

Civil Service LEADER

America's Largest Weekly for Public Employees

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Judicial Conference Contract

See Page 14

At Annual Ceremonies

Leader Honors Four Career Civil Servants

Four public servants who have given outstanding and dedicated service beyond the requirements of their jobs received the Civil Service Leader Gold Medals last Friday, May 1, at the office of New York City Comptroller Abraham D. Beame.

The ceremonies were the Sixth Annual presentation. The winners of the Gold Medals this year were: James A. Cavanagh, Assistant Director of the City Budget; Edward D. Igoe, director of Income Tax Bureau of New York State Department of Taxation and Finance; Alfred A. Bakula, Community Relations Division of Niagara Falls Police Department; and George J. McQuoid, Deputy Regional Director of the United States Civil Service Commission.

Selection of the 1970 winners was made by a panel of judges consisting of the chief civil service officers for City, State, Federal and educational services—Sol Hoberman, Personnel Director of New York City Department of Personnel; Mrs.

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New Life Insurance Program Points To Wide Receptivity

ALBANY—The new supplementary life insurance program provided through the Civil Service Employees Assn. has met with enthusiastic acceptance by members, according to latest reports.

Ter Bush & Powell, Inc., the CSEA insurance representatives, released data that well over the necessary 5,000 applications have been received—which means that all members under the age of 60 will be issued a \$5,000 policy regardless of their medical history, providing they are actively employed at the time that application is made.

Important features are outlined by Ter Bush and Powell on page 11. For example, members have the option to apply for \$5,000 to \$40,000 in multiples of \$5,000, but that amount cannot go above three times the employee's salary when combined with the Association's Group Life Insurance Plan.

Listed among the low premium rates offered per \$5,000 of insurance are nine age brackets, both on the semi-monthly and bi-weekly basis. Under-30

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GOVERNOR SIGNS SALARY, BENEFIT BILLS; ALL ARE RETROACTIVE TO APRIL 1

ALBANY—In a multiple ceremony, Gov. Nelson A. Rockefeller will sign legislation in the Red Room of the Capitol Building today which will bring a wide range of benefits and salary increases to workers in the four largest units of State employment.

Participating in the bill-signing ceremony will be Dr. Theodore C. Wenzl, CSEA president, and the chairmen and negotiating team members of the four units. The benefits were hammered out by the CSEA teams in a long series of bargaining sessions with State Administration officials. The final four packages were approved by the State Legislature.

Although exact dates for receiving new sums in paychecks are not yet available, all benefits are retroactive to April 1.

Members of the management/confidential unit, for which no official representative has yet been chosen, and the Security Unit will receive the same benefits negotiated by the

Employees Association.

Employees will receive minimum salary increases of \$1,275 over two years. The pay raises provide an increase in the first year of 7½ percent or \$750, whichever is greater, retroactive to April 1, 1970. Pay adjustments in the second year call for a six percent raise with a minimum of \$525, effective April 1, 1971.

Other highlights include a \$6,000 minimum annual salary

starting April 1, 1971, and liberal improvements to the 25-year, half-pay Career Retirement Plan. In addition, major improvements have been negotiated in the areas of health insurance and employee organization rights, as well as specific terms and conditions of employment affecting employees in each of the four bargaining units.

The two-year contract will cost the State an estimated \$250,000,000.

A picture report on the bill-signings will appear next week.

Randolph Jacobs Named Chairman Of Salary Comm.

ALBANY — Randolph V. Jacobs, president of The Metropolitan Conference of The Civil Service Employees Assn., and immediate past-president of CSEA's State Insurance Fund chapter, has been appointed chairman of the CSEA salary committee by President Theodore C. Wenzl, effective immediately.

Jacobs, who recently declined to run again after six years as

Japan, Expo And Hong Kong--\$995

A few seats remain for the first trip to Japan sponsored for members of Civil Service Education & Recreation Assn. The 18-day tour will include Expo '70 in Japan and a side trip to Hong Kong. All inclusive price is only \$995. Dates are Aug. 6 to 24.

Remaining space will be filled on a first-come, first-served basis. For application blank and brochure, write at once to Deloras Fussell, 111 Winthrop Ave., Albany, N.Y. 12203. Telephone (518) IV 2-3597 after 6 p.m.

Stony Brook Chapter Beats Parking Charge

STONY BROOK—Employees, students and faculty at the State University at Stony Brook will no longer have to pay a \$4 annual parking fee to use the campus parking lot, as a result of a court ruling precipitated by action from the Stony Brook chapter of the Civil Service Employees Assn.

Albert Baracchi, president of the Stony Brook CSEA chapter, announced last week that State Supreme Court Justice William R. Geiler had ruled that the university had no right to impose the \$4 annual permit

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WINNERS ALL — The four public servants who received Gold Medals last week from The Civil Service Leader are shown with City Comptroller Abraham D. Beame and Jerry Finkelstein, publisher of The Leader and The New York Law Journal. Left to right are: George J. McQuoid, deputy regional director of the U.S. Civil Service Commission; James A. Cavanagh,

assistant director of the budget, New York City; Beame; Finkelstein; Edward D. Igoe, income tax bureau director of the State Tax Department; and Alfred A. Bakula of the Community Relations Division, Niagara Falls Police Department. Beame presented the medals while Finkelstein served on the awards panel.

Photo by Whitestone



RANDOLPH JACOBS

head of the Insurance Fund chapter, has served as chairman of the important Statewide Resolutions Committee.

He has served on numerous State committees including the expense reimbursement and credentials committees, and is a former chairman of the Statewide grievance committee. A member of the Statewide CSEA Board of Directors, he is a resident of The Bronx.

Don't
Repeat This!

In June, Nov. Races

Readers Asked To Name Statewide Political Choices

THIS week we continue our "poll" of readers so our editors can get a reading on the sentiment of the large and important civil service voting bloc in the State con-

(Continued on Page 5)

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NEW OFFICERS — Installing the newly-elected officers of the Suffolk County Community College chapter of the Civil Service Employees Assn. is outgoing president Carol McGlone, left. The new officers, left to right, are: Audrey Coleman, president; Patricia Laak, vice-president; Eileen Warta, secretary and Cheryl Uehlinger, treasurer.

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For New York trips write Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. For Albany area, write Noni Kepner, Box 275, West Sandlake N.Y., 12196. For Buffalo area write Mrs. Mary Gormley 1883 Seneca Ave., Buffalo, N.Y.

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For July 3 trip, write Randolph Jacobs, 762 East 217th St., Bronx, N.Y., 10467. July 10, write Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. 11520.

August 3 trip is \$173 and Aug. 31, \$195. For either of these two dates, write Mr. Emmett. (See above.)

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NOTE: All tours strictly limited to members of Civil Service Education and Recreation Assn and their immediate families. All travel arrangements by Knickerbocker Travel Service.

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To Keep Informed,
Follow The Leader.

The Fire Officer

by Lt. John E. Kelly

President,
Uniformed Fire
Officers Assn.



WHILE IT IS not the duty of a union to project the image of an employer, we in the Uniformed Fire Officers Assn. have, for a long time, undertaken this effort in the interests of our membership.

IT HAS BEEN expensive, purchasing advertising space, but we realize that something must be done to cut down on the number of "incidents" involving firefighters and their officers.

WE HAVE DONE our utmost to prove to the public that we know only too well, that the City's firefighters care not the color or creed of those we serve but that a human life is at stake everytime we respond to an alarm.

WE HAVE TAKEN on this effort in a selfish manner admittedly. We must protect our members from the vicious attacks by those attempting to portray their feelings against the City Administration and society in general.

I NEED NOT repeat that firefighters and their officers are interested only in protecting the City from disaster from fire. I need not repeat that it is unfair to expect these men to take such treatment from the small minority of anti-social elements in our community bent on causing havoc.

BUT WE DO have a right to expect assistance from the City Administration and the Fire Department in our program to portray our image.

THE FIRE DEPARTMENT has several programs underway but they are understaffed and underbudgeted. They do not go far enough.

SOME YEARS AGO, a press desk was set up in Manhattan communications headquarters with private numbers for the use of members of the press. The UFOA even paid for part of the telephone service and part of the furniture was donated by our public relations counsel, Art Flynn.

BUT THEN THIS bureau was disbanded and the five firemen assigned there transferred to other duties. In the short time of its existence, the press desk cemented relationships with almost every newsman in the City.

WE WERE TOLD that a mobile news bureau would replace this unit with an officer and a fireman responding to every serious fire or other emergency.

THUS THE COMMUNITY News Bureau was formed. What are they doing now? Certainly not providing press liaison with the chief in charge of the incident. They are doing what the Fire Department has been doing for time eternal—the work of other departments and agencies.

BECAUSE THE WELFARE Department is short-staffed and cannot provide relocation service for those whose homes have been ravaged by fire, they have assumed this duty. This even though the Salvation Army and Red Cross appear and have shown their willingness to cooperate and handle these relocations.

ASK ANY NEWSMAN. The services of the Community News Bureau are almost useless, at least to the press.

WHAT CAN BE DONE.

- RETURN THE Community News Service to its original duties of press relations and expand the unit so that there are two units on duty, either at fire scenes or making visits to newspaper district offices to improve rapport.

- ASSIGN A crew of officers to serve as liaison with editors of radio and television stations, magazines and weekly newspapers as well as the daily newspapers and wire services.

- APPOINT A FOURTH deputy commissioner to coordinate these activities—similar to the deputy police commissioner in charge of community relations.

