Dalwin J. Niles (R), Johnstown; opponent — Charles H. Lumas (D), Amsterdam;

42nd Senate District: Incumbent—Ronald B. Stafford (R), Peru;

100th Assembly District: Incumbent—Clarence D. Lane (R), Windham; opponent—Stephen J. Laughon (D), Cairo;

101st Assembly District: in-

cumbent—Neil W. Kelleher (R), Troy; opponent—Adrian Gonyea (D) Defreestville;

102nd Assembly District: Incumbent—Raymond Skuse (R), Albany; opponent—Tom Brown (D), Albany.

103rd Assembly District: Incumbent—Fred G. Field Jr. (R), Newtonville; opponent—John T. Garry (D), Menands;

104th Assembly District: Incumbent—Mary Anne Krupsak (D), Amsterdam; opponent—Ray Zierak (R), Amsterdam;

105th Assembly District: Incumbent—Clark C. Wemple (R), Schenectady; opponents—Barry D. Kramer (D), Schenectady, and Donald Ackerman (D), Scotia;

106th Assembly District: Incumbent—Fred Droms Jr. (R), Rexford;

107th Assembly District: Incumbent—Lawrence E. Corbett Jr. (R), Fort Edward;

109th Assembly District: Incumbent—Glen H. Harris (R), Town of Arietta.

Prin. Counselor Promotion Set On Coming Test

Advancement to the title of principal children's counselor is available to supervising counselor personnel who have at least three months of tenure, disclosed the City Personnel Dept. in unveiling plans for a June 3-23 filing period.

The written exam is slated for Oct. 13 and will weigh 50, with the remainder consisting of seniority, weight 15, and the written test, 50.

Outlined in Job Bulletin No. 0608 are typical duties for the post. The appointee will plan, organize and administer a child care program; coordinate medical, psychiatric, recreation and social service aspects of such a program; and help to formulate standards and policies for orientation, supervision and training of the staff.

Test questions will likely take in areas such as child behavior and development, children's social and psychological problems, treatment programs, direction of staff, and child care program administration. For more details on these \$10,045 positions, check with the City Dept. of Personnel. They are at 49 Thomas St., Manhattan.

Harry B. Kyer

TOLEDO—Harry B. Kyer, 58, brother of Paul Kyer, editor of The Civil Service Leader, died here Thursday at his home.

Mr. Kyer, a former deputy sheriff of Lucas County, Ohio, is survived by his wife, Ivia Jane; a son, James; his mother, Mrs. Carrie Kyer; five sisters; three other brothers, and five grandchildren.

Funeral services were conducted Monday in Toledo.

State Sounding Call For X-Ray Technicians

Current need is abundant enough to create an open-continuously status for State jobs of therapeutic x-ray technician. Licensure plus coursework as outlined in Exam Notice No. 20-325 is requisite. A preview of written test subject matter also appears in that notice, which can be acquired by writing to the State Dept. of Civil Service or calling their offices.

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Monroe Chap. Pres. Alessi Recuperating After Heart Attack

(From Leader Correspondent)

ROCHESTER—Vincent A. Alessi, president of the Monroe chapter of the Civil Service Employees Assn., is recuperating in Genesee Hospital following a heart attack suffered at home May 19.

After a "very busy day" at Monroe County Family Court, which he serves as executive director, Alessi was getting ready to take his wife out to dinner when he was stricken.

Although his doctors have instructed him to stay away from work while recuperating, Alessi has been conducting business by telephone. "He feels better after he gets the affairs of his job off his mind," Mrs. Alessi says.

Alessi, who dealt directly with his secretary on one occasion when she visited him in his hospital room, talks with her every morning by phone and relays his decisions to her, thus running his office by remote control.

CSEA business also remains very much on his mind.

"Negotiations start pretty soon," he said, "and I still intend to get involved whether the doctors like it or not."

He has set up a schedule of negotiations with County Manager Gordon A. Howe, he said. "I hope we can do as well for our people as we did last year."



VINCENT ALESSI

Alessi, who'll be re-installed as president at the chapter's annual dinner June 26 at the Mapledale Party House, expects to spend another two weeks in the hospital.

He plans to return to work on a restricted schedule soon after leaving the hospital.

(From Leader Correspondent)

PAWLING—Pay raises of six and four percent, in addition to any increments due, plus a \$300 longevity raise for 10-, 15- and 20-year employees, highlight the provisions of the new two-year contract between the Pawling Board of Education and the Pawling Central School unit, Civil Service Employees Assn.

Other items include:

Hospitalization and major medical insurance fully paid for employee and 35 percent paid for dependents;

New York State Retirement Plan with half-pay after 30 years' service, retroactive to 1938;

Twelve guaranteed paid holidays per year;

Vacations: two weeks after one year service, three weeks after 10 years and four weeks after 15 years' service;

Sick leave: at the rate of one day per month, accumulative to 150 days;

Personal leave at two days per year;

CSEA convention leave time up to three days;

No loss of pay for jury duty;

Uniform allowance, 50 percent of cost to be payroll deducted for custodians and bus drivers, and \$25 a year allowance for cafeteria workers wages will be based on 189 guaranteed days.

Members of the negotiating team were unit president Clyde Martin, Robert Randolph, Joseph Donovan, Martha Marcy and CSEA collective bargaining specialist James Graham.

Representing the Board of Education were chief negotiator Harry Heintz, Douglas Clarke and Roderick Collette. District principal John R Wagner and business manager E. Stuart Hubbard served in an advisory capacity.

Metro D of E Slate Sworn In At Annual Fete

A slate consisting of nine executive board members and regional representatives from the City boroughs and adjoining counties was recently inaugurated by the Metropolitan Div. of Employment chapter, Civil Service Employees Assn.

Conducting the swearing-in ceremony was Joseph Lochner, executive director of the State CSEA. The event took place following an installation dinner held at Luchow's Restaurant in mid-town Manhattan.

Those elected to two-year terms as executives include: John Lomonaco, president; Paul Greenberg, first vice-president; Anthony Brasacchio, second vice-president; Ralph Fabiano, third vice-president; Joy Gottesfeld, fourth vice-president, and George Weitz, fifth vice-president. Other new officers are: Grace Allen, secretary; Connie Minardi, financial sec-

(Continued on Page 18)

CSEA Negotiated Pawling School Aides Approve 2-Year Pact



CONTRACT SIGNING — Participants in contract-signing ceremonies at the Pawling Central School District include, from left, seated, John R. Wagner, Pawling Central School District principal, and Clyde Martin, Pawling chapter, Civil Service Employees Assn., president; and standing, E. Stuart Hubbard, school district business manager, and James Graham, CSEA field representative.

Inform State Police Grads Of Plans For Troopers Within CSEA Operation

ALBANY—Trooper Russell D. Gritsch of Troop D, chairman of the Civil Service Employees Assn.'s special ad hoc committee for State Police, and Robert Guild, CSEA collective bargaining specialist assigned to the State Police, spoke last week before 87 new troopers at the State Police Academy in Albany.

Trooper Gritsch and Guild explained what CSEA is, its functions and its role in representing members of the State Police.

The CSEA representatives told the recently graduated troopers that CSEA has streamlined its program for the State Police with an aim toward providing more effective representation and giving more identification to the troopers in the overall operation of CSEA.

Guild said that CSEA had, in addition to the ad hoc committee, appointed a special trooper committee to deal exclusively with trooper problems. He also noted that CSEA was planning separate chapters for uniformed members, and for civilians, because of the distinct differences in their duties and responsibilities.

Tarmey Talks At Saratoga's Annual Dinner

SARATOGA SPRINGS — The Saratoga County chapter of the Civil Service Employees Assn., representing more than 850 public employees in the County, held its annual dinner Saturday, June 6, at Siro's Steak House.

Principal speaker at the dinner was Richard A Tarmey, fourth vice-president of the Statewide CSEA and CSEA County Executive committee representative from the Montgomery County CSEA chapter. Marvin G. Nailor, assistant director of public relations for CSEA, was the toastmaster.

The CSEA chapter, under the leadership of Edward Wilcox, chapter president, is the collective bargaining agent for Saratoga County employees, City of Saratoga Springs public works employees, City of Mechanicville workers, non-teaching employees in all of the County's school districts and employees of the Adirondack Regional Hospital.

Under Wilcox's leadership the chapter has grown appreciably in the last several years. Wilcox has negotiated many of the contracts covering employees in each of the jurisdictions since the Taylor Law became effective in 1967. The CSEA leader has also formed a school district council which meets periodically to discuss and resolve problems unique to non-instructional employees in the county's eight school districts.

Gray Is Elected By T'way Hdqt.

ALBANY—Jean Gray has been re-elected to another term as president of the Thruway Headquarters chapter of the Civil Service Employees Assn. in the recent election of officers.

Other newly elected officers include: Sally Ryan, vice-president; Gertrude Ogden, secretary; William Rourke, treasurer; Helen LaPierre, delegate, and Vivian McIntosh, alternate delegate.

The new officers were elected for two-year terms.

Named Labor Counsel

ALBANY—Hyman Amsel of New York City is the new counsel to the Div. of Employment in the State Labor Dept. at \$24,772 a year.

Mediators, Fact-Finders Named In School Disputes

(From Leader Correspondent)

Two mediators and four fact-finders have been assigned to contract disputes throughout the State between school districts and the Civil Service Employees Assn.

Mediators announced by the New York State Public Employment Relations Board include:

- Thomas Welles, of Elmira, director of personnel for Conelec Products Corp., to the dispute with the Avoca Central School (Steuben County).

- William Duggan, of PERB's New York office, to the dispute with Uniondale Union Free School District No. 2 (Nassau County).

Fact-finders assigned include:

- Fred Denson, an attorney from Webster, to two impasses involving the Wheatland-Chili Central School in Scottsville (Monroe County). At impasse with the school board are the Wheatland-Chili Teachers Assn. and the CSEA.

- Frank Dunn, an assistant professor of education at the State University of New York at Oswego, to the impasse between the Maryvale Central School in Cheektowaga (Erie County) and the CSEA.

- Paul Mullen, an insurance executive from Buffalo, to the impasse between the Village of Gowanda (Cattaraugus County) and the CSEA.

- Joseph Doyle, a lawyer from Plainview, to the impasse between the Malverne Board of Education (Nassau County) and the CSEA.

Capital District Retirees Unit Meets June 17

ALBANY—Dr. David M. Schneider, president of the Capital District Retirees unit of Civil Service Employees Assn., has announced that the next meeting of the unit will be on June 17, in the auditorium of the CSEA headquarters, 33 Elk St., at 10 a.m.

According to Dr. Schneider, the agenda for the day will include a review of the accomplishments of the past year and a full scale discussion of proposals for the programs the unit should stress in the cur-year. Dr. Schneider advised the membership at large to fully participate in this discussion, and he urged all members of the unit to present proposals to include in the program that will be adopted for action by the unit.

All retired CSEA members are cordially invited to attend the meeting and unit members are asked to bring interested retired friends.

Federal Government Is Hiring Thousands Throughout Nation

Positions in virtually all career fields are open with the Federal civil service. The posts have varying requirements and are located throughout the country, though many are in the New York metropolitan area.

