

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXIX, No. 29 Tuesday, March 26, 1968 Price Ten Cents

Group Life Insurance Plan

See Page 3

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FC 5822

## CSEA Is Appealing Key Punch Operator Upgrading Rejection

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. lodged an immediate appeal to the State Civil Service Commission last week against the State's denial of a two-grade reallocation for 1,215 key punch operators.

CSEA's swift action to press the key punchers' upgrading came just two days after the first-level turn-down was announced by J. Earl Kelly, director of the State's Division of Classification and Compensation.

At the same time, CSEA president Dr. Theodore C. Wenzl, wired Mrs. Ersa Poston, State

Civil Service Commissioner to open talks on the appeal.

"We deem it imperative that the commission grant us an immediate conference on this matter. We would like to have approximately ten representatives of the key punch operator group present at this conference along with members of the Employees Association staff," Wenzl said.

CSEA, which filed the original request in mid-February, to ad-

(Continued on Page 16)

## Public Authority Increment Protection Bill Before Governor

ALBANY — A Civil Service Employees Assn. - sponsored bill which would guarantee public authority employees increment protection should they decide to enter State service has passed both houses of the State Legislature.

Public authority employees such as thruway and parkway workers and toll bridge personnel would be affected by the bill. If signed into law, the bill would

(Continued on Page 3)

## Troy Approves CSEA Exclusive Recognition Bid

TROY — More than 400 non-uniformed employees of this Rensselaer County city will be represented by the Civil Service Employees Assn. under the provisions of the Taylor Law.

Acting upon a CSEA petition at its March meeting, the Troy City Council recognized the Association as exclusive bargaining agent for most municipal employees.

Jackson Dennis, president of the Troy CSEA unit, was enthusiastic about the recognition, and noted that almost all of the City's employees, or 384, are CSEA members, while only 30 are non-members. The CSEA bargaining unit excludes members of the Troy Police and members of the Fire Department, who have their own representatives.

CSEA also has a large membership among county employees, and has petitioned the county to be recognized as bargaining agent for those workers. The county seat is located in Troy.

## Motor Vehicle Chapter Assists Palsy Telethon

ALBANY—Thomas McDonough, president of the Albany Motor Vehicle chapter of the Civil Service Employees Assn. reported that Motor Vehicle employees contributed more than 800 volunteer man-hours to the recent Albany Cerebral Palsy Telethon.

The workers, who also contributed \$785.88 to the drive, staffed the Telethon's legibility, tearing and alphabetizing sections, under the chairmanship of McDonough.

## Broome Chapter Wins Salary Study Fight, Summer Decision Due

(From Leader Correspondent)

BINGHAMTON—The Broome chapter of the Civil Service Employees Assn. has won its fight for a professional salary study for all county jobs.

A proposal to hire W. K. Williams and Co., Inc., of New York City for the salary and job classification survey was approved March 19 by a 16-1 vote of the County Board of Supervisors.

The board had second thoughts about carrying out the study this year when bids for the work were twice as high as estimates made last year.

But Edwin L. Crawford, board chairman, prevailed in his appeal

(Continued on Page 16)

## N. Y. Daily Column Appears April 1

The New York Daily Column, the City's latest daily will appear on New York Metropolitan area newsstands April 1 featuring the contributions of more than 50 of the top syndicated columnists and cartoonists.

Among those commenting on and analyzing the news will be Walter Winchell, Joseph Alsop, Marquis Childs, Jack O'Brian, Victor Riesel, Bob Considine, Joseph Kraft, Harry Golden, J. A. Livingston, Dorothy Manners and many others.

## Change In Date For Bahama Tour

Because of a change in schedules, a new departure date and time has been announced for the Decoration Day flight to the Bahamas now being offered mem-

(Continued on Page 16)

## Newly-Won Pension Gains To Benefit All Employees; CSEA Explains Provisions

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. gave assurances last week that all State employee members of the Retirement System will benefit under the fully retroactive guaranteed 1/60th retirement plan won by CSEA in current negotiations.

A spokesman for the Employees Association emphasized that the new plan, by guaranteeing the 1/60th benefit for each year of member service back to 1938, will eliminate completely the traditional retirement bugaboo of the senior employee, the so-called annuity deficiency.

This basic failing was inherent under the old contributory program under which years of service prior to 1960 are credited, due to several unavoidable factors, "perhaps the most important reason being inflation," according to a report of the CSEA's pension committee.

Under the old plan, the employee's eventual retirement income was derived from two sources, employee contributions—a percentage of his salary—and a pension paid by the State. The basic assumption of the program was that, at retirement, the employee-paid annuity would equal the employer-paid pension and provide a combined benefit of 1/60th of the employee's average

annual salary for each year of service.

This objective was not achieved in many cases, the CSEA report said, mainly because "the annuity costs being paid in over the employee's working period were based on his actual earnings during all of his years of service, whereas

the pension was based on his highest earnings in any five-year consecutive period, usually the last five."

In other words, the report points out, the size of the pension computed on the basis of the employee's five highest-paid years,

(Continued on Page 14)

## Permissive Legislation Giving Lump Sum Cash Payment For Sick Leave Credit Introduced

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. has introduced a bill into the Senate and Assembly that would allow counties, cities and other political subdivisions to provide their employees with a lump-sum payment for unused sick leave upon separation or retirement from service.

The proposal would benefit those in the smaller sectors of public employment such as non-teaching school aides, city and county clerical workers, public works groups, sanitationmen and

many other local government employees.

It would allow the employee who resigns or retires in good standing to collect a complete cash payment for all unused sick leave up to 150 days. In the event of death before retirement, payment would be made to the deceased's estate.

John C. Rice, CSEA associate counsel, said this would not only

(Continued on Page 16)

## Malone Aides Pick CSEA Over IBT As Representative

MALONE — The International Brotherhood of Teamsters was handed its third straight election setback in recent months last Friday by the Civil Service Employees Assn. when the latter employees group was selected by a 3-1 margin to represent employees in the Village of Malone.

The election was conducted by the Public Employment Relations Board after both groups earlier consented to let a vote among the employees decide the bargaining agent.

CSEA leaders were jubilant over the convincing victory, attributing it to the hard pre-election campaigning by CSEA members and officers in both Malone and Franklin County. The vote was

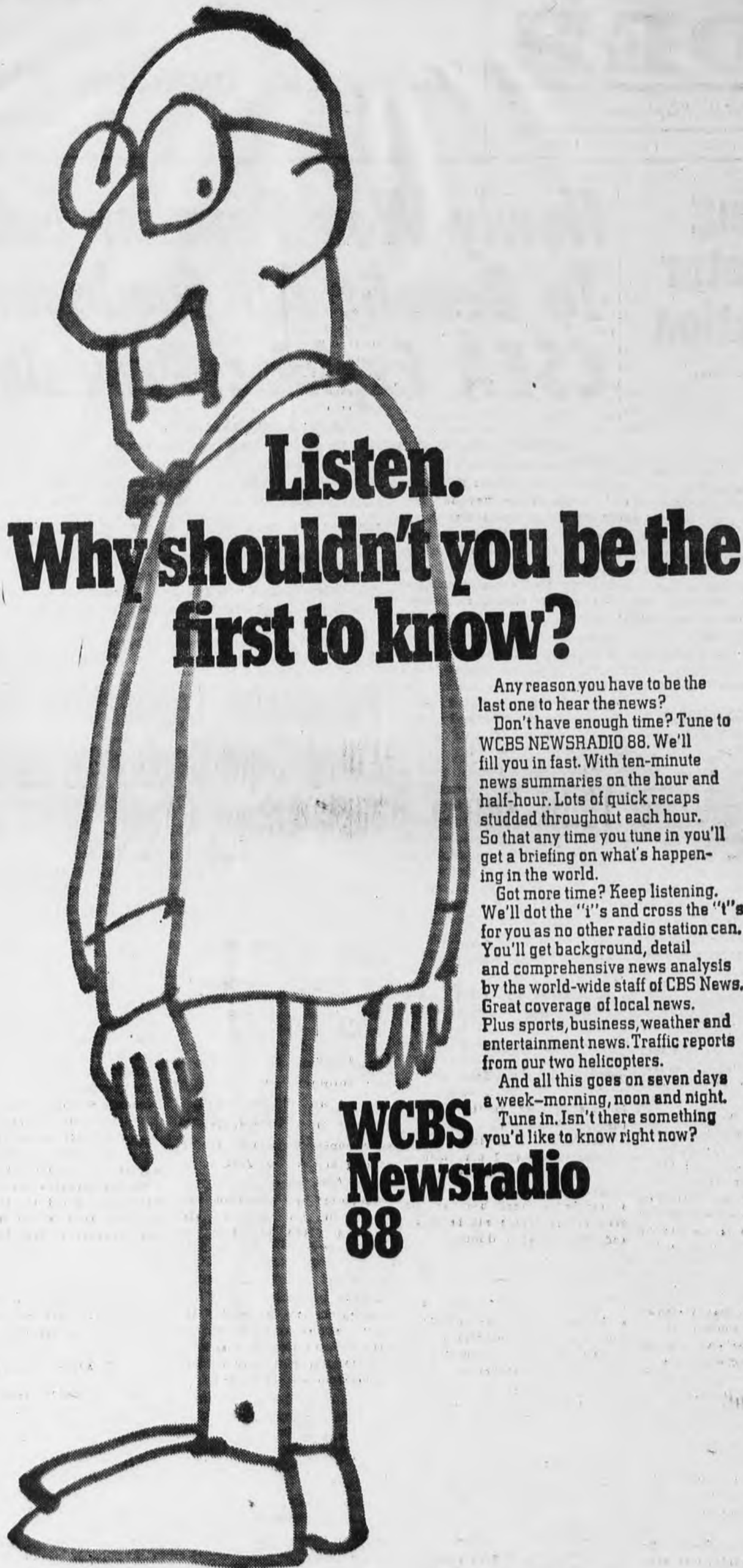
(Continued on Page 3)

Don't Repeat This!

## Political Game Of "Reassessment" Rages In N.Y. State

WITH the entry of Sen. Robert F. Kennedy into the Presidential sweepstakes, "reassessment" fever has swept the nation, reaching right down to the smallest level of political involvement. While the country's newspapers report

(Continued on Page 10)



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**Jacobs Re-Nominated**

**State Insurance Fund Chapter Votes This Week**

The State Insurance Fund chapter, Civil Service Employees Assn., has scheduled its biennial election of officers to be held this week. The Executive Board, at its recent monthly meeting, heard its nominating committee report that a petition consisting of many pages of member signatures had been received urging that Randolph V. Jacobs be drafted for another term as president. Having served for two terms, Jacobs had previously notified the chapter of his declination to run.

