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# Civil Service LEADER

America's Largest Weekly for Public Employees

## Creedmoor Photo Report

See Pages 8 & 9

Vol. XXX, No. 8 Tuesday, November 19, 1968 Price Ten Cents

### Oneida County Aides Approve \$995,293 Contract Package

(From Leader Correspondent)  
UTICA—Members of the Oneida County chapter, Civil Service Employees Assn., voted 198 to 34 last week to approve a contract proposal with Oneida County.  
While the CSEA met in PLAV Hall, members of the County Board of Legislators' ways and means committee met in the courthouse and approved the same proposal for presentation to the full board on Nov. 13.  
The proposal will give county employees a package estimated by Theodore Robak, county research

### Authorities Comm. To Meet Friday

ALBANY—A meeting of the Special Committee on Authorities of the Civil Service Employees Assn. has been called for Friday, Nov. 22, in Albany, according to Joseph C. Sykes, chairman.  
The list of grievances filed by CSEA against the Thruway Authority and the current Thruway representation struggle will be the prime topics of discussion at the meeting, set for noon at the Dewitt Clinton Hotel.  
Other Committee members are: Irwin Brand, Eugene Bernstein, Vito Dandreaano, Jack Gallagher, Shirley Lacey and Frank Lewis.

- The package includes:
- A one-year contract;
  - A five percent across-the-board salary raise;
  - A retirement plan retroactive to 1938 in order to cover all employees;
  - Three days personal leave;
  - A third week of vacation after eight years;
  - An increase from eight to ten cents a mile for mileage allowance;
  - Time-and-a-half for over-time;
  - A five percent evening and night differential;
  - A longevity increment after five years' service; and
  - Time off for two CSEA delegates to attend conferences.

While Robak explained the package to the ways and means committee, Robert Guild, CSEA field representative, explained it to the CSEA gathering.  
They said both sides have agreed to negotiate further the

(Continued on Page 16)

## CSEA 'Truth Squad' Puts A Damper On Creedmoor Strike; PERB Saves Face For Union

A union attempt to call a strike at Creedmoor State Hospital last week for the purpose of interrupting negotiations for State employees being conducted between the Civil Service Employees Assn. and the Rockefeller Administration fizzled last week when a CSEA "Truth Squad" flew to Creedmoor and gave workers there the real reason behind the union action.

Council 50 of the American Federation of State, County and Municipal Employees, obviously in a panic over reports that CSEA was on the verge of negotiating a handsome contract with the State, attempted to stall the negotiations

by calling a series of strikes in State Mental Hygiene Dept. institutions. The union also demanded that the Rockefeller Administration deal with them, although the CSEA is the legally recognized bargaining agent for nearly all

State employees. The union has no recognition status whatsoever.  
A CSEA "Truth Squad," composed of CSEA president Theodore Wenzl; executive director Joseph D. Lochner and Solomon Bendet, chairman of the CSEA salary committee, in a two-day session with employees at Creedmoor State exposed the union's motives for the phony strike call.

- The trio made these points:
- CSEA made major strides for State workers last year and is on the verge of making new major gains in current contract talks.
  - The Rockefeller Administration has recognized CSEA as the sole bargainer for most State workers and this recognition was upheld by the Court of Appeals, the highest court in the State.
  - Council 50, which has never managed to gain more than slightly under ten percent of State employees as members, has no official status at all as a bargainer and cannot produce any negotiated gains for workers.
  - Council 50, fearing two good years in a row on behalf of employees by CSEA would put the union out of business, attempted to force recognition by calling a strike.
- The Employees Association termed the strike "not an attempt to

(Continued on Page 16)

### Pay Hikes Top Fringes Won By Phillipstown CSEA In Pact

(Special to The Leader)

PHILLIPSTOWN—Mediation efforts have resulted in the end of an impasse situation and approval of a two-year contract by members of the Phillipstown unit of the Westchester County chapter of the Civil Service Employees Assn.

Topping the list of benefits won were a 30 cents an hour raise for laborers and a 45 cents an hour hike for operators plus an additional 10 cents per hour for employees with ten years of service.

Howard Van Tassel, unit president, and Domenic Dalhia and Robert Colbert, Sr., represented the Town's employees at the bargaining table. Leading the negotiations for the Town were Jeremiah Downey, supervisor, and Charles Doyle, Jr., attorney. William J. Duggin, a mediator appointed by the Public Employment, Relations Board, was instrumental in settling the contract dispute.

Members of the unit felt the contract to be both fair and equitable, Emanuel Vitale, CSEA collective bargaining specialist, said "without the help of CSEA these employees would have been denied the many long overdue benefits guaranteed them in the contract."

Besides the pay hikes, CSEA also won: the higher pay for employees temporarily assigned to work in a higher grade position; time and a half pay for all work out-

(Continued on Page 16)

### Erie Library Unit Elects New Slate

BUFFALO—Mrs. Thomas M. Kothan was elected president of the Buffalo and Erie County Library unit of the Erie chapter, Civil Service Employees Assn., at a meeting here recently.

The unit, which has 167 members among the library's clerical and maintenance staffs, also elected the following for two year terms:

- Vice-president, Hugh Wilson;
- secretary, Mrs. Charles Lo Cicero;
- treasurer, Edwin D. Mazur, and
- sergeant at arms, Nicholas Caporusso.



**SCHOOL NEGOTIATION** — These officials recently gathered to sign a contract including a \$200 across-the-board raise for employees in the Binghamton City School District unit of the Broome chapter of Civil Service Employees Assn. From left, seated, Mrs. Genevieve Driscoll, Employee Benefit Committee chairman;

William J. McGowan, Board of Education president, and Steve Caruso, unit president. Standing, Stuart M. Pearis, city corporation counsel; Gerald J. Demaree, school district business administrator; Matthew Vitanza, unit attorney; Frank Muzeka, second vice-president, and Martin A. Helefr, superintendent of schools.

*Don't Repeat This!*  
City Organizations May Have Problems In New Legislature

NEW YORK City's public employee organizations are somewhat uneasy about the makeup of the new State Legislature with both houses now dominated by the Republicans. The main reason for this is that for the last two years, local organi-

(Continued on Page 14)

(Adv.)  
COMPUTING YOUR RETIREMENT BENEFITS? THE MAURICE BLOND AGENCY, 11 W. 42nd ST., N.Y.C. TEL. 730-6664.



# Revised Requirements By FSEE At Two Job Levels; GS-5, GS-7

The main avenue through which college caliber personnel enter the Federal service, the Federal Service Entrance Examination (FSEE), has been revised by the U.S. Civil Service Commission for positions at grade levels GS-5 (\$5,732) and GS-7 (\$6,981).

The examination, which is used to fill over 200 different types of career positions, has several requirement changes. There is no longer a separate examination for management intern positions, and applicants will meet the written requirements if they receive a very high score on the general examination and indicate an interest in the management intern program.

Applicants with scores of 1,000

or higher on the Graduate Record Examination Aptitude Test will now qualify without taking the written portion of the FSEE if they meet the other experience and education requirements.

Candidates may still walk in to the exam sites without prefilling. Applicants should report at

8:30 a.m. on the third Saturday of any month except December, August and September.

Complete information regarding qualification requirements and application procedures may be found in announcement Number 410, revised Oct. 15, and is available at the Federal Job Information Center, 26 Federal Plaza, Room 130, New York, N.Y. 10007. It is also available in placement offices on college campuses and at the large main post offices.

## "Cosi Fan Tutte"

The Brooklyn College Opera Theatre will perform Mozart's "Cosi Fan Tutte" as the second production of the 1968-69 season, according to artistic and music director Karoly Kope.

Kope has scheduled two performances, Friday and Saturday evenings, Dec. 13 and 14, in the college's Gershwin Theatre.

The "charming operatic satire" on the vagaries of women will be performed in English.

For further information, contact the Office for the Performing Arts, 780-5291.

## Banking Board Names Two Members

ALBANY—Governor Rockefeller has named two new members of the State Banking Board.

Robert I. Wishnick of New York City will serve as public member of the board for a term ending March 1, 1971. He is chairman of the board of directors of the Witco Chemical Co.

Albert F. Martin Jr. of Schenectady will represent banking group five on the board for a term ending March 1, 1970. He is president of the Schenectady Savings Bank and a former president of the Savings Bank Association of New York State.

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## Volunteer Assistance

INTERESTED? Volunteer reading, weekdays, weekends and evenings, covering current general information and contemporary literature for blind young woman who wishes to return to library work. Call 212 YU 2-1772.

## 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 Graduate School of Public Administration.

## Government's Protest

IT SHOULD not come as a shock to our readers that government itself has its own protest movement.

WHILE CONCENTRATING on our prime objective of helping the civil service corps improve its public relations, we have repeatedly called attention to those items which endanger the image of public employees.

WE HAVE discussed the protest movement outside civil service because, sooner or later, the task of maintaining stability on the domestic front falls on civil service.

WE HAVE reported the restiveness of many civil service groups and expressed the opinion that unless the nature of this unrest is explained again and again, the public relations of civil service inevitably would suffer.