Careers are offered in eight categories: agricultural, business, engineering and scientific, medical, social and educational, stenography and typewriting, trades, and a general group. Effective last July a general pay raise went into effect for Federal workers. Listed below are the entrance grades for each position, and the number for bulletins describing the jobs in more detail. For further information, and a copy of any of the bulletins, contact the Federal Job Information Center, 26 Federal Plaza, Manhattan; or call 264-0422.

AGRICULTURAL

Agricultural Commodity Grader (Fresh fruits and vegetables), GS-7 and GS-9.—No. 214 B.
 Agricultural Management Specialist, GS-5 and GS-7.—Most jobs are with the Department of Agriculture. No. VD-7-72.
 *Agricultural Research Scientist, GS-9 to GS-15.—No. WA 7-17.
 Home Supervisors, GS-5 and GS-7.—Jobs are with the Farmers Home Administration, Department of Agriculture. No. DE-10-2(1966).
 Inspector—Meat and Poultry, GS-5.—Jobs are in the Consumer and Marketing Service of the Department of Agriculture. (Written test.) No. CH-6-05.
 Plant Quarantine Inspector, GS-5 and GS-7.—Jobs are in the Agricultural Research Service of the Department of Agriculture. No. 396 B.
 Range Conservationist, Soil Conservationist, Soil Scientist, GS-5 and GS-7.—Jobs are with the Departments of Agriculture and Interior. No. 417.

BUSINESS

*Accountant, Auditor and Internal Revenue Agent, GS-5 and GS-7.—No. 412.
 **Accountant, GS-9 to GS-12.—Jobs are with many Federal agencies in the Washington, D.C. area. No. WA-7-07.
 *Auditor, GS-9 to GS-12.—Jobs are principally with the various audit agencies of the Department of Defense and the General Accounting Office. No. 275 B.
 **Computer Specialist: Computer Programmers & Computer Systems Analysts, GS-9 to GS-12.—Jobs are in Washington, D.C. area. No. WA-7-24.
 **Freight Rate Specialist, GS-7 and GS-9.—Jobs are in Washington, D.C. area, chiefly with the General Accounting Office. No. WA-6-13.
 **Transportation Tariff Examiner

(Freight), GS-8.—Jobs are in Washington, D.C. area. No. 270 B.
 Warehouse Examiner, GS-5 and GS-7.—Jobs are with the Department of Agriculture. (Written test.) No. 249 B.

ENGINEERING AND SCIENTIFIC

Aero-Space Technology Position: Physical Sciences, Engineering, Mathematics, Life Sciences, GS-9 to GS-15.—Positions are with National Aeronautics and Space Administration Headquarters and Centers. No. 347 B.
 *Careers in Biological Sciences: Biology, Fishery Biology, Microbiology, Pharmacology, Physiology, Wildlife Biology, GS-9 to GS-15.—No. WA-7-36.
 *Careers in Science and Engineering: Engineering and Architecture, Earth Sciences, Mathematical Sciences, Physical Sciences, Patent Examining, and related professions, GS-9 to GS-15.—No. 416.
 **Draftsman: Engineering, GS-5 to GS-9; Office, GS-5 to GS-7.—Positions in Washington, D.C. area. No. WA-7-18.
 **Electronics Technician, GS-5 to GS-12.—Positions in Washington, D.C. area. No. WA-7-19.
 *Engineers, Scientists, and Related Professional Positions, (Includes: Engineering and Architecture, Physical Sciences, Biological Sciences, Mathematics, Statistics, Patent Work). GS-5 and GS-7.—No. 415.

Engineering Aid and Science Assistant, GS-4.—No. 409.
 *Entomologist and Pathologist (Forest and Forest Products) GS-9 to GS-12.—Most positions are in the Forest Service of the Department of Agriculture. No. 399 B.
 *Forester, GS-5 and GS-7.—No. WA-7-43.
 **Health Scientist Administrator and Grants Associate, GS-11 to GS-15.—Jobs are in the Washington, D.C. area. No. 397 B.
 Industrial Hygienist, GS-5 to GS-15.—Jobs are principally in the Navy Department. No. 230 B.
 *Public Health Scientist, GS-9 to GS-15.—Jobs are with the Communicable Disease Center at Atlanta, Georgia, and throughout the country. No. AT-82-2(63).
 Research Forester, GS-7 to GS-15.—Positions are in the Forest Service, Department of Agriculture. No. WA-7-06.
 ***Technical Aides in Science and Engineering, GS-2 and GS-3.—Jobs are in the Washington, D.C. area (Written test.) No. WA-8-01-P.
 **Technicians: Agricultural Research, GS-5; Biological Laboratory, GS-5 to GS-9.—Jobs are in the Washington, D.C. area. No. WAB-807.
 **Technicians: Cartographic, Engineering, Geodetic, Industrial Engineering, Physical Science, Surveying, GS-5 to GS-12; Mathematics, Meteorological, GS-5 to GS-9.—Positions are in Washington, D.C. area. No. WA-7-18.

GENERAL

Air Traffic Control Specialist, GS-5, 7, 9.—Jobs are with Fed-

eral Aviation Administration. (Written test—See announcement for exception.) No. WA-09-6.

Coal Mine Inspectors, GS-9 to GS-12.—Positions are with the Bureau of Mines. (Written test.) No. WA-09-06.

*Federal Service Entrance Examination, including Management Internship Positions, GS-5 to GS-9. (Written test—See announcement for exception.) No. 410.

Hearing Examiner, GS-14 to GS-16.—No. 318.

**Illustrator, GS-5 and GS-7.—Jobs are in Washington, D.C. area. No. WAM-811.

Immigration Patrol Inspector, GS-7.—Jobs are in the Immigration and Naturalization Service. (Written test.) Closing date: March 4, 1970. No. WAM-911.

*Mid-Level Positions, GS-9 to GS-12. (Written test.)—No. 413.

**Museum Technician, GS-5 to GS-7.—Jobs are in Washington, D.C. area. No. 375 B.

Office Assistant: Office Machine Operator (Card Punch, Electric Accounting, Teletype, Peripheral Computer Equipment, miscellaneous Office Machines), GS-2 to GS-4.—Jobs are in the Washington, D.C. area. (Written test.) No. WA-7-40.

Policeman, \$8,000 a year.—With the Metropolitan Police Department in Washington, D.C. (Written test.) No. WA-7-02.

*Senior Level Positions, GS-13 to GS-14.—No. 408.

MEDICAL

**Aides, Assistants, Technicians in Field of Medicine, GS-5 to GS-9.—Jobs are in Washington, D.C. area. N. WAH-813.
 **Audiologist, Speech Pathologist, and Audiologist-Speech Pathologist, GS-11 and GS-12.—Jobs in Veterans Administration throughout the country and GS-7 to GS-12 in other agencies in the Washington, D.C. area. No. WA-7-27.
 *Dietitian, GS-5 to GS-12; Dietetic Assistant, GS-5 and GS-7; Public Health Nutritionist, GS-9 to GS-12.—No. WAH-810.
 *Medical Officer, GS-11 to GS-16; Veterinary Medical Officer, GS-12 to GS-15.—No. 312 B.
 Medical Officer (Rotating Intern, \$6,000; Psychiatric Resident, \$7,253 to \$8,985).—Jobs are in St. Elizabeth Hospital, Washington, D.C. No. 219 B.
 *Medical Record Librarian, GS-5 to GS-12.—No. 331 B.
 Medical Technical Assistant,

GS-6.—Jobs are with the Public Health Service in Federal penal and correctional institutions. No. 355 B.

Nurse, Clinical Nurse, Public Health Nurse, GS-4 to GS-9.—Jobs are with the Division of Indian Health, U.S. Public Health Service, in 24 States mostly west of the Mississippi River and in Alaska. No. 407.

*Orthotist, Prothetist, GS-6 to GS-11; Restoration Technician, GS-5 to GS-11.—No. WA-7-47.
 *Pharmacist, GS-9 and GS-11.—No. WAH-809.
 *Professional Nurse, GS-4 to GS-15.—For positions in Washington, D.C. area and for certain positions in the Public Health Service and the Children's Bureau, Department of HEW, throughout the United States. No. WA-6-15.

Resident in Hospital Administration \$4,210 to \$6,925.—Jobs are with the Veterans Administration. No. 386 B.

*Therapists: Physical, Occupational, Corrective, GS-6 to GS-9; Educational, Manual Arts, GS-5 to GS-9.—No. WA-8-03-H.

*Veterinary Medical Officer, GS-9 to GS-15.—No. WAH-907.

(Continued on Page 16)

CIVIL SERVICE LEADER, Tuesday, June 9, 1970

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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.

Accelerating The Court Docket

LOOK FOR a sharp improvement in civil service public relations when the new Administrative Adjudication Law for traffic violations in New York City goes into effect July 1.

IN FACT, it will be civil service's best opportunity to upgrade its public relations in many a year.

BOTH STATE Motor Vehicles Commissioner Vincent L. Tofany and City Transportation Administrator Constantine Sidamon-Eristoff are doing everything in their power to make the new procedure succeed.

EVERY CIVIL servant in the State should know how this new deal for errant motorists works for two reasons: (1) The new system is a "first" in the U.S., and (2) most of the questions about Administrative Adjudication will be directed at them and we hope all civil servants know the answers.

WE CONSIDERED this giant step forward so important that this is the second column on the subject. The public relations implications for both civil service and efficient government are tremendous. We trust our readers listen carefully to this briefing:

BEGINNING July 1, all traffic violations will be taken out of New York City's Criminal Court. Removal of 800,000 traffic cases a year from the court docket will be like adding 18 judges to that oversaturated "temple of justice."

MOVING TRAFFIC violations will be heard by state civil service referees of the Motor Vehicle Dept. at five new offices in each of the City's five boroughs.

PARKING (non-moving violations) will come before about 100 lawyers, who will work one day a week as hearing officers for the City's Transportation Dept.

VERY SERIOUS traffic offenses, such as drunken driving, leaving the scene of an accident, etc., will continue to be tried in Criminal Court.

THE REAL "kicker" in the new law will be the routine use of computers to check motorists' records and detect parking scofflaws. These now will be pre-

vented from re-registering their cars and also be subject to a civil suit and garnishee attachment.

FROM THE financial standpoint, the savings for the City will be enormous both in fines to be collected—a large chunk (about \$20 million) was never collected—and in time saved for police officers who will not have to appear at hearings except in unusual cases.

IF ADMINISTRATIVE Adjudication does nothing else, it should transform the Criminal Courts in New York City into a judicial tribunal — from a degrading, assembly-line collection agency. "Justice" usually lasts about 30 seconds here in traffic cases.

NO SMALL PART of the improvement will be the newly constructed hearing rooms in quarters leased by both the State and the City. These will be fit for human habitation in sharp contrast to the Criminal Court hearing rooms, some of which have the appearance of abandoned 1870 tenements.

SO MUCH OF the success of Administrative Adjudication is dependent on meshing the efficient handling of traffic cases by the Police Dept., the City's Transportation Administration, and the State Motor Vehicles Dept. Cooperation among these three key agencies must be as good administration can achieve.