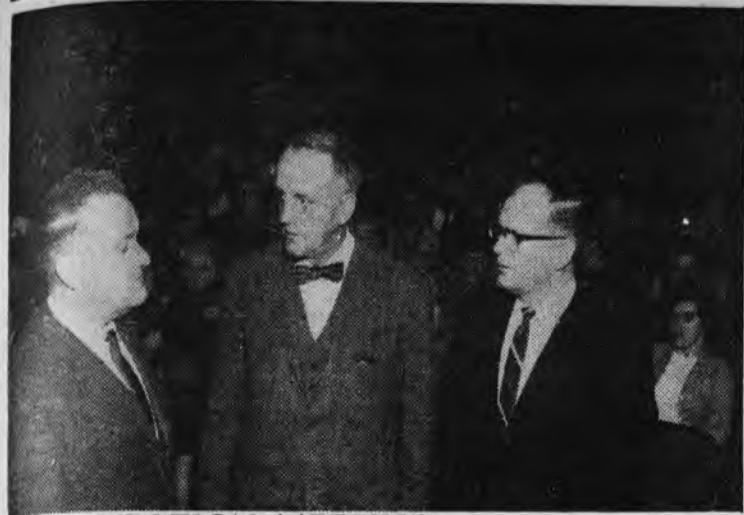
The Board strongly felt that with all the problems of the Taylor Law and the designation of a negotiating agent, it would be unwise at this time to elect a new president. The opinion of the Board in addition to the petition when expressed directly to Jacobs prevailed and he accepted the nomination.

Other nominees for office are: Vince Rubano for first vice-president; Jim Gannon and Joe Ryan for second vice-president; Mary Warner for treasurer; Kenneth Boyce for financial secretary; Reverlea Mann for corresponding secretary; Louise Hall and Sarah Johnson for recording secretary; and John Georgi and Jules Linefsky for sergeant-at-arms.

The recent CSEA-negotiated salary package was reported to the employees at a well-attended meeting on Friday, March 15. The report was well received and pledge cards designating CSEA as sole negotiating agent were signed. In addition a petition was circulated and signed expressing displeasure with the inadequate action taken by the State in reallocating only certain clerical positions. The petition, addressed to Governor Rockefeller, Civil Service Commission president Mrs. Elsa Poston and Budget Director T. Norman Hurd, asked that immediate and proper recognition be given to those clerical employees who were not upgraded.

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**REALLOCATION MEETING** — The presidents of the Audit and Control and Retirement System chapters of Civil Service Employees Assn. talk with Dr. Theodore C. Wenzl, OSEA president, during joint meeting called by both chapters in protest to the recent reallocation of certain State office and clerical titles. From left are Harold Ryan, Audit and Control; Wenzl, and Griffith Edwards, of the Retirement System. Several hundred office and clerical workers from both departments attended the meeting in Chancellors Hall, Albany.

# CSEA & L. I. Park Commission Discuss Employees' Problems

**FARMINGDALE** — Representatives of the Long Island Inter-County Parkway chapter of the Civil Service Employees Assn. met recently with officials of the Long Island Park Commission to discuss various items concerning parkway employees.

Headed by Louis P. Colby, chapter president, and William Hurley, chapter grievance chairman, the CSEA group asked for the issuance of identification cards to fulltime employees of the Commission. CSEA also requested that fulltime employees be issued uniforms and called for a more regular system of keeping attendance records.

Discussion also touched upon needed repairs of deteriorated walks around the Commission's headquarters building. Also representing CSEA were William Wright and Gus Woroborel, parkway representatives. Vincent Leitch and Jerry Lacey represented the Commission.

Colby reported on the chapter's recent installation of officers. Colby was installed for his second term. Other officers seated were Benjamin Sharkey, first vice-president; Samuel Masiello, second vice-president; Walter Boehme, treasurer; Ethel Strachan, secretary; Mary Donovan, financial secretary and Harry Baldwin and Thomas Cullen, sergeant-at-arms.

## Dongan Guild To Hold Day Of Recollection

The Dongan Guild of New York State Employees will hold their annual Day of Recollection at the New York Foundling Hospital, 1175 Third Ave., Manhattan, on Sunday March 31 commencing at 11 a.m.

The Rev. Anthony Tognocchi of the Salesian Fathers will be the retreat master. Members of the Guild and their friends are invited to participate. Reservations are \$3.50 and may be obtained through department representatives, or by calling 483-3140.

Nassau County chapter and Long Island Conference, was the installing officer and guest speaker at the affair held in the Seaford Firehouse.

Flaumenbaum, as second vice-president, is in charge of union affairs. He spoke on the various tactics employed by unions in trying to undermine CSEA and outlined the rights granted to public employees in the area of collective bargaining under the Taylor Law. He also stressed the need for membership solidarity, describing the role the individual member should play in both local and State CSEA activities.

## Transfer Credits

(Continued from Page 1)  
allow those employees to keep their current increment level upon transferring to regular State service.

Presently, the authority employee who enters State service must start out with the minimum salary for his grade, this losing any increment level he may have reached in his authority position. This, naturally, is a roadblock to the employee who is considering an opportunity with a State Department or agency, CSEA said.

The bill was introduced in the Assembly by Alexander Chananau. A similar proposal was presented in the Senate by John E. Flynn. The bill is now before Governor Rockefeller awaiting signature.

## Malone Unit Wins

(Continued from Page 1)  
48-16. The campaigning was organized and led by Herbert Harwood, president of the county chapter and Robert Rivers, president of the Village of Malone unit.

CSEA also has defeated the Teamsters in representation elections conducted in the Kingston Consolidated School District and

# Clerical Employees' Dissatisfaction Topic Of West Conf. Meet

**BATAVIA** — Dissatisfaction of State clerical employees provided the main topic recently at the quarterly inter-term meeting of the Western Conference, Civil Service Employees Assn. held in the Treadway Inn.

Pauline Fitchpatrick of Newark, Western Conference president, was the meeting chairman. Thirty chapters were represented.

Meetings with clerical workers have been scheduled by 15 chapters, Mrs. Fitchpatrick said.

Accounting practices were discussed at a morning seminar. Leaders were John Hennessey of Buffalo, CSEA treasurer; George Wilcox, CSEA supervisor of accounts, and Joseph Simons, who does accounting work for the CSEA.

On negotiations under the Taylor Law, 90 percent of the chapters reporting using letters and telegrams as well as personal contact with legislators.

Committee meetings included constitution and by-laws, Miss Celeste Rosenkrantz, chairman; citations, Mrs. Melba Binn; finance, Albert Gallant, and audit, Claude Rowell.

The spring meeting will be held April 6 in Rochester.

## April 4 In Troy

# Capital Conference To Hold '1968 Spring Happening'

**ALBANY** — Mario's Theatre Restaurant, Campbell Avenue, Troy, will be the scene of the Civil Service Employees Assn.'s Capital District Conference "Spring Happening" on April 4, according to Max Benko, Conference president, and Margaret Fleming, second vice president and chairman of the "1968 Spring Happening" committee.

In making the announcement, the "Happening" committee disclosed that the event would be the occasion of a special presentation to A. Victor Costa, the immediate past president of the Conference. Costa will be honored for his services to the Capital District Conference.

The festivities of the evening will commence at 7 p.m. with a social hour, compliments of the Conference. Dinner will be at 8 p.m. with roast beef as the main course. There will be music and dancing after dinner.

Among the guests Conference members will have an opportunity to meet will be Dr. Theodore C. Wenzl, CSEA president and a former Conference president, and Mrs. Wenzl, officers of the State Association, members of the CSEA headquarters staff, former CSEA president Joseph F. Felly and Mrs. Felly, and the presidents of the regional Conferences.

Other members of "The Happening Committee" are Irene Dougherty, Genoa Kepner, Ernest Strobel and Edgar Troidle.

the Town of Islip on Long Island.

"The Malone victory was a vote of confidence in CSEA's ability to best represent public employees in New York State," said Rivers.

# No Medical Exam Is Required For CSEA Group Life Insurance Plan If Applicant Is Under 50

**ALBANY**—New applicants for Civil Service Employees Assn. group life insurance who are under age 50 will not be required to take the usual medical examination if they apply during the month of April, 1968.

Announcement of the month-long special enrollment period was made by Dr. Theodore C. Wenzl, CSEA president, who emphasized that there are many advantages to the plan for those who qualify. Among the inviting features are:

- No medical examination for applicants under age 50 who have not been previously rejected for this insurance on the basis of a medical examination.
- Premiums are waived if you should become permanently and totally disabled as described in the plan.
- Ten percent additional insurance guaranteed until Oct. 31, 1968 without additional charge.
- Triple indemnity in the event of accidental death at no additional charge, as described in the plan.
- Low cost—much less than you can arrange through regular channels, regardless of whether your occupation is hazardous. The 30 percent additional insurance furnished prior to Nov. 1, 1961 is incorporated

into the basic amounts issued under the plan effective the date.

• Payroll deductions make it easy to pay.

To date, over \$35 million has been paid to beneficiaries under the CSEA group life plan. The continued development of the plan is made possible by the ever increasing membership becoming insured. The total membership of CSEA is now more than 155,000.

State police, prison guards and other members who have hazardous employment usually have to pay additional premiums for life insurance, but in the CSEA group life plan, cost to all members regardless of employment, is the same.

Any member of CSEA or eligible employee who joins, employed by the State or any political subdivision or school district in which the low cost group life insurance plan is installed, can apply for coverage.

Applications and explanatory literature can be secured from any CSEA chapter or department representative or from Association Headquarters at 33 Elk Street Albany and 11 Park Place, New York City.

This special offer is good only during April 1968. Members are requested to bring this matter to the attention of fellow employees.

# Differential Sought For Power Plant Aides In Metro Area

**ALBANY** — An application for a 30 percent geographical pay differential has been submitted to the State by the Civil Service Employees Assn. on behalf of power plant helpers in New York Metropolitan Area.

CSEA justified its request by statistics compiled by the U.S. Department of Labor which showed that power plant helpers in State service earn 20 percent less than those employees in comparable positions in private industry.

Figures indicated that while the discrepancy would not be so great in other parts of the State, the area comprising New York City, Long Island, Westchester, and Rockland counties, has a much higher cost of living. State workers now employed in this area earn as much as \$1,500 less than their counterparts in the private sector.

## 7 Aides Cited

**ALBANY**—Seven State Labor Department employees from the metropolitan New York City area have been granted cash awards in recognition of 25 years of service.

The employees of the Division of Labor Standards are: Pearl Veit, Ben Marlowe, Murray Greenberg, Jack Hershkowitz, Florence Bailey, Louis Chervin and Joseph Saltzman. The awards were presented by the Labor Standards Goodwill Association.

# Salary Differential For Steam Firemen Urged By CSEA

**ALBANY** — The Civil Service Employees Assn. has requested an 18 percent geographical pay differential for State-employed steam firemen working in the New York Metropolitan Area.

Supported by information compiled by the U.S. Bureau of Labor Statistics, CSEA has asked for the immediate pay increase for steam firemen in New York City, Long Island, Westchester, and Rockland counties. Citing figures obtained as late as April, 1967, CSEA comparisons show that steam firemen often earn as much as \$1,000 less than those similarly employed in private concerns.

## Correction

In the March 5 Leader, it was erroneously stated that Civil Service Employees Assn. had requested a 10 percent geographical pay differential for the State-employed hydroelectric workers in Crescent and Vischer Ferry, Saratoga County. It should have read that CSEA had requested a shift differential.