## Christmas Tour To Spain—\$347

A nine-day Christmas tour to Spain's resort area—the Costa del Sol—is now open to Civil Service Employees Assn. members for only \$347 and the price includes round trip jet transportation, breakfast and dinner, rooms at the Hotel Torre de la Rocca in Torremolinos and a side excursion to Granada.

The tour departs from New York on Dec. 23, returning Jan. 1. Space is limited and immediate application should be made to Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y., 11210—telephone (after 5 p.m.) 212 253-4488.

## 9 Days—Only \$349

## Easter In Rome And Florence

The 1969 Easter trip to Rome for members of the Civil Service Employees Assn. and their immediate families will be longer, include a side visit to Florence and will be less expensive than the 1968 trip with no reduction in quality, it was announced by Irving Flaumenbaum, tour leader.

The nine-day trip will leave New York April 4 and return April 13, giving tour members Holy Saturday and Easter Sunday in Rome. Included are round trip transportation via Pan American jet; all hotel rooms, sightseeing tours of Rome (including the Forum and Vatican City) and its environs; a two-day visit to Florence with its great art treasures—all for only \$349. Those wishing air passage only may buy round trips seats at only \$239.

Space on this highly popular tour is strictly limited and immediate application should be made by writing Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. Telephone (516) 868-7715.

THERE IS absolutely no doubt about the existence of a protest movement among public employees. We have seen it. Our colleagues reporting civil service activities have confirmed it.

JERRY KLUTTZ of "The Washington Post," the dean of writers about Federal civil service, puts it so well explaining the protest movement within Government:

"... its (Government's) revolt against the establishment, which has a relationship to the various challenges to authority and the questioning of established institutions like churches, schools, social customs over the nation and the world.

"I'M NOT referring to the relatively few hippies, draft-card burners, or professional protesters

(Continued on Page 10)

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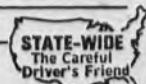
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# Broome County Aides Offered 10 Percent Salary Increase Plus 18 New Fringe Benefits

(From Leader Correspondent)

BINGHAMTON—Pay raises ranging from \$150 to \$800 plus 5 1/2 percent increments will go to most of Broome County's 1,200 employees under a 1969 contract negotiated by the Broome chapter of the Civil Service Employees Assn.

Under a new salary schedule included in the contract, the lowest increment is \$190.

So the minimum raise-plus-increment will be \$340.

The average pay raise, including increment, will be 10 1/2 percent.

The chapter membership will hold a ratification meeting soon.

### 17 Fringe Benefits

Besides the pay increases, the contract outlines 17 fringe benefit improvements.

County officials agreed to accept in total the salary schedule recommended by W. K. Williams and Co., Inc. of New York City.

The Williams firm was hired for a professional job evaluation after CSEA members for several years urged such a job study.

### Study Updating

Edwin L. Crawford, Board of Supervisors chairman, has included \$5,000 in the proposed 1969 budget for an updating of the Williams study. Another \$5,000 was provided for a study of jobs and salaries at Broome Technical Community College.

The CSEA chapter represents most of the county employees.

The contract would cost an additional \$750,000 in raises and push total county salaries to more than \$10,500,000.

It does not cover Broome Tech employees. The college budget year begins Sept. 1. Negotiations for a contract for college workers probably will start next month, according to John E. Herrick, chief of the negotiations team.

The new salary scale provides 5 1/2 percent increments in five annual steps. Top pay is 27 1/2 percent above the minimum.

### Contract Provisions

Herrick, former chapter president, said the proposed contract contains these benefits:

- Overtime (time and a half) pay for those in certain departments who work more than 40 hours a week. Until now the county has given compensatory time off for extra work, or paid straight-time.
- A raise in the basic in-county mileage allowance for employees using their cars on county business from 10 to 11 cents a mile.
- Nightshift premium pay of 20 cents an hour for second

shift workers and 25 cents an hour for third-shift workers.

● A fourth week of vacation after 20 years. Employees now get a third week after ten years.

● A third longevity payment. Broome County employees now get \$300 payments after 15 and 25 years. The new system calls for payments of \$300 after ten and 20 years and \$300 or the grade increment, if it is larger, after 30 years.

● The 30-hour week for office workers in July and August will be protected in the

(Continued on Page 16)



**DONGAN GUILD** — Lt. Governor Malcolm Wilson, left, and Paul Kyer, editor of The Leader, talks with Miss Catherine Hafele following the Dongan Guild's annual Corporate Communion Mass at St. Patrick's Cathedral in New York City recently. Lt. Governor Wilson served as toastmaster for the Communion Breakfast which followed. The occasion was the tenth time in as many years that Wilson served as toastmaster.

## School District Aides' Negotiations Workshop Hears CSEA Experts

(Special To The Leader)

ALBANY—The "ins and outs" of negotiations were described to more than 70 non-teaching employees of 16 Capital District area school districts at a workshop recently conducted by the staff of the Civil Service Employees Assn.

The session was held in the meeting room at CSEA headquarters in Albany. E. Norbert Zahm, CSEA's director of education, was the workshop director. The workshop participants also included Joseph J. Dolan, director of local government affairs for the Employees Association, and Bernard J. Ryan, collective bargaining specialist and a former Troy area field representative.

Richard Whalen, mediator and negotiator for the State Public Employment Relations Board, who has been called into several Albany area contract disputes, also took part in the seminar.

Topics covered included preparation for negotiations, proposals for negotiations, negotiating data, steps in the negotiating process, impasse, fiscal arrangements of school boards, contract writing, and the five danger points. Zahm said those attending showed considerable interest in

## University Library Opens At Albany State

The University Library on the new campus of State University of New York at Albany was dedicated Friday, Nov. 15. Included during the open house from 8 to 10 were tours, exhibits, and the dedication ceremony held in the main lounge.

With a stack capacity of 500,000 volumes, the library now houses more than 400,000. It is located at the west side of the academic podium. Total square footage of the entire building is 286,586, with present areas in use having a seating capacity of 1,638 at tables and carrels, and in lounges and seminar rooms. Portions of the building first were occupied two years ago.

Participating in the dedication ceremony at 9 p.m. were Alice T. Hastings, director of libraries; Truman D. Cameron, chairman of the university dedication committee, and president Evan R. Collins. Refreshments were served in the second floor lounge.

The self-guided tours included 18 stops where staff members explained special equipment and services. The latter range from the reserve book desks and reference areas, to the enlarging camera in the research department, to the music listening room.

### Craig Named

Governor Rockefeller has reappointed Wilnot R. Craig of Rochester to the Board of Directors of the New York Higher Education Assistance Corporation for a term ending in June, 1974. The post is unsalaried.

## Training Classes Announced For NYC CSEA Delegates

Arrangements to provide training classes for new Civil Service Employees Assn. delegates of the New York City chapter will be made by Sam Emmett, it was announced at the Nov. 14 meeting at Gasner's Restaurant.

Emmett said that classes would start sometime after the first of the year. The course will teach new representatives the operations, procedures and functions of both the State CSEA and the local chapter.

Selma Cohen was appointed acting secretary because Mrs. Ann Collins resigned from that position; an election for a new perm-

anent secretary will be held at the next meeting.

The chapter passed a proposal donating \$100 for Christmas toys to be given to underprivileged children in the City.

Martha Owens, from the Workmen's Compensation Board, is now part of CSEA's State negotiating committee for pensions and benefits.



**DISCUSSION** — Representatives of the Civil Service Employees Assn. met with officials of the State Department of Agriculture and Markets at the State Campus in Albany. F. Henry Galpin, standing center, assistant executive director of CSEA, said "this meeting is the first of several which will give us an opportunity to discuss employee problems with department officials on a regular basis." Standing, from left, are Commissioner Donald J. Wickham; Bert Buell, president of the Department's CSEA chapter; Galpin; John A. Conoby, CSEA Albany area field representative; and William F. Kuehn, CSEA chapter delegate. Seated is Robert G. Blabey, counsel for the department.

## Colbert Will Retire; Served 40 Years

Abraham Colbert, chief clerk, Collection Bureau, is retiring Wednesday, Nov. 20, after 40 years of state service. A luncheon honoring him was held Monday at Computers Cafe.

Colbert, a graduate of NYU School of Commerce, Accounts and Finance, entered State service July 1, 1929. His first position was that of bookkeeper in the Motor Vehicle Bureau in Brooklyn where he rose to head account clerk.

He joined the Collection Bureau of the Department of Taxation and Finance on May 8, 1968, as chief clerk.

Pass your Leader on to a non-member.



### Nathan Beckenstein

Dr. Nathan Beckenstein, 63, of the Brooklyn State Hospital, died Oct. 17 in Brooklyn.

Dr. Beckenstein, a charter member of the Brooklyn State chapter of the Civil Service Employees Assn., graduated from Cornell University in 1925 and from that university's College of Medicine in 1928. He did his internship at Binghamton State Hospital and the Jewish Hospital of Brooklyn.

At Brooklyn State, Dr. Beckenstein started as an intern and rose

to assistant director of the hospital in 1941. In 1947 he became medical inspector for the State Department of Mental Hygiene and then was appointed acting assistant commissioner of the State Mental Hygiene Department. In 1950 he became director of the Syracuse Psychopathic Hospital.