THE COMPUTER, of course, is the most critical key. Accurate information must be fed into the computer. Otherwise, it will be as computer people tell you: "Garbage in, garbage out."

WITHIN SECONDS after a case is decided, the motorist's driving record will be flashed on a computer screen on the referee's desk. This should be the last word in government efficiency.

NOW LET US all hope and pray the new system works. We think it will.

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

Sunday, June 14

10:30 p.m. (color)—With Mayor Lindsay—Weekly report by the Mayor and guests.

Monday, June 15

9:30 a.m. (color)—Around the Clock — "Response Tactics," New York City Police Academy series.

1:30 p.m. (color)—Around the Clock — "Narcotics and the Law," New York City Police Academy series.

3:00 p.m.—Return to Nursing—"Care of the Aging." Refresher course for nurses.

7:00 p.m. (color)—On the Job—"Mask Maintenance," N.Y.C. Fire Department training series.

9:00 p.m. (color)—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

Tuesday, June 16

9:30 a.m. (color)—Around the Clock — "Response Tactics," New York City Police Academy series.

1:30 p.m. (color)—Around the Clock—"Narcotics and the Law," New York City Police Department training series.

2:00 p.m.—Community Report—"Continuing Education." Board of Education and community series.

3:00 p.m.—Return to Nursing—"Care of the Aging." Refresher course for nurses.

3:30 p.m. (color)—Manhattan—Percy Sutton, Manhattan Borough President is host this week to Community Board No. 7 debate on SRO housing on the West Side. Guests are Robert Kagan, community board chairman; and Edna Baer of HDA.

7:00 p.m.—Around the Clock—New York City Police Academy training series.

7:30 p.m. (color)—Speaking Freely—No. 93. James Allen, U.S. commissioner of education, discusses his difficulties in making appointments in upper levels in HEW, the isolation of Washington, D.C., from the country, people, and the Nixon Administration among others.

Wednesday, June 17

9:30 p.m. (color)—Around the Clock — "Response Tactics," New York City Police Academy series.

1:30 p.m. (color)—Around the Clock—"Narcotics and the Law," New York City Police Department training series.

3:00 p.m.—Return to Nursing—"Legal Aspects of Nursing," No. 23. Refresher course for nurses.

7:00 p.m. (color)—On the Job—"Mask Maintenance," N.Y.C. Fire Department training series.

Thursday, June 18

9:30 a.m. (color)—Around the Clock — "Response Tactics," New York City Police Academy series.

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TUESDAY, JUNE 9, 1970

Lines Open

THE difference between an elected official who gets re-elected and one who serves one term is often the sum of the people he remembers when in office.

Such a statement would seem to be an accurate appraisal as based on the careers of the three guest speakers at last week's Tri-Conference Workshop, sponsored by the Long Island, Southern and Metropolitan conferences of the Civil Service Employees Assn. at the Granit II resort hotel in Kerhonkson.

State General Attorney Louis Lefkowitz, Assembly Majority Leader John Kingston and Nassau County Executive Eugene Nickerson have repeatedly been returned to office. And they are men who have kept in touch with their public employees.

Although none of the men attended the Workshop for the express purpose of praising CSEA members, still their recognition of the importance of civil service employees was evident.

Each in his own way noted the partnership between those public officials who are elected as determiners of the will of the people and those civil service employees who carry out the functions of government at Federal, State, City and local levels.

Such elected officials as Lefkowitz, Kingston and Nickerson (and, of course, many others, too) know that one election is not a lifetime mandate. They remember that it is important to keep the lines open both ways with the public. They remember that CSEA members, in particular, form a major segment of the populace upon whom they depend both for re-election and for job performance.

Social Security Questions & Answers

I am 55 years old and my husband recently died. He had very little insurance and I am unable to work because of crippling arthritis. How am I going to live between now and the time I am old enough to qualify for widow's benefits at age 60?

I receive social security benefits for my son who attends college. He has decided to enter a different school in the fall. Whom should I notify of this change?

The 1967 Amendments to the Social Security Law provided for reduced widow's benefits to widows who are severely disabled and are between age 50 and 60. For complete information and assistance in filing a claim, contact your social security office.

You should report this change of school attendance to your local social security office. They will take the necessary action to determine his continuing entitlement to benefits before he enters the new school so that there will be no interruption of his monthly checks.

I wish to report my household worker but she does not have a social security number. What should I do?

I have a baptismal certificate recorded two months after my birth. Is there any other document that is needed when I file?

If your employee does not have a social security number, tell her to obtain one from the nearest social security office. If it is not obtained in time write "unknown" in the space provided on your 941 and 942 report form and give the employee's name and address.

The baptismal certificate is an excellent proof of age. However, you should also bring in your last year's tax withholding or W-2 form, your social security card and your wife's social security card if she is age 62 or older. These additional documents will allow us to process your claim for earliest possible payment.

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2:00 P.M. Session - Parcels 60-122

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LEGAL NOTICE

FILE NO. 2708, 1970.—CITATION.—
THE PEOPLE OF THE STATE OF
NEW YORK, By the Grace of God
Free and Independent,

To **GEORGE WALTER**, alleged nephew of Jeanne Speer, Deceased, **RITA M. LEWIS**, alleged sister of Jeanne Speer, Deceased, if living and if dead, to the executors, administrators, distributees and assigns of **GEORGE WALTER** and/or **RITA M. LEWIS**, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Jeanne Speer, Deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as distributees or otherwise in the Estate of Jeanne Speer, Deceased, who at the time of her death was a resident of 330 West 55th Street, City, County and State of New York.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on July 8, 1970 at 10 A.M. why a certain writing dated May 19, 1968, which has been offered for probate by **BERTRAND J. GILMAN**, residing at 10 West 66th Street, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of **JEANNE SPEER**, Deceased, who was at the time of her death a resident of 330 West 55th Street, in the County of New York, New York, Dated, Attested and Sealed, May 27, 1970.

HON. S. SAMUEL Di FALCO,
Surrogate, New York County
WILLIAM S. MULLEN,
Clerk.

Name of Attorney: **MORRIS GOLDMAN**, Tel. No. 212 WO 4-7090, Address of Attorney: 233 Broadway, New York, New York 10007.

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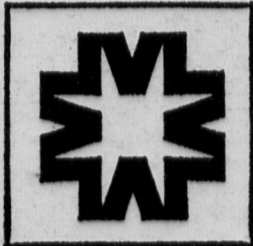
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Annual Dinner-Dance

Regional Attorney Notes Legal Precedents Set In Binghamton; Chapter Honors Past President

(From Leader Correspondent)

BINGHAMTON—More than 200 members of the Binghamton State chapter, Civil Service Employees Assn., were in attendance at Morey's Restaurant, Chenango, for the annual dinner-dance of the Binghamton State chapter, CSEA.

Featured speaker for the occasion was William Night, of the Binghamton Law Firm of Night, Teller and O'Connor. Night is the regional attorney for CSEA.

Following his introduction to the audience by toastmaster Harvey Coloney, Night outlined his activities as regional attorney for CSEA members in the conduct of job-related matters requiring legal assistance.

Night pointed out that, as regional CSEA attorney, he is responsible for all cases involving municipal employees entitled to representation in the cause of principle.

Night represents any employee involved in disciplinary action filed by his employer. A precedent was established in Binghamton, he said, when he was retained as regional legal representative. The retention of Night was challenged in the courts but eventually upheld. Not only was the first such case handled on behalf of a Binghamton employee, but the longest case, he said, also involved a Binghamton worker. That case required six days of testimony totaling some 1,000 pages of transcript.

A legal precedent, he pointed out, was also set locally when an employee of the State University of New York at Binghamton was alleged to have carried out the performance of his duties in an unsatisfactory manner. A thorough search of the records revealed that the State University had failed to follow rules governing the filing of disciplinary action against an employee on such grounds. The end result was that all unsatisfactory work performance reports covering all State University employees at Binghamton were declared null and void for the prior 12-month period.

A surprise guest at the affair was State CSEA President Theodore Wenzl.

Guests at the head table included the Rev. Stephen Valenta, Roman Catholic chaplain at the State University of New York at Binghamton; Arthur Kasson, president of the CSEA's Central Conference; Stanley Yaney, Binghamton State chapter president; Durwood Burnett, clinical director of the Binghamton State Hospital, and Sullivan, chapter past president.

Other guests included several State department heads, among them Joseph Federick, regional director of the State Dept. of Transportation; Francis Connors, district tax superintendent of the State Dept. of Taxation and Finance; Thomas Brady, district administrator for the State Workmen's Compensation Board; Ralph Howell, Harpur College supervisor; Joseph Sheehan, supervisor of the Div. of Vocational Rehabilitation, and James Lee of the Div. of Employment.

Also Steven Caruso, president of the Binghamton City School unit; Joseph Gabor, president of the Broome County chapter, and Fred Hughes, president of the newly formed Oxford chapter in Chenango County.

Plaque Recipient

Sullivan was honored by the State chapter for his long service to the State and the chapter. Sullivan, who recently retired from his position with the Dept. of Transportation, was presented with a plaque by Jo-

seph Federick, regional director of the State Dept. of Transportation. Federick hailed Sullivan as "a dependable, valuable colleague." Mrs. Sullivan was presented with a special certificate in recognition of her invaluable assistance as wife and helpmate during Mr. Sullivan's long years of service to the State and the CSEA.

Entertainment for the occasion was provided by a dance troupe from Miss Marie's School of Dance Arts in Binghamton, headed by Miss Marie Pompell.

Court Upholds Calif. Union's Separation From AFSCME

CONTRA COSTA COUNTY, Calif.—The Contra Costa County Employees Assn. in California, which last year voted to disaffiliate from the American Federation of State, County, and Municipal Employees (AFSCME), finally gave AFSCME "the boot" when a California Superior Court judge recently upheld the legality of the disaffiliation.

Leaders of the California Association decided to dump AFSCME after the latter union told the organization not to seek a collective bargaining agreement with the City of Oakland. The association leaders also charged AFSCME with trying to take it over and said the association had contributed thousands of dollars in membership assessments to the International AFSCME's treasury without receiving any services.

The association's board of directors voted 22-1 to get rid of AFSCME and a subsequent mem-

bership vote saw 95 percent voting in favor of disaffiliation.

Superior Court Judge Robert J. Cooney also issued an order authorizing payroll deduction of dues to the Contra Costa group.

The story on the judge's decision which appeared in the official paper of the Los Angeles County Employees Assn. noted that "AFSCME, which is nearly half a million dollars in the hole, will now be even deeper in the red."

Legislative Vacancy

ALBANY—Albert M. Grant of Olean has been named by Governor Rockefeller to the Cattaraugus County Legislature to fill the vacancy caused by the death of John V. O'Connell.

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Fredonia Prof. Off To Speak In England

ALBANY—Dr. Henry C. Youngerman, professor of speech at the State University College at Fredonia, is going to England to speak to the first National Conference of the Joint Council for the Education of the Handicapped.