THERE ARE OTHER ways also to improve the public image of our department—the greatest in the world—and I, along with the entire board of officers of this union, am ready, willing and able to cooperate in any and every way possible.

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CSEA Staff Members Explain Role At Spring Central Conf. Meeting

By WALT ADAMS

Leader Staff Correspondent

CORTLAND—Representatives of 27 chapters of the Civil Service Employees Assn.'s Central Conference have completed their Spring meeting at the Holiday Inn here.

The delegates began filing in to begin the series of working sessions Friday, April 24th. Work began with a delegate sounding board discussion featuring Robert Guild, CSEA collective bargaining specialist, Joseph Dolan, director of local government affairs, and J. Paul Burch, a State University System collective bargaining specialist.

The "sounding board" was followed by a reception at the Holiday Inn conference meeting headquarters.

Saturday morning dawned bright and early as delegates and conference officers rounded up committeemen for the first of a series of important committee sessions, followed by individual representative discussion meetings involving State, County and State University chapters. These sessions were, in turn followed by a delegate's luncheon.

Business Session

Later that afternoon, Conference President Arthur Kasson of Syracuse called the Central New York Conference to order as the regular business meeting got underway. Kasson introduced sev-

eral special guests from the audience, including State CSEA Treasurer William Gallagher, Civil Service Leader Editor Paul Kyer, and staff representatives from Albany.

Highlights of the regular business session included a report from membership committee chairman Charles Ecker of Syracuse to the effect that from six to eight new chapters had joined the Conference during the past year.

Ecker pointed out that requests were being considered by the conference to include Essex and Seneca County chapters in the conference body. A motion to accept the chapters was introduced and passed unanimously by voice vote.

Kasson also pointed out that representatives from the Cayuga County chapter were present as observers and potential members.

A slate of officers was introduced by the nominating committee. The candidates include:

President—Charles Ecker of Syracuse and Morris Sokolinsky of Binghamton; first vice-president—Floyd Peashey of Oswego and Richard Cleary of Syracuse; second vice-president—William Fleury of Malone, Donald Brouse of St. Lawrence St. Hosp. and Lois Minozzi of Utica; third vice-president—Fanny Smith of Watertown, Tom Elhage of Fulton and Andrew Placito of Syracuse; secretary—Irene Carr of Oneonta; treasurer—Helene Calahan of Syracuse and J. Arthur Tennis of Utica.

Special Schools Unit

A special committee was also named to work closely with school personnel throughout the Central Conference region to gauge their problems and improvements. Appointed to the special committee were: Tom Elhage of Fulton, chairman, Art Sheley of Syracuse, Steve Caruso of Binghamton, Willis Street-er of Cortland and Gerald Brown of Oswego.

Utica chapter president Philip Caruso introduced a series of major resolutions to the Conference delegate body. The resolutions, adopted by the Utica chapter, included a proposal that the CSEA Central Conference work toward securing the right of CSEA members and municipal employees to attend a State University or Community College tuition free or at reduced tuition rates.

After lengthy discussion from the floor, the resolution was adopted by the Central Conference.

A second resolution introduced by Caruso called for the establishment of additional credit points based on length of tenure on civil service exams. Several objections were raised from the floor by delegates contending the proposal was inequitable. A motion was introduced to table the

Impact Of Retirement System Changes Explained To Western Conf. Delegates At Fredonia

FREDONIA—The impact of changes in the State Retirement Law for employees in both the State and Local Government service were explained to members of the Civil Service Employees Assn.'s Western Conference at the White Inn, here, recently.

John McManaman, information representative of the State Retirement System addressed the political subdivision members during the morning County Workshop session, moderated by Frank Talomie, workshop chairman and first vice-president of the conference.

McManaman also addressed

the combined conference-workshop meeting during the afternoon session.

Delegates to the conference were welcomed by John Adam-ski, conference president, and Mrs. Veronica Scharer, president of the State University of New York at Fredonia chapter, which was host to the meeting.

Meeting Highlights

Highlights of the business meeting included discussion of the recent contract ratification; increase in membership and plans for the Silver Anniversary celebration of the conference to be held in Buffalo's Statler Hilton Hotel on June 19 and 20.

Adamski and Robert Hunt were reported to be the selections of the Conference's nominating committee for election to the presidency of the conference at the interim meeting scheduled for May 15 at Batavia, according to Margaret Anastasia, chairman of the committee. Others nominated to office included:

Frank Talomie and Allena Wagner, first vice-president; Genevieve Clark and Joseph Vollmer, second vice-president; Mary Converse, Al Gallant and

James Mangano, third vice-president; Judy Burgess and Dorothy Hall for secretary, and Genevieve Luce and Andrew Hritz for treasurer.

The meeting concluded with a cocktail party and dinner which was also hosted by the State University chapter. Dr. L. Walter Schultze of the administration research department at the University, was the principal speaker, discussing the problems of drug abuse by youth from the standpoint of an educator and parent. In addition to his position on the faculty, Dr. Schultze is also a community leader, serving on both the village and service clubs narcotics control committees.

Toastmaster for the evening was Joe Deasy, Jr., city editor of The Leader who congratulated the membership for their success in the recent State contracts. Following his introduction of CSEA Statewide pres-

(Continued on Page 16)

Kasson Reviews Two Years As Conf. President

(From Leader Correspondent)

CORTLAND — New York State Civil Service Employees Assn. Central Conference President Arthur Kasson of Syracuse has characterized the tone of the coalition body as one which serves as a guiding force while looking toward future expansion and further improvements in the status quo.

Kasson, speaking during a brief interview with The Leader at the close of the Central Conference Spring meeting, said he looks forward to the continued growth of the CSEA and the Central New York Conference with particular emphasis on the county side.

"With the Taylor Law," he said, "people are continually searching for advice on collective bargaining, a realm which had heretofore been closed to them and therefore, none of their concern."

Kasson pointed out that non-members are becoming increasingly aware of the deeds and accomplishments of the Employees Association in the field of labor representation and this, he said, will continue to provide the basis for future expansion.

Effectiveness Shows

Kasson, who leaves his post as Conference president after a two-year term in June, said the effectiveness of the Conference could be gauged by the number of delegates who attend the education session bringing with them specific problems. Many of these sources of consternation to those intimately involved in the difficulties were resolved or improved upon as a result of the session.

Summing up the accomplishments of his term as Conference president, Kasson pointed with pride to the increase in Conference membership during his two years in office. Membership rose, he said, from 29 to 37 chapters within that period. Two new chapters were accepted into the conference fold during the April 25 session with another being represented as an observer of the proceedings.

Kasson concluded his comments by expressing gratitude to the officers and members of the Conference for their hard work and enthusiasm, which, he said, has so greatly contributed to the organiza-

Southern Conf. Asks Revamped Unit Structure

ORANGEBURG — Reorganization of the State Board of Directors, Executive Committee and chapter organizations along the lines of unit representation was the main topic of discussion at the Spring meeting of the Civil Service Employees Assn.'s Southern Conference recently, at Rockland State Hospital, here.

In other action, the Conference resolved that it is opposed to National or State affiliation at the present time or in the foreseeable future with any union.

The Conference also resolved to have the State Association make every effort to rectify any inequities in pay in grade to give equal pay for equal work.

At a meeting of the Conference's nomination committee in Newburgh recently, the following candidates were selected to run for office: Nicholas Puzifferri and Issy Tessler, president; James Lennon and Olin Benedict, first vice-president; Lyman Connors and Michael Blaisie, second vice-president; John Clark and Salvatore Trabakino, third vice-president, and Edward York and Richard Snyder, fourth vice-president.

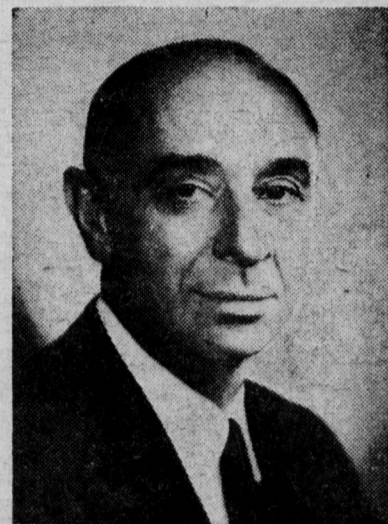
Also, Rose Buckridge, unopposed for treasurer; Lucille Craig, unopposed for secretary, and Bradley Moore and Stanley Boguski, sergeant-at-arms.

Elections will be held at the

Tri-Conf. Workshop Features Lefkowitz On Consumer Frauds

Two important panel discussions will be featured during the annual Tri-Conference Workshop being sponsored May 31 to June 2 at the Granit Hotel, it was announced last week.

Attorney General Louis Lefkowitz will head a panel on "Consumer Frauds" and John McManaman, of the State Re-



LOUIS LEFKOWITZ

irement System, will head a discussion on recent retirement legislation.

Major speakers for the two dinner sessions will be announced soon.

Reservations for the event may be had by writing directly to the Granit Hotel, Kerhonkson, N.Y. 12446. Sponsors of the workshop are the Metropolitan, Southern and Long Island Conferences of the Civil Service

City Chapter Sets 3-Day Testimonial To Joseph Lochner

The co-chairman of the annual workshop of the New York City chapter, Civil Service Employees Assn., reviewing plans for the event, set for May 24-26 at the Concord Hotel, has predicted a productive and enjoyable weekend.