Dr. Beckenstein was also a clinical professor of psychiatry at that State University of New York's Downstate Medical Center, and a visiting professor in psychiatry at the New York School of Psychiatry.

Dr. Beckenstein is survived by two brothers, Jack Beckenstein of Tuscon, Ariz., and Julius Beckenstein of New York, and by two sisters, Anna Beckenstein and Mrs. Lester Hirstenstein.

Going Places—See Page 2

### 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., telephones 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, Federal Bldg., Federal Plaza at Duane St. and Broadway, New York, N.Y. 10007. Take the IRT Lexington Ave. Line to City Hall and walk two blocks north, or take any other train to Chambers St., or Broadway Stations.

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. After 5 p.m., telephone 488-3767, give the job title in which you are interested, plus your name and address.

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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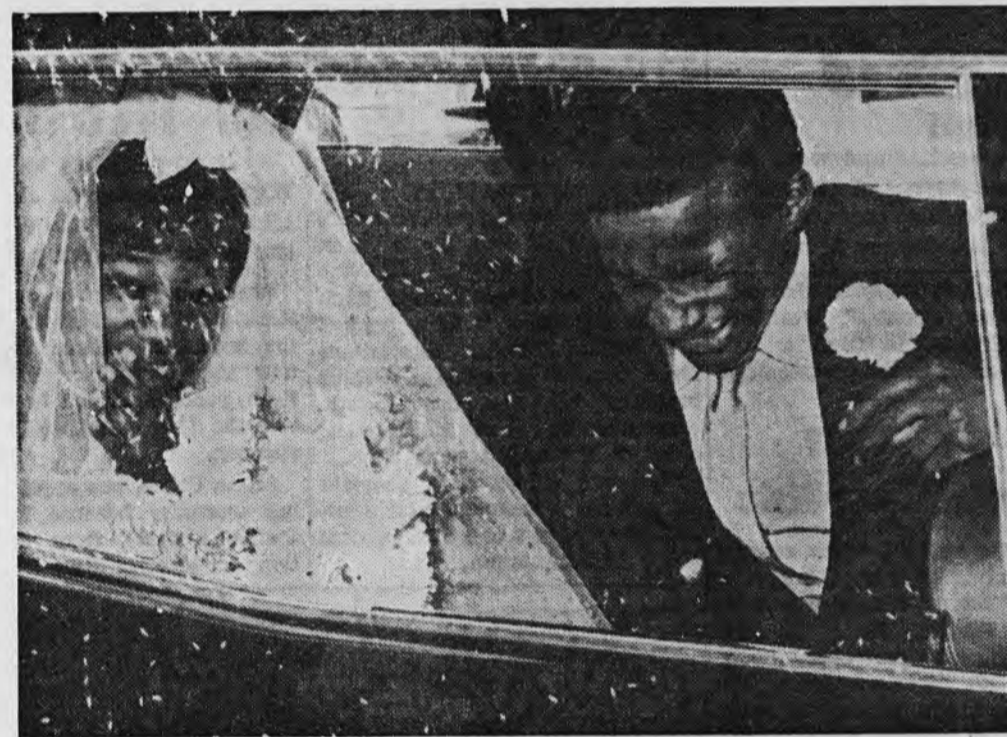
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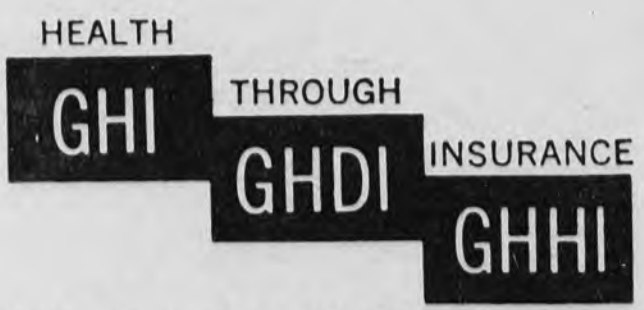
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# Seek Library P R Director

Anyone interested in being director of public relations for Suffolk County libraries may apply for the job up until Jan. 15, 1969 by contacting the

Suffolk County Civil Service Commission at the County Center in Riverhead, N.Y.  
 The usual bi-weekly salary for the position is from \$351 to \$495. The test will be given Feb. 15.  
 Minimum qualifications are graduation from an accredited college or university with a degree in journalism, advertising or liberal arts and three years of

writing or editing experience in newspaper, magazine or public relations work.  
 The director is in charge of the Public Information Division of the Suffolk Cooperative Library System, and does related work as required.  
 The commission revealed that the written test will cover the ability to create, prepare and revise informational material; knowledge of public relations and publicity; and knowledge of modern methods of editing, illustrat-

ing and printing publications.  
 The eligible list established as a result of this examination will be used to fill present and future vacancies within the jurisdiction of the Suffolk County Civil Service Commission.

five years of planning experience, including one year in a supervisory capacity. Graduate study in a related field may be substituted for two years of experience on the basis of 30 semester hours for one year of such experience.  
 The examination, to be held in February, consists of two equally weighted parts, an oral interview and an evaluation of the candidate's training and experience.  
 Applications may be obtained by mail or in person at the State Department of Civil Service, State Office Building Campus, Albany, N.Y. 12226. Specify the examination by its number and title 22-214, Principal Planner. Mail your completed application form to the same address.

## N.Y. State Seeking Principal Planners

Applications for the position of principal planner, paying a salary of \$14,850, are being accepted up to Dec. 30, it was announced by New York State.  
 Minimum job qualifications are: a bachelor's degree from an accredited college or university and



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# Civil Service LEADER

America's Largest Weekly for Public Employees

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TUESDAY, NOVEMBER 19, 1968

## PERB Helps A Loser

EARLY this year, disgruntled State clerical employees in some agencies staged a job walkout to protest the lack of upgradings in the clerical titles. At that time, the Civil Service Employees Assn., the recognized bargaining agent for nearly all State employees, asked the Public Employment Relations Board to mediate the dispute.

PERB refused to act in that matter on the grounds that the issue was not in their province.

Last week, a union which has no official status as a bargaining representative called for strikes in Mental Hygiene Dept. hospitals as a desperate play to interfere with CSEA negotiations with the State — negotiations that promise to bring all State workers more benefits.

Whether or not this union, which has never been able to make any membership inroads in the State, could pull off a series of strikes is a moot point. PERB, who would not come to the aid of the recognized bargaining organization, called for a mediation session with the union, thus allowing the union to save face and announce it was "postponing" the strikes because of the mediation talks.

The Civil Service Employees Assn. has called for a Moreland Act Commission investigation of PERB on the grounds that it has steadily engaged in acts and rulings designed to break up the CSEA. After last week's obvious move to help a faltering union survive, the call for an investigation of PERB appears more than justified.

## Civil Service Television Programs

Tuesday, Nov. 19

3 p.m.—Nursing: A Challenge in Human Relations: "Professional Effectiveness." United Hospital Fund series with Prof. Aaron Levenstein of the Baruch College of Business.

4 p.m.—Around the Clock—New York City Police Academy series for in-service training.

7:30 p.m.—Human Rights Forum — "Crisis in Education, Part II."

Wednesday, Nov. 20

3 p.m.—Nursing: "Professional Effectiveness."

4 p.m.—Around the Clock.

7:30 p.m.—On the Job—New York City Fire Dept. training series.

8 p.m.—In the Law Library—Aspects of Estate Planning.

Thursday, Nov. 21

4 p.m.—Around the Clock.

7:30 p.m.—On the Job.

Friday, Nov. 22

10 a.m.—Staff Meeting on the Air—Officials of New York City's Dept. of Social Services answer phoned-in inquiries from the offices of the field.

11 a.m.—Human Rights Forum— "Crisis in Education, Part II."

11:30 a.m.—Community Action— "Helping the Blind."

4 p.m.—Around the Clock.

7 p.m.—Return to Nursing—"The Nurse and New Equipment" Refresher course with Marjory Keenan, R.N.

8 p.m.—Community Report—A series of programs highlighting

one of the school districts of New York City, including a historical and contemporary sketch of the community, interviews with people involved in special district projects, and visual descriptions of the projects.

8:30 p.m.—Consultants at Large— "How to Break Into Print."

Discussion on writing successfully. Guests are former students at the New York University School of Continuing Education professionally: Stella K. Hershan, John McGhee, Gayle Green, and Augusta Greenblatt.

10 p.m.—In the Law Library—Aspects of Estate Planning.

Saturday, Nov. 23

7:30 p.m.—On the Job.

Sunday, Nov. 24

4 p.m.—Major American Books— "Stephen Crane."

5 p.m.—TV Travelogues—"New York City—The Most."

8 p.m.—Brooklyn College Presents — "American Narrative."

10:30 p.m.—With Mayor Lindsay —Weekly reports from the Mayor.

Monday, Nov. 25

4 p.m.—Around the Clock.

6 p.m.—Community Action—The Community Council of Greater New York examines the services in health and welfare available to New Yorkers in need.

7 p.m.—Return to Nursing— "What's ahead for Nursing?"—refresher course for nurses.