CIVIL SERVICE LEADER, Tuesday, June 9, 1970

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(PHOTOS BY KAPLAN)

The Leader's camera caught photos of delegates and guests attending the annual Tri-Conference Workshop of the Metropolitan, Long Island and Southern Conferences, Civil Service Employees Assn. The top row shows delegates contemplating the thoughts given by the panelists who led discussions during the two-day session. The second row, left to right: Statewide president Theodore Wenzl confers with first vice-president Irving Flaumenbaum; Henry Shemin, banquet toastmas-

ter, tells a few funny stories while Assembly Majority Leader John Kingston, one of the dinner speakers is shown seated at the dais. The large picture shows officers of the Long Island and Metropolitan Conferences with Wenzl, following their installation. The Southern Conference will install officers on June 13 at Poughkeepsie during their annual business meeting. The next frame shows State Attorney General Louis Lefkowitz, panelist on consumer frauds, at the podium while Flaumenbaum, session moderator, is seated next to him. The final frame shows Kingston, Wenzl and Rich-

ard Tarmey, fourth vice-president of the Employees Assn. conferring during dinner. Third row, left to right, first frame shows John Clark of Letchworth Village and George Sullivan of Middletown State Hospital listening intently to retirement discussion; the second frame shows Mrs. Wenzl, Mrs. George DeLong, wife of CSEA's fifth vice-president and Hazel Abrams, CSEA third vice-president, talking "girl-talk" during one of the session's intermissions; the third frame shows Wenzl greeting dinner speaker Eugene Nickerson while Shemin appears in the background; the fol-

Tri-Conference Workshop

lowing frame shows Agnes Miller, L.I. Conference secretary, asking a question during the retirement seminar. The fifth frame shows representatives of the various insurance carriers answering questions

by CSEA members from their information table in the hotel lobby. The next frame shows dais guests, left to right: Wenzl, Kingston, Shemin, Randolph V. Jacobs, Metropolitan Conference president; Flaumenbaum, Nickerson, George Koch, L.I. Conference president, and Nicholas Puzifferri. The final shot shows Robert Noonan and Julia Duffy listening to dinner speakers. The fourth row, left shows Puzifferri enjoying a joke with DeLong. The second shot shows John Manaman, retirement panelist, at the mike while James Lennon, moderator, is seated alongside. The

third frame shows field staff members conferring during one of the coffee breaks during the day. The bottom row shows Brad Moore of the Palisades Interstate Park chapter awaiting an answer from Wenzl on a dues-deduction question. The next-to-last panel shows past president Joseph Feily talking things over with Charlotte Clapper, a former CSEA officer and now very active in the CSEA's Retirees Div. The final frame shows Al Delaney of Willowbrook State School asking a question of Lefkowitz during the panel on consumer frauds.

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If you are insured under this program you may also apply for coverage for your spouse and each unmarried child (including legally adopted children and step-children) who has not reach his 18th birthday.

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60-64	5.75	5.30
65-69	8.25	7.60

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Premiums increase as insured attains a new age bracket.

AMOUNT AVAILABLE

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Child age 15 days to 6 months	500

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Member's Age	Member's Age	Member's Age	Member's Age
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30-34	.60	50-54	2.05
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		65-69	7.39

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Public Employees Hear Praise

(Continued from Page 1)

the law was still undergoing changes. Both also reminded public employees of their obligation to make the nation a "better place in which to live" through mutual cooperation between government and employees.

The success of Lefkowitz' program against consumer frauds, the attorney general said, was also due to the elected and appointed officials working hand-in-hand with the career civil servants within the Department of Law.

Prepared statements by the three officials to the 350 delegates attending the workshop follow.

Louis Lefkowitz

The cherished American system of free enterprise which is at the very heart of our nation's economy is being jeopardized by the very individuals and businesses who rely upon it and have prospered under it. The system is capable of purging itself of consumer abuses, as it has been sporadically demonstrated, and unless it does take more affirmative action it can bring about its own demise.

Only when business and industry fail to keep faith with the public should government step in and regulate it. And, based on the persistence of fraudulent dealings, failure to comply with warranties and guarantees, and a myriad of other deceptive practices contained in the growing number of complaints which are reaching my office, the time may not be far off when government may have no choice but to enact far-reaching and more stringent regulations.

To avoid this eventuality, and thereby maintain the American way of free enterprise, business and industry must take prompt and realistic action.

Manufacturers, distributors and all businessmen must seek constantly to upgrade both product quality and marketing methods, designed with the consumer in mind.

Manufacturers and producers of goods must simplify and modernize their claims and warranties—and more important—honor and live up to them. Moreover, they must find better ways for their dealers and representatives to fulfill warranties and provide service for the customer.

And, most important, business must take a stronger position and action against fraud and deception, especially as these practices affect low income consumers.

The 'silent majority' of American consumers will not long remain as silent as in the past. Consumer attitudes in the marketplace have deteriorated to one of the all-time low points in the nation's history—and this at a time when American technology has advanced far beyond anything the world has ever dreamed possible.

Action, if it is not taken by business and industry in a full-fledged movement in cooperation with labor, the consumer and Government, will come in the next decade from Government alone."

John Kingston

I am very pleased to be here today. As most of you know, I enjoy giving speeches—and especially to such a worthwhile, progressive organization as

yours.

Speeches give me the chance to report on the progress we are making in Albany on a number of vital legislative issues. Coming here and talking to you about some of them—I sincerely believe—is extremely helpful. It helps me as a member of the select Joint Legislative Committee on Public Employee Relations on how best I can do my job.

An event took place several years ago—that event was the passage, in 1967, of the Taylor Law or what is formally known as the New York State Public Employees' Fair Employment Act.

I want to talk to you for a few minutes about that law because, under its provisions, you people have come a long, long way. In terms of your salaries, in terms of your fringe benefits, in terms of your general peace of mind, nothing has contributed so effectively as this particular piece of legislation.

More than 700,000 of the 900,000 State and local public employees in New York State are now represented by public employee organizations under the Taylor Law. And several thousand more are in the process of obtaining recognition.

Moreover, in nine out of the past ten years, State employees have had either a general salary increase, a take-home pay increase, or both. During the last session, we okayed a basic increase of seven and a half percent with \$250 deferred, to October, plus a minimum guarantee of \$500 effective last April for all employees on the March 31, 1970 payroll. The deferred \$250 will be given out next Oct. 1, and a six percent increase—with a minimum guarantee of \$525, will take effect next April.

Last year, the Legislature provided for a five percent across-the-board pay raise for all employees in the classified service, with a minimum increase of \$600. New Yorkers received an additional \$200 annually in "locational pay."

In 1968, we increased the pay of similar employees ten percent across-the-board, with a minimum of \$600.

Let me put it another way. A beginning office worker in State service earned \$2,730 a year in 1958. In 1971, employees with at least a year of State service as of Nov. 31, 1970, will be guaranteed an increased salary of \$6,000.

Since the inception of the Taylor Law, there have been scores of public employee strikes across the Nation. According to PERB—The Public Employment Relation Board, 28 have occurred in New York State through to 1969.

Obviously, the Taylor Law, which provides guidance with respect to the public sector negotiating process, is no all-encompassing panacea.

But you must agree that it is a far cry from the Condon-Wadlin Law, which also prohibited strikes by public employees in New York State and imposed penalties for violations.

That law was always the center of heated controversy. No one liked its penalty provisions—automatic dismissal, five years probation on retiring, and three years of no pay increases. These penalties were so severe that local officials—particularly in New York City—would not invoke them.

So in 1967—the Legislature enacted the most comprehensive and far-reaching legislation in the Nation affecting labor-management relations in the public sector.

The new law was named for George W. Taylor, professor of

industry at the Wharton School with the family.

We can all remember when of Finance and Commerce, University of Pennsylvania, and chairman of the five-man panel named to recommend a viable alternative to the Condon-Wadlin Law.

As you know, that landmark law recognized the right of public employees to form and participate in employee organizations for the purpose of collective negotiations.

It required Government, as a public employer, to recognize employee organizations, to negotiate and enter with them into written agreements covering terms and conditions of employment.

To administer the law, PERB was set up with extensive powers.

The Taylor Law has had its share of criticism, too, just as the Condon-Wadlin Law did.

To some it didn't go far enough in its grant of employee rights because it denied public workers the right to strike.

To others it went too far in thrusting a complete system of collective negotiations upon harried governmental executives inexperienced in labor-management negotiations.

Still others felt the Taylor Law was bringing pressures to bear on the nature of representative democracy by introducing bargaining table pressures which—in the long run—might prove okay for the bargainers but not for the taxpaying public.

The Taylor Law is now a healthy three-years-old. It has survived—as I said—28 strikes or "job actions."

But to reach even that infantile age, it had to be carefully tended.

The question of public representation had to be settled. Most of 1967 and 1968 was taken up with extensive hearings as to whether or not CSEA would win the ultimate privilege of representing public employees generally.

The threat of a strike was always imminent—a condition creating an atmosphere that simply is intolerable to good government.

That's why the 1969 Legislature moved to stiffen the Law's strike penalties.

Fines against employee organizations found guilty of instigating a strike were increased from a maximum of \$10,000 to an unlimited amount for each day the work stoppage continued.

The duration of the loss of dues-deduction privilege was changed from a maximum of 18 months to an indefinite period determined by PERB. The privilege would be returned only after the employee organization had proved its willingness to comply with the law.

For the first time, individual strikes could be penalized.

All in all, the Taylor Law was beefed up given new authority to deal with practices by both employer and employee that could lead to a strike.

These amendments may have been too tough. Many people said so at the time we passed them. Their net effect, however, was to avert a strike in March of 1969—which was why they were passed.

This emphasis on not striking—ever—deserves a word more. Government has to be continuous to be effective. We've seen what happens when Federal air controllers and mail workers impede highly important governmental business by striking—or at least taking action that slows or stops essential services.



REPLACEMENT — Andy Pernito, president of the Brooklyn State Hospital chapter, Civil Service Employees Assn., confers with Ann Chandler, the former president, CSEA field representative. Pernito assumed the presidency of the chapter following Miss Chandler's appointment to the CSEA staff.

Public employees simply cannot strike. Public policy will not tolerate it. Representative government is not designed for the type of squeeze play a strike or strike threat presents.

We have long assumed that in a representative government, public policy—which certainly includes the methods by which we deal with public servants—would be determined by duly elected public bodies and not by those very interest groups that a specific policy is designed to effect.

While certain types of "extrapolitical" measures are consistent with the democratic process, it is also true that there must be limits to the limit of pressure any group should be allowed to exert.

The Legislature—in 1967 and again in 1969—set up Taylor Law provisions to give the limit of concerted pressure a government can tolerate—and possibly—even benefit from.

As you know, government has many claimants, but none of them should ever be allowed to muster sufficient forces to bring the government to its knees.

The Taylor Law was designed to give employees a collective voice in determining their conditions of employment.

But that voice was not supposed to be controlling.

The Taylor Law also was designed to prevent serious inroads into the legislative process.

But it was not designed to leave this process untouched and unquestioned.