Solomon Bendet, president of



JOSEPH D. LOCHNER

the chapter and second vice-president of the Statewide Employees Association, said that both he and his co-chairman, Seymour Shapiro, were particularly gratified at the advance response to one of the affair's highlights, a testimonial dinner honoring Joseph D. Lochner, CSEA's longtime executive director.

"So many people have expressed interest in taking part



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Montgomery County Aides Win Pay Boosts Plus New Fringes In CSEA-Negotiated Contract

FONDA — Pay raises of seven to 8.5 percent retroactive to Jan. 1, 1970, plus five percent effective Jan. 1, 1971, in addition to any increments due, highlight the provisions of a contract recently negotiated for the Montgomery County Office and Highway units by the Montgomery County chapter of the Civil Service Employees Assn.

In addition to the across-the-board raises for employees in each unit, the two-year contract specifies a \$40,000 allocation for the reallocation of existing job titles during 1970, and another \$60,000 for reallocations in 1971. Mrs. Helen Wolff, president of the County Officers unit of CSEA, and Kenneth Olmstead,

president of the County Highway Department unit, announced these and other terms of the contract last week:

- A \$200 longevity increment for ten years of service, and \$200 for each succeeding five-year period up to 30 years of service or a maximum of \$1,000 in payments;
- \$100 annual uniform allowance for public health nurses;
- Grievance procedure with final and binding arbitration.
- Mileage allowance of 12 cents per mile for job-related traveling, plus reimbursement for the difference between the Automobile Liability Insurance premium normally carried by the employees for pleasure driving and that required by the insurance carrier for business use of the vehicle, and ten cents per mile for uses other than job-related;
- Hospitalization and Major Medical Insurance fully paid by County for employees and their dependents;
- New York State Career Retirement plan, with half-

pay after 25 years of service;

- 12½ guaranteed paid holidays per year;
- Vacations: two weeks after one year of service; three weeks after ten years; and employees in departments not authorized to close at 4 p.m. during July and August will receive four weeks vacation after 15 years of service;
- Sick leave at the rate of one day a month, accumulative to 120 days, plus an additional sick leave policy for employees with five or more years of service;
- Personal leave at three days per year; and effective Jan. 1, 1971, four days per year;
- Three days bereavement leave for death in immediate family;
- CSEA convention leave time;
- No loss of pay for jury duty;
- Past practice clause;
- Protection under Section 75 of the Civil Service law for non-competitive labor class workers;
- Bulletin board rights;
- Free time without loss of pay for unit officers to process grievances and the right for CSEA field representatives to enter the facilities of the employer at reasonable times;
- County will pay for all required medical examinations;
- Separability clause.

Working with Mrs. Wolff and Olmstead were negotiating com-

Sanitarian Trainees, Stat. Clerk Positions

Westchester County is seeking personnel to fill posts as sanitarian trainees and statistical clerks, \$7,290 to \$9,130 and \$6,000 to \$7,520 respectively.

Sanitarian trainees need a bachelor's degree, including 30 semester hours in math and natural sciences.

Candidates for statistical clerk must have either a high school diploma plus three years of statistical or clerical work; seven years of general office experience including at least three years of statistical or clerical work; or a satisfactory equivalent.

For further information and an application contact the Westchester County Personnel Officer, Room 700, County Office Building, White Plains.

Committee members Margaret Bartlett, Mrs. Mary Romsiewicz, William Gustas Lasher, and CSEA collective bargaining specialist Emanuele Vitale.

Mrs. Wolff and Olmstead expressed "great satisfaction in the spirit in which these negotiations were carried out," and said that "All members at the ratification meeting also express their thanks and appreciation to the Montgomery County Board of Supervisors for their recognition of legitimate requirements to keep abreast of today's living cost and the many other improvements in working conditions. We also would like to thank Mr. Vitale for his expert guidance during negotiations."

Vitale praised both the CSEA and the County negotiating committees for "a truly sophisticated and realistic approach to the problems that plagued the employees and the community. The spirit of these negotiations indicate that where there is a genuine desire to face realities and responsibilities, the Taylor Law with all of its limitations can work, and a labor contract becomes truly an instrument of peace rather than a declaration of war."

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 New York 868-1830

LEGAL NOTICE

SUPREME COURT: BRONX COUNTY, WASHINGTON HEIGHTS FEDERAL SAVINGS AND LOAN ASSOCIATION, Plaintiff, against ONYX REALTY AND CONSTRUCTION COMPANY, THE STATE OF NEW YORK, THE CITY OF NEW YORK, ALBERT GALEWSKI, LEONORE VOIT, SADIE BERNSTEIN, BIRDAV REALTY CORP., ROBERT P. ZOBEL, and if deceased, his heirs at law, distributees, personal representatives, creditors, lienors, grantees, assignees and successors in interest, and generally any and all persons claiming by, through and under any of the foregoing any interest in or lien upon the premises described in the complaint, all of whom and whose names and places of residence are unknown to plaintiff. Defendants. Plaintiff designates Bronx County as the place of trial. SUPPLEMENTAL SUMMONS. Plaintiff's principal office is in New York County.
 TO THE ABOVE NAMED DEFENDANTS:

YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this supplemental summons, to serve a notice of appearance on the plaintiff's attorney within 20 days after the service of this supplemental summons, exclusive of the day of service (or within 30 days after the service is complete if this supplemental summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.
 Dated: April 29, 1970

DAVID NOVICK, ESQ.
 Attorney for Plaintiff
 Office & P.O. Address
 11 East 44th Street
 New York, N.Y. 10017
 Tel. 986-1568

TO: ROBERT P. ZOBEL, et als.
 PLEASE TAKE NOTICE that the foregoing summons is served upon you by publication pursuant to an order of the Hon. Jacob Markowitz, a Justice of the Supreme Court of the State of New York, dated April 28th, 1970, and you are advised that this is an action to foreclose a mortgage affecting real property in the County of Bronx, State of New York, and known as No. 622-624 Courtlandt Avenue, Bronx, New York.
 DAVID NOVICK

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***** BUY U.S. BONDS *****

DON'T REPEAT THIS!

(Continued from Page 1)
cerning their Statewide choices
in the forthcoming primary and
November election races.

We are also extending our
"ballot" to include the readers'
choice in November for the
Senatorial candidate. What we

would like to know is if you in-
tend to vote for the GOP's
Senator Goodell, the Conserva-
tive Party's James Buckley,
Timothy Costello, the Liberal
Party choice, or whatever Dem-
ocrat is nominated for that race
in the June primary.

Up for grabs in the primary
race are the Democratic nomi-
nation for governor, Lieuten-
ant governor, attorney general
and U.S. Senator. There is no
great contest for the post of
controller, now held by Arthur
Levitt, who is seeking re-elec-
tion.

Gov. Nelson A. Rockefeller is
heading the Republican ticket
and Paul Adams is the Con-
servative Party candidate for
Governor. The Liberal Party
candidate is the Rev. Donald
Harrington.

We remind our readers that
we do not maintain that our
"poll" is a scientific one,
but, from past experience,
we have been able to gath-
er some fairly accurate pic-
tures of voting sentiment from
the nearly 1,000,000 civil serv-
ants living and working in New
York State. And because that
large body of civil servants—
working for the State, New
York City, local government and
the U.S. Government—totals
nearly 20 percent of the voting
population with their family
vote added in, we believe that
a good cross section of public
employee sentiment is a good
indication of the way the pri-
mary results might go.

The very size of the civil
service vote means that the can-
didates who receive strong pub-
lic employee support might
very well have the key to being
elected in November.

Our editors would appreciate
writers including their ad-
resses and zip codes when
sending in their choices so we
can determine in what parts of
the State the various candi-
dates' strength lie. This is im-
portant to us. We would also
appreciate our writers signing
their names, although this is
not necessary. Comments on the
candidates are welcome, too.

Here is how to use the box
below. First, check off your
choices in the Democratic pri-
mary race. Then let us know
your final choice for Governor
by checking the name of either
Rockefeller, Adams or Harring-
ton or writing in your Demo-
cratic choice for governor in the
blank space provided. After that
mark off your final choice for
U.S. Senator. All correspond-
ence should be addressed to
"Don't Repeat This," The Lead-
er, 11 Warren St., New York,
N.Y. 10007.

Arlington Mediator

ALBANY—Maurice Benewitz
of Manhasset has been named a
mediator in two contract dis-
putes involving the Arlington
Board of Education in Dutchess
County and the Civil Service
Employees Assn.

One dispute concerns the bus
drivers and custodians and the
other secretaries. Benewitz is
chairman of the Department of
Economics at Baruch School of
City College in New York City.

Technical Exam

Twenty-five candidates for
senior computer systems analyst
with New York City took the
technical-oral exam recently.

CSEA Urges Governor Veto Bill Affecting School Salaries

ALBANY — The Civil Service Employees Assn. has come
out in strong opposition to a bill currently before the Gov-
ernor which, in CSEA's opinion, would make a "meaningless
charade" of the employee-employer negotiating process in
the State's school districts.

The bill, Assembly number
5322, would give to the school
district voters the power to reg-
ulate the salaries of teachers,
which, CSEA feels, could set off
a chain reaction, adversely af-
fecting the salaries of non-
teaching school aides. CSEA
represents thousands of non-
teaching employees of school
districts.

Briefly, the measure states
that if voters twice reject a
school district budget, the pre-
vious year's budget would be
adopted providing the same sal-
aries as in the previous year.
"But here is where the bill
discriminates against non-teach-
ing personnel if that if voters
rejected the budget twice,
teachers would receive a cost of
living adjustment while non-
teaching employees would get
nothing," a CSEA spokesman
charged. "It is conceivable that
non-teaching personnel in the
to the Governor asking him to
veto the bill "in the interests

of harmonious relations between
non-teaching employees and
their employers in the years
to come."

