

Civil Service LEADER

America's Largest Weekly for Public Employees

Correction Officer Pension Bill

See Page 11

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Tuesday, April 9, 1968

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LEGISLATURE OKS PAY BILL



HEARING JAMMED — Part of the more than 500 key punch operators—almost half of those in State service—who attended the April 8 Civil Service Commission hearing on the reallocation of that title are shown in Chancellors

Hall in Albany. The hearing was held at the request of the Civil Service Employees Assn., after the director of Classification and Compensation denied the CSEA request for a two-grade reallocation of that title. The denial has caused considerable unrest among the key punch operators.

State Parole Officers' Upgrading Approved More Than Year Ago

ALBANY — The recent two-grade reallocation of parole officers which triggered some controversy earlier this year was actually approved more than a year ago by the Civil Service Commission, but held up pending final action by State Budget Director T. Norman Hurd.

Dr. Hurd approved the reallocation just before parole officers voted to withhold services if their long-standing appeal was not acted upon immediately. The Civil Service Employees Assn. looked into the matter as a result of many letters it had received asking for information on what really happened.

N.Y. Daily Column City's Newest Paper Now On Newsstand

The New York Daily Column, featuring more than 50 of the nation's top syndicated columns and cartoonists, is now available on newsstands throughout the New York Metropolitan area.

20 Percent Pay Boost Tops Nassau Chapter's Negotiation Demands

(From Leader Correspondent)

MINEOLA — Leading with a plank for a 20 percent pay increase, the Nassau chapter, Civil Service Employees Assn., has forged a vigorous program to be standard in upcoming negotiations for employees of the County and its three townships.

"This is the program developed by the employees themselves, and one which CSEA intends to see implemented," declared chapter president Irving Flaumenbaum in revealing the details. "Our mem-

bers refuse to subsidize, any longer, the County and townships by accepting substandard wages."

Calling for justice, Flaumenbaum charged that the towns have already contributed to wildcat

(Continued on Page 16)

In Memorium--Dr. Martin Luther King

A magnificent American among us, Dr. Martin Luther King, has made the supreme sacrifice. Through our CSEA committee on human rights and in respect to our many members of all races and creeds, to whom Dr. King had endeared himself, I do humbly express the sorrow that has come upon our Association. CSEA will become stronger in its ways in these times because of the inspiration of this great man.

Dr. Theodore C. Wenzl, president Civil Service Employees Assn.

Brydges, Travia Praised For Aid

By PAUL KYER

ALBANY — A long and arduous drive by the Civil Service Employees Assn. that began last November to get a salary increase and improved pension benefits reached its dramatic climax last week when the Senate and Assembly gave approval of a 10 percent, \$600 minimum wage hike for all State workers. CSEA leaders were also assured that the 1/60th, fully-retroactive pension bill now being written would also soon get the Legislature's stamp of approval.

Dr. Theodore C. Wenzl, president of the Employees Association, (Continued on Page 16)



ANTHONY S. TRAVIA

At Concord Hotel

Testimonial To Solomon Bendet Set For June 9

Solomon Bendet, chairman of the Salary Committee of the Civil Service Employees Assn., will be given a testimonial dinner by the New York City chapter of CSEA during a workshop being sponsored by the chapter at the Concord Hotel June 9 through 11.

Seymour Shapiro, chapter president, said Bendet would be honored at a dinner on June 9 at the hotel and invited CSEA members throughout the State to attend the event.

The workshop will feature a panel discussion on health insurance plans and discussion of the new pension system recently won by CSEA.

Announcements concerning reservation procedure and prominent guests will be made in the near future, Shapiro said.



EARL W. BRYDGES

Bulletin

ALBANY — State Comptroller Arthur Levitt announced today that the State's new salary schedules would be reflected in pay checks covering the second payroll period of the new fiscal year.

Checks at the new salary schedules will be issued to approximately 75,000 administrative em-

(Continued on Page 16)

Don't Repeat This!

Despite State Raise

Taylor Law Will Still Undergo Some Severe Trials

NEW YORK STATE'S first labor contract with public employees negotiated with the 160,000-member Civil Service Employees Assn., moved into the history pages with the passage last week of a salary increase by both houses of the Legislature. (Continued on Page 16)

P.A. Seeking Secretaries & Clerk-Typists

The Port of New York Authority has openings for secretaries, clerk-typists and clerks. Positions are available at the Port Authority airports in Newark and Queens, the Holland Tunnel in Jersey City and its main building at 111 Eighth Avenue, New York.

Applicants must be U.S. citizens and high school graduates and have at least one year's clerical experience. Starting salaries are \$102.50 for secretaries and \$97.50 per week for clerk-typists and clerks. Employees are eligible for an increase at the end of the first six months.

Employee benefits include seven days vacation this year, a tuition refund program and commutation passes. For interviews apply in person Monday through Friday from 9 a.m. to noon or call Miss Carson at (212) 620-7178 for evening or afternoon appointments.

The Port of New York Authority is also recruiting for clerical aides to work in its mailroom and accounting division. The starting weekly salary for this position is \$73 with periodic increases and a variety of insurance and other benefits. Applicants must be U.S. citizens and graduates of elementary school. Written tests for the position are being given every weekday at 9 a.m. in Room 200 at 111 Eighth Avenue in Manhattan.

Ecker Replaces Ferro As Mental Hygiene Rep. In two Conferences

SYRACUSE—Charles Ecker has been elected Department of Mental Hygiene representative for the Civil Service Employees Assn.'s Central and Western Conferences. Ecker, an employee at the Syracuse State School, will serve on CSEA's State Executive Committee and Board of Directors.

A special election was held to fill the vacancy created by the resignation of Vito Ferro because of ill health.

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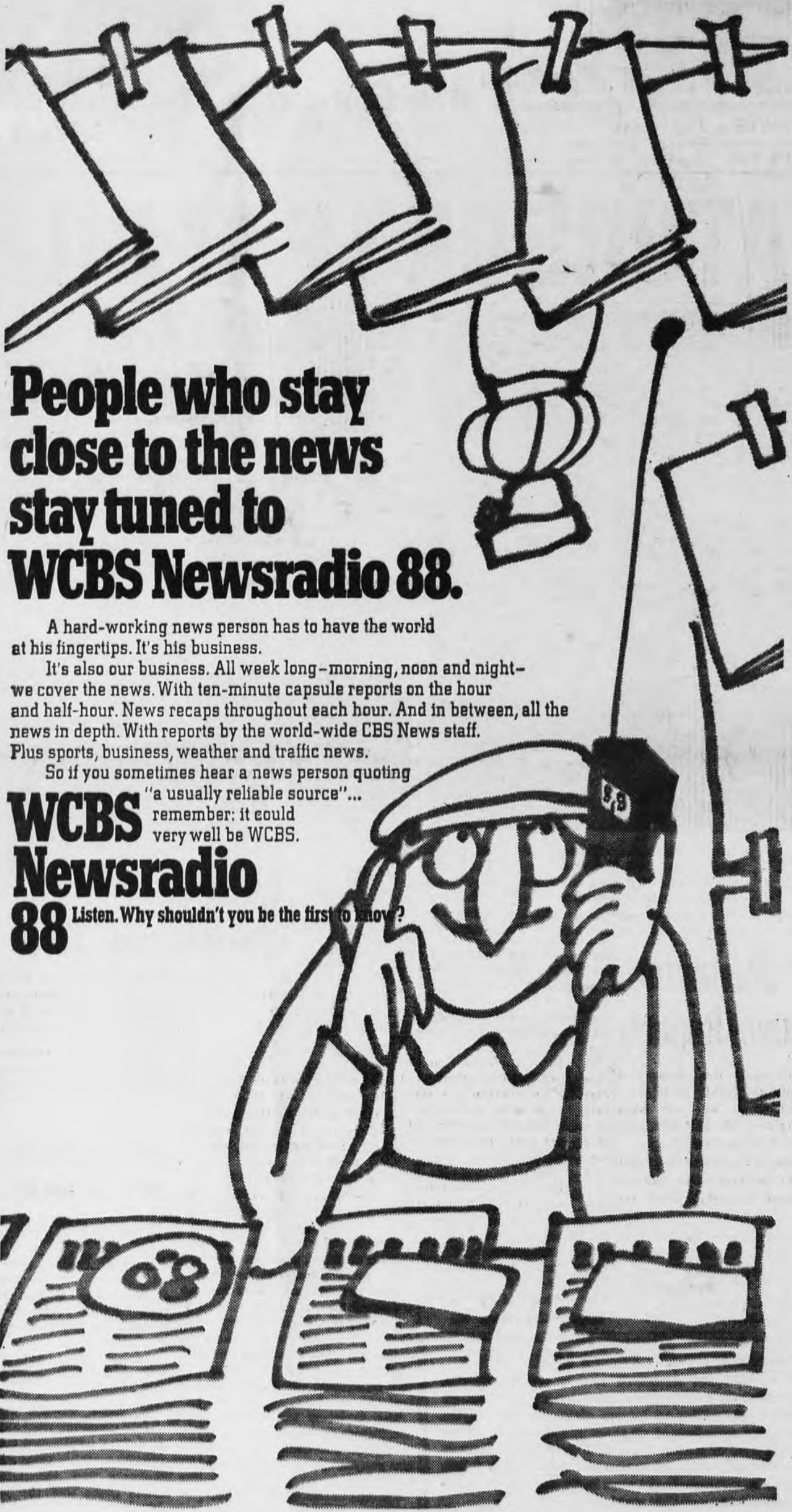
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Brentwood School District Signs 14-Point Contract With CSEA Unit