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# Transit Patrolman Exam Is Coming

The City Department of Personnel is expected to open filing for an examination for patrolman positions with the Transit Police Department shortly.

Exact filing and test dates have not yet been set for the examination, but this information is expected shortly.

Transit patrolmen receive \$7,932 to start and \$9,383 after three years. They also get a \$185-a-year

uniform allowance, 11 paid holidays, City contributions to a welfare fund, a pension and other benefits.

Requirements for the position when the test was last given included:

- High school or equivalency diploma;
- Five feet, eight inches tall;
- 20/30 vision without glasses and normal hearing without a hearing aid; and
- At least 20 years old, but less than 29.

Persons who have been convicted of a felony may not be appointed. Applicants will normally be disqualified if they have been convicted of a misdemeanor indicating lack of good moral character, have had repeated misdemeanor convictions, have repeatedly been discharged from employment, are addicted to narcotics or alcohol, or have been discharged from the armed forces under other than honorable conditions.

Candidates may deduct time spent in the military from their actual age in meeting the maximum age requirement.

## Where to Apply For Public Jobs

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

### CITY

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

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

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

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

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

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

### STATE

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

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

### FEDERAL

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

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

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



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In Congressional Record

### Chas. H. Silver Tribute To Cardinal Spellman Cited

A tribute to the late Cardinal Francis Spellman from Charles H. Silver, New York City civic leader, philanthropist and a special consultant to Mayor John V. Lindsay, was reprinted in its entirety in the Feb. 27 edition of the Congressional Record.

His comments were introduced into the official publication of the Congress by U.S. Rep. James J. Delaney (D-Queens) who declared Silver's remarks forcefully bring out one of the Cardinal's most endearing qualities—his love for his fellow man.

Speaking at a memorial tribute to the late prelate on Feb. 22 in Brotherhood House here, Silver said that "Many a priest is imbued with a profound and sincere love for his Creator. Cardinal Spellman also had this love—but more than this—and most of all—he had a love of people."

Citing numerous personal experiences with the Cardinal, including the time the Archbishop of New York asked him, then the president of a Jewish congregation, to look over a possible site for a new Catholic chapel, Silver went on to say that "He was,

indeed, in every breath of his being—brotherhood in action. And he will never cease to be. For such a man can never die."

### Four Binghamton Chapter Officers On Committees

BINGHAMTON — Theodore Modrzejewski, Harvey Coloney, Stanley Yaney and Mrs. Betty Begeal, all officers of the Binghamton chapter, Civil Service Employees Assn., have been named to Statewide CSEA committees.

Modrzejewski, who heads the Binghamton chapter, was appointed to the branch office committee. Coloney was named to the membership committee, Yaney to the Department of transportation committee and Mrs. Begeal to the Mental Hygiene committee. The appointments were made by Theodore C. Wenzl, president of the 155,000-member organization of State and local government employees.

# Motor Vehicle Clerk Jobs With N.Y. At \$3,995+

Motor vehicle license clerks are being sought by the State Department of Motor Vehicles for positions in the New York metropolitan area at \$3,995 to \$4,985. Filing ends April 8 for the May 11 written exam.

The vacancies are in New York City and Nassau, Suffolk, Dutchess, Orange, Putnam, Rockland and Westchester Counties.

Candidates must have at least one year's office or sales experience involving contact with the public. They must have been residents at exam time of the State for one year and for four months of the New York metropolitan area.

Motor vehicle license clerks work in district offices of the Department processing transactions related to the licensing of drivers and the registration of vehicles.

This includes examining new and renewal applications for driver's licenses and learner's permits; checking for completeness of information, proof of age, and related items; determining proof of insurance coverage and vehicle

inspection; and other duties.

The written exam will test name and number checking, vocabulary and ability to understand and interpret textual and tabular ma-

terial.

Information and applications may be obtained from the offices of the State Department of Civil Service.

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### Reappointed

ALBANY—John W. MacDonald of Cayuga Heights in Ithaca has been reappointed a member of the State Law Revision Commission at a salary of \$10,570 a year.



**Quincy Howe**

### Commentary

Bobby vs. Nelson? . . . Red Mavericks . . . Black Power . . . LBJ . . . Vietnam . . . Dollar Devaluation . . .

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# Civil Service LEADER



America's Largest Weekly for Public Employees

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TUESDAY, MARCH 26, 1968



## First Class Citizens

THE Department of Motor Vehicles chapter of the Civil Service Employees Assn. has just completed more than 800 volunteer man-hours of service to the Albany Cerebral Palsy Telethon. In addition, members of the chapter donated almost \$800 to the cause.

New York City police and firemen, annually, sponsor trips for orphans and children in underprivileged areas to amusement parks, ball games and other places of recreation.

The list of charitable volunteer activities of civil servants throughout New York State is too numerous to mention. All of which proves that public employees are very much a part of the community in which they live and work—and pay taxes.

The fact that a civil service employee is scheduled for a raise often brings cries of "they don't deserve it" or "look what it is doing to my taxes" or even worse. The fact that the public employee, traditionally, is paid a salary below those in the private sector never enters the mind of the complainant.

Public employees are not second class citizens. They are not a "different" part of community living. They are average citizens, participating in community activities, boy scout leaders, active in their churches and PTA's and struggle like everyone else to pay their mortgages and taxes.

As first class citizens, they deserve first class wages.

## Police-Fire Negotiations

THE City of Detroit now pays its policemen and firemen \$10,300 as a result of action taken by the City legislature last week.

In addition, a bill is pending in the Michigan State Legislature which would increase the salary to \$10,555.

New York City, on the other hand, pays \$9,383 after three years for the same titles.

Since New York City is larger and consequently more complex, City government officials should prepare now to exceed the Detroit figure when negotiations open on June 1.

## Civil Service Television Programs

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

### Monday, April 1

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program: "Stops: Persons and cars."
- 6:00 p.m.—Community Action—Examination of health and welfare services.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "External Cardiac Massage."
- 9:00 p.m.—New York Report—Lester Smith hosts interviews with City officials.

### Tuesday, April 2

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program: "Stops: Persons and cars."
  - 7:00 p.m.—What's New In Your Schools: "Team Teaching."
- Wednesday, April 3
- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

5:30 p.m.—What's New In Your Schools: "Team Teaching."

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

8:00 p.m.—In the Law Library—"Commercial paper and bank collections."

### Thursday, April 4

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 10:30 p.m.—Community Action—Examination of health and welfare services.

### Friday, April 5

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 10:00 p.m.—In the Law Library—"Commercial paper and bank collections."

### Saturday, April 6

- 7:00 p.m.—Community Action—Examination of health and welfare services.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training.

## LETTERS TO THE EDITOR

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

## Benko Cites Reasons For Non-Interference On CSEA Pay Package

Editor, The Leader:

The following letter was sent to Assemblyman Anthony Travia, Speaker of the New York State Assembly, this week with a copy to Assemblyman Harvey Lifset, chairman of the Assembly Ways and Means Committee:

As president of an organization numbering approximately 25,000 members in the Capital District, I feel compelled to comment on remarks in the press attributed to you concerning the wage and benefit settlement negotiated on behalf of State employees.

I have always admired your farseeing and fair-minded approach to public problems. Thus, I believe that further consideration will convince you that legislative opposition to this settlement would, from a long- or short-range viewpoint, be most damaging and ill-advised both as to State employees and the public at large.

You of course are well aware that the Taylor Law was enacted in 1967 to achieve harmony in public employee relations by substituting carefully spelled out settlement procedures as alternatives to the strike weapon.

At the time of its enactment, cynics within and outside my organization derided the law to me and my fellow officers. They characterized it as a sham which set up a charade of recognition and certification procedures, collective negotiations, impasse machinery, etc., all presided over by a public employment relations board—and all subject to repudiation at the whim or will of the Legislature.

In turn, I rebutted this interpretation of the law, contending the Legislature and its leaders would hardly be the instrumentality for scuttling the very process which they had created as the means of bringing peace and justice to public employer-employee relations.

But if your remarks are to be taken at face value, is this not exactly what bids fair to happen?

The settlement just concluded represented the first major success of a law already declared moribund by many self-styled experts. After agonizing legal maneuvers, the machinery set forth in the law was permitted to function. Around-the-clock negotiations utilizing Taylor Law procedures produced an eleventh-hour settlement. This compromise was accepted in good faith by our delegates at a special meeting, not because these delegates were fully satisfied with its provisions—the case of CSEA on behalf of public employees had been documented to the hilt. Our delegates—or at least the great majority of them—felt that as responsible spokesmen for their rank and file, recognition had to be accorded to the give-and-take spirit envisaged by the law and

(Continued on Page 12)

## Civil Service Law & You

By WILLIAM GOFFEN



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

## Decentralization Problems

IN AN ARTICLE 78 proceeding brought by the Council of Supervisory Associations of Public Schools of New York City v. Board of Education (New York Law Journal, March 6, 1968), three prime issues faced Justice Dominic S. Rinaldi. Two related to the appointment of administrators and principals nominated by the local community. The third issue concerned the legality of the appointment of a principal ahead of others who were higher on the eligible list was the subject of last week's column.

THE PETITIONERS contended that the Board of Education had appointed locally-recommended administrators and principals in disregard of the merit system because of the pressure of self-ordained spokesmen in certain disadvantaged communities. The Board argued there is an educational crisis in those communities related to lack of parent involvement in the schools. The Board therefore determined there should be decentralization of the school system for greater community participation.

A PROPOSAL from the Ocean Hill-Brownsville area of Brooklyn was that there be a locally elected Demonstration Project Board with authority to appoint an administrator who would serve as liaison between the local group and the Board of Education. A further proposal was that a new type of principal be appointed for decentralization demonstration schools upon the recommendation of the local group.

AFTER CONSULTATION with the New York State Commissioner of Education, the Board of Education instituted two decentralization projects and created the titles of "Administrator" and "Principal, Demonstration Elementary School."

THE SUPERINTENDENT of Schools created a demonstration project in the Ocean Hill-Brownsville area encompassing proposals of the community. The local governing Board nominated Rhody A. McCoy as administrator, and he was given temporary appointment by the Board of Education. Similar action resulted in temporary appointment of James A. Bremer as administrator of the Two Bridge Model School District in Manhattan.

THE OCEAN HILL community proposed principals for four demonstration schools. The Board of Education approved three of the nominees as acting principals.

THE BOARD OF Education for legitimate educational reasons may create new job titles and fill the positions of a temporary basis pending certification of an eligible list by the Board of Examiners. The Board of Education contended that demonstration principals must understand, to a greater extent than ordinary principals, the cultural background and needs of pupils in disadvantaged areas. The petitioners submitted evidence that the eligibles on the current principals' list had been tested as to requisite knowledge, intellectual traits and personality for coping with the problems of those in disadvantaged areas. The conflicting contentions of the Board and the petitioners thus created a factual issue as to whether the positions of demonstration principals and elementary school principal were not the same, though the titles were different.

IN AN OPINION reported in the New York Law Journal of November 21, 1967, Justice Rinaldi referred the issues for plenary trial. The learned Jurist's authority for this determination is expressly granted by the Civil Practice Law and Rules, Section 7804(h). Testimony at the trial enabled the Court to reach its decision.