Wenzl further charged that
"This restrictive measure could
have a disastrous effect on the
operation of our schools and on
the educational process. It would
open the door to those people
who are interested only in their
taxes and not in the education
of our youngsters."

CSEA, in voicing its opposi-
tion, noted that the bill would
"... place negotiations for sal-
aries of teaching and non-teach-
ing personnel in the hands of
the voters ..."

CSEA further asserted that
"The experience of school dis-
tricts has been among the most
tumultuous in the volatile field
of public employer-employee re-
lations."

"Return to this unilateral es-
tablishment of salaries can only
worsen this condition."

CIVIL SERVICE LEADER, Tuesday, May 5, 1970

Democratic Primary

For Governor

Arthur Goldberg Robert Morgenthau
Howard Samuels

For Lieutenant Governor

Jerome Ambro Basil Paterson

For Attorney General

Robert Meehan Adam Walinsky

For U.S. Senator

Richard McCarthy Paul O'Dwyer
Richard Ottinger Theodore Sorensen

General Election

For Governor

Nelson Rockefeller (R) The Democrat
Paul Adams (C)
Rev. Donald Harrington (L)

For Senator

Charles Goodell (R) The Democrat
James Buckley (C)
Timothy Costello (L)

Remarks _____

Name _____

County _____

Zip Code _____

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TUESDAY, MAY 5, 1970

The Journey Ends

THE end of a long road will be reached this week when Gov. Nelson A. Rockefeller signs into law four contracts negotiated for the majority of State employees by the Civil Service Employees Assn.

The journey began more than a year ago when CSEA was challenged in elections to represent State workers and won all but one small group of workers hands down. Then came the bargaining for some 130,000 employees, and this went down to the wire. After that, it was the turn of the entire CSEA membership in the four units to vote, for the first time, directly on the contracts affecting them.

In the meantime, all State workers with either little or no representation got the same pay and fringe benefits negotiated for the majority of workers.

This week's bill-signing ceremony in the executive chambers of the Capitol Building will see the conclusion of a long battle that was hard fought and well won.

PBA Wins Its Point

THE dispute between the City Administration and the Patrolmen's Benevolent Assn. on wage differentials will now be resolved in the very place the PBA has insisted on all along—the courts.

Mayor Lindsay had been insisting that the matter should be settled through the Office of Collective Bargaining. The PBA point of view was that this would lead to arbitration about a benefit that had already been settled. What PBA wanted was the enforcement of a contract that had been agreed upon by both sides.

The Lindsay Administration has now pledged itself to fully support the use of the courts to settle this dispute and to lend every means to expediting the issue.

The Patrolmen's Benevolent Assn. has won a very important point for its membership.

Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Administration in New York University's Graduate School of Public Administration.

Administrative Adjudication

A LAUDABLE example of how public relations favorably affects government operations is Administrative Adjudication, the official name identifying the totally new procedure for handling traffic violations within New York City beginning July 1.

A NATIONAL "first", Administrative Adjudication for moving violations will be conducted by 25 to 30 civil service hearing

referees assigned by the State of New York through its Dept. of Motor Vehicles.

A PARALLEL team of referees (Continued on Page 13)

SOCIAL SECURITY

Questions and Answers

I've been collecting social security for 5 years now and my social security checks have always arrived right on time. But I'm planning to give up my apartment and move in with my daughter next month. What should I do to make sure that the checks keep coming on the 3rd of the month?

Be sure to notify the Social Security Administration of your change of address as early as possible. If you get the notice in before the 15th of the month your next check can probably be sent directly to your new address.

I am age 68, and I am enrolled for the hospital insurance part of Medicare. I will soon have to enter the local hospital for surgery, after which I expect to remain hospitalized for about 30 days. Approximately how much of my total bill will Medicare pay?

Assuming that the hospital you plan to enter is one that participates in the Medicare program, your hospital insurance will pay for all covered expenses, except the first \$44, for up to 60 days. The first \$44 of expenses you incur will be your responsibility and cannot be paid by Medicare under any circumstances. Should you re-enter the hospital within 60 days of your discharge, you will not be required to again pay the \$44 as you are still in the same benefit period.

I am planning a long vacation through the United States now that I am retired. If I am injured or become ill while in another state and require hospitalization, will my Medicare hospital insurance help with my total bill?

As long as the hospital you enter is one that participates in Medicare, it does not matter where it is located in the United States. All participating hospitals, whether non-profit, proprietary, or government, operate under the same rules and regulations concerning Medicare payment and unless you are hospitalized for over 60 days, your hospital insurance should pay all covered costs except the first \$44, which is, of course, your responsibility.

I am 63 years old and have just recently suffered a severe heart attack. Can I still receive social security disability benefits even though I took my social security at age 62?

Yes, you may receive social security disability benefits until you are age 65. However, your disability benefits will be reduced to take into account the number of months you received the other benefit prior to becoming disabled. Even with this reduction, however, your disability benefits will be higher than the benefits you are presently receiving.

Here's a moving appeal from social security. If you are receiving social security benefits, be sure to notify your social security office when you move to a new address so your checks can move with you.

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.")

Line-Of-Duty Disability

THE VOLUME of appeals decided by the Justices of the Appellate Division, First Department, comprising the First Judicial District (New York and Bronx Counties) is tremendous. It is therefore natural that opinions are not always written on every appeal. Nevertheless, the questions raised by the Justices on the hearing of oral argument by opposing counsel often provide a guide to the rationale of the Court's decision. Such a case is *Merigone v. Board of Trustees of the New York Fire Department Pension Fund* (New York Law Journal, April 8, 1970, page 2). The question before the Court was whether the petitioner, a first grade Fireman, was disabled in the line of duty when his injuries resulted from an automobile accident while he was operating his automobile on the way to receive a telephone call arranged for him by a Battalion Chief.

THE PETITIONER was a Fireman of the Fire Department of the City of New York for 23 years until his ordinary disability retirement at half pay in January, 1962. In 1958, he was assigned to the Fire Prevention Education Unit (F.P.E.U.) as chauffeur and aide to Battalion Chief Peter Azzinaro who was in charge. The petitioner drove the Chief to the scenes of greater alarm or fatal fires on a twenty-four hour standby basis. He also gave fire prevention lectures to spectators assembled at the locations of such fires.

WITH THE Chief's retirement on June 1, 1959, the petitioner responded alone in the Chief's car to greater alarm and fatal fires. This was confirmed by the testimony of the Chief himself at a hearing conducted by the Board of Trustees of the New York Fire Department Pension Fund, as follows:

- Q. When did you go on terminal leave?
A. I believe I went on terminal leave on June 1, 1959. It may be a couple of days before or after.
Q. Do you know whether Fireman Merigone took over your duties after you left?
A. Well I understand that he did carry on the duties as we had been performing them.

AT ABOUT 12:15 A.M. of the morning of June 22, 1959, the petitioner reported at the scene of a fatal fire at Beach 75th Street, Rockaway, Queens. He gave two fire prevention talks over a transhailer attached to the Chief's car. After his talks Battalion Chief James F. Maloney told him to expect a telephone call at 9 A.M. from the 47th Battalion to Engine Company 321 in connection with his providing a "Fatal Fire Program" in the area of the fire. The petitioner reported to Engine Company 321 at 2 A.M. where he always parked the Chief's car. As he was not assigned to 321, there was no bed available for him and he went to his mother's house to sleep because it was nearer Engine Company 321 than his own home. At 8:40 A.M., while on his way to Engine Company 321 to be in time for the 9 A.M. telephone call, the petitioner's automobile and another automobile were involved in an accident, causing the petitioner to become permanently disabled.

THE CORPORATION Counsel argued that the petitioner had completed his tour of duty when he parked the Chief's automobile at 2 A.M. While the petitioner did expect a telephone call at Engine Company 321 at 9 A.M. the same day, it was petitioner's daily routine to drive in his own automobile to Engine Company 321 at the start of the day's work to pick up the Chief's car. As urged by the Corporation Counsel, his injuries were therefore unconnected with the duties of his employment, but resulted from an accident before arrival at the employer's premises. In other words, the injuries were not a risk of his occupation but of life generally.

DURING THE argument of the appeal, one of the Justices asked specifically whether the petitioner did not report to Engine Company 321 every day to pick up the Chief's car. In answer to the Justice's question, the petitioner replied that even while operating his private automobile, the petitioner was in the course of his employment because his personal automobile was a necessary adjunct of his employment for transportation to Engine Company 321. The petitioner's argument was based upon the fact that there was no convenient public transportation available from his home to Engine Company 321.

IN DISMISSING the petition, the Appellate Division, although it wrote no opinion, evidently concluded that the petitioner's injuries on the way to Engine Company 321 cannot be construed as arising in the line of duty.

Glendale Unit Changes Name

SCHEENECTADY—The Glendale Unit of the Schenectady County Chapter of the Civil Service Employees Assn. has announced that its name is now changed to the Schenectady County Nurses Unit, CSEA.

The change comes as a result of the Glendale Unit's successful campaign to enlist all Schenectady County employed nurses in CSEA membership.

The announcement was made by Ginny Mottolo, R.N., treasurer of the Schenectady County chapter.