The entire matter rests on a delicate balance—between problems and solution, between employer and employees, between government and the individual. When this balance is respected, the Taylor Law accomplishes—indirectly—the benefits you want and need. When that balance is toppled, no one gains anything but trouble.

Thank you very much.

Eugene Nickerson

All of us in this room have one thing in common: We are all, in one form or another, public employees.

The fact that there are so many of us—in so many capacities and occupations—is evidence of the increasing complexity of our society.

It is also evidence of fundamental changes in the way our people live.

We can all remember, for example, the days when older citizens were taken care of within the family, even when sick or handicapped or senile.

Today our hospitals and health departments and nursing homes are trying to cope with the numbers of aged people who are no longer taken care of

education and job skills were obtained early in life and were considered adequate for a lifetime.

Today, with technology moving at breakneck speed, many of our public employees are involved in the fields of adult education and manpower development—providing the counseling, retraining and placement which a citizen may need several times over in the course of his working life.

We can remember the days when most care of the poor was provided by churches, by charitable organizations and—in the big cities—by political clubs. Private citizens also felt a personal obligation, and people who came to one's door hungry were not turned away.

Today, many counties in this State, including my own, pay one-third of their budgets to provide social services to the unfortunate and underprivileged. The hungry no longer go knocking on strange doors—and if they did there are many citizens whose first impulse would be to call the police.

I mention these examples because it is important that we understand the forces bearing upon us as public employees. We have far more people involved in public protection that we used to have—not simply because population is greater, but because people feel differently about the responsibility of public protection.

There was a time—not so long ago—when the protection of the community was viewed as a community responsibility. This concept still survives among the volunteer fire departments.

But today—like the townspeople in the movie "High Noon"—most citizens prefer to leave the unpleasantness of crime to the Gary Coopers who are willing to wear the badge. And if a poor Kitty Genovese happens to get stabbed within the hearing or sight of 37 private citizens, we are fortunate if even one of them will pick up the phone to call the police.

As private individuals we know how tempting it is to delegate a difficult or unpleasant chore to someone else. Let the school teachers worry about my child who doesn't want to learn. They get paid for it!

Let the police or the youth board or the doctors worry about the drug abuse problem. They get paid for it!

Let the Village or the Town or the County worry about families who can't find a place to live. They get paid for it!

But in each of these reactions—which are unfortunately typical—there is a shrinking away from responsibility, a closing of the door, a sealing off

(Continued on Page 20)

Steno Personnel Sought At Bronx Vets Hospital

Applications continue to stream in for stenographic staff people, now a major need at the Bronx VA hospital. The newly raised rates of pay, reports the hospital personal office, probably will prove a plus in recruitment.

On the pay question, entrance-level stenographers get salaries of either \$5,212 or \$5,583, depending on the measure of prior experience and training. Assorted fringe benefits also are added to the wages received by all

Federal employees. Applicants must have successfully completed a four-year school course and must have had six months of stenography experience or (a) one year of stenography experience; (b) successful completion of one academic year of substantially full-time study in a resident school above the high school level.

Interested persons may obtain additional information from the Placement Officer, Veterans Administration Hospital, 130 West Kingsbridge Road, Bronx, New York, 10468, or by calling 584-9000, Extension 217. Applications will be accepted until the need is met.

Counsel Turns Author

ALBANY—The author of the article, "Control of Campus Disorders: A New York Solution," was John C. Cray Jr., counsel to the State University's central administration. It was published in the Albany Law School Review.

Ossining Pact Is Finalized

OSSINING—The language of the contract having finally been worked out, the Mayor of the Village of Ossining, John G. Donzella, and F. Vincent Sherwood, president of the village Civil Service Employees Assn. unit, signed a contract in Village Hall on April 13. The provisions of the negotiated agreement became effective Jan. 1, 1970, but the resignation of the village manager and the resolution of the exact language of the contract prevented

the actual signing until this time.

Some of the provisions of the agreement are: seven percent increase across the board, adoption of a salary and career plan for 1971; adoption of Personnel Rules and Procedures (to be worked out with CSEA); four days personal leave; minimum of two hours at time and a half for "call in;" adoption of the 25-year Career Plan of the New York State Employees Retirement System; protection under Section 75 extended to non-competitive and labor class employees after six months of service.

Also, adoption of a grievance procedure with binding ar-

bitration as the final step; provision for uniforms and cleaning of same; stand-by allowance for employees of water department; out-of-title guarantee and the usual "Association Rights" clauses, as well as a provision for double time for work on Sundays and holidays, in addition to holiday pay.

Five State Titles In Administration

During the month of June, a series of oral tests will be held in connection with several State administrative titles. They range in scope from the field of institutional food distribution to mental hospital rehabilitation services to community nursing services.

The manager and assistant manager titles in institutional food distribution start at \$15,071 and \$12,160, respectively. Experience requirements call for four and two years of background "with a major food production, processing and/or distribution agency." A bachelor's degree in business administration, industrial management or an allied field is also among the requirements, with additional experience counted as an alternate. Check Exam Notice No. 80-126 to get fuller details on this.

The posts of director and assistant director in rehabilitation services now embark at \$21,805 and \$16,760. Candidates for the former will need a master's in a field related to mental hygiene and five years of "progressively responsible professional experience in mental health or mental retardation"; two additional years must show an administrative role.

Those seeking the assistant directorship must possess a year of administrative exposure plus four of overall rehabilitation work experience. Consult Exam Notice No. 27-039 to learn more about qualifying options.

Also accepting entries up to June 15 is the job of director, office of community nursing services, paying \$16,760. Applicants here must meet the license requirement and have a master's in a health subject area plus six years of public health nursing experience as indicated in Exam Notice No. 27-030. File at any office of the State Civil Service Dept.

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Insur. Fund Retirees

ALBANY—Recent retirements reported by the State Insurance Fund include: Ralph Becker, field services representative, and Bertha A. Peters, Helen A. Simmons, Helen A. Cooney, Samuel Shapiro, Bernice Palmer and Monica Finnegan.

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EHPA Chap. Elects Lennon To His Third Term In Presidency

NEW ROCHELLE — Recently elected for a third term as president of the East Hudson Parkway Authority chapter, Civil Service Employees Assn., was James J. Lennon.

Others joining the executive board of the chapter were: Michael Blasie, first vice-president; Milton Fay, second vice-president; Charles Allen, secretary; Joseph LePore, treasurer, and Val Malborski, sergeant-at-arms.

Chosen as shop stewards were: John McMullen, headquarters; William Bennett, O'Dell Ave. garage; Edward Hendricks; administrative maintenance; James De Paul, tolls; Arman Calabrese, division No. 1; Thomas Magnotta, division No. 2; Ted Altenhalmer, division No. 3; Martin Fillo, division No. 4; Harry Alexander, division No. 5; Charles Taylor, division No. 6; William Haperman, division No. 7, and Albert Lockwood, division No. 8.

It was reported that negotiations are now in progress with EHPA to hammer out a new contract. In that connection, CSEA's Albany headquarters has assigned collective bargaining specialist Joseph Reedy to provide guidance during the negotiations.

Binghamton School Unit Names Nominees

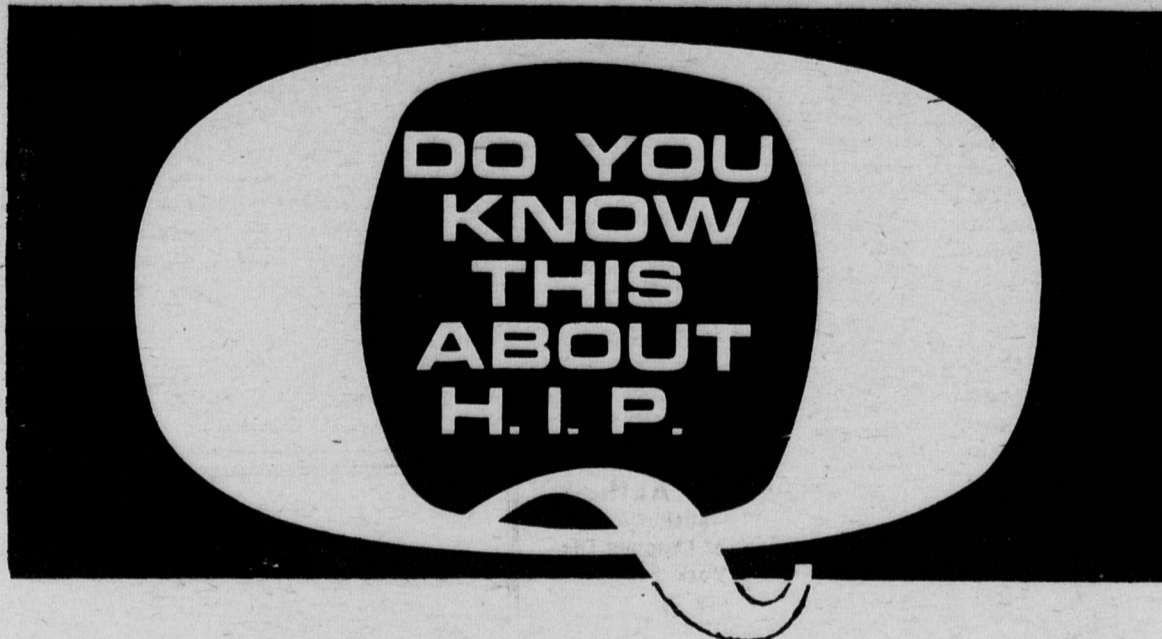
BINGHAMTON—It's official at the Binghamton City School Unit; the latest slate of nominees for that unit of the Civil Service Employees Assn. will be headed by Steven Caruso seeking re-election as president.

The three vice-presidential nominees are Ann Maywalt, Frank Muzka and Donald Blesecher, running for first, second and third vice-presidents respectively. Also, Francis Smith will seek election for secretary, while Kathleen Roe goes after post of treasurer. All those nominated are unopposed.

The oath of office will be administered to the new officers by CSEA field representative Richard Sroka as part of the activities at the upcoming June 10 unit meeting.

Four Aides Earn Pins

ALBANY—Four employees of the State Insurance Fund have been given 35-year service pins. Winning the honors were: Underwriters Nathan Margolis and Robert H. Koschnick; senior compensation claims examiner Jacob R. Siegel and hearing representative Alfred Robinson.



H. I. P. is the only medical insurance plan that maintains its own special emergency service for the benefit of subscribers.

This unique service enables the plan to cope with medical emergencies occurring at night, on weekends and on holidays.

By using the combined resources of its affiliated medical groups, H.I.P. has been able to set up a centralized emergency system at its main office that takes over when medical group centers are closed. A call to a medical group during these hours is electronically transmitted to a master switchboard.

This makes it possible for H.I.P. members to talk directly to H.I.P. physicians on special duty when problems arise during off hours. These doctors are available for consultation and advice. When necessary, they arrange for home visits, for hospital admissions and for treatment at specially designated locations.

The H.I.P. emergency service handles an average of 2,000 such calls a week, with the demand rising to a peak during the winter months.