BRENTWOOD — The Civil Service Employees Assn. unit in the Brentwood School District has successfully completed negotiations for the 1968-1969 contract for the clerical employees. The unit is part of Suffolk chapter.

The following is a list of approved items in the contract:

- A salary increase of 10 to 10.7 percent.
- Recognition of the CSEA as sole bargaining agent for the clerical employees for a two-year period.
- Salary agreements on a standard form and given out 30 days before the end of the school year with cumulative sick leave stated thereon. Attached to the agreement form will be a calendar and salary schedule.
- CSEA representative in each school and building.
- CSEA representative to have time to handle grievances, etc. during school hours providing the representative has the permission of the administration.
- Ten vacation days from the first year of service to the sixth year of service. Fifteen vacation days from the seventh year to the ninth year of service. Twenty vacation days from the tenth year of service on.
- Notification of new positions or promotional vacancies.
- Clerical calendar providing 23 days off for the 12-month employees and 21 days off for the ten-month employees.
- Three personal days for all employees, five days off for a death in the immediate family,



BRENTWOOD AGREEMENT — Frank D'Andrea, right, president of the Civil Service Employees Assn. unit at the Brentwood School District, signifies agreement with James Lynch, president of the Board of Education, Union Free School District No. 12, Brentwood Public Schools. The occasion was the ratification of the contract for the clerical employees for the 1968-1969 school year.

one day off for all other.

- A policy book to be given out to all new and continuing employees.
- U.S. Savings Bonds on payroll deduction.
- 20 percent increase in the district's share of hospitalization costs.

- Three-quarter pay for an employee who has accumulated 30 or more sick days out ill, and who has used all their accumulated sick leave. Three-quarter pay to continue until the employee returns to work.
- Overtime after a 40-hour week for all clerical employees.



OFFICIALS AT HEARING — Dr. Theodore C. Wenzl, center, Civil Service Employees Assn. president, and CSEA staff members, attended the April 3 meeting in Albany called by the State Civil Service Commission at the request of CSEA. The hearing was held after the director of Classification and Compensation denied a CSEA request for a two-grade reallocation of State key punch operators. More than 500 employees working in that title attended the hearing. At left is William L. Blom, director of Research, and at right, Thomas Coyle, assistant research director.



HEARING OFFICERS — Members of the State Civil Service Commission hear testimony from key punch operators at a hearing requested by the Civil Service Employees Assn. From left, are: John Mooney, counsel for the Commission, Michael Scelsi, Commission member; Mrs. Ersa H. Poston, Commission president, and Alexander A. Falk, commission member.

Nassau Chapter Has Designation Cards From 2/3 of Aides

New designation cards have been received at headquarters of the Nassau chapter, Civil Service Employees Assn., from almost two-thirds of the County's 8,500 employees, it was announced by chapter president Irving Flaumenbaum.

The Employees Association official called on members who have not yet returned new designation cards to do so at once. If no cards are available, they may be secured from the chapter office at PI 2-7777.

"The cards are our evidence of solidarity," Flaumenbaum noted, and the highest total provides us the way to force action on our benefit programs."

Only \$189

4-Day Las Vegas Tour Set June 20

A four-day tour to Las Vegas is now open for bookings by members of the Civil Service Employees Assn. Departure date is June 20 and the low price of \$189 will include round trip jet transportation, most meals, sightseeing and many extras.

Space on this popular trip is quite limited and immediate application should be made by writing now to Sam Emmett, 1060 East 28 St., Brooklyn, N.Y. telephone (212) 253-4488.

County Executive Committee Discusses Legislative Report

ALBANY — The status of Legislative bills, sponsored by the Civil Service Employees Assn., affecting public employees in the State's political subdivisions was the main topic of discussion at a recent meeting here of CSEA's County Executive Committee.

Change In Date For Bahama Tour

Because of a change in schedules, a new departure date has been announced for the Decoration Day flight to the Bahamas now being offered members 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 \$169.

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.

A report was given on the status of CSEA petitions for certification in various jurisdictions, which are now pending before the Public Employment Relations Board. S. Samuel Borelly of Utica, committee chairman, presided. Dr. Theodore C. Wenzl, CSEA president, was present at the meeting.

Members of the committee who attended included:

- Ellis W. Adams, Dutchess County;
- Harry F. Dutcher, Saratoga County;
- William P. Brophy, Madison County;
- Edward Valder, Suffolk County;
- Eugene D. Nicolella, Schenectady County;
- Vincent Alessi, Monroe County;
- Margieann Kinney, Cattaraugus County;
- Frank Talomie, Ontario County;
- Blanche Rueh, Nassau County;
- Richard Tarmey, Montgomery

(Continued on Page 16)

Onondaga Chapter Files 1,500 Designation Cards

SYRACUSE — Onondaga chapter, Civil Service Employees Assn., has turned over to Onondaga County Executive John H. Mulroy more than 1,500 designation cards along with another formal request for recognition of the chapter as sole bargaining agent for most county workers.

A decision is expected soon on the request, Mrs. Hilda Young, chapter president, said.

The 1,500-plus cards represent well over 50 percent of the county employees the chapter seeks to represent, she explained.

The chapter is asking to be named the agent for four bargaining units—social services, which includes Welfare Department employees; Onondaga County employees, made up of office workers through most of the county departments; probation, including Probation Department workers; and the public works unit, made up all Highway and other Public Works Department workers.

The full-time employees of these departments total 2,300. The county has a total of 3,100 full and part-time workers.

The cards filed with Mulroy all designate the chapter as the individual employees bargaining agent.

The designation cards were obtained at the request of Mulroy,

who has, to date, declined to recognize the CSEA chapter as the bargaining agent until such cards are obtained from a majority of eligible employees.

GSEA Members To Travel In Own Bus On European Tour

Applications are now being accepted for a 22-day Grand European Tour which departs on July 11 for visits to Lisbon, Madrid, Nice, the French and Italian Riviera, Lake Lugano, Berlin and Amsterdam.

The tour price of \$875 will include round trip jet transportation, most meals, sightseeing, etc. One unique feature of the tour will be that CSEA members will have their own bus for truly leisurely sightseeing while on the most scenic parts of the trip.

Available space may be had by writing to Deloras Fussell, 111 Winthrop Ave., Albany, N.Y., 12203. Telephone (518) IV 4-3597.

Key Answers Of Sanitation Foreman Test

The City Department of Personnel has released the proposed key answers for the written promotion exam of March 23 for Sanitation Department foreman positions. Candidates who wish to protest any of the answers have until April 22 to request an appointment to review the test.

The key answers are:

1, C; 2, B; 3, B; 4, C; 5, A;

6, B; 7, D; 8, C; 9, C; 10, B; 11, C;
 12, B; 13, C; 14, D; 15, B; 16, C;
 17, D; 18, C; 19, D; 20, B; 21, B;
 22, D; 23, C; 24, D; 25, A; 26, B;
 27, A; 28, B; 29, C; 30, B; 31, D;
 32, C; 33, B.
 34, C; 35, A; 36, B; 37, D;
 38, B; 39, C; 40, A; 41, A; 42, D;
 43, A; 44, D; 45, B; 46, D; 47, B;
 48, A; 49, D; 50, D; 51, A; 52, A;
 53, C; 54, A; 55, C; 56, C; 57, A;
 58, D; 59, C; 60, A; 61, B; 62, C;
 63, B; 64, C; 65, A; 66, D;
 67, C; 68, D; 69, B; 70, C; 71, C;
 72, B; 73, B; 74, A; 75, C; 76, B;
 77, D; 78, A; 79, D; 80, A; 81, D;
 82, C; 83, C; 84, B; 85, D; 86, A;
 87, A; 88, C; 89, D; 90, A; 91, A;
 92, D; 93, B; 94, B; 95, C; 96, B;
 97, A; 98, B; 99, D; 100, D.