Advisory Post

Dr. Amerl R. Menotti of Fayetteville has been picked as vice-chairman of the State Advisory Council for the Advancement of Industrial Research and Development, Governor Rockefeller's office announced.

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LEGAL NOTICE

File No. 3006, 1967. — SUPPLEMENTAL CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To WALTER J. NEVILLE and E. D. PETERSON, if living and if dead, to their heirs at law, next of kin and distributees whose names and places of residence are unknown and if they died subsequent to the decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and to all other heirs at law, next of kin and distributees of MARY ELLEN AZELINE NEVILLE, the decedent herein, late of 500 West 122nd Street, New York, New York, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained. JOHN S. NEVILLE, MARJORIE N. GEHRUM, MARGARET LENSER, GEORGE P. NEVILLE, DOROTHY N. KROLL, VIRGINIA N. SALMON, RUTH N. ROACH, GEORGE URBAN NEVILLE, and GARY W. NEVILLE.

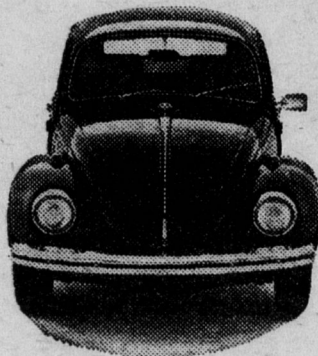
YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, on May 29, 1970 at 10:00 A.M. why a certain writing dated August 20th, 1951, which has been offered for probate by SAMUEL S. BARANOW, residing at 218-32 85th Avenue, Queens Village, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of MARY ELLEN AZELINE NEVILLE, Deceased, who was at the time of her death a resident of 500 West 122nd Street, in the County of New York, New York, and why Letters of Administration with the will annexed should not issue to Samuel S. Baranow. Dated, Attested and Sealed, April 6, 1970.

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

Name of Attorney WEINSTEIN & WEINSTEIN, Esqs., Tel No. LI 4-3344. Address of Attorney 118-21 Queens Blvd., Forest Hills, N.Y. 11375.

This citation is served upon you as required by law. You are not obliged to appear in person. If you fail to appear it will be assumed that you do not object to the relief requested. You have

An investment tip from Volkswagen: Buy low, sell high.



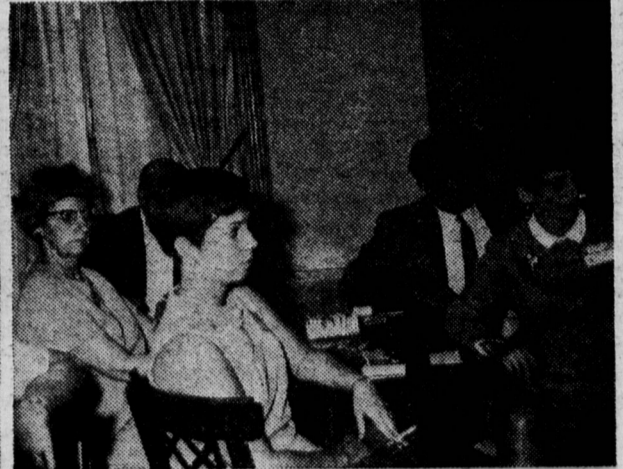
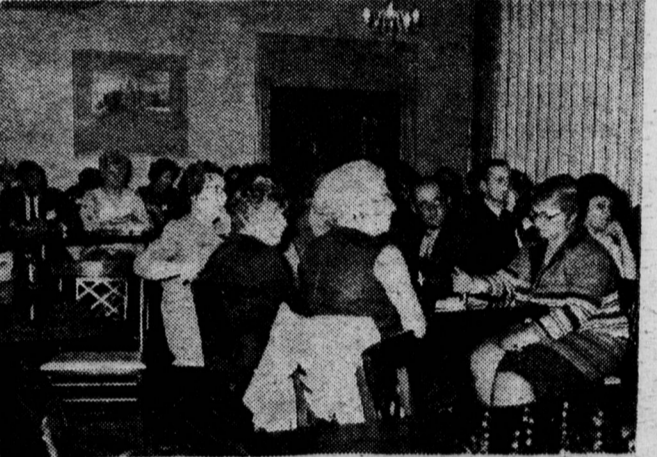
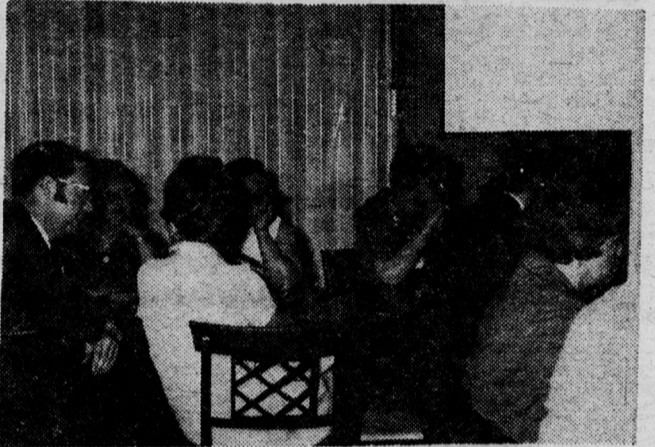
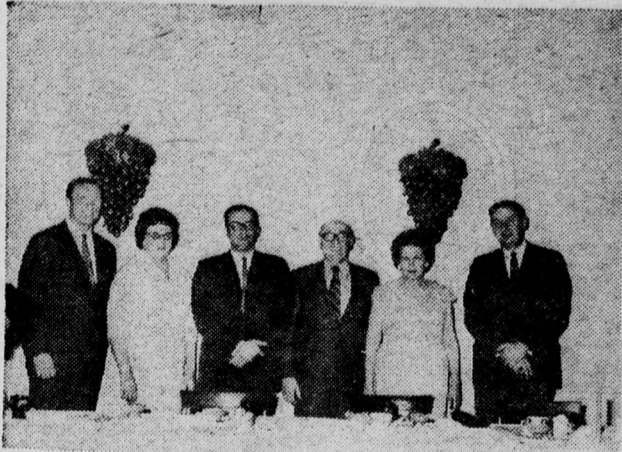
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Bay Shore Trans-Island Automobiles Corp.
Bayside Bay Volkswagen Corp.
Binghamton Roger Kresge, Inc.
Bronx Avaxe Corporation
Bronx Bruckner Volkswagen, Inc.
Bronx Jerome Volkswagen, Inc.
Brooklyn Aldan Volkswagen, Inc.
Brooklyn Economy Volkswagen, Inc.
Brooklyn Kingsboro Motors Corp.
Brooklyn Volkswagen of Bay Ridge, Inc.
Buffalo Butler Volkswagen, Inc.
Buffalo Jim Kelly's, Inc.
Cortland Cortland Foreign Motors
Elmsford Howard Holmes, Inc.
Forest Hills Luby Volkswagen, Inc.
Fulton Fulton Volkswagen, Inc.
Geneva Dochak Motors, Inc.
Glens Falls Bromley Imports, Inc.
Hamburg Hal Casey Motors, Inc.
Harmon Jim McGlone Motors, Inc.
Hempstead Small Cars, Inc.
Hicksville Walters-Donaldson, Inc.
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Horseheads G. C. McLeod, Inc.

Hudson Colonial Motors, Inc.
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Ithaca Ripley Motor Corp.
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New York City Volkswagen Fifth Avenue, Inc.
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Oneonta John Eckert, Inc.
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Rochester Mt. Read Volkswagen, Inc.
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Yonkers Dunwoodie Motor Corp.

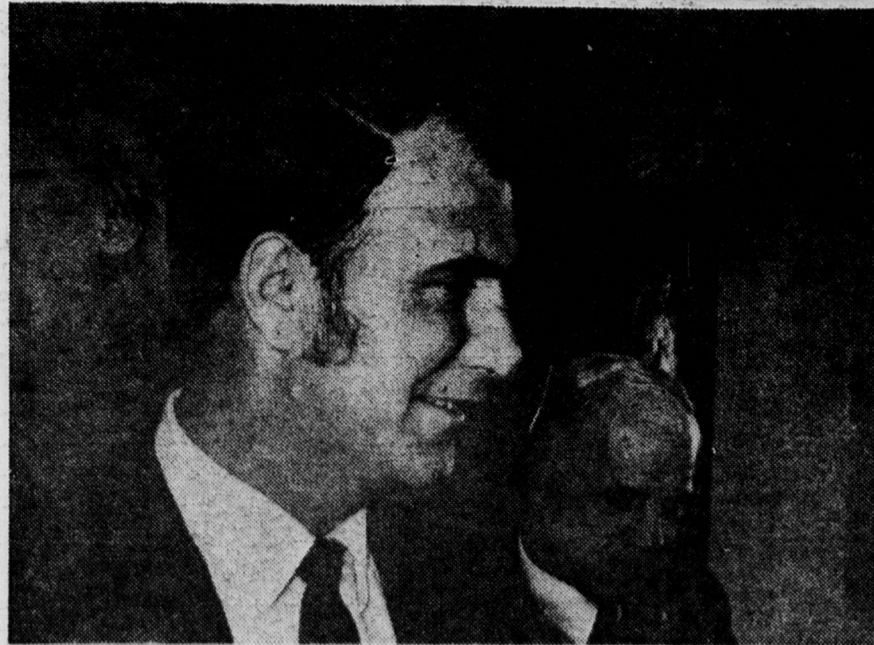




DAIS guests at the dinner closing the Spring Meeting of the Western Conference, Civil Service Employees Assn, are shown in the top two left frames of this montage. While the right frame shows officers of the State University of Fredonia chapter, CSEA, the

Western Conference

center photo in the second line shows Dr. Theodore Wenzl, CSEA president, addressing the membership, flanked by Dr. L. Walter Schultze, dinner speaker, left, and Joe Deasy, Jr., city editor of The Leader, dinner toastmaster.