## LETTERS TO THE EDITOR

### Benko Refutes AFSCME Ads On Illegal Strike

The following letter has been sent to The New York Times by Max Benko, president of Capital District Conference, Civil Service Employees Assn., for publication in the "Letters to The Editor" column of that newspaper in answer to the recent advertisement placed in The Times by Council 50, AFSCME:

November 10, 1968

The New York Times  
229 West 43rd Street  
New York, New York 10036

To The Editor:

"In an advertisement published in the Times on November 8, AFL-CIO Council 50 attempts to justify its instigation of a proposed illegal strike of State Mental Hygiene employees. The technique is that of castigating Governor Rockefeller and his staff for employing procedures established by the Taylor Law in labor negotiations as mandated by the Court of Appeals of this State.

"Collaterally, the union in its advertisement seeks to undermine the Civil Service Employees Assn. (CSEA), the established public employee labor organization with whom the Governor is negotiating in his capacity as employer.

"A few facts should set the matter in perspective:

"1. Notwithstanding the union's inaccurate assertions CSEA is in every respect a bona fide, responsible labor organization officially recognized as such by the Governor, the Legislature, the Courts, the State Labor Department, and the Public Employment Relations Board, an independent quasi-judicial body. Since its inception in 1910, CSEA has been the sole representative of public employees negotiating year-by-year — without strikes or other hardships to the public—unparalleled benefits for its members. These voluntary members now number over 170,000 and include vast majority of State employees.

"2. CSEA represents over 90 percent of Mental Hygiene employees. It is actively engaged in negotiating for all the benefits—and more—which Council 50, representing approximately 10 percent (including some dual memberships), professes it can achieve through an illegal strike in arrogant disregard of Taylor Law bargaining procedures or of humane considerations for the welfare of hospital patients.

"Times ideed change. I submit that this modern Gollath, CSEA possesses moral stature commensurate with its size to triumph over a counterfeit David in the quest for adjustments of unrealistically low salaries and inadequate working conditions of Mental Hygiene employees.

Very truly yours,

MAX BENKO,  
President"

### Assemblyman Backs Leader Proposal

Editor, The Leader:

I was very much interested in your Editorial entitled "Return Those Booklets" in your issue of

(Continued on Page 14)

## 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.")

### Blue or Gray Police?

SPECIAL OFFICERS recently instituted judicial proceedings to direct the Department of Social Services to rescind an order threatening disciplinary proceedings in the event of refusal to wear a police uniform and police badge or to carry a billy. Such proceedings also sought to enjoin the Department from taking punitive action against special officers for refusal to work overtime without compensation (Feeney v. Department of Social Services, New York Law Journal, Nov. 4, 1968, page 2).

WITH RESPECT to the overtime issue, the Department's answer frankly admitted the petitioner's right to cash compensation at straight time for hours worked in excess of 40 hours. The petitioners have this right by virtue of a City-wide collective bargaining agreement with the City of New York entered into on April 15, 1968.

HOWEVER, IT appeared that the only time special officers were compensated for overtime services pursuant to this agreement was in August, 1968, for services during the first two weeks in April, 1968. Overtime work since that date has been without compensation. The Court, however, stated that "it is expected that the City will make an effort to pay that compensation more promptly without the need of the entry of judgment herein."

AT THE SAME time, the Court declined to enjoin punitive action for refusal to work overtime because such action had not finally been decided upon by the Department.

INSOFAR AS the remainder of the petition was concerned, the Court ruled that the matter be held in abeyance until court determination of the case of Del Giorno v. Department of Social Services (Column of Sept. 24, 1968). The Del Giorno case seeks to invalidate the deputization by the Police Department of special officers as special patrolmen. The authority of the Police Commissioner to deputize special patrolmen appears to be inapplicable to employees of City departments.

IT IS interesting that Police Department regulations governing such deputization require that the uniform of a special patrolman be gray instead of blue and the buttons of white metal instead of gilt. Indeed, the regulations prohibit without specific authority from the Police Commissioner, any person not a member of the Police Force from wearing any uniform or shield resembling that worn by regular patrolmen.

SUCH REGULATIONS are consistent with the Penal Law, which makes it the crime of criminal impersonation, a Class A misdemeanor, for unauthorized persons to wear a police uniform or badge. Yet, special patrolmen assigned to the Department of Social Services wear blue uniforms with gilt buttons indistinguishable from Police Department uniforms. Moreover, the badge is almost an exact replica of the New York City patrolman's shield.

ALSO, IN apparent violation of law, special officers are required to carry a billy. This is a dangerous weapon, the possession of which by an unauthorized person is a Class A misdemeanor.

APART FROM postponing a determination of the Feeney application until the determination of the Del Giorno proceeding, the Court ruled that Feeney has the option of moving to consolidate his petition with the Del Giorno case. Consolidation is permissible when proceedings involve common questions of law and fact.

THE REQUIREMENT that special officers be deputized as special patrolmen with the powers and duties applicable to regular patrolmen, and that they wear Police Department uniforms and shields and carry billys, is apparently of long standing. Yet, the mere fact that an illegal practice is hoary with age does not make it legitimate. Nor does the practice seem consistent with the proper functions of the Department of Social Services.

THE NEEDS of the Department of Social Services would perhaps better be served by the creation of a Social Service Police Force with regular lines of promotion, comparable to such special police forces as the transit patrolmen and housing patrolmen.

(Continued on Page 7)



# LAW COLUMN

(Continued from Page 8)

**OF COURSE**, regular patrolmen of the City of New York receive superior police training, and perhaps they should perform all police work for the City. Yet, special forces seem especially well adapted to unique situations, and the "Welfare Patrolmen" appear to have a desirable rapport with the clients of the Department of Social Services.

## LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. SOFIE ZAK, Plaintiff, against MIECZYSLAW ZAK, also known as WALTER ZAK, Defendant. Plaintiff designates New York County as the place of trial. SUMMARY. ACTION FOR DIVORCE. The basis of the venue is the residence of the plaintiff in the State of New York, County of New York.

To the above named Defendant: 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 summons, to serve a notice of appearance, on the Plaintiff's Attorney, within twenty days after the service of this summons, exclusive of the day of service; 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, October 29th, 1968.  
ALEXANDER A. SUESS,  
Attorney for Plaintiff  
Office and Post Office Address:  
277 Broadway,  
New York, N.Y. 10007  
349-1327

NOTICE — TO MIECZYSLAW ZAK, also known as WALTER ZAK, Defendant: The foregoing summons is served upon you by publication pursuant to the order of Hon. Samuel M. Gold, a Justice of the Supreme Court, State of New York, dated Nov. 4, 1968, and filed with the complaint and other papers in the office of the Clerk of the County of New York, 60 Centre St., New York, N.Y. The object of this action is for an absolute divorce.  
ALEXANDER A. SUESS,  
Attorney for Plaintiff

## LEGAL NOTICE

At a Special Term, Part I of the Supreme Court of the State of New York, held in and for the County of Bronx, at the Courthouse, 851 Grand Concourse, Borough of Bronx, City of New York, New York, on the 31st day of October, 1968. PRESENT: HON. NATHANIEL T. HELLMAN, Justice.

In the Matter of the Application of ROBERT Y. PAPAIZAN, for leave to change his name to ROBERT PARSONS. ORDER No. 14609-1968.

On reading and filing the petition of ROBERT Y. PAPAIZAN verified the 25th day of October, 1968, praying for a change of name of the petitioner it being requested that he be permitted to assume the name of Robert Parsons in place and stead of his present name; and the court being satisfied that the said petition is true and it appearing from the said petition and the court being satisfied that there is no reasonable objection to the change of name proposed, and it further duly appearing that the said applicant was born on March 2, 1943, at New York City, and that a certificate of his birth issued by the Department of Health of the City of New York bearing No. 7821, a copy of which was attached to the petition; and it further duly appearing that the applicant is duly registered under said name of Robert Y. Papanian with Local Board No. 24 of the United States Selective Service at 881 Gerard Avenue, Bronx, New York;

NOW, THEREFORE, on Motion of Berne & Hufnagel, attorneys for the said petitioner, it is

ORDERED, that the said Robert Y. Papanian, born on March 2, 1943, at New York City, with birth certificate No. 7821, issued by the Department of Health of the City of New York, be and he hereby is authorized to assume the name of Robert Parsons in place and stead of his present name upon complying with the provisions of Article 6 of the Civil Rights Law and of this order, namely:

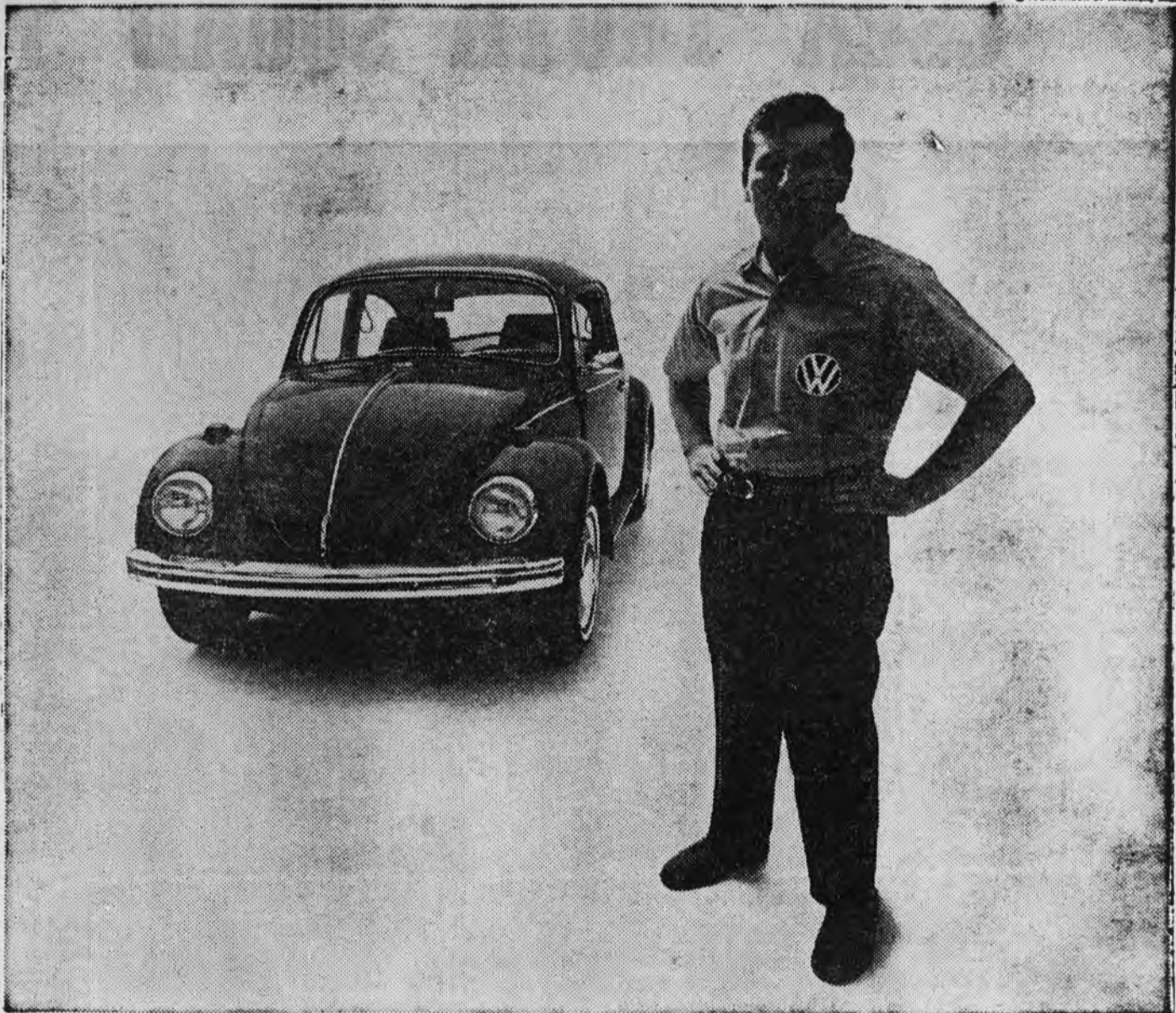
That this order be entered and the said petition upon which it was granted be filed within ten (10) days from the date hereof in the office of the clerk of this court in the County of Bronx; that, within twenty (20) days from the date of entry hereof, a copy of his order shall be published in the New York Law Journal and Civil Service Leader, newspapers published in the County of Bronx, New York; and that, within forty (40) days of the making of this order, proof of such publication by affidavit shall be filed with the clerk of the Supreme Court in the County of Bronx;

That a copy of this order and the papers upon which it is based shall be served by registered mail upon the Chairman of Local Board No. 24 of the United States Selective Service at which the said applicant is registered for selective service as above set forth, within twenty (20) days after entry of this order, and that proof of such service shall be filed with the clerk of this court in the said County of Bronx, within ten (10) days after such service;

That, following the due filing of the said petition and entry of said order as hereinabove directed, the publication of such order and the filing of proof of publication thereof, and the service of a copy of said order and said papers as hereinbefore directed, and, on and after the 23rd day of December, 1968, the petitioner, Robert Y. Papanian, shall be known as and by the name of Robert Parsons, which he is hereby authorized to assume and by no other name; and

ORDERED, that a certified copy of this order shall not be issued until proof of compliance with the above provisions has been duly filed with the clerk of this court.

ENTER:  
NATHANIEL T. HELLMAN,  
Justice, Supreme Court,  
Bronx County.



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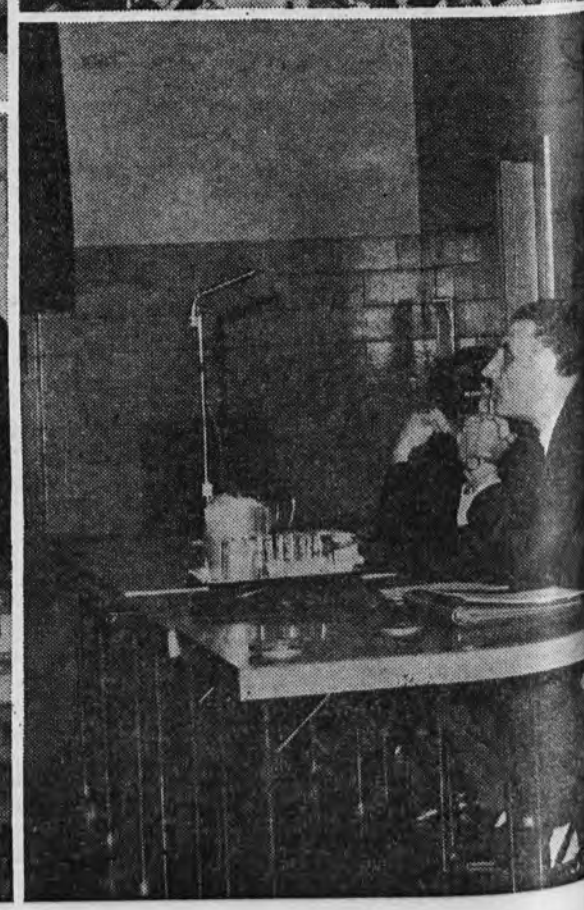
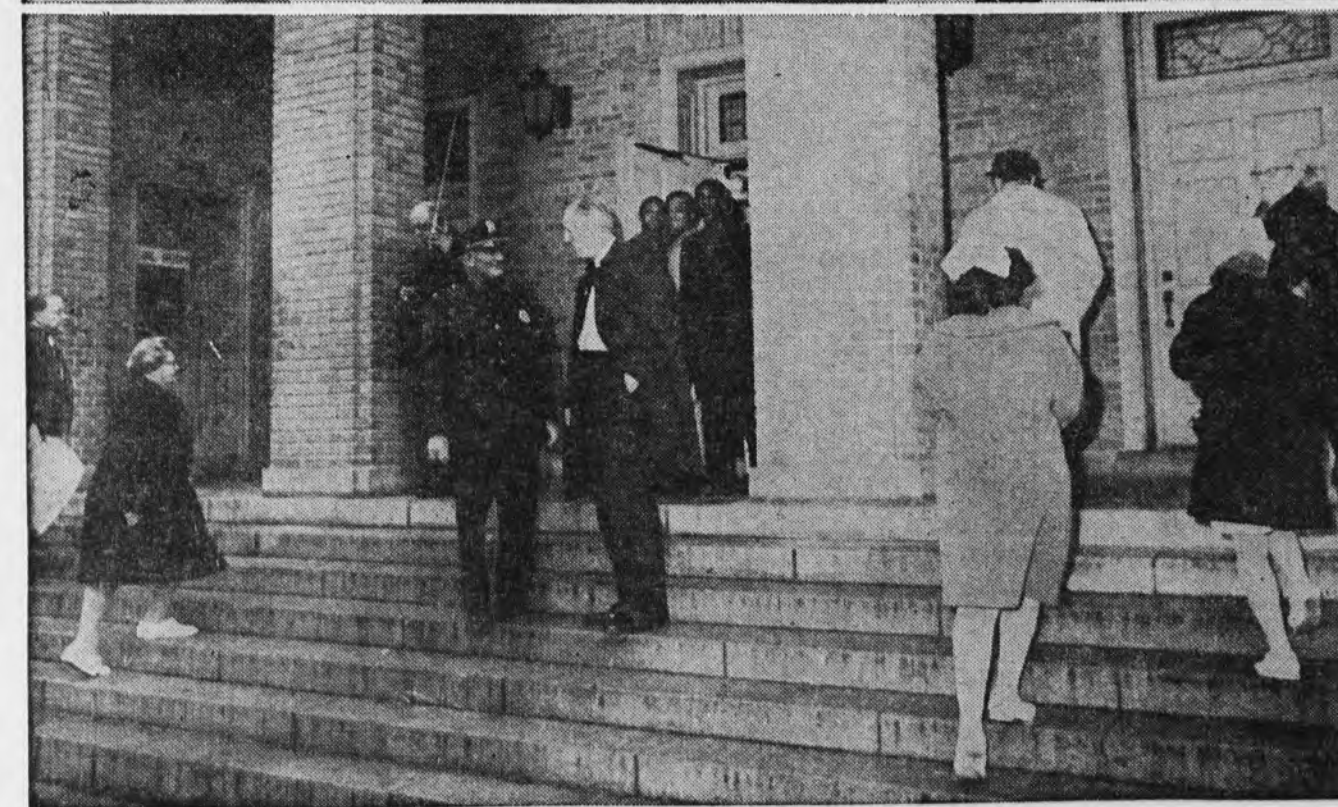
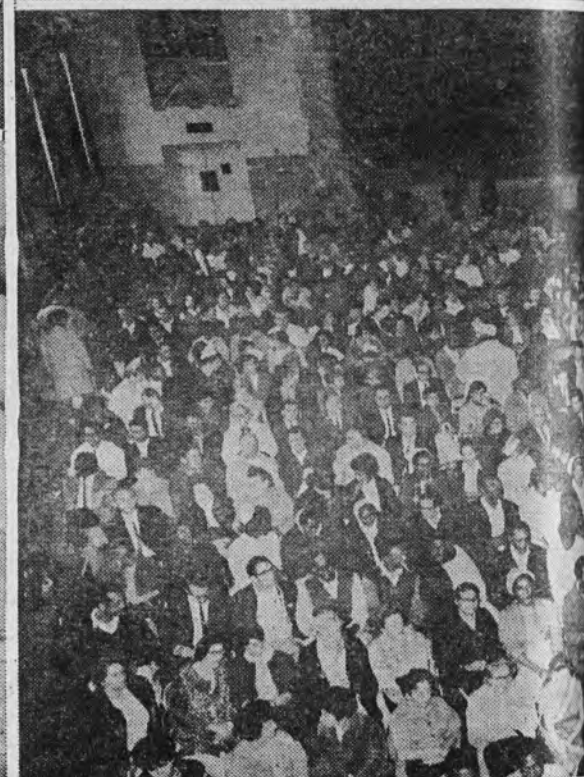
right time, bully for him.  
He does it again.  
Only after he passes the test twice do we feel he's mastered that part. And can go on to another.  
But this is only part of the grind.  
When this man's not working on the VW, we're working on him. At a Volkswagen training school. There he spends seven hours a day in class studying about the car.  
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# CSEA 'TRUTH SQUAD' TELLS CREEDMOOR AIDES THE REAL STORY