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Where to Apply For Public Jobs

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

CITY

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

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 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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Craig Colony Hospital Nursing School Recruiting Candidates For 1968 3-Year Program

The Craig Colony School and Hospital, which recently received full accreditation for its School of Nursing, is now actively recruiting candidates for its Fall term.

Dr. Vincent Bonafede, hospital director, announced the accreditation based on a July, 1967 inspection of the school by State Education Department representatives.

The registration is effective for a period of five years, the maximum allowable to a three-year program.

It means that graduates completing this curriculum are eligible for admission to the New York State licensing examination in registered professional nursing.

The Craig Colony School and Hospital School of Nursing was established in 1897. It was among the first schools to qualify for accreditation by the State Education Department, receiving its first registration certificate in 1913. It participated in the cadet nurse program during World War II and

was certified for study under the GI Bill in the post-war period.

Since 1953, under a cooperative agreement with State University College at Geneseo, students have been enrolled at the college to undertake studies in the basic arts and sciences. The present program includes attendance for one full academic year and a six-week summer session affording the student opportunity to earn a total of 41 semester hours of college credit.

The second year consists of an affiliation at Morrisania City Hospital, New York City, where instruction and experience in medical, surgical, obstetric and pediatric nursing is offered in a 52-week program.

The third year, in addition to offering experience and instruction at Craig Colony School and Hospital, includes four weeks affiliation in tuberculosis nursing at Mount Morris Tuberculosis Hospital, eight weeks of psychiatric nursing at Rochester State Hospital, and a two-week course in public health nursing with the Livingston County Public Health Nursing Service.

Information on the school may be obtained by writing to Dr. Vincent I. Bonafede, Director, Craig Colony School and Hospital, Sonyea, New York.

Transit Maintainer Promotion Test Set;

A written promotion exam for mechanical maintainer (Group C) positions with the City Transit Authority has been scheduled for June 6. Applications will be received from April 3 to 23.

Separate eligible lists will be

established for car maintainer and bus maintainer positions. Both jobs pay \$3.82 to \$4.20 an hour and are open only to persons who have served for at least six months as maintainer's helper (Group B) or assistant foreman (car cleaning).

In determining promotions, equal weight will be given to the written exam and performance and seniority.

Further information and applications may be obtained from the Application Section of the Department of Personnel.

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Shoppers Service Guide

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Commentary

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Civil Service LEADER



America's Largest Weekly for Public Employees

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TUESDAY, APRIL 9, 1968

A Job Well Done

A historic "first" for New York State and State employees was achieved last week when a major stage in a work contract negotiated between the Rockefeller Administration and the Civil Service Employees Assn. was implemented with approval of the Legislature of a 10 percent, \$600 minimum pay raise for all State workers.

Last week's approval of the salary measure by the Senate and Assembly marked the end of one of the most difficult bargaining sessions ever experienced by both the State and the Employees Association. Talks were bogged down because of a dispute with the Public Employment Relations Board over Governor Rockefeller's recognition of CSEA as sole bargainer for most State workers. This was cleared up by a Court of Appeals ruling upholding the Governor's act but there was very little time left to negotiate.

The fact that the Governor's negotiating team and the CSEA Salary Committee, headed by Solomon Bendet, worked so willingly and hard to get not only the pay raise but also a fully-retroactive 1/60th retirement earns both sides the highest tributes.

Senate Majority Leader Earl W. Brydges and Assembly Speaker Anthony J. Travia showed their concern for the needs of the State's workers by speeding the pay bill through their respective houses despite an extraordinarily rough session on a complicated budget.

Public employees throughout the State owe a debt of gratitude to all the above parties, who did a superb job on their behalf and, by assuring qualified and uninterrupted service in New York, to the general public as well.

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.

U.S. Taxes Computerized

SOMETHING new in government public relations is being added at this very moment, while all citizens are completing preparation of their 1967 income tax returns due April 15.

BEGINNING this year, the nation's approximately 110 million income tax returns will be computerized from coast to coast—and you had better not drop off the five bucks you received in savings bank interest.

WITH THE opening of the North Atlantic Regional Computer Center in Andover, Mass., the entire State of New York plus the six New England States will have their Federal income tax returns fed into a computer.

IT MAY sound highly impersonalized and there may be a little

bit of "big brother is watching you" involved. But it will also mean that everyone will be treated on an equal basis because a computer cannot discern difference in race, religion or politics.

FROM THAT standpoint, everyone is being treated equally, and, to play on an Orwellian phrase, "for Federal income tax, no one is more equal than anyone else." You can almost wax poetic about the new computer system of the U.S. Internal Revenue—"around and around it goes, whose name

(Continued on Page 15)

This Week's Civil Service Television

WNYC-TV — Channel 31

Monday, April 15

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: "Con Ed Distribution Facilities."

9:00 p.m.—New York Report—Lester Smith hosts interviews with City officials.

Tuesday, April 16

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—Series on NYC's schools.

Wednesday, April 17

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

5:30 p.m.—What's New In Your Schools—Series on NYC's schools.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Con Ed Distribution Facilities."

8:00 p.m.—In the Law Library—Forming and Financing Corporations.

Thursday, April 18

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: "Direction of Streams."

10:30 p.m.—Community Action—Examination of health and welfare services.

Friday, April 19

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

10:00 p.m.—In the Law Library—Forming and Financing Corporations.

Saturday, April 20

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: "Direction of Streams."

All City Firehouses Open During Week To Push Recruiting

Fire Commissioner Robert O. Lowery has announced that all firehouses in the City will be open to young men interested in a Fire Department career the week of April 7 to 13, from 1 to 5 p.m.

Officers and firemen will answer questions from visitors regarding employment in the Fire Department. Applications for the examination for fireman will be available.

On Saturday, April 13, a recruitment day from noon to 3 p.m. will be held at the Fire Department Bureau of Training, on Welfare Island. Apparatus and the training school may be viewed.

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.")

Prompt Action Required

A PARTY aggrieved by an administrative determination must protest promptly. Otherwise, he may lose the opportunity for judicial review of the merits of his case. A recent illustration is the case of *Richman v. Board of Education* (New York Law Journal, January 9, 1968).

FOR TWO and one half years after the Board of Education revoked her teaching license, the plaintiff did not protest at all. She then wrote to the Superintendent of Schools requesting reinstatement on the ground that the Board's action was illegal. The request was denied, and a few months later the petitioner again sought reconsideration, with the same negative result.

THE PETITIONER first brought an Article 78 proceeding for a review of the denial of her request for reinstatement. Such a proceeding is governed by a short statute of limitations of only four months. In other words, it must be brought to Court within four months of the determination sought to be reviewed.

EVIDENTLY believing that the proceeding was barred by the statute of limitations, the petitioner stipulated with the Board of Education for withdrawal of her petition with the right to bring the present action for a declaratory judgment as of the date that the Article 78 proceeding was commenced.

AN ACTION for a declaratory judgment is for the purpose of a court declaration of the rights of the parties to a justiciable controversy. Manifestly, such a proceeding is not subject to any statute of limitations.

AN ARTICLE 78 proceeding is one at law. A declaratory judgment is a remedy in equity. Generally, a remedy in equity is unavailable when there is an adequate remedy at law. Besides the statute of limitations applicable to an adequate remedy at law may not be circumvented through resort to a suit in equity. The suit in equity will therefore be deemed barred by the statute of limitations controlling the action at law.

THE RICHMAN action for a declaratory judgment sought an adjudication that the plaintiff's teaching license was illegally revoked and that she be reinstated with back pay. Mr. Justice Murray T. Feiden held that regardless of the form of the action, in substance it was an attempt to circumvent an Article 78 proceeding to annul the Board's determination thereby evading the short statute of limitations.

WHILE THE form of action is unimportant compared with the necessity for righting a wrong, it is important for the purposes of the statute of limitations to distinguish between relief in the nature of certiorari and relief in the nature of mandamus. In certiorari, the relief sought is the result of a final determination. In mandamus, the wrong is not due to final determination but to the refusal of the agency to act or perform its duty.