DELEGATES to the Central Conference, Civil Service Employees Assn., meeting recently at Cortland, heard reports from Arthur Kasson, Conference president, bottom right, and CSEA field representative Ted Modrezejewski, bottom left. The top picture shows Philip

Central Conference

Caruso, of Utica, offering resolutions for action by the delegate assembly. Kasson reported at the meeting that he would not seek re-election to office. The meeting drew an exceptionally large turn-out.

Photos by Adams

Judicial Conf. Aides Ratify CSEA-Negotiated Contract

(Special To The Leader)

ALBANY—CSEA State-employed members of New York's Unified Court System who come under the jurisdiction of the Judicial Conference have ratified the contract recently negotiated for them by the Civil Service Employees Assn. The ratification is the result of a vote by the Judicial Conference aides, who approved the contract almost 30-1.

The contract, similar to that ratified by the New York State employees, represents sizable gains to the court employees, featuring salary, retirement, and health insurance improvements.

All employees will receive a general salary increase of 7½ percent, with a \$750 minimum increase affecting those on the payroll as of March 1, 1970; \$250 of the raise is deferred until October 1, 1970. A six percent increase, with a minimum increase of \$525, will become effective on April 1, 1971.

New Minimums

Minimum salaries of \$5,700, effective April 1, 1970, and \$5,950, effective October 1, 1970, were established for employees in the nine county New York-Long Island area.

The \$200 location pay for employees in nine New York-metropolitan counties, effective April 1, 1969, is continued, and

is extended to Judicial Conference employees working in Monroe County, effective April 1, 1970. Inconvenience (night work) pay of \$300, effective April 1, 1969, is also continued.

The salary package is accompanied by the establishment of a joint labor-management committee which will conduct a study of current salary arrangements, including those provided for in the new contract. The committee will submit a report by October 1, 1970, which will pave the way for the establishment of a uniform "pay plan" to become effective April 1, 1971. This projected "pay plan" will be negotiated, using the recommendations of the committee as a basis and will incorporate the increases provided by the present contract.

Retirement Benefits

The 25-year half-pay career plan now includes the 1/50th credit of final average salary for all years of service, and eligibility for the 1/50th credit is attained after only 20 years of service instead of the previous 25 years. The survivors' death benefit for retirees is increased from \$2,000 to \$3,000.

Attached to the retirement package is a provision for the establishment of a joint labor-management committee which will study the present retirement plan and determine whether there is any basis for different retirement provisions for the State employed court employees. The committee will issue a report which will be submitted by October 1, 1970, and this will provide the basis for possible changes to be effective April 1, 1971.

Highlights of the health insurance improvements are the raising of maternity benefits from \$150 to \$200, and the reduction of contributions for dependent coverage from one half of dependent cost to one fourth, effective April 1, 1971.

Accompanying the actual health insurance gains is the establishment of a labor-management committee to work out tentative additional benefits to be effective April 1, 1971. Included in this study will be a dental plan, plus methods of providing paid-in-full benefits under Blue Shield, providing comparable benefits under GHI to those provided by the State-wide plan, and of periodically discussing the administration of health insurance programs in areas affecting employees.

Employees who were members of the negotiating team are David Klingaman, chairman, assistant clerk, Court of Claims, Albany; Robert Harrison, deputy director, Mental Health Information Service, Appellate Division, Supreme Court, Albany; and Sol Summer, Assistant clerk, Appellate Division, Supreme Court, New York City.



LIGHT MOMENT — State Senator John E. Flynn, chairman of the Civil Service Committee, left, and Irving Flaumenbaum, Civil Service Employees Assn. first vice-president, share a light moment at the Westchester unit's dinner, at the Post Lodge in Larchmont.



DAIS GUESTS — Civil Service Employees Assn. officers attending the recent dinner meeting of the CSEA's Westchester County unit, Westchester chapter, in Larchmont, are, left to right, Irving Flaumenbaum, CSEA Statewide first vice-president, who represented CSEA president Dr. Theodore C. Wenzl; Irene Amal, dinner chairman; Michael DeVecchio, president of the Westchester County chapter; Marilyn Matthews, executive secretary of the chapter; and Carmine Lamagna, president of the unit.

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What about yours?

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What You Can Do

With this in mind, The Civil Service Employees Assn. has arranged to make available to you additional coverage at remarkable low rates. Premiums far below what you'd have to pay if you arranged for the insurance on your own. The table at right gives you the story at a glance. And low cost is only one advantage. There are many other wonderful features, which make this plan, we sincerely believe, one of the finest ever offered to any group.

Other Important Features

Members may apply for \$5,000 to \$40,000 in multiples of \$5,000. However, the amount, when combined with the Association's Group Life Insurance Plan, may not exceed three times salary.

Optional Coverage For Your Dependents

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

**LOOK AT THESE LOW PREMIUM RATES
PER \$5,000 OF INSURANCE**

	Semi-Monthly*	Bi-Weekly*
Under 30	\$.55	\$.50
30-34	.85	.80
35-39	1.10	1.00
40-44	1.40	1.30
45-49	1.90	1.75
50-54	2.20	2.60
55-59	3.95	3.65
60-64	5.75	5.30
65-69	8.25	7.60

* Convenient payroll deduction of premiums for state employees, and most political sub-divisions.
Premiums increase as insured attains a new age bracket.

AMOUNT AVAILABLE

Spouse	\$5,000
Child age 6 months or more	2,500
Child age 15 days to 6 months	500

LOW BI-WEEKLY COST FOR SPOUSE

Member's Age	Member's Age
Under 30	\$1.17
30-34	2.05
35-39	3.18
40-44	4.93
	7.39

Premiums increase as the insured attains a new age bracket.

A flat additional charge of \$.57 bi-weekly includes all insured children age 15 days to 18 years regardless of number.

Also, if you should die before your children become 22 their insurance would continue without further premium payments until they are 22.

There is a special Accidental Death Benefit with an extra benefit equal to the face amount or equal to twice the face amount if such death is due to riding as a passenger in an aircraft or other commercially operated public conveyance. These benefits are payable for loss of life resulting from accidental injury and occurring within 90 days after the accident. Death resulting from war suicide (sane or insane) certain aviation activities or death attributable wholly or partly to disease, is not covered.

In addition, you get WAIVER OF PREMIUM in certain cases involving total disability, plus broad conversion privileges and liberal renewal agreements.

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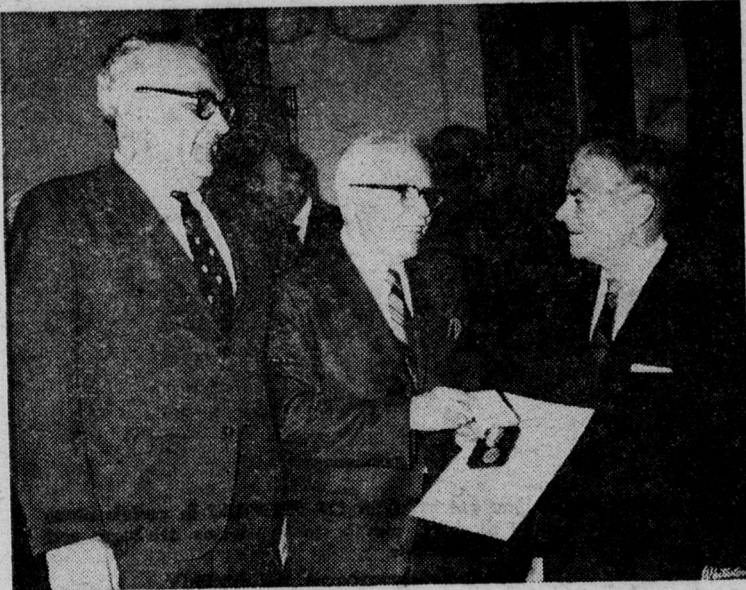
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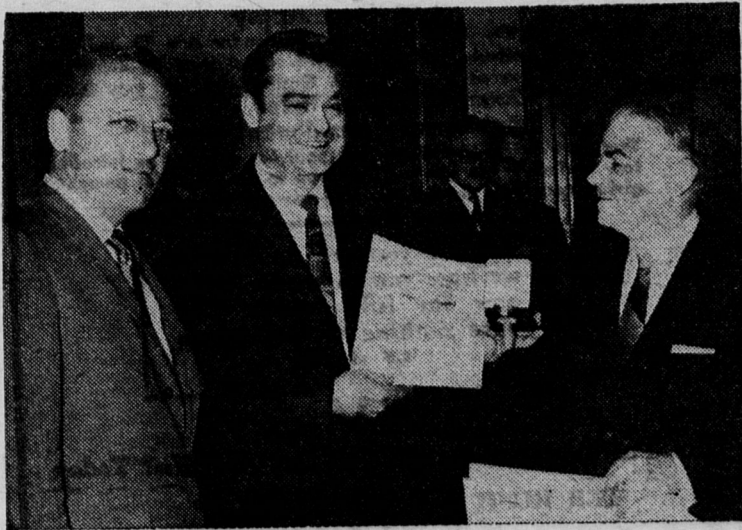
SCHENECTADY NEW YORK BUFFALO SYRACUSE



CITY — Assistant Budget Director James Cavanaugh, hold-award, is flanked by his wife and City Personnel Director Solomon Hoberman, left, and Comptroller Abraham D. Beame.