JUSTICE RINALDI decided that the position of administrator is a novel creation. Therefore, appointment to the position "in no way impugns the dignity of any law intended to maintain the strength of the merit system." Accordingly, these appointments by the Board of Education were upheld.

WITH RESPECT to the appointments as demonstration school principals, the Court ruled differently, noting that of four appointed, only one was eligible to become principal of an elementary school of New York City. Moreover, the examination for the latter position adequately tested the understanding of the candidates of the problems of disadvantaged

(Continued on Page 13)



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FILE No. 5675, 1968. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To the heirs at law, next of kin and distributees of JEANNETTE OAKLEY, deceased, if living and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence; **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 April 2, 1968, at 10 A.M., why a certain writing dated June 26, 1962, which has been offered for probate by WALTER FIDELER, residing at 323 Elm Road, Briarcliff Manor, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of JEANNETTE OAKLEY, Deceased, who at the time of her death a resident of 340 West 55th Street, in the County of New York, New York. Dated, Attested and Sealed, February 15, 1968.

HON. S. SAMUEL DIFALCO,  
(L.S.) Surrogate, New York County  
WILLIAM S. MULLEN,  
Clerk.

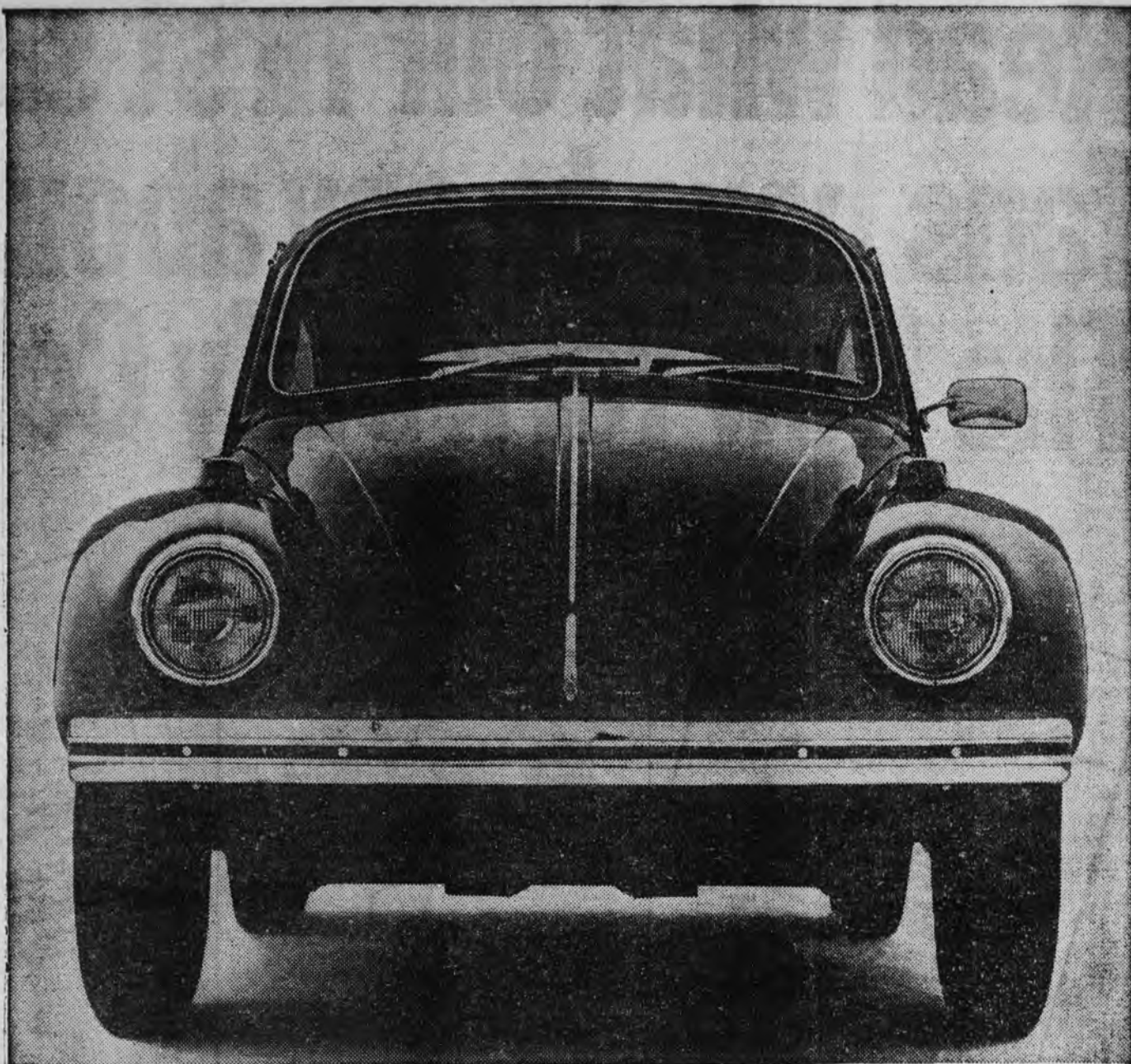
ALBERT E. RICE  
50 East 42nd St.  
New York, N.Y.  
Tel.: 986-8847

**LEGAL NOTICE**

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York, Michael Logue, Elizabeth Logue, John Logue, James Logue, Marjorie Logue, William Logue, Hugh Logue, Hugh Logue, Mary S. Di Donato, Elizabeth McGettigan, Margaret Cody, Hugh Scott, Sally Regard, Eusebio Logue, Joseph Logue, Michael Logue, Daniel Logue, James J. Logue, Consul General of Great Britain, Consul General of Ireland, Walter B. Cooke, Inc., and the distributees of Cormac Logue, also known as C. Logue and Carmac Logue, 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 creditors, distributees or otherwise in the estate of Cormac Logue, also known as C. Logue and Carmac Logue, deceased, who at the time of his death was a resident of 223 East 17th Street, New York, N.Y., Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 202, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 23rd day of April 1968, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.  
(Seal) WITNESS, HON. S. SAMUEL DIFALCO, a Surrogate of said County, at the Court of said County, on the 15th day of February in the year 1968.



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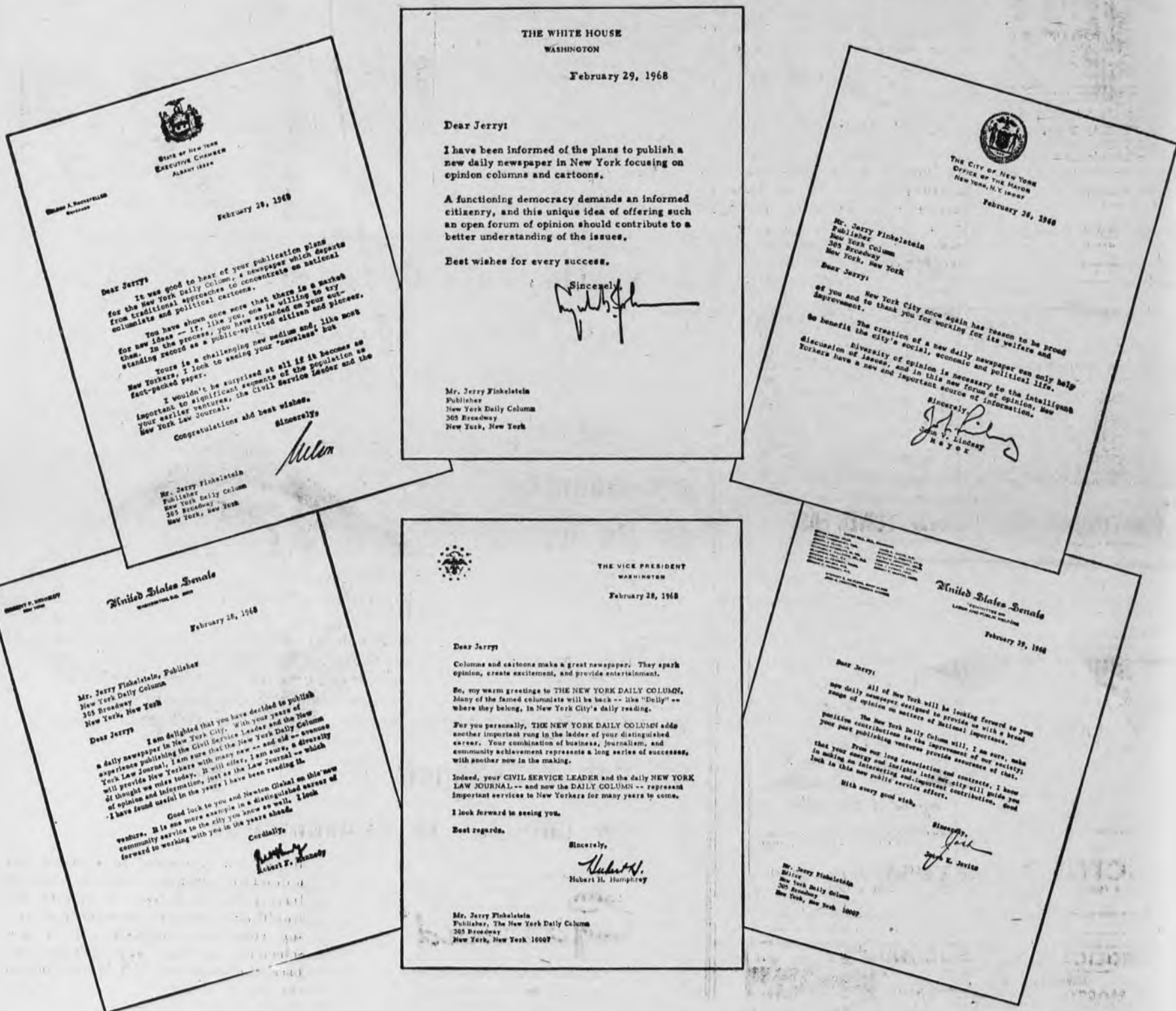
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# File Next Week For City Deputy Sheriff

Applications will be received from April 3 to 23 for a May 11 written exam for deputy sheriff positions with the City Sheriff's Office. The positions pays \$7,032 to \$8,483 yearly.

Candidates must be not less

than 21 or more than 34 years old and must have a high school or equivalency diploma. They must be at least five feet, seven inches tall with 20/40 vision (glasses allowed).

Deputy sheriffs execute orders and serve summonses and complaints, subpoenas, citations, petitions and other orders.

Applications and further information may be obtained from the Application Section of the Department of Personnel or the public libraries in New York City, Mount Vernon, New Rochelle, White Plains or Yonkers.

### Schwartz Reappointed

ALBANY—Haskel Schwartz of New York City has been reappointed a member of the State Workmen's Compensation Board for a term ending in 1974. Schwartz is vice-chairman of the board at \$24,410 a year.

# Commack School Aides Win Salary Boosts, New Benefits

COMMACK — The Commack School District unit of the Suffolk chapter, Civil Service Employees Assn., has won salary increases of \$375 to \$500 in addition to regular annual increments.

The boosts were part of a contract hammered out in negotiations, which are continuing on issues of longevity and merit increments and staffing schedules.