IF THE proceeding is in the nature of certiorari, the four months statute of limitations runs from the date of the final determination. When the proceeding is in the nature of mandamus, the wrong is a continuing one, and the statute does not run until the agency's refusal to comply with the demand that it perform its duty.

IN THE Richman case, the revocation of the petitioner's license three years before she sought judicial relief, was a final determination long barred by the four months statute of limitations. It was not a case in the nature of mandamus to which the theory of a continuing wrong may be applicable with the statute running only after a demand upon the Board to act followed by its refusal.

JUSTICE FEIDER noted that even if there were a continuing wrong, the date of the Board's initial refusal to reinstate the plaintiff upon demand was the time when the statute of limitation would start to run. This date was not postponed by the Board's adherence to its refusal to act upon a renewed request. Besides, the equitable doctrine of laches which may bar a proceeding because of unpardonable delay applied to the petitioner who could not "sleep on her rights" as long as she had done and still hope for judicial review.

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Notice is hereby given that Liquor License No. 4 HL 100 has been issued to the undersigned to sell beer, liquor, or wine at retail in a hotel, under the Alcoholic Beverage Control Law at Van Wyck Expwy and Belt Pkwy, Jamaica 30, New York, for on premises consumption. Knott N.Y. International Corp., Van Wyck Expwy and Belt Pkwy, Jamaica 30, New York.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK.—GARIFALIA BECKUS, Plaintiff, against PETER BECKUS, Defendant. — Index No. 31150-68.—Plaintiff designates New York County as the place of trial.—The basis of the venue is Plaintiff's residence address.—Summons with Notice.—Plaintiff resides at 1338 First Avenue, New York, N.Y.

ACTION FOR A DIVORCE.

To the above named Defendant: You are hereby summoned to serve a writ of appearance, on the Plaintiff's behalf within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of cancellation proceedings 120 days after filing of a Notice of commencement of this action with the Registration Bureau, whichever is sooner. Dated, New York, N. Y., April 1, 1968.

ROBERT S. SARANTOS, ESQ., Attorney for Plaintiff, 184 East 83rd Street, New York, N. Y. 10016. LE 2-2456.
TO: PETER BECKUS

PLEASE TAKE NOTICE, that the foregoing summons, order of publication and writ of appearance, are being served upon you pursuant to an order of the Hon. Joseph A. Maguire, one of the Justices of the Supreme Court of the State of New York, dated the 29th day of March, 1968, and with the summons and other papers filed in the office of the Clerk of the Supreme Court of the State of New York, County of New York, at New York City on the 29th day of March, 1968.

This is an action for DIVORCE. Dated: New York, March 29, 1968.
ROBERT S. SARANTOS, ESQ., Attorney for Plaintiff, 184 East 83rd Street, Borough of Manhattan, City of New York.



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After 17 years of making a station wagon built like a bus, Volkswagen has achieved something fantastic. We're still making a station wagon built like a bus. But a woman driving it won't feel like a bus driver. She'll feel like a lady. Because the new 1968 bus handles, drives, and feels like a car. We've put a great new suspension system into it. So you won't be doing any bumps and grinds. And you'll be able to turn a corner without using a wrestling hold. Inside, we've put extra padding on everything that could conceivably take it—the seats, the arm-

rests, the dash, even the front of the ashtray and the window crank knobs. We've added 7 new ventilation ducts all over the wagon for a grand total of 13. And more room in front of the front seat. (Your legs will be in much better shape, now.) We've also put in a sliding side door so that when you're dragging big, clunky things in and out of the wagon, it won't be such a drag. Altogether, we've been very business-like about making it un-bus-like. However, you'll still get up to 23 miles per gallon out of it. And up to 176 cubic feet of Cub Scouts into it. We didn't improve the Volkswagen Station Wagon enough to spoil it.

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- Woodbury Courtesy Volkswagen, Inc.
- Woodside Queensboro Volkswagen, Inc.
- Yonkers Dunwoody Motor Corp.



Social Services Dept. Has New PR Officer

Appointment of Robert F. Carroll, Jr. as special assistant to the commissioner for communications and public information, has been announced by Dr. Jack R. Goldberg, City Commissioner of Social Services.

Carroll comes to the commissioner's staff from the American

Council for Nationalities Service, where he was director of publications.

In his new post, Carroll will operate the Office of Press and Public Relations.

Parade Planning Session Set By Hispanic Society

A parade planning meeting has been set for Thursday, April 11 by the Hispanic Society of the

City Transit Authority — official sponsors of the Transit unit in the June 2 Puerto Rican Parade.

The Society invited all Transit Authority, MABSTOA and MTA employees to the 8 p.m. session at the Commonwealth of Puerto Rico building at 322 West 45th St. in Manhattan. Further information on the meeting may be obtained from David Felix, Society president, at 499-1437.

Physical, Occupational Therapy Positions Now Open At VA Hcspital

Physical and occupational therapists are being sought by the Veterans Administration Hospital at 800 Poly Place, Brooklyn.

The physical therapist position pays \$7,384 to \$9,598 a year and requires one year's experience and

graduation from an approved school of physical therapy.

The occupational therapy post pays the same salary and also requires a year's experience after graduation from an occupational therapy school.

Further information may be obtained by calling 836-6600, ext. 389 or 392.

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The Veterans Administration employs more than 76,000 women who comprise 44 percent of the VA's work force.

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More than 45,000,000 Americans now living will develop cancer unless effective means of prevention are found. Only research will provide the knowledge necessary to allow saving the 50 percent for whom there is no cure at present. The American Cancer Society's national research program supports the work of hundreds of scientists who are endeavoring to learn how cancer starts, and how it can be halted, or even reversed or prevented.

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- ... the two established methods of curing cancer — surgery and radiation — are being constantly improved.
- ... new methods for certain detection of cancer are being sought.
- ... an intensive drive is being conducted to find a chemical effective against cancer.

When will the final conquest of cancer come? No one can tell. But it will come.

Your support of the American Cancer Society's program through a voluntary contribution will hasten the day when all of us may be protected from this killer. Support their campaign this month.



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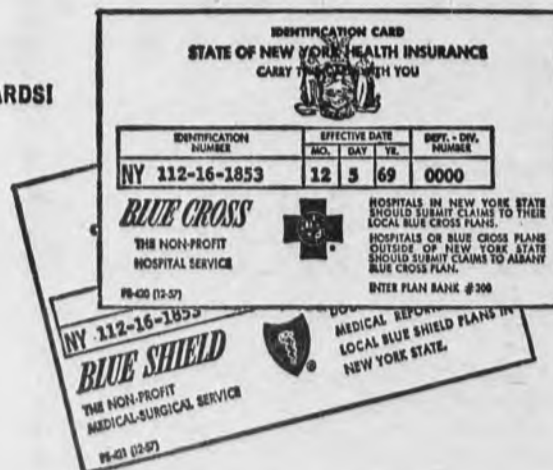
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City Employees Plan A Retreat

The annual City employees' closed retreat for men will be held over the April 19 weekend at Mt. Manresa Retreat House, Staten Island, Anthony O. Russo, deputy City director of labor relations, has announced.

The retreat band, which now

numbers more than 50 men employed in various City agencies, was begun more than 25 years ago and has been held each year at the Staten Island retreat house.

The retreat is open to all government employees and their friends. Reservations can be made by calling Russo at the City Office of Labor Relations, 566-2282.

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. In the Matter of the Application of MYRTLE FOTHERGILL, Petitioner, For an order dissolving her marriage with LLOYD FOTHERGILL, Respondent, Pursuant to Section 7A of the Domestic Relations Law.

TO: LLOYD FOTHERGILL, Respondent.

Take notice that a petition has been presented to this Court by MYRTLE FOTHERGILL, your wife, for the dissolution of your marriage on the ground that you have absented yourself for five successive years past without being known to her to be living, and that she believes you to be dead, and pursuant to an order of said Court dated on the 21st day of March, 1968, a hearing will be had upon said petition in said Court, Special Term, Part I, in the County of Bronx, at the Court House thereof, at 561 Grad Concourse, Borough of Bronx, City and State of New York, on the 7th day of June, 1968, at 10:00 o'clock in the forenoon of that day.

Dated, New York City,
March 14, 1968.
MYRTLE FOTHERGILL,
Petitioner

SAMUEL RIBAKOVE,
Attorney for Petitioner,
Office & P.O. Address,
51 Chambers Street,
Borough of Manhattan,
New York, N.Y. 10007.