STATE — Edward Igoe, director of the State Income Tax Bureau, receives his award from Comptroller Abraham D. Beame as James Kelly, director of the State Civil Service Commission's New York City office, looks on.



FEDERAL — George McQuoid, deputy regional director of the U.S. Civil Service Commission, center, displays his awards to Comptroller Abraham D. Beame, right as Robert J. Drummond, Jr., regional director of the commission, looks on.



LOCAL GOVERNMENT — Alfred A. Bakula, community relations director of the Niagara Falls Police Department, center, is congratulated by Comptroller Abraham D. Beame, right and Dr. Theodore H. Lang, Assistant Superintendent of Schools for Personnel.

(Continued from Page 1)
Ersa H. Poston, President of Department of Civil Service for New York State; Robert J. Drummond Jr., Regional Director of United States Civil Service Commission; Dr. Theodore Lang, Personnel Director of New York Board of Superintendents; and Jerry Finkelstein, Publisher of the Civil Service Leader and New York Law Journal.

Presentation of the awards in previous years was made by Hubert H. Humphrey, Robert F. Kennedy, Governor Nelson A. Rockefeller, Senator Jacob K. Javits, and Senator Charles E. Goodell.

James A. Cavanaugh

Cavanaugh first entered New York City service on October 13, 1938 as a clerk in the Department of Housing and Buildings, and transferred in the title of supervising clerk to the Bureau of the Budget in 1952. He was promoted to the title of budget examiner in 1954 and rose to various levels of this occupational group to his present title of assistant director of the budget.

According to Budget Director Frederick O'R Hayes "he has displayed throughout his assignments a degree of ingenuity, industry, and responsiveness to the needs of the City that would have placed him in the top ranks of any organization in which he served.

"Cavanaugh has exercised great skill in accomodating the budget process to changing conditions through the design and promotion of the use of revised systems and procedures and the development of computer concepts to be applied to budgeting. He has spurred the evolution of effective systems by maintaining liaison with and urging the use of such systems by bureau personnel, agency personnel and personnel of other related City administrative agencies," Hayes said.

Edward D. Igoe

State Income Tax Bureau Director Edward D. Igoe began serving the public on October 16, 1923, as a junior clerk in the Health Department, the Income Tax Bureau, and the Department of Taxation and Finance where he remained until 1929. At that time he was promoted to senior audit clerk in the Department of Audit and Control and in 1936 became a head clerk (purchase) in the Division of Employment. The career civil servant returned to the Department of Taxation and Finance in 1942 as chief clerk.

Igoe was promoted to head the Business Administration Bureau of the latter Department in 1946, where he served until his appointment as director of the Income Tax Bureau on April 8, 1959.

He was selected by Governor Dewey as a member of the State Merit Award Board in 1945 and, on October 31, 1956, was appointed chairman of the Award Board by Governor Hariman, in which capacity he served until April 28, 1959.

"Under Mr. Igoe's direction, the Income Tax Bureau has become a showcase of administrative efficiency for State agencies, other States and even internationally," said Norman F. Gallman, acting commissioner of the Department of Taxation

and Finance. "Mr. Igoe has assisted other State agencies in adapting the innovations of the Income Tax Bureau to their own needs. Representatives of almost every State in the Union, as well as from such foreign nations as Canada, West Germany, Sweden, Pakistan, Syria and India, have come to observe and study the operations of the New York State Income Tax Bureau. Mr. Igoe has visited Ireland and England and conferred with officials in Dublin and London on mutual problems in the administration of income taxes," Gallman said.

Alfred A. Bakula

Detective Bakula has been with the Niagara Falls Police Department since 1957, and since July, 1967 has served with the Community Relations Division, where in 1968 he received the Police Superintendent's Award as an outstanding police officer. Heading his list of accomplishments is his role as the State's first student ombudsman. His work with the City and Board of Education centers on discussing youth problems with public school children, especially narcotics, law enforcement, traffic safety and police-teenage relationships.

In addition to delivering lectures before student groups, Bakula has been available to the teenagers of Niagara Falls on a more personal basis, exploring ways to resolve student problems. A "super-counselor", he has found his role

as ombudsman to be a 24-hour job, with students coming to him with problems even at home.

George J. McQuoid

George J. McQuoid, presently performing the combined job of deputy regional director and chief of the Personnel Management Division of the U.S. Civil Service Commission for New York, New Jersey, Puerto Rico and the Virgin Islands, began his Federal career in Washington, D.C. in June 1951 as management intern for the Commission. In 1952 he rose to the post of civil service examiner, and in 1953 to assistant to Civil Service Commissioner George M. Moore in Washington.

His other assignments in the nation's capital included program analyst in the program planning division, chief of professional examining unit, and from 1959 to 1960, assistant director of personnel for the Commission.

McQuoid moved to New York late in 1960 to become chief of the regional inspection division, and in 1961 became chief of the newly-formed personnel management division. He began his present duties in 1963.

MTA Appointee

ALBANY—Donald H. Elliott of Brooklyn has been reappointed to a new term on the Metropolitan Transportation Authority for a term ending in 1978.

GOURMET'S GUIDE

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Your Public Relations IQ

(Continued from Page 6)
ees from New York City's Traffic Department will handle parking offenses and other so-called standing violations, such as blocking a fire hydrant.

LITERALLY overnight, 4 million traffic violations will be removed from that judicial nightmare, officially known as New York City Criminal Court.

PUBLIC RELATIONS had a double-barrelled effect on the new deal which errant motorists will receive from the State-operated Administrative Adjudication:

• **GOVERNOR ROCKEFELLER** acted in response to a storm of complaints from motorists and auto clubs that N.Y. City's Traffic Court machinery had all but collapsed under the weight of an annual case load totalling 800,000 moving traffic infractions and 3.2 million parking offenses.

• **THE REMEDY** mandated by the State Legislature last year and about to be implemented from a blueprint drawn by State Motor Vehicle Commissioner Tofany's Task Force, is replete with suggestions based on sound public relations principles.

FOR EXAMPLE, the Task Force made this public relations point:

WHILE THE fairness of the operational and hearing procedures, of course, will be of paramount significance in shaping the public attitude toward the new program, the Task Force is acutely aware of the fact that the motorist's attitude is shaped by a series of impressions received during the adjudication process—the first impression be-

ing the location and appearance of the hearing facilities."

BASED ON the Task Force's specific recommendations, the hearing facilities provided by the State of New York should be a vast improvement over what motorists have to face now—something like the difference between a modern motel and a Bowery flophouse.

BOTH GOVERNOR Rockefeller and Commissioner Tofany's Task Force recognized that no small part of the disrespect for the State's judicial system could be traced to what passed for justice in New York City's Criminal Courts.

THERE WILL be no "deals" in the traffic abuse under Administrative Adjudication. The ground rules are very carefully set forth and a strong public information campaign is being mounted by Commissioner Tofany's staff to make certain that every New York City motorist knows what they are.

BECAUSE OF the critical importance of Administrative Adjudication to every civil servant in the State, we plan another column soon to continue a discussion of this pioneer government procedure which is so dependent on good public relations for its ultimate success.

Contract Terms To Be Discussed By Rochester Chap.

(From Leader Correspondent)

ROCHESTER — Civil Service Employees Assn. officials and area legislators will attempt to answer questions about the implementation of the new State-CSEA contract at a meeting of the Rochester CSEA chapter May 6.

"We've been bombarded with questions about implementation of the new contract," said Sam Grossfield, Rochester chapter president. "The contract is retroactive to April 1, but so far no one has seen any increases in his check."

Islip Blue-Collar Ballot Pits CSEA's Record Vs. Failures Of Teamsters

ISLIP—In voting Thursday, May 7, blue-collar employees of the Town of Islip make the choice between the proven accomplishments on their own Civil Service Employees Assn. and the unions including one which has failed to produce for employees in adjoining town of Babylon.

CSEA officials noted that salaries throughout the Islip Town service have been boosted an average of better than 60 percent in the last four years.

By comparison, officials noted, the Teamsters Union has achieved only a five percent boost in two years in the adjoining town of Babylon.

The voting decides among CSEA, the Teamsters, the AFS-CME or no representation. Voting is from 3:30 to 6:30 p.m. at the Bay Shore and Sayville yards of the Town Highway Department.

Another vote is expected in about two weeks among white-collar employees.

Voting hours may have been altered by this week, if the State Public Employment Relations Board responds to a protest from CSEA that the hours are inconvenient and too limited. CSEA also protested PERB's order for elections for white- and blue-collar groups on separate days.

The Town CSEA had been organized in white- and blue-collar divisions, but the two groups were together in joint bargaining.

Last month, the State PERB ordered elections for separate bargaining units.

Lewis LaPorte, head of the blue-collar division of the Town CSEA chapter, called for a vote for CSEA in both units, in order to preserve the Town-wide bargaining power that has served in the past to provide bellweather gains.

Fights Break Out In Atlanta After AFSCME Signs 'Sweetheart' Pact

(Special To The Leader)

ALBANY—The American Federation of State, County, and Municipal Employees caved in to the City of Atlanta, Ga., recently, and accepted a 4.3 percent pay raise for the City's more than 2,300 sanitation workers.

The acceptance was not swallowed as easily by the employees themselves, as fist fights and instances of angry employees racing out of a closed door ratification meeting were reported in a United Press International story.