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Revised List of U.S. Jobs

(Continued from Page 5)

SOCIAL AND EDUCATIONAL

*Careers for Educators and Librarians: Education Specialist and Educational Services Officer, GS-9 to 12; Job Corps Teacher, GS-5 to 11 and Guidance Counselor GS-7 to 11; Program Specialist and Advisor (Education), GS-9 to 12; Public Educator, GS-9 to 12; and Librarian, GS-7 to 12. Announcement WAS-908.

Correctional Officer, GS-6.—Jobs are in Federal penal and correctional institutions throughout the United States. (Written test.) No. WA-7-11.

Correctional Treatment Specialist, GS-9.—Jobs are in Federal penal and correctional institutions. No. SL-14-2(65).

Indian Education — Elementary Teacher, Secondary Teacher, and Guidance Counselor, GS-5 to GS-9.—For duty in the Bureau of Indian Affairs in various States including Alaska. No. VA-7-30.

Librarian, S-7.—Jobs are in Veterans Administration installations throughout the United States (except Alaska and Hawaii) and Puerto Rico. No. 197 B.

***Psychologist (Clinical, Counseling, VA, and Psychologist, power Analyst, Social Work Program Specialist, Sociologist, and related professions, GS-9 to GS-12.—Positions are in the

Washington, D.C. area. No. WAS-827.

*Social Worker, GS-9 to GS-12; GS-9 to GS-12.—No. WAS-913.

**Social Scientists: Anthropologist, Economist, Historian, Man-Social Service Representative, GS-8 to GS-12. No. WAS-904.

*Urban Planner, GS-5 to GS-12.—No. WA-7-22.

STENOGRAPHY AND TYPING

Stenographer, GS-2 to GS-5; Typist, GS-1 to GS-4.—Jobs are in the Washington, D.C. area. (Written test.) No. WAO-901.

TRADES

(All trades jobs are in the Washington D.C. area unless otherwise specified)

**Federal Careers for Journeymen in the Printing Crafts, \$4.64 to \$5.27 an hour (approximate rates) Most positions are in the Government Printing Office and the Bureau of Engraving and Printing in Washington, D.C. Announcement WAW-903.

***Machinist Marine, \$3.74 to \$4.16 an hour.—Jobs are in Hawaii and Pacific Ocean area. No. FH-8-07. (A).

***Pipefitter, \$3.75 to \$4.16 an hour.—Jobs are in Hawaii and Pacific Ocean area. No. FH-9-16(A).

Radio Broadcast Technician, \$6.00 an hour.—Jobs are in the Washington, D.C. area. No. 235 B.

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Looks For Light Exper.

Personnel Dept. Pursues Candidates For Computer Operator Jobs With City

The recruitment wheels are in full locomotion to locate potential computer operators for City Government agencies during the current filing period—through June 23. The talent hunt in being carried out by the City's Dept. of Personnel.

Ratings will occur solely on the basis of background, with requirements listed as possession of a high school diploma or equivalency plus at minimum six months of computer operations exposure. Says the job bulletin, this must involve "a general purpose electrical digital computer" in a way that shows competence for this post. Three dozen openings have been observed.

Evaluation Only

Fundamentally, those who apply will be confronted only with an appraisal of their experience and education; a written test is not included. The rating of 70 percent is the level for passing.

Computer job remuneration ranges from \$6,300 to \$8,340, contingent on tenure, and includes all the opportunities to

tor and Maintenance Technician, \$5.51 an hour.—Jobs are in field locations of the Broadcasting Service of the U.S. Information Agency in California, Florida, Hawaii, North Carolina, and Ohio. N. 283 B.

obtain traditional fringe benefits. Applications can be acquired through contact with the City Personnel Dept., 49 Thomas St., Manhattan. Letter requests to apply require earlier receipt and accordingly must be postmarked by the June 16 cutoff point.

Opening Announced For School Food Director

An opening offering \$17,662 at the entrance level, that of chief of the State's Bureau of School Food Management, is now open. Duties entail being responsible for providing leadership in applied nutrition and food service management in public and non-public schools.

Qualifications needed are a

Nurse Manpower Title On Tap To Applicants

The individual designated assistant director of the office of nursing manpower must first pass an evaluation of training and experience plus an oral exam, revealed the State Dept. of Civil Service in asking prospective applicants to file by June 15.

Minimal requirements, states Job Bulletin No. 27-027, call for a master's in public health or an allied field, and six years of professional nursing experience. Within that background, two years should have been served in an administrative, supervisory or teaching capacity. To learn more about job duties and obtain the form for filing, visit any regional office of the Dept. of Civil Service.

master's degree from a regionally accredited college—specializing in educational or food service administration or the field of nutrition. Evaluation of education and experience will be made by the Div. of Personnel, State Education Dept., Education Building, Albany, 12224. Forward your resume to that address.

* May be used for filing jobs in foreign countries.

** May be used for filing jobs in any part of the United States where there is no appropriate announcement open.

*** Indicates new announcements.

GENERAL SCHEDULE—BASIC PER ANNUM RATE RATES

Grade	1	2	3	4	5	6	7	8	9	10	Amount of Within-Grade Increase
1	\$3,889	\$4,019	\$4,149	\$4,279	\$4,408	\$4,538	\$4,668	\$4,798	\$4,928	\$5,057	\$129-130
2	4,360	4,505	4,650	4,795	4,940	5,085	5,230	5,375	5,520	5,665	145
3	4,917	5,081	5,245	5,409	5,573	5,737	5,901	6,065	6,229	6,393	164
4	5,522	5,706	5,890	6,074	6,258	6,442	6,626	6,810	6,994	7,178	184
5	6,176	6,382	6,588	6,794	7,000	7,206	7,412	7,618	7,824	8,030	206
6	6,882	7,111	7,340	7,569	7,798	8,027	8,256	8,485	8,714	8,943	229
7	7,639	7,894	8,149	8,404	8,659	8,914	9,169	9,424	9,679	9,934	255
8	8,449	8,711	8,973	9,235	9,497	9,759	10,021	10,283	10,545	10,807	282
9	9,329	9,601	9,873	10,145	10,417	10,689	10,961	11,233	11,505	11,777	311
10	10,252	10,534	10,816	11,098	11,380	11,662	11,944	12,226	12,508	12,790	342
11	11,233	11,525	11,817	12,109	12,401	12,693	12,985	13,277	13,569	13,861	374
12	13,380	13,702	14,024	14,346	14,668	14,990	15,312	15,634	15,956	16,278	446
13	15,812	16,156	16,500	16,844	17,188	17,532	17,876	18,220	18,564	18,908	527
14	18,531	18,897	19,263	19,629	19,995	20,361	20,727	21,093	21,459	21,825	618
15	21,589	21,976	22,363	22,750	23,137	23,524	23,911	24,298	24,685	25,072	720
16	25,044	25,441	25,838	26,235	26,632	27,029	27,426	27,823	28,220	28,617	835
17	28,976	29,383	29,790	30,197	30,604	31,011	31,418	31,825	32,232	32,639	966
18	33,495										

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Descriptive circular will be mailed upon application to ARTHUR LEVITT, State Comptroller, Albany, N.Y. 12225

Dated: June 5, 1970

State Cites Numerous Jobs In Nurse & Hygienist Titles; Lab Aides Also In Demand

Pressing its recruitment drive with renewed vigor, the State Dept. of Civil Service has focused prime attention on several nursing and dental hygiene titles affected by the recently approved 14 percent pay raise for all State employees.

Also available on a continuous filing basis, disclosed the department, are jobs for laboratory workers, laboratory technician, histology technician and inhalation therapist. Salary scales are similarly to be boosted for these posts, the final step taking effect in April 1971.

Basic information and application blanks may be obtained by visiting any office of the State Employment Service or by dropping a written request to the State Civil Service Department, 1220 Washington Ave., Albany 12226. Be sure to ask for the appropriate job bulletin.

Present Pay Levels

Among current openings are those of health service nurse,

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\$7,725 to \$8,895; psychiatric nurse, \$9,130 to \$11,065, and dental hygienist, \$6,115 to \$7,540. Required of health service nurses are graduation from nursing school plus a registered professional nurse license; additionally needed is either experience in professional nursing of one year or a bachelor of science degree in nursing.

Candidates for supervising nurse in psychiatric care also require licensure and nursing school graduation. They must also meet one of three qualifications: a baccalaureate in nursing or an allied field and a year in psychiatric or mental health nursing at a supervisory level; or thirty relevant credit hours beyond the nursing program requirement plus three years of the aforementioned experience, or five years' background within the psychiatric nursing field. If you choose the second option, you must list your coursework in applying.

Dental hygienists must be eligible for licensure. More data on the procedures can be learned by writing Chief, Bureau of Professional Licensing Services,

State Education Department, Albany 12224. No written or oral exam will be required.

Laboratory Opportunities

Lab worker titles entail high school graduation and two years' exposure to "a scientific laboratory engaged in large scale operations" or an acceptable equivalent combination of training and experience. Lab technician

Lanford Heading Panel On University Goals

ALBANY—Fredonia College President Oscar E. Lanford has been granted a one-year leave of absence by the State University to become the second director of the Chancellor's Panel on University Purposes.

Dr. Dallas K. Beal, vice-president for academic affairs at Fredonia, will serve as acting president during Dr. Lanford's leave.

The Panel on University Purposes is engaged in a long-range study of the University and its relationship to economic and social changes occurring within the State and Nation. Dr. Lanford succeeds Dr. John S. Toll, president of the State University at Stony Brook.

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. Alberto Onorio Fonseca, Plaintiff, Against Rosa Amelia Fonseca, Defendant. Plaintiff designates Bronx County as the place of trial. The basis of the venue is Plaintiff residence. SUMMONS WITH DIVORCE. Plaintiff resides at 1083 Southern Blvd., County of Bronx, New York. — ACTION FOR A DIVORCE.

To the above named Defendant YOU ARE HEREBY SUMMONED to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Conciliation Bureau, whichever is sooner.

PLEASE TAKE NOTICE: The object of this action is to obtain a judgment of divorce dissolving the marriage between the parties on the grounds that you abandoned the plaintiff and that the abandonment continued uninterrupted for more than two years and on the ground that you treated the plaintiff in a cruel and inhuman manner.

The relief sought is the granting of a judgment of absolute divorce against you.

Trial is to be held in the County of Bronx. Dated Bronx, New York, May 15, 1970.

Enrique A. Vazquez
Attorney for Plaintiff
1041 Simpson Street
Bronx, New York
LU 9-2558

To: Rosa Amelia Fonseca
The foregoing summons is served upon you by publication pursuant to an order of the Supreme Court of the State of New York, County of Bronx, dated 25th of May, 1970, and filed in the office of the clerk of the County of Bronx, at 851 Grand Concourse, Bronx, New York with all supporting papers.

The object of this action is to obtain judgment against the defendant for an absolute divorce, that the bonds of matrimony between the plaintiff and the defendant be forever dissolved other, further and different relief as may be just and proper.

Dated May 15, 1970, County of Bronx, New York.