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Four Term President

Capital Conference Honors A. Victor Costa For Service

TROY — A. Victor Costa, past president of the Civil Service Employees Assn.'s Capital District Conference, was honored for his service to public employees in the conference area last Thursday at a testimonial dinner at Mario's Theatre Restaurant here.

The presentation was made by Joseph F. Feily, immediate past-president of the State CSEA, who also served as master of ceremonies.

The 500 guests attending the dinner were greeted by Max Benko, Costa's successor in the conference post.

In making the presentation, Feily said:

A. Victor Costa has served CSEA since 1943 in various offices. He has been president of the Workmen's Compensation Board chapter and in June, 1967 completed an unprecedented fourth term as president of the Capital District Conference, one of six regional conferences of CSEA, representing nearly 25,000 employees in twelve counties adjacent to Albany.

He is a member of the Board of Directors of CSEA and was chairman of the Statewide charter committee and the memorial plaque committee. As president of the Association I named him CSEA's first credential committee chairman. He formulated the policy and procedures for certification of delegates. Vic also served on other Statewide committees and at present is credentials chairman.

In 1963, Mr. Costa was selected by Governor's Rockefeller's sponsoring committee on public administration as a one year trainee in public administration. In 1965, General S.E. Senior, chairman of the Workmen's Compensation Board, selected him as a one year management trainee.

In recognition for his participation and activities on behalf of the Saratoga Performing Arts Center and the Salvation Army, the Government Employees Exchange honored him with the 1966 "Public Employee Of The Year" award.

As conference president, he formed the first youth activities committee and program for CSEA. He was the first conference president to initiate better participation and recognition to county and municipal employees. Under his direction the first CSEA community program was formed whereby public employees would volunteer their services for community projects.

Conference growth was his ever growing interest to such an extent that the conference expanded from 30 chapters to 42 chapters representing 95 percent of all State departments and agencies in this area.

In May 1967, he was honored by the New York City Chapter of CSEA as credential committee chairman.

Mr. Costa began his State service as an employee of the



A. VICTOR COSTA

Division of Employment in 1947 and is presently employed by the Workmen's compensation Board as office services supervisor. As an employee of the board he served as chairman of the finance office training program for two years.

He is a Korean War veteran. While on active duty, he received the Department of Army's "Achievement Award" for outstanding performance of duty in the field of personnel administration.

In community activities he is:

- Associate director of the Troy Boys Club.
- Past-president of the Holy Name Society of Mt. Carmel Church of Watervliet.
- Presently, Costa is public relations director of the New York State Rifle and Pistol Assn.
- Member of the Izaak Walton League.
- Troy Lodge of Elks.
- Brunswick Volunteer Fire Company.
- Capital District chapter of the Society of Public Administration.
- C.R.S. Post 17, War Veterans, and is active in other civic organizations and affairs. He attended Temple University School of Business Administration.

Chairman of the dinner was Margaret Fleming, Conference vice-president.

Two New Members

ALBANY — Governor Rockefeller has named two new members to the State Mental Hygiene Council. They are:

Dr. David G. Salten of New York City, former superintendent of schools at Long Beach, who succeeds Dr. Sandor Rado of New York City, and

Robert H. Wagner of Fairport, N.Y., who succeeds Dr. William A. Brumfield Jr. of White Plains. Wagner is director of the Monroe County Association for Retarded Children.



CLERICAL UNIT MEETS

Members of the Civil Service Employees Assn.'s special Statewide committee for the reallocation of clerical and office workers pause during an Albany meeting on the clerical reallocation issue. Seated, clockwise, are Lucille Craig, Department of Mental Hygiene; William Blom, director of Research for CSEA; John Pupo, Workmen's Compensation;

Thomas Pritchard, Department of Motor Vehicles; Abraham Taylor, Department of Correction; Irving Fisher, chairman of the committee; Ann Chandler, Department of Mental Hygiene; Emil Impressa, president of Brooklyn State Hospital chapter of CSEA; Walter Leubner, CSEA research assistant; Dr. Theodore C. Wenzl, CSEA president, and Rebella Eufemio, Mental Hygiene.

Increased Pension Benefits Are Sought For State C.O.'s

ALBANY — Uniformed personnel in State Correction Department institutions would gain increased retirement benefits under provisions of a Civil Service Employees Assn.-sponsored bill now before both houses of the Legislature.

Introduced by Senator Ronald B. Stafford, and Assemblyman Louis Wolfe, the bill would provide for additional pension credited at the rate of 1/60th final average salary for each year of service in excess of 25 years. Previously, pension credit stopped at the completion of 25 years of service, when the employee became eligible for one-half pay retirement.

The Senate bill, numbered S1988, is being reviewed by the Civil Service Committee in that house, and the Assembly measure A1230, is in the Ways and Means Committee of that body.

Constitutional Group

ALBANY — Assembly Speaker Anthony J. Travia has named a special citizens committee to advise him on changes in the State constitution.

The group, set up to salvage parts of the proposed State constitution which was overwhelmingly defeated by the voters last November, includes:

Alan K. Campbell, Charles S. Desmond, Charles W. Froessel, Don M. Mankiewicz, Mrs. Dollie L. Robinson, William J. vanden Heuvel and Robert F. Wagner. All were Democratic delegates to the recent State Constitutional Convention.

For Dependent Students

CSEA Blasts Health Plan Cost Increase

ALBANY — Recent changes in the dependent student provisions of the State Health Insurance plan have been protested by the Civil Service Employees Assn. CSEA's objections to the plan center on its increased costs, and its masked nature, which actually results in no increase in benefits.

In a strong letter to the Civil Service Commission, CSEA president, Dr. Theodore C. Wenzl pointed out that coverage for eligible students between the ages of 19 and 25 had previously been available to individual (non-contributory) policy holders, as a separate contract for each student cost \$44 yearly.

Under the so-called "improved" arrangement, students may be covered only under provisions of the individual and dependent (family) plan. This clearly indicates a loss to each involved employee since the family plan is contributory. The total cost of this plan is \$3.09 per pay period, or about \$80 per year.

Formerly, husbands and wives who both work for the State could have individual (non-contributory) contracts for themselves, and cover their eligible student under a separate contract. This is no longer possible.

This "improvement" makes it questionable just how non-contributory the employee's health insurance now is, since the employee and the student are now lumped into one policy. There is no mention that the cost is \$36,

Central Conference Will Meet April 19

(From Leader Correspondent)

SYRACUSE — An education session on health insurance, a talk by Dr. Theodore Wenzl and business meetings are planned for the two-day Spring meeting of the Central Conference of the Civil Service Employees Assn.

The meeting will open Friday, April 19, at the Oasis Motor Inn, Oneonta.

Dr. Wenzl, State CSEA president, will speak at the April 20 dinner winding up the meeting. At the dinner, Raymond Castle, CSEA first vice-president, will install new officers of Oneonta chapter. John Hennessey, CSEA treasurer, will be toastmaster.

At the Saturday morning education session, three insurance representatives will discuss the various health insurance plans.

Robert Noonan will talk on the state-wide health insurance, Arthur Rosencranz on G.H.I. insurance, and Gregory Clarke on health and accident insurance. Charles Ecker, conference second vice-president, will preside.

A dutch-treat luncheon for delegates of State chapters, and separate luncheons of the county chapters and the planning committee will follow the insurance meeting.

After luncheon will come the business meeting, presided over by Mrs. Calar Boone, Conference president. A "presidents' get-together" and committee meetings will open the conference meeting Friday.

more than the former premiums for the eligible student.

CSEA has stressed these inequities in its appeal to the State and hopes for immediate favorable action.

Typist & Steno Jobs Are Open At \$4,108 & Up

Walk-in exams are being given on Tuesdays, Fridays and Saturdays in Manhattan for typist and stenographer positions with various Federal agencies in the area.

The jobs at GS-2 (\$4,108) to GS-4 (\$4,995) are available in New York City and Nassau, Suffolk, Orange, Dutchess, Rockland, Putnam and Westchester Counties.

The positions will be filled through walk-in exams given on Tuesdays, Fridays and Saturdays in Manhattan.

Entrance salaries for the positions range from GS-2 (\$4,108) to GS-4 (\$4,995) and the jobs will be filled at walk-in exams on Tuesdays, Fridays and Saturdays in Manhattan.

A high school diploma or six months experience is needed for the GS-2 typist and GS-3 stenographer positions. The GS-3 typist and GS-4 stenographer positions require completion of one year's post-high school training or one year's experience.