Solomon Bendet, salary committee chairman, top left; Theodore Wenzl, CSEA president, bottom center; and Joseph Bohner, CSEA executive director, in third picture down on right; are seen in these photos taken at Creedmoor State Hospital. The trio explained to workers that a union call for a strike was merely an attempt to interrupt CSEA negotiations on behalf of State employees.



# Your Public Relations IQ

(Continued from Page 2)  
 who are employed in the Federal service but to thoughtful, sensitive, sincere persons who simply believe that the Government in general and they and their co-workers in particular can do a better job in these trying times. They are no longer satisfied with shop-worn answers to their questions."  
 AS ONE manifestation of this protest movement, Klutz writes: "CONDITIONS of employment which were generally accepted by Federal employees over the years are being questioned today—just about every aspect of them."  
 WE DON'T have to draw pictures for our readers to impress them with the hard fact that this protest movement is just as alive

on other levels of government—State, City and county. We can go right down the line—teachers, police, firemen, sanitationmen, nurses, welfare investigators, physicians, etc., etc.  
 WE DON'T think that government generally is brushing off these protests. But there is a tendency among some government executives to misread the messages which the protests are sending via non-electronic radar.  
 SOME OF these executives blame employee unions. Some point the finger at employees who can't do their jobs. Still others

just say "troublemakers" and hope that all the protests—and the genuine causes—will just go away.  
 WELL, the protests won't go away. The President of the United States has referred to a restlessness and questioning by citizens throughout the United States.  
 WHY SHOULD civil servants be any different from their fellow citizens from whose ranks they are drawn?  
 OTHER THAN the very special

responsibilities they carry by the nature of their official duties, civil servants as human beings are little different from their fellow citizens.  
 UNFORTUNATELY, many citizens served by the civil service

corps expect civil servants to be different—in fact, very different.  
 IT IS HERE the lack of understanding jeopardizes the good public relations of civil service. It is every civil servant's duty to explain this to his fellow citizens.

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**Microfilm Operator**

Onondaga County will give an examination Feb. 1, 1969 to fill positions in the county as microfilm operator I. Salary for the job is from \$4,160 to \$5,200 annually.

A microfilm operator commonly operates a semi-automatic microfilm machine in the duplication of mortgages, deeds and other documents, and does related work as required.

Minimum requirements to take the test are either (a) graduation from a standard senior high school and at least six months of satisfactory experience in the operation of photographic and duplicating equipment; or (b) a satisfactory equivalent combination in education and office experience with at least six months of satisfactory experience in the operation of photographic and duplicating equipment.

The written examination will test for clerical attitude, office practices and ability to understand and interpret written material relative to photographic duplicating machines and related equipment.

Filing is open until Jan. 2, 1969. For applications and further information write to the Onondaga County Department of Personnel at 204 Public Safety Bldg., Syracuse, N.Y.

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## Suffolk Barks For More Dog Wardens

Suffolk County will give an examination Dec. 14 to select county dog wardens. Filing for the \$6,000 to \$7,000 a year job is open until Nov. 29. There are no residence require-

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ments, but candidates must have completed six school grades and have one year of experience in the care and handling of animals. They also must be 20 years old at the time of the test and must be 21 at the time of permanent appointment.

Duties include performing routine work in the enforcement of ordinances pertaining to the keeping of dogs, and doing related work.

The county Civil Service Com-

mission reports that the written test is designed to cover dog identification, dog terminology, English usage, report writing, public relations, canine diseases and the care and handling of dogs.

On the same date a test will be given for senior dog warden in Suffolk. Salary ranges from \$7,000 to \$8,000 a year. This examination will also be given on a promotional basis and the resulting eligible list will have prefer-

A senior dog warden supervises and participates in the enforcement of ordinances pertaining to the keeping of dogs, and performs other duties as required. The examination will cover the same subjects as that for dog warden, with added sections on record keeping, dog ordinance interpretation and supervision.

Requirements for the senior dog warden test are completion of six school grades and three years of experience in the care and

handling of animals. Filing closes Nov. 29.

For applications for both positions, write to the Suffolk County Civil Service Commission, County Center, Riverhead, N.Y.

## AGO Lauds Efforts By Brasco For SS

Congressman Frank J. Brasco's efforts to obtain Social Security in addition to Civil Service retirement for Federal employees has been recognized by the Affiliated Government Organizations.

The AGO has voted a resolution of commendation for Congressman Brasco who was in the forefront of the legislative campaign to obtain passage of this important fringe benefit for Federal personnel.

Brasco not only introduced a bill, HR 4454, but personally intervened with several members of the Ways and Means Committee to expedite action on the measure.

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## Research for Protection ... so more will live.

Muscular Dystrophy has been almost certainly linked to a metabolic defect — some faulty link or links in the chain of chemical reactions by which the body breaks down food to produce energy and restore tissues. It is known that the initial "error" occurs in the hereditary materials within the cells, but just how this error gives rise to the metabolic defect has yet to be determined. Additional research is necessary.

Both basic and applied research continue. Basic research concerns itself with the study of muscle, its structure, cell components, metabolism and manner of functioning. Applied research tackles such tasks as comparing the structure of diseased and healthy muscle fibers, or substances found in the blood and excretions of MD victims and normal persons.

The Muscular Dystrophy Association of America sponsors a unique research facility, the Institution for Muscle Disease. In addition, local chapters sponsor programs to help those who have been stricken by MD. Each November, MDA conducts its annual campaign to secure public support of its program to find the cause and cure of this dreaded disease. Support your local MD fund drive this year.



## Benefits for Protection ... so more will be secure.

... specifically designed for protection against the costs of hospital and medical care for public employees. For one thing, if you have to go to the hospital in the middle of the night, or over the week-end, your Statewide Plan identification establishes your credit. You're admitted without making a deposit in advance. And when you leave, there's no worry about cash... Blue Cross will pay your bill. You couldn't possibly have better protection than the Statewide Plan... Blue Cross hospitalization, Blue Shield medical and surgical, and Metropolitan Major Medical.

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'66 CHEV	4 dr Sdn, V-8, Imp, A/C, PG, PS	\$1677
'66 FALCON	2 dr Futura, Auto, PS, R&H, A/C	\$1488
'64 T-BIRD	2 dr, Bkt. seats, R&H, Auto, PS, A/C	\$1477
'65 BUICK	LaSabre, Conv, R&H, Auto, PS, PS, WW	\$1466
'65 FORD	4 dr Sdn, Glxie, R&H, Auto, PS, WW, A/C	\$1388
'64 CHEVELLE	SS, Bkt, Seats/Console, R&H, PS, Like Nu	\$1366
'65 PONTIAC	Tempest, 4 dr, R&H, Auto, PS, WW, Like Nu	\$1333
'66 VALIANT	4 dr, R&H, Auto, PS, Like Nu	\$1277
'65 BUICK	2 dr Special, Auto, PS, R&H, WW	\$1188
'64 CHEV	4 dr HT, Imp, V-8, PG, PS, R&H, WW	\$1111
'64 PLYMOUTH	Sports Fury, Auto, PS, R&H, WW	\$1077
'63 CHEV	4 dr V-8, R&H, PG, PS	\$1033
'63 CHEV	4 dr HT, PG, PS, R&H, WW, Fully Equip	\$977
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### Deaf Comm.