The pay boosts give \$375 in new money to matrons, \$400 to head custodians and the chief custodian of the junior high school, \$450 to custodial workers and maintenance helpers, groundsmen and maintenance men and driver-messengers, and \$500 to the chief custodian of the high school.

The contract also improves provisions for promotional procedures, holiday and vacation schedules, time and one-half payments, uniforms, seniority, job security and tenure and other areas.

Unit president Tom Abbatisa was chief negotiator, aided by John Adkin, Joseph DeMeo and Louis Zwirlein.

Abbatisa warned, however, that "these gains may be overshadowed by the fact that 24 unresolved grievances are still pending." Suffolk field representative John D. Corcoran Jr. in a letter to the board, demanded a meeting with-

in two weeks to clear up the pending grievances or seek third-party intervention.

### Promotion Test

A written promotion exam was given last week to 139 candidates or senior meat cutter positions with the City Hospitals Department, according to the Department of Personnel.

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# DON'T REPEAT THIS

(Continued from Page 1)

ally on the varied stances of major leaders in both parties, the furor in the political minor leagues rages strongly, if largely unnoticed as far as the general public is concerned.

Here in New York, for instance, Republican members of the Legislature who were previously set to fight Gov. Nelson A. Rockefeller fiercely on his proposed State budget are now being a little more cautious as they ask themselves the question "What if he still takes it?" Few people want to be on record as having possibly hurt the chances of a possible future President of the United States even if he has now publicly refused to run—at this point.

### Worse For Democrats

But on the Democratic side the reassessment game is in even greater turmoil. Some of the worrisome questions Democrats in the

Assembly are asking themselves are:

"Is Speaker Anthony Travia going to get his Federal judgeship or not?"

"If he does, should I go for Brooklyn Leader Stanley Steingut or Majority Leader Moe Weinstein to succeed him?"

"What's it going to do to me if I back the loser in the Bobby Kennedy-LBJ feud here?"

"What will it mean if I back the winner because both of them are still going to be around and both will still be powerful in one way or another."

"Is there any way for me to stay out of this thing altogether?"

For most Democrats, the answer to the latter question is "No." The stakes are too high and both the Senator and the President are demanding when it comes to the question of loyalty.

Reports coming in from around the State show that the question of Democrats taking sides in the Presidential race is reaching as far down as contests for town clerk. The Kennedy loyalists and the Johnson adherents are said, in several areas, to be fighting for every inch of dominance on the local political scenes involved. Both sides, of course, want to deliver the New York State delegation to their man at the national convention.

For New York, then, the reassessment game is being played its hardest. This would take on even stronger emphasis if, by some miracle, the two Presidential candidates should end up being Rockefeller and Kennedy. It's no game for the faint of heart.

## Filing Ends Thursday For Clerk, Steno Jobs In White Plains Depts.

Clerks, clerk-typists and stenographers are being sought by the City of White Plains with filing to end Thursday (March 28) for the April 20 practical exam for appointment.

The vacancies are with various City departments and the Board of Education. Salaries for the positions vary according to position and location.

Candidates must have completed the tenth grade of high school and have either two years experience in the field for which they are applying or completion of a one-year business school and one year's experience.

Clerk candidates will be tested on general clerical abilities, clerk-typists on these skills and the ability to type at 35 words a minute and stenographers on the preceding skills and the ability to transcribe dictation at 80 words a minute. Candidates must provide their own typewriter for the test.

## Your Public Relations IQ

By LEO J. MARGOLIN



### Experience & Knowledge

IN CARRYING out their official duties, our civil service readers probably have more public relations contacts with people than any other parallel group in private industry. YET WE IN the public service have done little to classify

the types of people with whom we deal that we can handle our public relations more expertly and more effectively.

THERE IS NO reason why we can't borrow some of the knowledge which people in private industry have gained to help them in improving their public relations.

FROM THE CURRENT issue of the "Public Relations Journal" we learn that in studies of people's reaction there are four types of mechanisms cropping up most frequently, making it possible to place people in categories based on the mechanisms they use most often.

IN AN ARTICLE by Dr. Saul Ben-Zeev, president of a Chicago marketing research organization, we are told that people can be divided into these categories:

- "Reality" people;
- "Dependent" people;
- "Repressors"; and
- "Projectors".

DR. BEN-ZEEV insists that because safety and danger are basic concerns of all biological organisms, how people react to these concerns simplifies their classification in any of the four categories.

"HOW TO HANDLE Danger" is the provocative title of Dr. Ben-Zeev's article, the thesis of which is that in buying or rejecting a product or a service, the consumer is reacting to the possible danger of the product or service.

THUS, THE "REALITY" people really like to get the facts and know what to do with them. Dr. Ben-Zeev says they "see themselves as being self-confident, decisive, and energetic", adding that "they usually reach a decision

by balancing probabilities", while not denying danger.

"DEPENDENT" PEOPLE, states Dr. Ben-Zeev, are generally fearful, explaining "when they have nothing reasonable to be afraid of, they find something." They too like facts but don't know how to use them decisively. They depend upon an authority whom they respect to tell them whether it is or is not "all right" for them to be in a given situation, or whether or not a given product or service is risky. Even after assurance by authority, they live fearfully.

AS FOR THE "repressors", Dr. Ben-Zeev says these people deny danger or that they are afraid. At the same time, perfection is very important to "repressors." Thus, rather than reject something because they are afraid of it, they reject it because it is "imperfect."

THEN THERE ARE the "projectors", who are also "perfectionists." They differ from "repressors" because they think of themselves as close to the ideal of perfection. The author tells us that "projectors" obtain their "perfection" relatively cheaply—by simply denying their own weaknesses. In addition, they see their own flaws much magnified in others.

DR. BEN ZEEV tells us that establishing oneself is an authoritative source of information and thus offering strong reassurance, is the most important single method of dealing with these four categories of people.

SO MUCH FOR all this very (Continued on Page 13)

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# News Of The Schools

By A. L. PETERS

## School In Each Boro Made "Super-Primary"

The super-primary school has come into being.

Proposed by Superintendent of Schools Dr. Bernard E. Donovan and endorsed by the Board of Education, five schools have been organized under a special program which incorporates the best features of More Effective and All-Day Neighborhood schools, and other special programs now found in some experimental primary schools.

The super-schools, which employ small-group instruction, enriched after-school activities, cooperative teacher relationships, additional supportive services, and cooperation between home, school and child-assisting agencies, are PS 31, Bronx; PS 284 and PS 327-396 Brooklyn (tandem schools); PS 184, Manhattan, and PS 84, Queens.

Staffs at the five schools have been enlarged with regular teachers and teacher-aides to provide a more concentrated program of instruction from pre-kindergarten through the fourth year. Junior guidance and citizenship classes are among the new features of the program, supplementing traditional aid provided through guidance counselors, psychologists and psychiatrists, and social workers.

Regular classroom instruction is being held between 9 A.M. and 3 P.M., followed by a two-hour after-school program which offers remedial help and special enrichment in music, art, dance, clubs and other supportive activities.

## Gets Computer For Homework, Research

Students and faculty members of seven State University campuses are putting a relatively large computer to work on homework and research problems through a new "time-sharing" computing network centered at Binghamton.

Six hours every weekday and three hours Saturday they can connect to the computer by dialing a telephone attached to a typewriter terminal.

Currently this can be done from terminals at the colleges of Cortland, Oneonta and Plattsburg, Broome Technical Community College, Corning Community College, the Agricultural and Technical College at Delhi and the Binghamton campus itself.

The network is the first to become operational within State University of New York based on multi-campus time sharing of a computer operated by a SUNY institution.

Other campuses may join the network in the future, for a likely total of about 16. As many as 31 terminals could be connected to the system as it is presently arranged, and up to 63 terminals with modifications of network equipment.

The network's central processing unit is the IBM 360/40 computer that the University at Binghamton acquired in the Spring of 1967.

## Proficiency Exams Offered By State

The State Education Department has announced that four new college proficiency examinations will be introduced in the May testing schedule of its State-wide credit-by-examination program. Examinations will be available for the first time in medical-surgical nursing, psychiatric-mental health nursing and maternal-child care nursing. These three examinations are intended primarily for graduates of a non-collegiate nursing program who wish to enter an associate or baccalaureate degree program and obtain credit for their previous training and experience, according to William A. Lyons, project director.

In the area of professional education, a new examination titled "Communications and Education" will be offered. This examination is based on the television course of the same title that is being presented on educational television channels in New York State. A person taking this examination need not have viewed the television course, says Lyons. However, interested persons may find helpful study suggestions available from the Bureau of Mass Communications of the State Education Department.

In addition to the four new examinations, examinations in the 28 college-level subjects that have been previously offered will also be in the schedule. These include examinations in the humanities, natural sciences, professional education areas, social sciences, music, engineering graphics and accounting.

More than 100 colleges and universities now grant credit for passing grades on college proficiency examinations, Lyons points out. Also, the applicant for a New York State teaching certificate may use the examinations to satisfy specific course deficiencies.

There is a \$15 fee for each examination, but no other prerequisites. Any person who feels he is qualified in a particular college-level subject may take a college proficiency examination in that subject upon proper application and fee payment.

The examinations will be given on May 23 and 24 at 11 testing centers throughout New York State. The deadline for applications is April 19. For further information and examination descriptions write to: College Proficiency Program, Room 1065P, the State Education Department, Albany 12224.

## Bi-Lingual School Will Open Next Fall

New York City's public school system will open, next Fall, its first bilingual school in which pupils will be taught in both English and Spanish.

The pioneer school is scheduled to be established on the recommendation of Dr. Bernard Friedman, District Superintendent in charge of School District 7, the Bronx, in PS 25, 811 East 149th Street, in the Southeast Bronx.

# License Examinations For Regular Titles Open Now

The license examinations for regular and supervisory titles, for which applications are currently being accepted, are listed below. Filing closes on the dates indicated.

	Filing Closes
Accounting & Business Practice, Chairman	5-6-68
Automobile Mechanics (Men)	4-26-68
Aviation Mechanics (Men)	4-26-68
Biology & General Science	4-10-68
Business Machine Maintenance & Repair (Men)	4-26-68
Chemistry & General Science	4-10-68
Earth & General Science	4-10-68
Electrical Installation & Practice (Men)	4-26-68
English	3-28-68
Laboratory Assistant (Biology & General Science)	4-23-68
Laboratory Assistant (Physical Science & General Science)	4-23-68
Mathematics	4-10-68
Physics & General Science	4-10-68
Related Technical Subjects (Biological & Chemical) Chairman	5-6-68
Related Technical Subjects (Mechanical, Structural & Electrical) Chairman	5-6-68
Related Technical Subjects (Biology & Chemistry)	3-28-68
Related Technical Subjects (Mechanical, Structural & Electrical)	3-28-68
Speech, Chairman	4-5-68
Stenography & Typewriting (Chairman)	5-6-68
<b>Junior High Schools</b>	
English	4-5-68
Laboratory Assistant	4-23-68
Mathematics	4-26-68
Mathematics (National Teachers Examination)	5-6-68
<b>Elementary Schools</b>	
Common Branches	3-29-68
Early Childhood Classes	3-29-68
<b>Others</b>	
Director of Business Education	5-13-68
Director of Business Education	5-13-68
Director of Bureau of Curriculum Research	4-26-68
Laboratory Technician (Secondary Schools)	4-23-68
Supervisor of Music	4-19-68

## Computer Teaching Set Up For 6,000

The New York City school system has initiated the first full-scale operational computer system designed to teach large numbers of pupils simultaneously and individually. About 6,000 children in 15 schools are involved.