The New York City walk-in tests will be in Room B-20, News Building, 220 East 42nd St., on Tuesdays and Fridays at 8:30 a.m. and 12:30 p.m. and on Saturday at 8:30 a.m. Because of limited facilities, those interested in the Saturday exam should call the Interagency Board of U.S. Civil Service Examiners at 573-6101 to insure admission.

Those wishing to take the test outside New York City should file application form 500-AB. Information and applications may be obtained from the Interagency Board's Federal Job Information Center in the News Building or from the main post offices in Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead, Bronx, and Yonkers.

Final Key Answers Of Transit Foreman

The final key answers for the Oct. 7, 1967 written promotion exam for foreman (cars and shops) positions have been adopted by the City Department of Personnel.

The answers are:

1, D; 2, D; 3, A; 4, A; 5, B; 6, B; 7, C; 8, B; 9, B; 10, A; 11, C; 12, C; 13, D; 14, C; 15, A; 16, D; 17, B; 18, D; 19, B; 20, D; 21, D; 22, A; 23, C; 24, A; 25, C; 26, B; 27, C; 28, D; 29, C; 30, C; 31, A; 32, C; 33, C;

34, A; 35, D; 36, A; 37, B; 38, A; 39, B; 40, A; 41, D; 42, C; 43, B; 44, B; 45, C; 46, A; 47, B; 48, D; 49, B; 50, B; 51, C; 52, C; 53, B; 54, C; 55, C; 56, C; 57, B; 58, D; 59, B; 60, A; 61, C; 62, C; 63, B; 64, D; 65, D; 66, C;

67, C; 68, D; 69, A; 70, D; 71, D; 72, B; 73, C; 74, A; 75, C; 76, D; 77, D; 78, A; 79, D; 80, B; 81, A; 82, B; 83, A; 84, D; 85, B; 86, C; 87, A; 88, D; 89, B; 90, A; 91, B; 92, D; 93, D; 94, C; 95, A; 96, D; 97, B; 98, C; 99, A; 100, A.

City Swears 16 New Correction Officers

Commissioner George F. McGrath swore in 16 correction officers in a ceremony at Central Office, 100 Centre St., last week.

The new probationary correction officers are: Lloyd S. Bunyan, Manhattan; Earl D. Whittaker, Manhattan; Roland R. Roberts, Bronx; Thomas W. Miller, Bronx; Salvatore V. Valvo, Brooklyn; Stephen F. Berntsen, Brooklyn; Alfonso J. LaCamera, Brooklyn; Raul Millan, Brooklyn; Richard J. O'Reilly, Brooklyn; Albert C. Thomas, Brooklyn; Alfonso Bruccoleri, Jamaica; Ronald Tonso, Bayside; Elias B. Irvin, Flushing; Ossie Washington, Flushing; Lawrence L. Papini, Staten Is.; and Chester M. Moody, Staten Is.

The new recruits will report to the Center for Correction Training at Rikers Island for a four-week indoctrination course in correctional operations. They must satisfactorily complete a six-month probationary period before achieving permanent status.

FSEE Eligibles Sought For \$6,734 Jobs

Federal service entrance exam eligibles have been invited to apply for openings with the area facilities of the Defense Contract Administration Services Region.

The openings are at Region headquarters, 770 Broadway and 111 East 16th St., Manhattan; the Garden City district, Garden City, L.I., and the Newark district, Springfield, N.J.

Openings are in the areas of contract administration, management, contract price analysis, computer programming and industrial specialties.

The entrance salary for the positions is either \$5,565 or \$6,734—depending upon class standing, background and experience.

The positions are open to persons who have passed the Federal entrance exam—preferably those with a bachelor's degree in business administration, accounting, science, management, industrial engineering, economics, public administration or political science.

Interested applicants should write to Miss Pauline Salfer, personnel staffing specialist, Office of Civilian Personnel, Defense Contract Administration Services Region, 111 East 16th St., New York, N.Y. 10003 or call OR 7-3030, ext. 556.

Reappointed

ALBANY—The State Education Department has reappointed four members of the Committee on Medical Grievances. They are: Saul Heller, New York; Milton Weinberg, Jackson Heights; Morris Wiener, Manhasset and Samuel Sanes, Eggertsville.

The cash value of Series E and H U.S. Savings Bonds outstanding is now more than \$51 billion.

Automobile Mechanics Course Opens In Fall, Filing To End May 29

A special course in automobile mechanics is offered at the Automotive High School for non-college bound high school graduates. The course is established to meet the rising need for trained mechanics in the City. The school is located at 50 Bedford Ave., Brooklyn.

The course is a 1,200-hour intensive shop course which takes one school year. A short screening examination will be administered on June 5 at Automotive High School. Boys who have graduated from high school or will graduate this June and who have not yet reached their 21st birthday are eligible. Applications can be obtained from the senior grade adviser in their high school. Students who are not now attending high school can obtain an application from Automotive High School.

The course is free and students are placed in the automotive industry upon concluding the work satisfactorily. In the past six years the placement record has been very close to 100 per cent for all graduates.

The final day for the filing of applications is May 29.

Data Communication Operation Positions Open In Syracuse

Data communications operators are needed for positions at the U.S. Naval Communications Unit at Hancock Field, Syracuse. The openings are at GS-5, which pays \$5,565 now with a raise due July 1.

Candidates must have three years radio and wire communications experience—including establishing and modifying circuits, maintaining radio and wire equipment, operation of automatic communications relay equipment and teletypewriters and related duties.

Full-time study in a post-high school course in electrical or radio engineering may be substituted on a year-by-year basis for the experience. Competitors will be rated according to their experience and no written test will be given.

Applications and further information may be obtained from the Interagency Board of U.S. Civil Service Examiners for Upstate New York, 301 Erie Boulevard West, Syracuse, N.Y. 13202.

Clerk-Steno Job

A part-time clerk-stenographer is needed by the U.S. Department of Justice for a position at the U.S. Court House, 225 Cadman Plaza East in Brooklyn.

The opening is for a permanent part-time position for 20 hours a week. The job is at the GS-4 level, which pay \$4,995 a year on a full-time basis.

Applicants should contact E.W. Shields, Department employment placement officer, in Room 376 of the Court House or call 596-6235.

Housekeeper Aide Jobs

Housekeeper aide jobs for persons with or without veterans preference are now open at nearby veterans hospitals, according to the Interagency Board of U.S. Civil Service Examiners for the Greater New York City area.

However, these persons will be considered for appointment only after all available eligibles with preference have been considered.

At present positions exist at Veterans Administration hospitals located in the Bronx, Brooklyn, Manhattan, Castle Point, Montrose, and Northport, New York. Additional positions are available at the U.S. Public Health Service Hospital located on Staten Island.

Complete details concerning these positions are contained in announcement No. NY-7-53 which is available at the Interagency Board of U.S. Civil Service Examiners, 220 East 42nd Street, New York, N.Y. 10017; at main Post Offices in Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Riverhead and Yonkers; and at the Hospitals named above.

Mental Hygiene Dept. Has 2-Day Photography Seminar In Rochester

ALBANY—Nineteen photographers from State hospitals for the mentally ill and State schools for the retarded recently attended the first New York State Department of Mental Hygiene workshop on institution photography.

The conference, held in Rochester, included two days of the regular educational program on basic photography at the Eastman Kodak Company and a one-day meeting on special aspects of photography in mental institutions.

Julian Belin, senior photographer for the Department of Mental Hygiene, led a workshop on technical problems. Margaret M. Farrar, the Department's director of public relations, conducted a session on photo-journalism and discussed "The Camera as a Communication Tool." Harold Wolfe, assistant commissioner for communications, welcome the participants and talked with them about the need to develop an improved and expanded photography program for the Department.

The Eastman program was initiated several years ago to assist in-plant cameramen in learning new processes, techniques and uses. The workshop was tailored to the needs of photographers in State hospitals and schools after consultations with Department staff members.

Workshop sessions were held on lighting, cameras and camera techniques, portrait work, negative processing including retouching, printing techniques and finishing.

Police Admin. Aide

The City Department of Personnel recently gave a written exam to 963 candidates for police administrative aide positions.

Patrolmen Needed In Nassau Cty.

Patrolmen are needed in various police departments in Nassau County at \$8,033 to \$9,916. Applications will be received until June 5 for the June 29 written exam.

Candidates must be at least 20 and under 28 years of age at the time of application and five feet, eight inches to six feet, five inches tall. Their weight must be in proportion to their height and they must have at least 20/30 uncorrected vision in each eye. Candidates will not be appointed until they reach the age of 21 and not after reaching their 29th birthday.