Fred O. McGrath of Bronxville has been named to the Temporary State Commission to Study the Problems of the Deaf. He succeeds James F. McGrath of Thornwood, who died.

### SAAB '69's

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See Them! Test Drive Them!

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Unbeatable prices, unbelievable savings, all models, choice of colors. Hurry! Hurry! While they last.  
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### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX  
JUSTINE WELLS, Plaintiff against CLARENCE WELLS, Defendant—Plaintiff designates BRONX COUNTY as the place of trial. Summons with Notice—ACTION FOR DIVORCE. Plaintiff resides at 1409 Prospect Ave., County of Bronx, N.Y. To the Above Named Defendant Dated, N.Y. October 21, 1968

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 summons, to serve a notice of appearance, on the plaintiff's attorney, within 20 days after 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 or answer, judgment will be taken against you by default for the relief demanded in the complaint.

JACK DEITCH  
Attorney for Plaintiff  
Office & P.O. Address  
305 Broadway  
New York, N.Y.

To Clarence Wells: The foregoing summons is served upon you by publication pursuant to an order dated October 25, 1968 of the Hon. NATHANIEL T. HELLMAN, a Justice of the Supreme Court, State of New York and filed along with the supporting papers in the Bronx County Clerks Office. This is an Action for Divorce Dated: N.Y. October 31, 1968  
JACK DEITCH, Attorney for Plaintiff.

### LEGAL NOTICE

SUPPLEMENTAL — CITATION—File No. 5887, 1968—The People of the State of New York, By the Grace of God Free and Independent.

To the heirs at law, next of kin and distributees of Elizabeth McKiernan deceased, if living, and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on December 13, 1968 at 10:00 A.M. why a certain writing dated April 27th, 1962 which has been offered for probate by Eugene A. Drumm residing at 115 East 89th Street, New York, N.Y. should not be probated as the last Will and Testament, relating to real and personal property, of Elizabeth McKiernan, Deceased, who was at the time of her death a resident of 115 East 89th Street, New York, in the County of New York, New York.  
Dated, Attested and Sealed, October 31, 1968.

HON. Samuel J. Silverman  
Surrogate, New York County  
William S. Mullen  
Clerk  
Casimir E. Sojka, Esq.  
Attorney for Petitioner  
80 Mott Street  
New York City, 10013  
CAanal 6-5354

Use Zip-Codes—Its Faster

## Women's Council Members Named

Governor Rockefeller has appointed Mrs. Wilma Rogalin, vice-chairman of the Republican State Committee, to the State Women's Council in the State Commerce Department.

Other newly appointed members include Mrs. June Martin, head of

the women's publicity and research unit in the governor's office, and State Civil Service Commission President Mrs. Ersa Poston. Members on the Council serve without pay.

### Education Week

November 10 through 16 was designated American Education Week.

## REAL ESTATE VALUES



### SAVE ON YOUR MOVE TO FLORIDA

Compare our cost per 4,000 lbs to St. Petersburg from New York City. \$406; Philadelphia, \$382; Albany, \$432. For an estimate to any destination in Florida write SOUTHERN TRANSFER & STORAGE CO., INC. Dept. C, P.O. Box 10217, St. Petersburg, Florida

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### Fla. Retirement Home Show

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INCOME PRODUCING, 2 FAM. CAMBRIA HTS BRICK 5 & 3 rooms. Immaculate apts., mod kitchen, tile bath, garage. Many extras. Full price \$23,500. Only \$750 on contract.

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CAMBRIA HEIGHTS \$23,500  
Det. brick Colonial. 7 rms, modern kitche & bath, sumptuous basement, large garden plot. Garage. 1 block off Linden Blvd.

LONG ISLAND HOMES  
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### BRONX SPECIAL EAST 227th ST.

Semi-det brk 2 fam. 4 & 5 rms plus 3 rms income. Live rent free.  
ONLY \$3,000 DOWN  
FIRST-MET REALTY  
4375 White Plains Rd, Bronx  
FA 4-7200

### Farms & Country Homes Orange County

LARGE 10 room home, 5 & 5; gas heat. 2 baths, garage. Large lot. \$10,500. \$500 down, \$90 per month. Good references. Call owner (914) DI 3-3549, Middletown, NY.

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HOMES, Income Properties, Businesses, Acreage, Farm Listings Throughout NYS Write your needs. Barmann Rity. ALFRED NOETZEL, Salesman, Briggs H'way, Ellenville, NY (914) 647-7179.

### YOUNG BRICK SPECIALS !!

LAURELTON \$16,990  
OWNER RETIRING — SACRIFICE  
Det ranch, all rms on 1 flr. Mod kit & bath. Finishable bsmt, gar. Loads of extras. Carpet's thru-out. Air cond wash mach. All this on lg. landscaped plot.

CAMBRIA HGTS \$24,990  
OWNER TRANSFERRED  
Sacrificing this gorgeous det. bk. & shir. cape-ranch with 2 tremendous bdrms fin bsmt, gar. carpeting & all new appliances. 4,000 sq. ft. of landscaped gardens.

HOLIS PROPER \$24,990  
DESPERATION SALE  
All brk mod leg 2 fam consisting of a 5 & 4 rm tremendous apts. plus rentable bsmt. apt. with sep. entrance, gar, mod kl. & bths, garden grnds.

ROSEDALE DET. 6 & 6 \$37,500  
4 yr. old det. brk & shir. leg 2 fam selling below cost, consisting of 3 bkrms each apt. with wall ovens plus complete fin bsmt with apt & bar carp. thru-out appliances, must sell.

MANY OTHER 1 & 2 FAMILY HOMES AVAILABLE

QUEENS HOMES OL 8-7510

170-13 HILLSIDE AVE., JAMAICA



# DON'T REPEAT THIS!

(Continued from Page 1) zations could bargain with a divided house — the Republican Senate and the Democratic-dominated Assembly.

The reason for concern next year is not so much that the Legislature will be hostile to public employee groups as the fact that a good many upstate lawmakers are disgruntled over taking on so many New York City problems in general. Some of these legislators also feel that the solutions to those problems are too often paid for at the expense of upstate needs.

Former Assembly Speaker Anthony Travia, a New Yorker from Brooklyn, was naturally concerned about the goals and ambitions of blocs located in his home base. Senate Majority Leader Earl Brydges and Perry Duryea, Jr., expected to be named the new Speaker, are sophisticated men

who have been sympathetic to civil service organizations throughout the State. It is not from these leaders that opposition might come but from rank and file Senators and Assemblymen who feel they are asked too often to come to the rescue and many of them have stated resentment over this in the public press.

### Bypassing Lindsay

An important aspect of all this is that City unions frequently turned to the Democratic majority in the Assembly to gain legislation refused them by Republican Mayor John V. Lindsay. Now, however, the quadrangle of power — the governor's office, the Senate, the Assembly and the mayor's office — are all in the same party and Republicans are known for keeping ranks closed in at least outward harmony. It is doubtful, therefore, that one of these GOP power men is going to throw one

of the others in, despite any rumors of infighting among the top Republican leadership.

All this is not to say that there will be few public employee gains in the Legislature. The statewide Civil Service Employees Assn. is now negotiating a contract with the Rockefeller Administration that promises good new benefits for State workers and the Legislature is expected to go along with the Governor's recommendations. New York City groups, however, will have to have strong, logical and pertinent arguments on many issues, particularly if these issues deal in areas of disagreement between employee organizations and City Hall.

What this all means is that New York City organizations are probably going to have to get along better with Mayor Lindsay than they have in the past if they want Legislature approval of their ambitions.

## Federal Government Threatened By Increasing Labor Shortage

NEW ORLEANS — An expected increase in employment requirements of 16.5 million workers over the next ten years will bring the present manpower crisis to the critical stage, particularly in Federal government in the professional, technical and administrative categories.

This prediction was delivered by Louis B. Gettman, chief of the manpower and planning staff systems division of the Federal Aviation Administration's office of personnel training, before the 1968 International Conference on Public Personnel Administration at the Jung Hotel here.

The national increase will be 22 percent but the number of additional government employees needed, mostly at state and local levels, is expected to increase by 35 to 40 percent. Currently, about 12 million workers in the U.S., one out of every six, is a government employee.

Government, as well as private business, is especially dependent upon the 35-44 age group from which a majority of executives, supervisors and leaders are drawn.

But the birth rate decline during the depression will cause a sharp cut in this group's numbers over the 1965-70 period; 600,000 fewer men and 150,000

fewer women. As a result, younger workers will be given responsibilities that, under ordinary circumstances, would go to older and more experienced employees.