The computer-based instructional system (CBI)—built and installed by RCA—offers in key subjects drill and practice expressly tailored to each student's individual capabilities.

Made possible by a \$2.5 million (over a three-year period) grant from the U.S. Office of Education under Title III of the Federal Elementary and Secondary Education Act, the CBI system teaches reading to pupils in first through sixth grade, and mathematics and spelling to children in second through sixth grade.

In addition, the City schools plan at a future time to use the system to serve additional thousands in late afternoon and evening remedial and adult programs, produce a variety of educational services such as curriculum research, and perform a broad range of administrative data processing functions including attendance recording, inventory control and others.

The New York system consists of 200 RCA student instructional terminals located in 15 elementary schools in Manhattan, Bronx and Brooklyn.

## Teachers' Day

Tuesday, May 21, has been proclaimed officially by Governor Nelson A. Rockefeller as Teacher Recognition Day in New York State.

## Ronald Evans Named IS 201 Acting Principal

Ronald Evans is being transferred to IS 201, Manhattan, as a teacher and is being designated as acting principal upon the recommendation of the Governing Body of IS 201, effective Friday, March 22, Supt. Donovan has announced.

Evans has been a teacher at JHS 145, Manhattan, since 1961, after having served for a time at PS 105, Manhattan. Before joining the City school system as a teacher in 1961 he had taught at the Warwick State Training School from January, 1959.

## Vocational Ed In Five Year Forecast

Industry, labor and the general public have been called upon to forecast the fate of vocational education five years from now by Alfred A. Giardino, President of the New York City Board of Education.

Through the Advisory Board on Vocational and Extension Education, detailed information is being gathered on anticipated developments in 12 different occupational areas and business for which the public high schools will provide training.

The Board of Education's action in seeking to assure that jobs will be available for vocational course graduates at the conclusion of their studies is in line with the recent recommendation of the National Advisory Commission on Civil Disorders. The Board's program had been in the planning stage before the Commission made its recommendation.

## Eligible Lists

### SUPPLEMENTS TO ELIGIBLE LISTS DAY HIGH SCHOOLS

Francis H. Cooper, Tr. of Bio. & General Science, 82.80.  
Gloria M. Domasch, Tr. of English, 74.86; Judith G. Altman, Tr. of English, 70.61; Hyman S. Gittlitz, Tr. of English, 68.90; Pearl Porterfield, Tr. of English, 68.61; Margaret M. Schrand, Tr. of English, 68.24; Barry Goldberg, Tr. of English, 65.60; Judith A. Hecht, Tr. of English, 65.25; Richard Q. Downey, Tr. of English, 64.61; Ian M. Markowitz, Tr. of English, 64.26; Paul Kane, Tr. of English, 64.20; Marcia A. Goldstein, Tr. of English, 60.59.  
Ralph H. Santalis, Tr. of Spanish, 72.70.  
Elizabeth A. Thoms, Tr. of Sten. & Type (Pitman), 80.32.

### JUNIOR HIGH SCHOOLS

Bruce R. Marcus, Tr. of Health Education, 73.20; James Jones, Tr. of Health Education, 62.74.  
Harriette S. Rosado, Tr. of Home Economics, 66.72; Patricia T. Jimenez, Tr. of Home Economics, 63.98.

### VACATION PLAYGROUNDS

Robert E. Richardson, Tr. of Health Education, 62.70; Larry J. Warsaw, Tr. of Health Education, 61.00.

### LICENSE AS TEACHER OF MATHEMATICS IN JUNIOR HIGH SCHOOLS

James E. Clapp, 89.12; Myra Berman, 83.24; Lazar Becker, 79.28; Anne V. Owens, 78.44; Patricia Anne Mullane, 78.32; Ann P. Hernon, 78.04; Robert M. McGuire, 77.36; Perry P. Foster, 76.40; Richard Feman, 76.28; Ronald J. Marans, 75.25; Charles A. Klein, 75.20; Patricia A. Connelly, 73.96; Joan D. Yearwood, 73.56; Edward M. Martin, 72.88; Bernard I. Greenberg, 73.40; Ronald V. Pollack, 72.68; Linda N. Caruso, 72.12; Lawrence Domanico, 71.16; Alfred C. Tuzzo, 71.04; James P. Cusack, 71.00; Ea C. Beards, 68.00; Gerald W. Abramoff, 67.76; Samuel Glassberg, 66.84; Vincent J. Lulsi, 62.28; Alfred G. Mielb, 68.00; Alan J. Rich, 60.64; Winston O. Ayok, 60.08; Joseph L. Vogel, 59.88.

### TEACHER OF FINE ARTS IN DAY HIGH SCHOOLS

Elca Branman, 80.27; Marie F. Ferrans, 74.90; Joellen Bard, 74.37; Paul Groman, 73.33; Jean Smolar, 72.40; Jeannette Z. Ritter, 71.63; Alessandra C. Gelfers, 70.60; Barbara A. Brooks, 69.93; Jerry I. Kibanoff, 69.80; Richard A. Bockstein, 69.50; Adrienne M. Rona, 69.03; Gladys Wood, 66.37; Gina A. Drucker, 65.63; Carol L. Lewis, 65.13; Stanley Nussbaum, 64.53; Florence S. Lanzet, 63.97; Lorna D. Brown, 63.60; Marjorie L. Margulies, 62.93; Dorothy C. Ringler, 60.63; Pearl Shapiro, 60.03.

### LICENSE AS TEACHER OF RELATED TECHNICAL SUBJECTS (BIOLOGICAL AND CHEMICAL) IN DAY HIGH SCHOOLS

Alta Bucknell, 73.00; Forrest E. Phillips, 71.00; Irwin H. Gellin, 70.70; Ronald Davis, 69.50; William Forman, 68.00; Sigmund Rosenfeld, 67.80.

### LICENSE AS TEACHER OF RELATED TECHNICAL SUBJECTS (MECHANICAL, STRUCTURAL AND ELECTRICAL) IN DAY HIGH SCHOOLS

Stanley N. Lauer, 87.70; Edward J. Dankowski, 82.30; Morton L. Packer, 79.70; Howard Falick, 76.90; Arnold Goldman, 73.40; Hugh G. Broadhurst, 67.10; Raymond M. Dowd, 65.70; Frank J. Panetta, 64.40.

### TEACHER OF GENERAL SCIENCE IN JUNIOR HIGH

Evelyn B. Wagner, 84.60; Daniel B. Krantz, 79.80; Irving Katz, 79.40; Alvin M. Berk, 79.05; Edward R. Susse, 74.80; Bernard D. Whol, 73.60; Flora C. Ruffin, 71.50; Avrum M. Leaf, 70.80; Steven Z. Cohen, 70.75; Frances J. Horne, 68.80; Doreen W. Wollman, 68.60; Rose Majorkas, 68.10; Mark H. Shaffer, 66.20; Lance Flaumenbaum, 60.65.

### TEACHER OF COMMERCIAL ART - DHS

Thomas F. Naegel, 85.70; Umberto A. Ganzales, 84.50; Harold Toledo, 83.10 V.; Richard W. Johnson, 79.60; Milton R. Bellin, 78.00; Rudy M. Dezan, 77.40; Charles H. White, 72.00 V.; Anthony J. Masi, 71.70; Frank Cetta, 69.00; Burmah H. Burris, 66.50; Peter D. Korzaan, 63.80; Ira B. Hammond, 60.00.

### TEACHER OF SPEECH IMPROVEMENT (DES)

Marion Rosenwasser, 86.63; Phyllis S. Goodkind, 83.50; Frances Triades, 80.87; Michele J. Berman, 77.60; Joseph Goldman, 77.27; Barbara Gold, 77.23; Peter Goldfinger, 76.13; Gail R. Burnstein, 76.03; Natalie Margolis, 72.77; Jane C. Seltzer, 71.91; Paul M. Spanier, 67.48; Shirley S. Silverman, 65.07.

## TEACHER EXCHANGE

C.B.'s, Sept. openings, P616K (370), 3000 West 1st St., Brooklyn, N.Y. Unrestricted parking, \$600 bonus, ES 2-8777. Per Diem Subs., all grades, P190K, Call DI 6-8780 or 8782.  
Teachers of all lics. (JHS, HS, CE subjects, Voc. trs., Shop trs.), Immed., full-time vacancies, Man. H.S. for Boys (formerly PS No. 622), \$600 bonus. Teachers with any lics. are eligible, 490 Hudson St., NYC (West Greenwich Village) Watkins 4-2454. Parking facilities.  
Per Diem Subs., all subjects; full-time vacancy Health Ed Female, J204Q, 38-41 - 28th St., LIC, NY, 927-1468. Per Diem teachers and secretaries, J142E, 610 Henry St., Brooklyn, N.Y., free parking, JA 2-6218.

## Board Meeting

The Board of Education will hold a public meeting on Wednesday, March 27, at 8 p.m. at Board headquarters, 110 Livingston St., Brooklyn.

Letters To The Editor

(Continued from Page 6)

implicit in all collective negotiations. You will note that, contrary to this attitude, a competing employee organization proclaims the settlement as inadequate.

Mr. Speaker, is it conceivable that the Legislature will, after all, vindicate the prophets of doom? The delicate fabric of employee trust and confidence—of good faith and good will, replacing profound frustration and discontent, hangs by a thread—and

so does the Taylor Law. One more blow of the nature suggested will, I submit, sound its death knell. Will 1968, in short, witness a renewal of chaos in public-employee relations, or will constructive solutions now in progress be allowed to provide a sound foundation for the development of good public labor relations in this State? This, in substance, was and is the avowed purpose of the Taylor Law. Unless something better is in the offing, the law must not be allowed to fall.

MAX BENKO, PRESIDENT  
Capital Dist. Conf., CSEA.

Words Versus Deeds

Editor, The Leader:

The City administration tells the public that it is serving our troubled youth and their families.

Yet, look at the City's actions with the New York City Youth Board (now part of the Youth Services Agency of H.R.A.)