Enrique A. Vazquez
Attorney for Plaintiff
1041 Simpson Street
Bronx, New York
LU 9-2558

To Keep Informed,
Follow The Leader.

applicants must be high school graduates; moreover, several alternate requirements exist. They include passing an approved course in medical or lab technology; two years of lab work experience suggesting capacity for the title; completion of 18 college credits in biology and/or chemistry, or a satisfactory blending of schooling and related job background equivalent to the above options.

Histology technicians will need high school diplomas supplemented by two years' work in preparing tissue specimens for

microscopic examination or completion of an approved course in histology and one year of similar experience. Those applying for inhalation therapist, however, must have completed approved therapy courses or possess a year of experience "with an approved hospital in the full-time administration of inhalation services including treatment to patients." In this title, professional registration eligibility is a must. Full descriptions of typical job duties appear in the various job bulletins.

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Burch Describes Pact At Binghamton Meeting

(From Leader Correspondent)

BINGHAMTON — An estimated 350 members of the Binghamton State chapter, Civil Service Employees Assn., were given a closer look into the intricacies of the new two-year contract negotiated with the State of New York at the chapter's recent general membership meeting.

CSEA collective bargaining specialist Paul Burch told the gathering the CSEA had "reached a milestone" with this agreement, the first written pact ever negotiated with the State. Burch pointed out that despite the favorable nature of most of the items, there will be differences of opinion and disputes involving interpretation and application of the terms by both sides.

The differences, he said, can be resolved. Burch emphasized the need for diligent processing of grievances to the end result in order to give the document meaning and provide a hope for better standards of living and working conditions in the future.

'Promises Don't Work'

The agreement was won because it was fought for, he said, because it has been learned many times over that paternalistic promises do not work.

Burch reiterated that the contract is not perfect, but, he added, it does provide a firm basis for improvement.

After his remarks, chapter president Stanley Yaney opened the meeting to questions from the floor giving Burch the opportunity to delve deeper into the complexities and nuances of the agreement.

Burch's remarks were later followed by a brief explanation of the machinations of the State's retirement system by Hubert Speckard, an official of the New York State Retirement System. The speaker received a thorough grilling by those present during a question and answer period which served to clarify many misconceptions about the program.

The meeting was followed by a buffet dinner and dancing.

Explains Retiree Bill To Albany Membership

ALBANY — More than 200 persons attended an open meeting last week of the Albany Div. of Employment chapter of the Civil Service Employees Assn. to hear the provisions of the new retirement bill covering State workers.

CSEA Associate Program Specialist John M. Carey, the principal speaker of the evening, explained the provisions of the CSEA-negotiated bill.

Also attending the meeting, held at the West Albany Italian Benevolent Society Hall here, were field representatives John J. Naughton Jr. and Robert L. Foss, who answered questions from the floor, and John Kane, president of the Dept. of Labor chapter. Alphonse Briere is president of the chapter.

Gets Agriculture Post

ALBANY—Barnett Maller of North Amityville has been named to the State Agricultural Resources Commission, succeeding Everett M. Chamberlain

Long Beach Unit Elects Carroll Pres.

LONG BEACH—Robert Carroll was installed as the new president of the strong City of Long Beach unit of the Nassau chapter, Civil Service Employees Assn. recently.

Carroll succeeds Thomas Stapleton, who headed the unit for eight years and helped to build to an almost-perfect membership among 375 city employees.

Also installed were: Steven Hayes, first vice-president; Trudy Kroh, second vice-president; Mrs. Irene McKenney, treasurer; Mrs. Fea Pass, recording secretary, and Alicia Brooks, corresponding secretary.

Nassau chapter president Irving Flaumenbaum, Long Beach Supervisor George B. (Fritz) Costigan, the City Council members and the City Manager saluted the unit officials.

Asks Recount In Very Tight Suffolk Race

SMITHTOWN—A recount was being completed this week to determine the winner of a neck-and-neck election in the 9,500-member Suffolk chapter of the Civil Service Employees Assn.

Frank Imholz, of the Social Services Dept., was the apparent winner by three votes over Richard Bailey of the Dept. of Public Works. The count was preliminary; however, it was challenged by Bailey.

The re-check was to be conducted by an elections committee, headed by chairman Frances Carson.

Imholz tallied 1,056 to Bailey's 1,053 and 277 for William Stoothoff, of the Town of Islip unit, in the preliminary canvass conducted last Tuesday at Suffolk chapter headquarters here.

Apparent winners for other chapter posts, in races where the margins were not so small, were:

Peter D'Albert, first vice-president; Thomas Corridan, second vice-president; James Corbin, third vice-president; Robert Fisher, fourth vice-president; Mrs. Cecelia Husing, fifth vice-president; Joseph Benetto, recording secretary; Frank Giordano, treasurer; Mrs. Lillian Tully, corresponding secretary, and Norman Flynn, sergeant-at-arms.

Chapter president Robert Villa said the final results must be certified by Bernard Schmall, chairman of the State CSEA chapter elections procedures committee.

Officers are to be installed at the annual dinner-dance scheduled for June 26.

Harlem Valley Honors Retirees, 25-Yr. Aides

(From Leader Correspondent)

WINGDALE—Harlem Valley State Hospital held its annual reception in Smith Hall recently to honor those employees who had retired or attained 25 years of service during the last year.

Approximately 300 persons attended the buffet supper.

Dr. Lawrence P. Roberts, hospital director, addressed the group and introduced the guests, including members of the Board of Visitors, Dr. Alfred F. Rizzolo, deputy director, Arthur Kamarad, assistant business officer; Mrs. Wendy Acrish, personnel director, and Mrs. Armand Bessette, secretary of the hospital's Civil Service Employees Assn. chapter.

Presentation of retirement scrolls were made by Judge Reuben Sirlin and Mrs. Thomas Boyce. Service pins were presented by Dr. Robert Elliot and Mrs. Marguerite Rosenson, all members of the Board of Visitors. Mrs. Bessette presented gifts from CSEA.



LONG TIME AIDES — Honored recently for 25 years of service at the Harlem Valley State Hospital, Wingdale, were, from left, Anna Propst, James Barto, Marion Butler, Marjorie Dunham and Gladys Reid.

Tyner To Head Lewis Chapter

LOWVILLE—The newly elected president of the Lewis County chapter of the Civil Service Employees Assn. is Lee Tyner. Her name and the names of the other new officers and directors of the chapter have been announced in the results of the recent election.

Other new officers include: John Yarina, vice-president; Margaret Petrovitz, secretary; and Orland Waldron, treasurer.

Directors are Dolores Raymond, Lorena Bernholz and Fred Tabolt.

Nassau Sanit. Dist. 1 Elects Gallo President

MINEOLA—Cono Gallo has been elected president of the Sanitary District No. One unit of the Nassau chapter, Civil Service Employees Assn.

Chapter president Irving Flaumenbaum, who was present at a unit grievance meeting, congratulated the new ticket and coordinated support in their upcoming negotiations for a new contract.

Also elected were: John Balingier, vice-president; Billy Elder, secretary; Charles Freeman, treasurer, and Richard Giordanello, sergeant-at-arms. Field representative Frank Jaquinto is assisting the unit.

Pathology Professor Receives Citation

ALBANY—Dr. Jean R. Oliver, professor emeritus of pathology at the Downstate Medical Center, has received one of medicine's most esteemed honors—the Modern Medicine Distinguished Achievement Award for 1970.

He was cited for landmark research leading to a greater understanding of kidney structure and function.

Agree To Three-Step Plan For Oceanside School Dist.

MINEOLA—Pay boosts averaging 11 percent in the first year and similar boosts in the second year are features of a new contract negotiated by the Nassau chapter, Civil Service Employees Assn., with the Oceanside School District.

The major boosts result from the introduction of a salary schedule for the first time. It revealed such inequities that adjustments to bring existing pay into line with the schedule will be made in three steps over the term of the two-year contract.

Boosts of seven to 14 percent, depending on the title, will be immediate and in addition to previously contracted increments.

In the second year of the pact, there will be additional boosts to meet the salary schedule, a cost-of-living adjustment and regular increments.

Further Benefits

"We have created a modern contract in this district," asserted chapter president Irving Flaumenbaum.

In addition, employees will gain the 1/60th non-contributory retirement plan, 14 paid holidays, additional longevity steps of \$200 after 10 and after 15 years' service, health insurance and adjustments of \$150 for the head custodians of the elementary schools.

The negotiating team consisted of Ralph Combs, Joseph Bosco, Arthur King and Borne Johnson, assisted by CSEA field representative Frank Jaquinto.

Met. D of E Chap. Inaugurates Slate

(Continued from Page 3)

retary, and Vincent DeGrazia, treasurer.

Completing the slate were some fifteen regional representatives. Their number includes: Irving Shaiman, Julia Riedel and Louis Mancinelli from Manhattan; Raymond Bronkowski, Irving Sandler and Lorraine Sandler from Brooklyn; Edith Abraham and Joseph Novotny from the Bronx, and Jerome Kamenker and Edna Reilly from Queens. Also, John Sarosy, Hugh O'Pray and George Poppella from Long Island, and suburban reps John Tufo and Naomi Handy.

To Keep Informed, Follow The Leader.

Penn Yan Unit Accepts Pact; Gains Benefits

PENN YAN—Members of the Penn Yan unit, Yates County chapter of the Civil Service Employees Assn., recently approved a contract which CSEA negotiated with the Village. The contract, signed by Mayor John Tusch, reflects sizable gains won by the CSEA negotiating team for the Village employees.

Highlighting the contract gains are pay raises of 10 percent, effective June 1, 1970, and 8 percent effective June 1, 1971, time-and-a-half for overtime (over 8 hours per day or over 40 hours per week), and double-time for holidays worked. Employees will also have non-contributory Blue Cross-Blue Shield, a non-contributory retirement plan, and non-contributory disability insurance.

The new contract also provides for 11 paid holidays a year, three bereavement days a year, and 12 sick days per year, accumulative to 150 days. Vacation time has been established at one week after one year, two weeks after two years, three weeks after seven years and four weeks after 15 years.

Additional gains are 10 percent payment for standby status, and a provision for a reasonable amount of time for the administration of grievances.

Members of the CSEA negotiating team present at the signing of the contract were Roger Shay, unit president; Calvin Backstrom; Robert Pinckney; Dale Axtell, and Harry Johnston, CSEA field representative.

Dorm Authority Post

ALBANY—Carl E. Touhey has been reappointed to a new three-year term on the State Dormitory Authority. Touhey is president of Orange Motor Co. of Albany.

The Transit Beat

(Continued from Page 2)

Administration had not authorized any more men for the Transit Police forces since 1965.

WE POINTED out that when the Mayor was running for re-election in 1969, he pledged to increase police protection by 5,000 men—pledging top priority to this vital area. Six months after he was returned to office, his proposed budget reflects no additional police or firefighting manpower.

NO PRICE tag can be placed on life and personal safety.

IN THIS City with all its pressing problems, human life is still the most important element, and it should not be treated mainly as another statistical factor in the cold scale of accounting.

NO ONE can deny that there has been a steady and alarming rise of crime on the City's transit system. Vandalism, felonies and petty crimes plague the subways—and assaults on Transit patrolmen increased more than 50 percent in 1969 over the previous year!