The acceptance ended a 37-day garbage strike.

The raise, which went into effect May 1, means less than five dollars a week in additional pay for most of the employees, the story said.

It was also reported that most of the City workers were making

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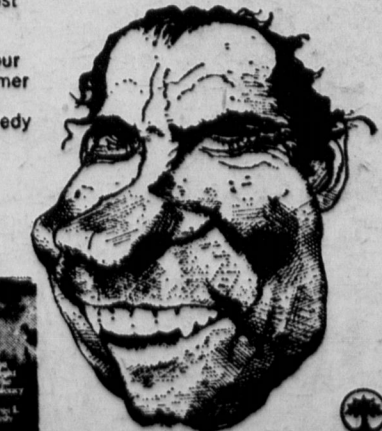
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M EETING recently at Rockland State Hospital in Orangeburg, these delegates were caught by The Leader camera as they went about the business of caring for the problems facing members of the Civil Service Employees Assn. Top, right, Nicholas Puzziferri, conference president, makes his report. Second row, left, Michael DelVecchio, Westchester chapter president, discusses a problem with another delegate; center frame,

Southern Conference

George Celentano, Rockland State Hospital president, listens intently to the discussions while the right frame

velopments. The middle row, left, shows Leader assistant editor Ron Linden conferring with Bonnie Hultman, conference secretary. Fourth row, left, shows James Graham, field representative, right, advising members of possible ways to handle their recruiting drives, while, at right, a group of member chapter presidents held a caucus. Left to right are Celentano, John Clark of Letchworth Village, Issy Tesler of New Hampton and Brad Moore of the Palisades Interstate Park Commission.

Grand Tour Features
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 Only six seats are left for the Grand European tour sponsored for members of Civil Service Education & Recreation Assn. that will include the famous Oberammergau Passion Play,

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Atlanta Fights

(Continued from Page 13)

only \$2.13 an hour while some were paid as low as \$1.96 per hour.

Theodore C. Wenzl, president of the Civil Service Employees Assn., said: "Acceptance of such a miserable offer was a blow to responsible unionism and a show of cowardice on the part of AFSCME. AFSCME's capitulation could only be viewed as a sellout and typical of the many 'sweetheart' contracts this so-called union has foisted upon thousands of public employees across the country."

Analyst Test

A technical-oral examination was taken by 20 candidates for computer systems analyst with the City of New York recently.

Health Dept. Engineers
 ALBANY—The State Health Department has announced these three appointments: S. Lawrence Baldwin of Gilbertsville as district sanitary engineer for the Oneonta District, \$13,595; Harris J. Chien, White Plains, as a senior sanitary engineer, \$13,595; Joseph Puchalik, Monsey, senior sanitary engineer, \$13,595.

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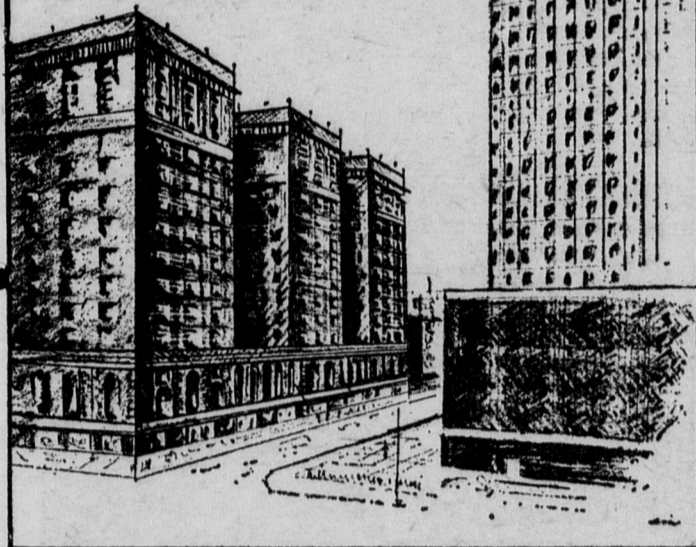
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HEALTH RESEARCH SESSIONS

Nearing agreement on the two-year contract covering some 750 employees of Health Research, Inc. in Albany, Buffalo and Syracuse are representatives of HRI and the Civil Service Employees Assn. who met in Albany over a two-week period to hammer out the details of the new work contract. Clockwise from foreground are: Alex Humphrey, director of personnel at the Syracuse Neighborhood Health Center; Robert Mayer, director of personnel for the State Health Dept.; Caesar Naples, assistant director of the New York State Office of Employee Rela-

tions; Jeff Austin, counsel from the Dept. of Civil Service; Clarissa Isaacs, president of the CSEA chapter at the Syracuse Neighborhood Health Center; Robert McCall, HRI representative; Ernestine Anderson, CSEA, Syracuse chapter; Kathy Meszaros and Thomas Krajewski, CSEA, Buffalo chapter; Connie Glen, president of the CSEA chapter at Buffalo HRI; Carol Murphy, representative from Blue Cross-Blue Shield; John D. Corcoran, Jr., CSEA regional field supervisor; Thomas Linden, CSEA research analyst, and Clara Stephens, vice-president of the HRI CSEA chapter, Syracuse.

Stony Brook Chapter Blocks Parking Fees

(Continued from Page 1) or to have created the office of traffic coordinator, the salary for which is paid out of the parking fee.

CSEA, through regional attorney Lester Lipkind, had vigorously opposed the fee when it was first set two years ago, and brought the case to court.

In his arguments, Lipkind said that the traffic coordinator's post, which consists mainly of finding and issuing summonses to cars which do not bear the sticker indicating that the parking fee has been paid, is a part of the State University system and should therefore be paid out of State funds, not by

charging for parking.

Justice Geiler agreed, saying "The traffic coordinator is dependent upon public funds for his very existence . . . the State University at Stony Brook cannot collect fees for the support of employment which is contrary to and violative of the mandate of State Constitution."

(Adv.)

Flaumenbaum Cited By Cornell

MINEOLA—Irving Flaumenbaum, first vice-president of the Civil Service Employees Assn. and president of the Nassau County CSEA chapter, recently received high praise for his participation in a program of information and discussion on public sector labor negotiations held at the New York State School of Industrial and Labor Relations of Cornell University.

Life Insurance

(Continued from Page 1) applicants can pay semi-monthly rates of \$.55 or a \$.50 bi-weekly rate. The oldest age bracket, 65 through 69, has the semi-monthly premium of \$8.25 or only \$7.60 if using the bi-weekly plan.

Amounts available in case of death are \$5,000 for the employee's spouse, \$2,500 to children above six months, and \$500 to children between 15 days and six months. The plan is underwritten by Mutual of New York.

Central Conference Meeting Highlights

(Continued from Page 3) gation and clarification.

Following the business meeting, the delegates adjourned to prepare for the evening's program which included a dinner-dance at the Corey Union building on the campus of the State University of New York at Cortland.

Guests of honor at the head table included Cortland Chamber of Commerce president Bob Biviano who welcomed the delegates. He was joined briefly by Cortland Mayor Morris Noss, who was unable to stay because of a prior commitment. Also seated were Mr. and Mrs. Willis Streeter. Streeter is president of the Cortland County chapter, co-host for the Conference meeting. State CSEA treasurer and Mrs. William Gallagher were also present at the head table as were Conference president and Mrs. Arthur Kasson. Other guests included Robert Guild and Lee Frank, Staff CSEA representatives serving the Central Conference area. Toastmaster was Cortland State University chapter president Professor Fred Bieler and his wife.

Guild took the opportunity to urge those present to continue working toward meeting the challenge of "grass roots representation" to continue the growth and effectiveness of the organization. Guild praised the

Hawaii Tour Set From Rochester

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

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

Immediate application should be made to Claude E. Rowell, 64 Langslow St., Rochester, N.Y., 14620, After 5 p.m. telephone (716) 473-5657.

Flaumenbaum spoke to two classes of undergraduates about collective bargaining on the local level.

Ronald Donovan, professor of industrial and labor relations at Cornell, commended Flaumenbaum for his efforts: ". . . I appreciated having Irving Flaumenbaum here at the ILR School this week . . . In both classes the response of the students was enthusiastic. For once, faculty and students agreed on something, namely, that Irv did a great job in conveying some feel for the day-to-day problems of collective negotiations and union administration."

Western Conference

(Continued from Page 3)

ident, Dr. Theodore Wenzl, the CSEA leader was given a rousing vote of confidence and thanks for his leadership during his tenure in office. Wenzl reported on the success in negotiations and future expansion plans for the Employees Assn.

Scandinavian Tour Now Open--Only \$696

A 17-day tour to Scandinavia is now available for bookings by members of Civil Service Education and Recreation Assn. The dates are July 4 to 18, and the tour will visit Denmark, Sweden and Norway.

Lochner Tribute

(Continued from Page 1) in our tribute to this outstanding CSEA worker that we have decided to provide them a double opportunity to do so, by honoring Mr. Lochner on both the evenings of May 24 and 25," Bendet said.

A workshop panel session Monday will start at 9:30 a.m. and include a report on CSEA legislative programs, a discussion of insurance plans, and a third panel on retirement. Following lunch, a further panel session will continue at 2:15 if more discussion is needed.

A period of leisure activity will be featured Monday afternoon, followed by a cocktail party at 6 p.m. and the testimonial dinner for the guest of honor. Afterward, guests will again enjoy entertainment in the night club.

The workshop will conclude with breakfast on Tuesday morning.



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