In addition, applicants must have either a high school or equivalency diploma at test time and must have been a resident for one year of Nassau, Suffolk or Westchester Counties or New York City.

An operator's license is also required. Conviction of a felony will bar appointment and conviction of a misdemeanor may prohibit appointment.

Candidates who pass the written exam will be given physical and medical tests.

Applications and further information may be obtained from the Nassau County Civil Service Commission at 140 Old Country Road, Mineola or at any precinct of the County Police Department.

MDTP Instructors Sought For Office Machine Positions

Office machine operator instructors are being sought for positions at \$8.60 an hour with the Manpower Development Training Program.

A high school diploma or equivalency diploma and nine or more years of full-time experience in the operation of office machines including comptometer, calculators, adding machines, and book-keeping machines are required. In addition, the ability to type at the rate of 45 words per minute is essential for these positions.

Applicants should send a copy of their resume with details of their experience and education and a statement indicating the hours during which they will be available for service to the Manpower Development Training Program, 110 Livingston Street, Room 814, Brooklyn, New York 11201.

Appointed

The appointment of Dr. Malory Stephens as clinical director and chief of the Section of Rheumatology at Grasslands Hospital has been announced by Westchester Hospital Commissioner Dr. Benjamin G. Dinin. Dr. Stephens was appointed clinical director, half time, on July 3, 1967, and chief of the section on October 1, 1967, succeeding Dr. Robert J. Kassin who carried this responsibility on a voluntary basis for two years.

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Don't Repeat This!

(Continued from Page 1)

procedure. The collective bargaining procedure was put into use for the first time as the result of last year's creation of the Taylor Law; a law that still will undergo some severe trials in coming months.

While the Taylor Law did accomplish a major goal of the Rockefeller Administration — peaceful and strikeless wage and benefit negotiations in State government—the whole thing was a dangerously near miss.

The trouble began last November when the Governor recognized CSEA as the sole bargainer for the majority of State workers. Despite the fact that recognition was authorized on the grounds that more than 120,000 such workers are members of the Employees Association, the recognition was challenged by a number of competing organizations before the Public Employment Relations Board, a unit created by the Taylor Law to serve as a sort of referee on all aspects of this new labor legislation. The PERB decided the Governor had acted too quickly; told his Administration to stop bargaining solely with CSEA, and began a series of hearings on who represented whom.

The Employees Association then challenged the authority of PERB to order withdrawal of sole recognition and won its case in the Court of Appeals. The victory came just in time to negotiate a wage and retirement package with the State before disgruntled employees could implement a series of plans to stay off the job.

Basic Disputes

This year's peaceful settlement did not solve the basic disputes concerning the Taylor Law and the PERB, however. The contract between the State and CSEA is good for only a year. Organizations that were squeezed out by CSEA are already planning to renew attacks on the sole bargaining position of the Employees Association and the battleground for those attacks is certain to be in

a series of hearings before that board.

PERB, on the other hand, is still not sure of how far its authority on these matters stands as a result of the State's highest court cancelling their veto order to Governor Rockefeller. Naturally enough, CSEA plans to stand firm on the hefty evidence of 120,000 dues-paying members being proof that they do, indeed, represent the majority of State workers and represent them well under a single bargaining unit. Competing groups recognize they can't take the whole State work force and will concentrate on trying to get PERB to break this force down into smaller bargaining units where they still might have a chance.

On top of this organizational fight there will be a disagreement on the concepts of the Taylor Law that still exist in the Legislature, particularly on the Assembly side where strong critics of the law want to make some extravagant changes in its structure.

Since most New York City organizations work through Mayor Lindsay's Office of Collective Bargaining, which operates on its own outside the Taylor Law provisions, the battle will have little effect on them.

For the rest of the State, including local government units, the eventual fate of the Taylor Law is wrapped up in their own future in the field of labor-management relations.

Evans Promoted

ALBANY — J. Baruch McMoran, commissioner of the State Department of Transportation, has appointed Bernard M. Evans as district engineer for the Department's District 2 — headquartered in Utica. The District covers Fulton, Hamilton, Herkimer, Madison, Montgomery and Oneida Counties.

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Your Public Relations IQ

(Continued on Page 6)

It drops nobody knows." We doubt that it will drop the name of any civil servant because usually civil servants are more meticulous about their citizenship duties than most other groups of people.

COMPUTERIZING of Federal income tax returns was inevitable. Just take a look at some of the arithmetic involved:

FOR THE fiscal year 1966-67, a total of 105,432,744 Federal income tax returns were filed in the U.S. In New York State alone, Federal income tax returns totaled 10,988,178. In the Manhattan district, the total was 3,851,920, while for the four counties of Long Island the figure was 3,693,213.

IT WAS NO longer a matter of the number of human hands one could recruit to process these mountains of returns. Only a giant computer which could gobble up figures faster than the speed of light, was capable of handling a job which involved for the North Atlantic Region alone collecting \$34 billion from 17,637,454 processed returns.

NO ONE CAN say that the efficiency of a government organization does not keep pace with private industry. There are now seven Internal Revenue regional computer centers. The center for the North Atlantic Regional area, which includes New York State, is located at Andover.

THE WAY the system works is this:

IF YOUR return does not involve a refund, it goes directly to your district office of the U.S. Internal Revenue and is then sent on to the regional computer center. Here, the information on your income tax return is transferred to magnetic tape. (A return calling for a refund would go directly to a regional computer center.)

YOUR calculations are checked and the computer examines your return for any other gross errors. It is further checked and double-checked, not only within your regional computer, but with the national master computer in Martinsburg, West Virginia.

SOME OF the nation's top computer experts and systems analysts specialists worked on devising the Internal Revenue computer system. It is interesting to note that among the many participants were civil service careerists, including Harold R. All, who happens to be the commissioner for the North Atlantic Region. He began his Federal career as a revenue agent.

IN FACT, with the exception of some of the computer experts from private industry, most of the planning was done by civil service careerists.

TO HAVE perfected—and we hope it is perfect—a system as gargantuan as this one, is a public relations feather in the cap of all of civil service.

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CSEA Is Representative Of Waterville Central School Unit

(From Leader Correspondent)

UTICA — The non-teaching unit at Waterville Central School recently chose the Oneida County chapter, Civil Service Employees Assn., as its bargaining agent under the public employee organization rights in the State's new Taylor Law.

David Fanning, chairman of the recent meeting, said 31 CSEA membership cards were returned.

There are about 45 employees in the non-teaching unit, Fanning said. To choose the CSEA, 51 percent of a unit's employment strength is needed, Fanning explained. The 31 signed cards represents about two-thirds of the unit's strength, he added. Some 38 employees attended the meeting.

The non-teaching unit at Waterville includes bus drivers, mechanics, cafeteria employees, secretaries, custodians and maintenance help.

Francis Martello, field representative from the CSEA's Albany office, was the main speaker. Others included Roger Solimando, president of the Oneida County Chapter; S. Samuel Borelly, workshop president of the Central Counties Committee; Loren A. Youngs, president of the Clinton Central School CSEA unit and Frank Argento, New Hartford Central School unit treasurer.

Also, Robert Morgan, president of the New Hartford Central

School unit and Harry Thompson, president of the Whitesboro Central School unit.

Fanning said the non-teaching unit had the option of selecting its own bargaining team from among its membership or choosing the CSEA to act in forthcoming salary negotiations with the school system.

Boyle Is Speaker At Onondaga Meeting

SYRACUSE — The Onondaga County Employees Assn. unit of Onondaga chapter of Civil Service Employees Assn., held its quarterly meeting recently at the War Memorial with 100 members in attendance.

Earl P. Boyle, attorney and New York State five-county field representative of the Civil Service Employees Assn. was guest speaker and discussed the Taylor Act in detail.

Ralph W. Agnes, chapter president and Mrs. Mildred M. Przewlocki, first vice-president were in charge.

School Guard Meeting

BAY SHORE — The School Crossing Guards Unit of the Suffolk County chapter, Civil Service Employees Assn., will hold a meeting on April 17, 1968 at 8:00 p.m. at the American Legion Hall, Bay Shore. They will hear a talk on accident and health coverage.

Nassau Chap. Demands

(Continued from Page 1)

strikes by small groups of employees in two townships "through their failure to take remedial action this year."

"Now that the Taylor Law's provisions, mandating employers to give us meaningful negotiations, are fully effective," Flaumenbaum added, "we will stand with this program of real action."

The basic program is topped by a demand for a 20 percent pay boost with a minimum increase from \$750 to \$1,000.