1. Street club or youth center worker staff shortage of about 100 workers.

2. In some boroughs only between two to five caseworkers to service an entire borough.

3. Vacancy control board keeping applicants waiting three months before allowing their hiring.

4. Lack of action to open up channels for promotion—which discourages good staff from remaining and lack of exams.

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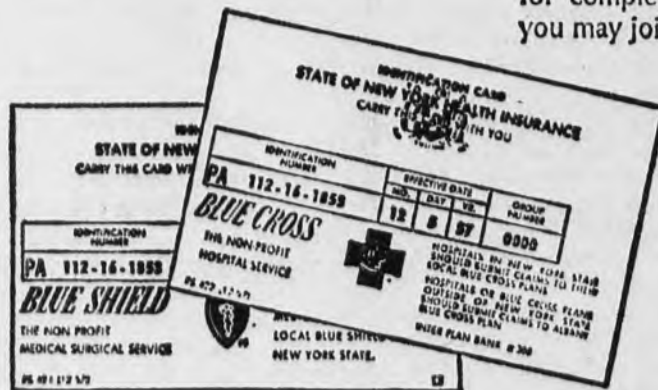
Leukemia is commonly referred to as a disease of the blood but it is actually a disease of the tissues which produce the blood cells. One American is stricken with Leukemia every ten minutes ... one person dies from Leukemia every forty-five minutes. Approximately 70,000 Americans will be afflicted each year ... annually, Leukemia kills almost 15,000 people in our country.

It claims the lives of more children aged four to fourteen than any other disease ... Today, Leukemia is incurable, unpreventable but not invincible. Men, women, children ... executives, laborers are open targets for this disease.

This month, The Leukemia Society will ask your support for funds to continue its program of research which, hopefully, will lead to both a preventive and cure. Research means knowledge ... ninety percent of all that is known about Leukemia has been learned through research in the last ten years. When you are called upon, make a contribution to your local Chapter of the Leukemia Society.



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**Law Column**

(Continued from Page 6)

taged pupils. In short, the record established that the duties of a demonstration principal were not different from those of an elementary school principal. Therefore, unlike the position of administrator, demonstration school principal was not a new position. It therefore was not permissible to disregard the rights of eligibles for the position of principal by appointing individuals not entitled to civil service protection.

**Blacksmith Exams**

Medical and physical exams were given last week to 106 candidates for blacksmith's helper positions with the City, according to the Department of Personnel.

**LEGAL NOTICE**

FILE No. 307, 1968.—SUPPLEMENTAL CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To the heirs at law, next of kin and distributees of JACK AMSEL, deceased, If living and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence.

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, on April 30, 1968, at 10:00 A.M., why a certain writing dated November 6th, 1955, which has been offered for probate by HELEN YOUNG, residing at 1869 Walton Avenue, Bronx, New York, should not be probated as the last Will and Testament, relating to real and personal property, of JACK AMSEL, deceased, who was at the time of his death a resident of 216 East 12th Street, New York City, in the County of New York, New York.

Dated, Attested and Sealed, March 4th, 1968.

HON. SAMUEL J. SILVERMAN, Surrogate, New York County  
William S. Mullen, Clerk

DELSON & GORDON, ESQS.  
230 Park Avenue  
New York, New York 10017  
NY MU 6-8030

**P. R. Column**

(Continued from Page 10)

scientific human relations material. We have a strong feeling that the veteran civil servant, who has been dealing with just about every kind of individual, regardless of category, will depend on his long experience and sharpened instincts to handle any difficult customer regardless of scientific category.

**Foreman Promotion Exam**

A written promotion exam was given last week to 573 candidates for Sanitation Department foreman positions.

**House For Sale, Roosevelt, L.I., N.Y.**

7 ROOM SPLIT Level, newly decorated, A-1 condition, w-w carpeting, 68'x128'. Many extra, \$22,000. Owner, call (516) TN 8-7596.

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## New Pension Benefits For State Employees

(Continued from Page 1)  
 following routine raises and normal promotions was bound to exceed an annuity bought by contributions based on all years of an employee's service, including years of lowest earnings. Or, put another way, even though the fraction used in both cases to multiply the worker's average annual salary was 1/120th, the combined products could not possibly equal 2/120ths — the required 1/60th to produce retirement at half pay after 30 years of service.  
 By extending retroactivity of the 1/60th benefit to 1938, the newly negotiated improvement solves this problem once and for all, CSEA spokesmen said. As of April 1, 1968, effective date of the proposed measure, all State employees will be guaranteed a pension of 1/60th of their average annual salary for any five-year period, multiplied by the number of years they have belonged to the Retirement System. Thus, even for the oldest State workers, retirement at half pay after 30 years of service will be a reality after April 1.

Noting the great volume of inquiries to CSEA headquarters since the benefit was approved at a recent delegates meeting, the Employees Association was quick to stress that State employees can only gain under the new plan.

While the plan guarantees the 1/60th credit for each year of member service up to mandatory retirement age, most employees will receive more, a CSEA spokesman pointed out, since any additional contributions made by employees will be used to increase their retirement allowances.

In computing the guaranteed 1/60th retirement allowance, only those contributions required under the age 60 retirement plan between 1937 and 1960 will be considered. All other employee contributions will be used to buy additional annuity for the retiree. These include:

- Any contribution made before Sept. 1, 1938;
- Any contribution made after April 1, 1960;
- Any additional contributions made under the 55-year plan;

## Cortland Chapter Recognized By Bd. of Education

CORTLAND—Under the strong leadership of Ralph Clough, president of the Cortland County chapter, Civil Service Employees Assn., with the help of Ben Roberts, field representative, and after many meetings, the Board of Education has recognized the CSEA as sole representative. This was voted unanimously by the Board of Education members at their recent meeting.

"Cortland County chapter has have as its president this past indeed been very fortunate to year Ralph N. Clough for under his good leadership not only was the CSEA recognized as the sole bargaining agency of the non-teaching employees of McGraw Central School but also of the Cortland County employees under the Cortland County Board of Supervisors," according to a chapter statement.

Any voluntary additional contributions to increase annuity.

Applying these excess contributions to the purchase of additional annuity will make it possible for virtually all State employees to retire at more than the guaranteed half pay after 30 years service. In this respect, the new rollback in retroactivity is particularly favorable to the older employees.

Under no circumstances, CSEA said, will excess contributions made by one employee be used to benefit any other employee. They will be used only to increase the retirement income of the contributor through the purchase of additional annuity.

Regulations governing loans made to employees on their contributions will remain the same according to the Employees Association. Under these rules, employees may borrow up to 50 percent of the accumulated contributions to be paid back within 10 years or by age 70, whichever comes first.

An employee with an unpaid loan at time of retirement has two choices—he may either repay the loan in full or retire with his annuity correspondingly reduced.

## Need More Workers Not Less, Cummings Says In Erie County

(From Leader Correspondent)  
 BUFFALO — Neil V. Cummings, president of Erie chapter, Civil Service Employees Assn., reports that he "is confident a survey will show that Erie County needs more workers, not less."

A management group is now studying Erie County's manpower situation and a citizen's group said that if the survey reveals excess jobs the jobholders should be fired immediately.

"Poppycock," Cummings said, "we feel that no employee should be discharged merely because a survey shows the need for some reorganization."

Erie County Executive Edward A. Rath apparently is siding with the CSEA.

Rath said any recommendation for a cut in jobs could be met by "normal attrition."

"What we don't want," Mr. Rath said, "is to undermine employee morale with rumors that a survey will mean wholesale dismissals."

The county executive noted that 1,274 employees voluntarily left Erie County employment last year.

"From that," he said, "it is reasonable to conclude that whatever the recommendations of the survey we can meet them by normal attrition."

### Two Named

ALBANY — Governor Rockefeller has named William G. Gisel of Buffalo and Dr. Bernard L. Oser of Forest Hills to the State Advisory Council for the Advancement of Industrial Research and Development.

To Keep Informed, Follow The Leader.

# Five Staff Appointments Announced By CSEA

ALBANY — A new director of training and education has joined the staff of the Civil Service Employees Assn. and the CSEA public relations and research departments now have expanded staffs with the addition of two assistants in each department.

Filling the newly-created education and training post is E. Norbert Zahm, a former district manager for the Chrysler Corp. Zahm, a resident of Glens Falls in Warren County, is in the process of establishing training and education programs at Headquarters, confer-



E. NORBERT ZAHM

ence, chapter and unit levels. Officers and staff will receive training in the duties and responsibilities of their positions and in the laws, rules and regulations of



JOHN J. REDDISH

State and local governments which pertain to the benefits, rights and privileges and terms of employment of public em-

ployees. Training in the area of collective bargaining and in the preparation of work contracts will also fall into the realm of the new director's duties.

Zahm formerly served as director of finance for Onondaga Community College and as assistant director of research and development for Onondaga County. He received his bachelor's degree from Holy Cross College and attended Georgetown University Law School. He has been working toward his master's degree in public administration at Maxwell School of Syracuse University.

The two new public relations assistants are John J. Reddish and John M. Hart, both Albanians. Reddish, a graduate of Fordham University, received a degree in Communications Arts and was director of Student Communications at Fordham. He studied under the auspices of Marshall



JOHN M. HART

McLuhan, well-known specialist in communications media.

Hart, who graduated from Florida State University, majored in advertising and public relations. Prior to joining CSEA, he was employed by the Albany County Department of Social Welfare as a caseworker. During his college training, he worked for the Pensacola, Florida News-Journal.



JOHN NAUGHTER JR.

employed for more than five years. He received his college training at St. Michael's College in Vermont, subsequently receiving a bachelor's degree from Siena College in Loudonville. Anthony A. Campione, the other assistant, also graduated from Siena College



ANTHONY CAMPIONE

and attended the University of Miami School of Law. Both men are primarily engaged in salary research and job classification of governmental employees in New York State, under the supervision of the director of research.

The new personnel currently are receiving extensive training in their specific areas and in the makeup of CSEA and the numerous programs being carried out in behalf of its 155,000 members.

### Workmen's Bd. Physicians

Dr. Joseph W. Harris of Colonsota has retired as principal compensation examining physician. Dr. Harris, who had been with the Workmen's Compensation Board almost 20 years, was instrumental in developing the disability benefits and rehabilitation programs of the Board.

joined to the County Civil Service Commission by the Republican controlled lame-duck City Council in 1961.

## Two Suffolk CSEA Officers Named To Employees Bds.

(From Leader Correspondent)

SMITHTOWN — Suffolk Civil Service Employees Assn. chapter president Robert Villa has been appointed the employees' representative on the Suffolk County Classification and Appeals Board.

The chapter complimented County Executive H. Lee Dennison and the Board of Supervisors on the appointment. The board hears applications for changes of title and salary grades. In addition, chapter third vice-president Norman Bohrer has been named to the County Employees' Grievance Board, which hears grievances.

## Helen Murphy Retires From Rochester CSC

(From Leader Correspondent)

ROCHESTER — Helen M. Murphy is retiring as executive secretary of the Rochester Municipal Civil Service Commission, City Manager Seymour Scher announced this week.

She will be succeeded by Raymond N. Gupp, director of the City Bureau of Personnel. Stanley J. Thomas, assistant to Public Works Commissioner Alfred S. Ancello, will succeed Gupp as city personnel director.

Miss Murphy had retired after 27 years of service when she was asked to return full-time in 1964 after a court test.

The court action returned Civil Service Commission operations to city control from the county in 1963. The City agency had been

**Computer Savings**  
The Veterans Administration estimates the use of computer systems in administration of its \$7

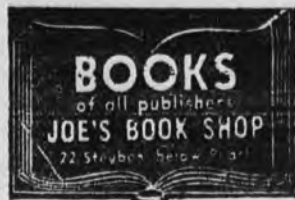
billion program of benefits for veterans and their dependents saves the Government approximately \$17 million annually.