WHILE two-thirds of the Transit police force work during the hours of 8 p.m. to 4 a.m., crime during the other hours of the day increased by 35 percent. During the entire 24-hour period, 84.4 percent of all crime on the Transit system is committed during the hours when the fewest number of patrolmen are on duty!

BESIDES the pressing need for manpower, most of those presiding at the hearings were intensely interested in our description of the Transit Police's woefully inadequate communications system. Bronx Borough President Robert Abrams agreed that the facilities for communications were completely inadequate and should be modernized and updated without delay.

IN PARTICULAR, the Transit PBA cited the present system of requiring patrolmen to contact Jay Street TA headquarters in Brooklyn as obsolete, and recommended that borough-by-borough communications centers would make for more efficient and faster response and protection.

THE TA has acknowledged the need for more men, and recently placed 100 men a day on an overtime basis, specifically to offset the increase in change-booth holdups.

IN AN administrative penny-wise, pound-foolish way of thinking, the Mayor has failed to realize that the minimal cost of a patrolman's salary gives the people of New York City not an eight-hour a day employee, but a round-the-clock added arm of protection... as witness the great number of off-duty arrests made by police officers.

THE FUNCTION of an effective union is to guard the health, welfare and job security of its members. Added to this primary job the Transit PBA has found it necessary to assume the responsibility of attempting to secure more and better protection for all of the citizens of New York City.

THE PRIME responsibility lies with the City fathers.

THIS SHOULD be recognized and be reflected in the proposed budget.

IT IS NOT too late to change the budget!

IT IS NEVER too late to provide better and more complete protection for the riding public!

Inside Fire Lines

(Continued from Page 2)

at 3005 Lafayette Ave., a one-story brick home of the Connollys and their two children, was a complete burn-out (fortunately there was no loss of life).

WOULD THE arrival of this truck company on time have made a difference? Who can say? It certainly would have made a big difference to the engine company that arrived on time and literally got their heads handed to them. Working in heavy smoke—with no one to open windows, doors or roof, pushing a 2½-inch line that weighs 175 pounds for every 50 feet—is murder. Ask the man who's been there.

THE CRIME is that the City recognizes the problem of this highly populated area and has even started the building of an additional firehouse there. But like two porcupines making love, it's touch-and-go as to when they will ever finish it or really begin. In the meantime, to show their conscientious concern for the residents of the area, they have taken out of service the 1955 four-wheel drive and replaced it with a 1947 Ward-LaFrance front end and a 1938 rear or back end.

NOW IF you think this is unusual — 32- or 23-year-old equipment for the safety of your home and family — take a walk past your local firehouse and then go home and run through a few fire drills with the wife and kids.

New York Hawaii Trip Now Open

Bookings are now open for a two-week tour to Hawaii and the Golden West, leaving New York City July 18 and returning there on August 1.

The tour price of \$459 includes round trip jet transportation, visits to Hawaii, San Francisco and Las Vegas, hotel rooms and sightseeing.

Immediate application may be made by writing immediately to Mrs. Julia Duffy, P.O. Box 43, West Brentwood, N.Y., telephone (516) 273-8633. Upstate, write to John J. Hennessey, 276 Moore Ave., Kenmore, N.Y. telephone (716) TF 2-4966.

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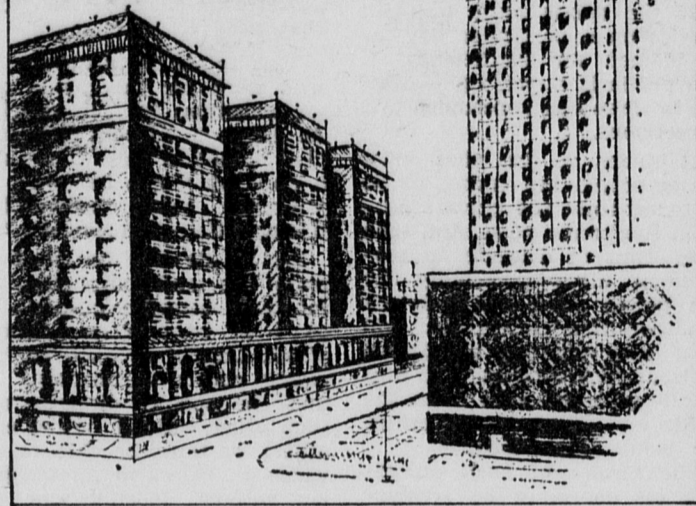
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Tri-Conference Delegates Hear Officials

(Continued from Page 13)

of the individual good from the common good.

And the effect is to hold another institution—whether it be the school or the Government—fully responsible for every adverse development.

The public employee—instead of being looked upon as an ordinary neighbor who is attending to the public's business—becomes someone apart from those in the private sector. He is sometimes judged by harsher standards. His motives are subject to question.

If the public must wait for service on a particular day, he is blamed for inefficiency. If the public is served right away he is viewed as unoccupied and superfluous.

It seems to me that what many people are trying to do is to separate the private good from the public good. And then they want to delegate to government all responsibility for the public good—but only on condition that Government will do nothing whatever to infringe on what they consider their own private preserve, even when the rights and well-being of others are being jeopardized.

The results of such an effort are bound to be frustration and anger. In one of our communities, for example, there was constant angry opposition to the size of the county's welfare budget—with the usual demands to send the welfare parents out to work. But when a plan was proposed to use a section of a religious building as a day-care center, the opposition was even louder and angrier—and the plan was voted down by the local Village Board.

Government is often criticized today as being distant and impersonal and detached—and I have joined in that criticism. But I wonder if part of the cause is not the detachment of private citizens themselves from the public business, from the obligations which proceed from a sense of community.

Most of you have probably not yet seen today's Newsday. In it the former publisher, Bill Moyers, has a farewell message to Newsday readers. He speaks of the "human qualities which we took so little care to preserve in our dash to the good life—family, community, warmth and openmindedness.

"Sealing ourselves off in suburban fortresses, avoiding relatives and strangers, we find ourselves praying that no one gets too close," he continues.

And he warns that many people are substituting scorn in place of friendship and humanity and the idea of community. I, too, have viewed the rising tide of anger.

Young people are angry with their parents. Parents are angry with each other. Senior citizens are angry with a world which seems no longer to need them.

The violence which rages in Southeast Asia sets off armed confrontations on our college campuses, and the young people begin to compile their own list of war dead.

And even Memorial Day, which should bring us together in the memory of sacrifice, becomes another occasion for discord and recrimination.

It is time for an end to anger. It is time for an end to violence. For anger builds on anger and violence breeds violence—and soon the grounds of difference are swallowed up and lost in swirling emotions which feed on themselves.

The organized society in which we live seems strong and enduring. But in actuality, any

society of human beings is extremely fragile. It is totally dependent on a certain core of shared convictions—a consensus concerning values. It requires for its survival an unswerving commitment to its preservation—even on the part of those in strongest disagreement with the established order.

The way of life which we have established in the United States is a fabric into which are woven a respect for reason, a high regard for human life, and a commitment to the use of political and constitutional processes in changing the things that need to be changed.

This fabric is now torn. We who work for the public have an obligation to help mend it. As Abraham Lincoln once said: "Let no one in these times utter a word for which he would not willingly bear responsibility through time and eternity."

But to do this we must restore the underlying ties, the fabric of common purpose, the sense of oneness as a people which Lincoln ascribed to "the mystic chords of memory." We must be able to disagree with each other without hating each other; we must be able to advance our views in foreign policy without labeling our opponents as either traitors or murderers.

We cannot continue as a people to turn public affairs into an arena for bloody combat. Surely we should have learned that much from the assassinations which have stained the decade of the Sixties.

But nothing fundamental will change, I believe, until there is a new attitude toward the conduct of government.

We must realize once again that as citizens we bear a fraction of responsibility for the life, liberty and pursuit of happiness of all our neighbors. Some citizens bear a larger fraction than others—and those who are public employees freely and consciously accept a heavier share than people in private life. But no one in private life can delegate his entire share of this responsibility to another, and no one can hold himself completely blameless when troubles mount to the point of crisis.

In a speech which he was not permitted to deliver at the Illinois Constitutional Convention, John Gardner said: "While each of us pursues his selfish interest and comforts himself by blaming others, the Nation disintegrates."

And in charting a role for the public, Gardner said: "One thing the citizen can, indeed must, do is reject fiercely and

consistently all politicians who exploit fear and anger and hatred for their own purposes. He may not be able to rid himself entirely of those emotions, but he can rid himself of politicians who live by manipulating them. Such men will not move us toward a better future. Pitting white ethnic minorities against Black or Brown, for example, can only bring sorrow to all the groups involved; and the politician who pursues that strategy should be rejected by everyone.

I began these remarks by observing that we are all public employees. My own term as a public official is fixed by law, and it so happens that most of you will be still in public service after I finish my term and bequeath Irving Flaumenbaum and his negotiating team to my successor.

Many of you represent the employees of Nassau County. I could not conclude these remarks without acknowledging to you the respect and admiration which I feel for those who have participated with me in the service of the people of Nassau.

We have served together in troubled times and seldom have we had the satisfaction of resolving problems completely or of pleasing the entire public at the same time. But I have never known a more dedicated group of citizens, and whatever we have accomplished—we have accomplished together.

It was said by John F. Kennedy: "When at some future date the high court of history sits in judgment on each of us, recording whether in our brief span of service we fulfilled our responsibilities to the State, our success or failure, in whatever office we hold, will be measured by the answers to four questions: First, were we truly men of courage . . . Second, were we truly men of judgment . . . Third, were we truly men of integrity . . . Finally, were we truly men of dedication?"

The people who served with me as public employees were men and women of courage, judgment, integrity and dedication—and I know that these terms describe as well the other public employees represented here tonight.

I am pleased that you gave me this opportunity to pay a public tribute which is well deserved and perhaps long overdue.

Start Sheriffs' Chap.

(Continued from Page 1)

week, shift differential pay, paid overtime, longevity pay at \$75 per year beginning in the fourth year of employment, and straight pants for the summer months.

Also included are job security, a 20-year retirement plan at no additional cost to the employees, paid false arrest insurance, a clothing allowance for plain-clothes deputies, temporary assignment pay, sick time credited to retirement, promotional exams, hazardous duty pay for cyclemen and members of the scuba team, and paid life insurance providing one year's salary for on-the-job death.

Eyes Impasse in Erie

ALBANY—John DiMiceli of Tonawanda has been assigned as a fact-finder in the impasse between the Clarence Central School District in Erie County and the Civil Service Employees Assn. DiMiceli is director of industrial relations for Niagara Frontier Food Services.

Hawaii Tour Set From Rochester

For the first time, members of Civil Service Education and Recreation Assn. will be able to join a tour of Hawaii and the Golden West leaving and returning directly to and from Rochester. The dates are July 4 to 18.

Tour members will travel via American and Pan American Airlines to Los Angeles, Honolulu and San Francisco. The price of only \$459 includes round trip jet air fare, hotel rooms, sightseeing in Los Angeles, Hawaii and San Francisco and a special party in Waikiki Beach.

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