Negotiators will also demand:

- the 1/60th retirement benefit retroactive to 1938 in all areas;
- fully non-contributory health and dental insurance in those jurisdictions which do not already provide it;
- cash for unused sick leave on retirement or separation and increased accumulation limits because of unjustified variations among various municipalities; and
- improved action schedules.

CSEA County Comm.

(Continued from Page 3)

County, and Frances Williams, St. Lawrence County.

George MacDonald and Harold DeGraff of the Ulster chapter were guests.

Attending from CSEA staff were Joseph J. Dolan, director of local government affairs; Joseph Reedy, collective bargaining specialist; E. Norbert Zahm, director of training and education; Mary Blair, assistant program specialist; John J. Hennessey, state treasurer, and George Wilcox, director of general accounts.

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Local sponsors also include PPA's Albany District chapter, the County Officers Association of the State of New York, the New York State Personnel Council, the New York State School Boards Association, and the Massachusetts Municipal Personnel Boards Association.

Advice regarding the program was also received from representatives of the New State Conference of Mayors, the New York State Civil Service Commission, the New York State Public Employment Relations Board, and the New York City Office of Collective Bargaining.

Conferees will consist of management representatives of local, State, and Federal jurisdictions and public school officials.

Frank P. Zelder, the former mayor of Milwaukee and labor

(Continued from Page 1)

was quick to express gratitude for the strong support given the pay measure by Senate Majority Leader Earl W. Brydges and Assembly Speaker Anthony J. Travia.

"I cannot emphasize strongly enough the strength lent to our efforts by these two men," Dr. Wenzl said. "Senator Brydges early in the battle gave us his personal pledge on this urgently needed pay proposal. Speaker Travia gave the salary measure a powerful boost by speeding the salary bill out of committee and onto the Assembly floor for action only hours after it was printed. We owe these men, as well as the fine negotiating team of Governor Rockefeller, a strong debt of gratitude."

The CSEA chief also cited the "superb teamwork" of Solomon Bendet and his CSEA Salary Committee and John C. Rice, counsel to the Employees Association. "The success of our salary drive was due to many efforts but I feel I have to pay singular tribute to the fine work of these particular men," he declared.

No Easy Task

And the success of the salary bill was no easy task this year. Negotiations with the Rockefeller Administration were stalled last November because of a Public Employment Relations Board order telling the Governor not to bargain solely with CSEA. A Court of Appeals ruling in favor of the Employees Association got negotiations back on the track—but only a few days before CSEA delegates had scheduled a meeting on a possible withdrawal of State services if good pay and retirement proposals were not negotiated. They were, as the result of around-the-clock talks by both sides.

Budgetary battles in the Legis-

lature delayed approval of the hike until last week when it began its dramatic and swift move through both houses.

Another major supporter of the measure was Assembly Minority Leader Perry Duryea, who spoke strongly on behalf of the bill.

The bill was introduced into the Rules Committee of the Assembly at the request of Assemblyman Prescott Huntington (R-Suffolk).

Because of the \$600 minimum raise, the pay hike will actually range up to 18 percent for some

State employees in the lowest grades. The maximum raise allowable under the bill is \$2,500. Although the raises were effective April 1, employees will not have the new monies reflected in their pay checks until a later date because of late passage of the bill. Retroactive payments will be made also at a later date.

Approval of the pension improvement measure and other CSEA bills is expected in the near future and will be reported on in The Leader as they are approved.

CSEA Protests Overtime Halt On Thruway

ALBANY — In a strongly worded letter to officials of the Thruway Authority, the Civil Service Employees Assn. protested the recent release from overtime service of several toll collectors at the Spring Vally, Suffern, and Harriman exchanges.

The situation arose out of an apparent inspection tour by Walrom Brown, director of tolls, who released a total of five toll collectors from overtime work, less than two hours after they had begun their shift. This left the remaining collectors at the exchanges with an added burden due to the cut in personnel, CSEA said.

The 10 percent, \$600 minimum pay raise recently accorded to Thruway personnel was cited as the reason for the cutbacks. CSEA, in its protest, labeled this reasoning as faulty, noting that the employees' workload should not be extended because of salary increases, especially when those raises have been made for the sole purpose of bringing the wages

Albion Police Dept. Recognizes CSEA

ALBION—The Village of Albion in Orleans County has recognized the Civil Service Employees Assn. as the bargaining agent for the employees in the Village Police Department.

The unanimous decision by the Village Board of Trustees came following a request by members of the Police Department in which they informed the Board of their desire to be represented by CSEA.

Nancy Modafferri

Mrs. Nancy Modafferri, a member of the School Crossing Guards Unit of the Suffolk County Chapter, Civil Service Employees Assn., died March 29. Mrs. Modafferri had been a guard for the past eight years. She is survived by her husband and two children.

of Thruway employees into line with those in the rest of the State.

In the letter to William E. Timney, Thruway assistant general manager for employee relations, Joseph D. Lochner, executive director of CSEA, concluded by requesting an explanation of this action and demanding the number deemed necessary right along be continued.

Pay Bill Bulletin

(Continued from Page 1)

employees on April 24 and to over 60,000 institutional employees on May 3, the Comptroller said.

Those checks also will include adjustments covering the difference between old and new schedules for the first payroll period, the Comptroller said.

"I want to emphasize that fact," Levitt explained, "so that employees will not expect all their checks for the remainder of the fiscal year to continue at that level."

Comptroller Levitt also noted that the switch to new salary schedules, including those for thousands of persons in reallocated positions, is being accomplished much more speedily than was contemplated in the salary legislation.

"The law permits us to take until June 12 to reflect the new salary schedules and until June 26 to make interim adjustments," he said. "I am pleased that the efficient operation of our payroll audit and electronic data processing units will make it possible for us to improve on this deadline by nearly two months."

Personnel Appointment

ALBANY—John W. Burns is the new personnel officer for the State Public Service Commission at \$12,208 a year.

Rice To Address P.P.A. Seminar On Employee Organization Views

ALBANY — John C. Rice, associate counsel to the Civil Service Employees Assn., will be one of the principal conferees at the national collective bargaining seminar of the Public Personnel Assn., meeting at the Schine Ten Eyck Hotel here during the week of April 21. His topic will be "Employee Organization View Points."

The third in an annual series co-sponsored by the International City Managers' Association, this year's conference will be entitled "Negotiating With Organized Public Employees."

Local sponsors also include PPA's Albany District chapter, the County Officers Association of the State of New York, the New York State Personnel Council, the New York State School Boards Association, and the Massachusetts Municipal Personnel Boards Association.

Advice regarding the program was also received from representatives of the New State Conference of Mayors, the New York State Civil Service Commission, the New York State Public Employment Relations Board, and the New York City Office of Collective Bargaining.

Conferees will consist of management representatives of local, State, and Federal jurisdictions and public school officials.

Frank P. Zelder, the former mayor of Milwaukee and labor

consultant, will chair the sessions. Speakers and their topics include:

Arvid Anderson, chairman New York City Office of Collective Bargaining, "Current Trends, Recent and Predicted."

Elisha C. Freedman, city manager of Hartford, Conn., "A Constructive View of Public Management's Role."

Dr. James A. Gross, NYS School of Industrial Labor Relations, "What Is Meant by 'Bargaining?'"

Dr. Erio Polisar, NYS School of Industrial Relations, "Public and Private Sector Similarities and Differences."

George Olmsted, U.S. Department of the Army, "Five Years With E.O. 10988."

Dr. Jacob Finkelman, chief of the Public Service Staff Relations Board of Canada, "Canada's Bold Experiment."

Dr. Milton Derber, U. of Illinois, "Who Negotiates For The Public Service?"

Dr. Frederic Freilicher, NYS School of Industrial Labor Rela-

tions, "What Constitutes A Bargaining Unit?"

Herbert L. Haber, Director of Labor Relations, New York City, "What Is Negotiable?"

Benjamin Werne, attorney, "Legal Pitfalls of Collective Bargaining and Administration."

Dr. Robert Helsby, chairman of the NYS Public Employment Relations Board, "New York's Experience With The Taylor Law."

Francis J. Higgins, counsel for the NYS Public Employment Relations Board, "Establishment and Functioning of Local Government Boards."

James J. Mortier, chief negotiator for the city of Milwaukee, "Impasses and Work Stoppages."

Commissioners from Region One of the Federal Mediation and Conciliation Service will display and discuss a film on mediation techniques.

Previous seminars in this series were conducted at Scarborough, Canada, and Chicago, Ill. The 1969 seminar will take place at Portland, Ore.