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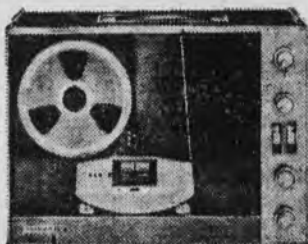
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# Salary Study Won

(Continued from Page 1)  
to the Employees Committee.

Crawford, who pledged to seek such a study during a CSEA membership dinner last year, said the results would be helpful in negotiating with CSEA this year for the first contract under the Taylor Law.

Crawford and several other supervisors indicated they will push for an efficiency study by the same firm next year.

The supervisor who opposed the \$27,000 study was James E. Wahl, Binghamton Democrat.

Wahl, who is on the board's employees committee, contended there was "no serious unrest" over salaries among the county's 1,200 employees.

Earle D. Ridley, Binghamton Republican, agreed. But he said he had pledged to Crawford and the CSEA he "would not oppose" the study.

"I have always believed in the theory that water seeks its own level," Ridley said. "To my knowledge there are no serious difficulties with the employees."

Last year John E. Herrick, Broome CSEA chapter president, contacted several management study firms and told the board a job study would cost from \$11,000 to \$15,000.

Crawford, acting as county budget officer, included \$19,000 for the study in the 1968 budget and the board approved the appropriation.

But bids ranged from \$27,000 to \$33,500, and Ridley said an efficiency study next year probably would cost nearly as much.

John Tangi, chairman of the CSEA employees committee, made this statement to the board:

"In the best interest of the county and its employees, the Civil Service Employees Assn. urges the immediate adoption of the salary study resolution.

"The CSEA feels that a comprehensive job study is essential to deal effectively with the problems and complaints of the employees.

"Further, such a study would provide a fair and impartial reference point for contract negotiations.

"We have already stated to Ridley and his committee that we have no objection to an efficiency study, realizing that

there may well be areas in the country work force that could stand improvement."

Crawford told members of the Ridley committee that the firm selected for the study would be obligated to defend its salary recommendations in bargaining sessions with CSEA.

"And if the county pay system has been as good as many of us think," he said, "then the results of the study would confirm this."

CSEA is the designated bargaining agent for all Broome employees except about 60 highway department laborers and machine operators.

The salary study is expected to be completed before September.

# Dutchess Unit Recognized As Sole Bargainer

(From Leader Correspondent)

**POUGHKEEPSIE** — The Dutchess County unit of the Civil Service Employees Assn. received official recognition as bargaining agent for county employees recently by a unanimous vote of the Board of Representatives.

The action gives the unit the responsibility to represent county workers in future talks concerning salary, working conditions and other matters.

The State's Taylor Law gives civil service employees the right to labor representation for the first time.

Before the vote, Rep. Jack Economu, leader of the board's Democratic minority, said he would insist that a member of the board be placed on any future negotiating committee. He pointed out that while County Executive David C. Schoentag is empowered to negotiate labor contracts, the board must approve the money expended for that purpose.

CSEA unit president William P. Schryver said that about 470 of the county's 700 or so employees are CSEA members.

# Cash Payment For Sick Leave

(Continued from Page 1)

be an incentive for good attendance, but would be an additional reward for the employee for his many years of service.

Under the present system, both State and local government employees have the alternative to either use up their sick leave credits before terminating service or lose them.

Rice also noted that the bill would save local governments the administrative expense incurred through the improper use of sick leave credits. The maximum 150-day limit would also be an added protection to the employer, he added.

Senator James Powers and Assemblyman Joseph St. Lawrence were sponsors of the measure.

A similar CSEA-sponsored bill affecting State employees has also been introduced into both houses.

# Bahama Tour

(Continued from Page 2)

bers of the Civil Service Employees Assn. and their immediate families.

This low-cost holiday will now leave New York on Wednesday, May 29 at 9 a.m. and return on Saturday, June 1 at 10 p.m. The time of stay is the same and the cost remains at only \$189.

Tour price will include round trip jet transportation, rooms and deluxe breakfast and gourmet dinner. Immediate application should be made to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y., 11210, or call (after 5 p.m. area code 212, 253-4488).

# 5-Day Cruise To Bermuda; Minimum Rate--\$68 to \$98

An unusual offer is being made by Civil Service Travel Club to members of the Civil Service Employees Assn., their families and friends with the announcement that space aboard the luxury liner S.S. Independence for a 5-day cruise is now available with prices starting at only \$68, for four-berth cabins, to \$98 for two-berth cabins. The ship will sail from New York on May 27 and return there June 1.

A full program of shipboard activities will be available and there will be a two-day stop in Bermuda. Meals may be purchased aboard ship in a range of facilities that go from inexpensive cafeterias to gourmet dining rooms.

Immediate application should be made to Miss Gullie Theen, Knickerbocker Travel Service, 1212 Sixth Ave., New York, N.Y., 10036, or telephone her at (212) PLaza 7-5400.

# Special Offer To Jamaica

A few seats have opened at the last minute for a low-cost 8-day trip to Jamaica which leaves New York on March 31.

The low price of \$259 will include round trip jet transportation, rooms at the luxurious Playboy Club in Ocho Rios, breakfast and dinner.

Call Miss Gullie Theen, (212) PLaza 7-5400 for remaining space.

# CSEA Meets With Mental Hygiene Department Officials To Discuss Problems Of Aides

(Special to The Leader)

ALBANY—Officials of the Civil Service Employees Assn. and the State Department of Mental Hygiene met here last week to discuss various pending items concerning the welfare of employees in the Department's institutions through

out the State. Many of the matters discussed were submitted to the Department last February 8 at a meeting between Mental Hygiene officials and members of CSEA's special mental hygiene committee.

The Department reviewed a CSEA request which would allow certified social workers to present their credentials in order to qualify for psychiatric social worker 2 and that certification be used in place of an M.S. degree. CSEA also was informed the present written examination will be replaced by a non-assembled exam and oral in the social workers career ladder.

The Department told CSEA the information it submitted support-

# Key Punch Appeals

(Continued from Page 1)

vance the key-punch titles from its present grade 4 allocation, has since been joined by the Department of Audit and Control.

Spokesmen for that agency indicate they are in complete agreement that key-punch operators are underpaid and that the department will give the upgrading full support.

Dissatisfaction with their present paygrade was heightened among key punch personnel, the preponderance of whom are in Albany area agencies, by the recent reallocations to some 11,500 clerical State employees.

Even more dissatisfied, however, were the more than 18,000 other clerical employees left out in the recent upgradings. Feelings among the latter boiled over to the extent that groups of clerical workers walked off the job briefly in several Metropolitan New York City area mental institutions.

CSEA's special committee on reallocation of office and clerical workers is meeting here today to consider further steps to be taken in behalf of those clerks who were not reallocated. The committee will review petitions signed by State employed clerical personnel throughout the State and submitted through their local chapters requesting CSEA to continue its efforts to win upgradings.

It is expected the committee will make recommendations for definite action to CSEA president Wenzl, who, along with the organization's executive director Joseph D. Lochner, will attend the meeting.

# Conservation Appointment

Conservation Commissioner R. Stewart Kilborne has announced the appointment of Arthur Woldt as public relations officer for the Conservation Department, effective March 28. Woldt replaces Irwin H. King, who was recently appointed secretary of the Department.

Remember—Mail Moves The Country—but—Zip Code Moves The Mail !!!

ing a request for the reallocation of titles in the X-ray technician series was good and that it would support the request.

Career ladder plans for occupational and recreational therapy titles were again discussed and CSEA told the department that it would submit, within a week, a plan reflecting the wishes of affected members in the respective disciplines or specializations.

CSEA submitted more information on the continued use of detailed attendants and said it is now up to the Department to resolve the problem.

In connection with the reallocation request for safety officers CSEA is asking for a four-grade upgrading. The Department said it would stand on its initial commitment of supporting a two-grade rise. CSEA also asked that supervisory jobs be included on shifts. Presently, most safety officer supervisory jobs are on the day shift only.

The Department said it would advise CSEA before any takeover of buildings at Edgewood by the Narcotic Addiction Control Commission was accomplished, and noted that plans for such a move were not firm.

The mental hygiene officials requested that the Employees Association ask nursing school instructors to submit briefs to the department outlining their proposals in connection with requesting the same work schedule as institution teachers.

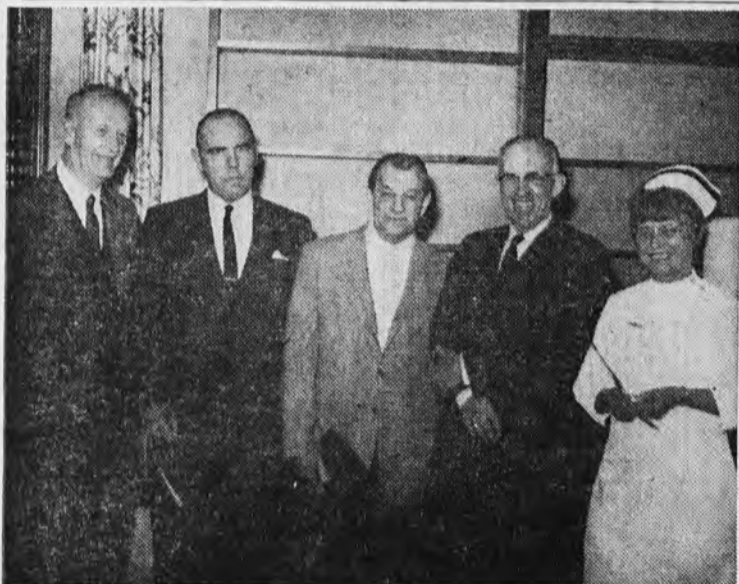
CSEA also cited the unfair lapse in time between the examination and starting of the training course for psychiatric attendant. The Department said it would review the situation and take whatever corrective steps are necessary.

The question of credit for holidays falling within a period in which an employee is serving on active duty in the military was brought up. The Department, citing attendance rules governing employees in institutions, said that employees in this instance would lose the holiday credit.

On the question of vacation policy at Mount McGregor and the assignment of groundsmen to weekend duty as truck drivers and laundry service workers at the institution, CSEA indicated that those employees affected would submit grievances.

Concerning the reclassification of the farmers item at Newark State School and maintenance of the present salary for a food service worker at Newark, the Department informed CSEA that both recommendations were awaiting budgetary approval.

Representing CSEA were Thomas J. Lupoello, associate program specialist, and Anthony Campione, research assistant. Attending from Mental Hygiene were Association Commissioner Lawrence B. McArthur and William Corrigan, of the personnel department.



**25 YEARS SERVICE** — Four employees of Raybrook State Hospital receive congratulations after 25 years service at the hospital. Dr. F. Clark White, hospital director, left, poses with, from left, Ernest Foster, Engineering Department; Ernest Colella, Dietary Department; John Fogerty, Engineering Department; and Mrs. Helen Mullin, Nursing Department at ceremonies honoring the workers. They received citations signed by Dr. Hollis Ingraham, State Health Commissioner, and service pins.