The worsening shortage will force personnel departments into a complete overhaul of their practices. The departments will either develop new, more efficient methods of procuring and dispatching manpower resources, or they will disappear.

The increasing and changing manpower needs of government mean that the job of recruitment, testing, selection, development, motivation, use, retraining and retention of highly skilled workers will become more complex and demanding.

Federal needs in the critical areas of professional, technical and administrative workers are expected to reach at least 800,000. Comparable state and local needs may reach four million.

## Winter Caribbean Cruise Schedule Is Announced

Three air-sea cruises and a bridge cruise under the direction of famed master player Charles Goren are now open for bookings by Civil Service Employees Assn. members, their families and friends. These extremely popular 8-day

cruises feature direct flights to the Caribbean and direct boarding on the S.S. Regina so that almost all the vacation time is spent in the sun. Prices still begin at only \$285 complete.

Islands to be visited include Trinidad, Barbados, Martinique, and St. Vincent. All meals are included and jet transportation is via KLM Royal Dutch Air Lines.

Here are the dates of departure and the tour leaders to write to for reservations.

January 18 — Miss Blanche Rueth, 96 Whaley St., Freeport,

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

N.Y. Telephone (516) 379-4529.

February 15—Mrs. Grace Smith, R.D. Box 1195, Waterford, N.Y. Telephone (518) CE 7-2087.

March 1—Deloras Fussell, 111 Winthrop Ave., Albany, N.Y. Telephone (518) IV 2-3597.

### Bridge Cruise

The bridge cruise, personally escorted by Mr. Goren, will be aboard the S.S. Olympia from January 11 to Jan. 24, visiting San Juan, St. Thomas, Aruba, Trinidad and Martinique. Masterpoint games, tournaments and lectures will be held aboard ship. Prices start at \$370 and bookings may be had by calling Miss Theen at Plaza 7-5400 in New York City.

## College Grads, Students Wooed By Government

College students and grads are encouraged to investigate and discuss career opportunities in government during "Federal Career Week" which will be held on Dec. 30, 31, Jan. 1 and 3 in the Federal building at 26 Federal Plaza.

Representatives from Federal agencies in New York, New Jersey and Washington, D.C. will be on hand to take visitors on a tour of the facilities while explaining Federal job opportunities. Talks with operating personnel, attendance at movies, an opportunity to take the Federal Service Entrance Examination and a visit to the largest "Federal Job Information Center" in the northeast will round out the schedule of activities.

The program will run from 9 a.m. to 4:30 p.m.

## Get-Together Set

(From Leader Correspondent) BUFFALO—A "Get-Together" dance is being planned by the executive committee of the E. J. Meyer Memorial Hospital Unit of the Civil Service Employees Assn.

Unit officers said the dance is the first in a series of events being planned to generate interest and to acquaint the members with the activities and goals of the unit which is a part of the Erie County chapter of CSEA.

Details of the dance, expected to be held in late November, will be announced shortly.

## Annual Dinner Of Bank Examiners

Two hundred sixty members, guests and retirees attended the annual dinner of the Association of New York State Bank Examiners on Oct. 30 in Whyte's Restaurant in New York City.

Superintendent of Banks Frank Wille, the main speaker, discussed significant recent developments in the banking industry and important legislative actions that lie ahead.

## TEST AND LIST PROGRESS — N.Y.C.

Title	Date Certified	Last No. Certified
<b>NEW CERTIFICATIONS</b>		
Accountant, prom. (BI), 1 certified, Nov. 8	Nov. 8	1
Administrative aide, 43 certified, Nov. 8	Nov. 8	115
Administrative asst. prom. (BT-surface), 5 certified, Nov. 8	Nov. 8	2
Asst. deputy warden, prom. (DC), 10 certified, Nov. 7	Nov. 7	25
Asst. foreman, prom. (DS), 1 certified, Nov. 7	Nov. 7	595
Asst. supervisor (signals), prom. (BT), 6 certified, Nov. 7	Nov. 7	9
Captain (men), prof. (DC), 9 certified, Nov. 7	Nov. 7	55
Caseworker, gr. 6, 1 certified, Nov. 7	Nov. 7	479
Construction inspector, 2 certified, Nov. 7	Nov. 7	94
Foreman (power distribution), prom. (BT), 4 certified, Nov. 7	Nov. 7	27
Foreman (signals), prom. (BT), 15 certified, Nov. 7	Nov. 7	36
Foreman (telephones), prom. (BT), 5 certified, Nov. 7	Nov. 7	44
Illustrator, 5 certified, Nov. 7	Nov. 7	23
Purchase inspector (fuel), 1 certified, Nov. 7	Nov. 7	7
Sr. accountant, 3 certified, Nov. 7	Nov. 7	86
Sr. accountant, prom. (CO), 3 certified, Nov. 7	Nov. 7	22
Sr. clerk, 4 certified, Nov. 8	Nov. 8	1611
Sr. clerk, prom. (HA), 1 certified, Nov. 8	Nov. 8	515
Sr. clerk, prom. (HW), 1 certified, Nov. 7	Nov. 7	14
<b>OLD CERTIFICATIONS</b>		
Asst. accountant, 6 certified, Nov. 4	Nov. 4	273
Asst. supvr. real estate manager, prom. (HE) 3 certified, Oct. 31	Oct. 31	5
Attorney trainee, 8 certified, Oct. 31	Oct. 31	110
Civil engineer, prom. (PW), 1 certified, Nov. 4	Nov. 4	4
College office asst. A, gr. 11, 1 certified, Nov. 6	Nov. 6	20
College office asst. A, gr. 12, 1 certified, Nov. 6	Nov. 6	39
Correction officer (men), 3 certified, Oct. 31	Oct. 31	1766
Correction officer (men), 1 certified, Nov. 4	Nov. 4	2234
Custodial foreman, 1 certified, Nov. 4	Nov. 4	19
Garage foreman, prom., certified, Oct. 31	Oct. 31	22
Hospital care investigator, 1 certified, Oct. 31	Oct. 31	177
Housing caretaker, gr. 3, 7 certified, Nov. 4	Nov. 4	894
Maintenance man trainee, 19 certified, Nov. 6	Nov. 6	83
Maintains helper, gr. C, 1 certified, Oct. 31	Oct. 31	333
Railroad clerk, 200 certified, Oct. 31	Oct. 31	3718
Recreation leader, 1 certified, Nov. 4	Nov. 4	65
Sr. civil engineer, prom. (WB), research development, 1 certified, Nov. 6	Nov. 6	2
Sr. stenographer, gen. prom., 1 certified, Nov. 4	Nov. 4	449
Shelter inspector (civil defense), 8 certified, Nov. 4	Nov. 4	19
Speech & hearing therapist, gr. 1, 1 certified, Nov. 4	Nov. 4	1
Stationary engineer (electric), 14 certified, Nov. 4	Nov. 4	37
Surface line dispatcher, prom. (BT), 60 certified, Nov. 4	Nov. 4	105
Telephone operator, 36 certified, Oct. 31	Oct. 31	479

## Prep Course Given For Senior Clerks And Stenographers

A ten-session, \$15 course to aid City employees preparing for the tests for promotion to senior clerk and senior stenographer will be offered in the City's Municipal Personnel Program, beginning Dec. 2. Mail registration is being accepted at the offices of the Department of Personnel until Nov. 22. The exam is scheduled for March 8.

Classes will meet from 6 p.m. to 8 p.m. with class sections being formed each weekday except Friday. Each group will meet on the same day of the week.

The courses will meet at Long Island University in downtown Brooklyn. Employees should register early to ensure a place in class. Forms are available in training and personnel offices of each City agency, and at the Training Division of the Department of Personnel, Room M-6, 40 Worth Street, New York, N.Y. 10013.

## Maginn Retires After 30 Years

John M. Maginn, former president of Albany Social Services chapter, Civil Service Employees Assn., retired last month after 30 years with the State Department of Social Services and was honored with two parties before he left the service.

An afternoon reception in the department was attended by 250 CSEA members. The following week, 133 well-wishers from several State departments toasted Maginn at a dinner in the Tom Sawyer Motor Inn.

Dr. Theodore Wenzl, State CSEA president, attended the chapter reception.

### Monroe Election

ALBANY — The State Public Employment Relations Board recently ordered an election among school teachers in Monroe County. The results are expected shortly.

## LETTERS TO THE EDITOR

(Continued from Page 6) Nov. 12, 1968.

I am in complete agreement with the sentiments voiced by you and that legislation is long over due to mandate that the examination booklets be returned to the candidate following the examination.

I am instructing my bill drafting counsel to prepare such legislation and work for its enactment at the coming Legislative session.

With the support of your publication and the interested civil service groups, I am sure that we will be successful.

With kindest personal regards and best wishes for continued success in your activities on behalf of the public employee, I remain.

ALEXANDER CHANANAU,  
Member of Assembly,

### Less Optimistic

Editor, The Leader:

Frank Valenza's letter which appeared in The Leader was optimistic regarding the outcome of the salary and pension negotiations now being conducted between the State and the Civil Service Employees Assn.

He asked us to "cool it" and to have faith in the "fairness and integrity of our System".

Inasmuch as we are denied the right to strike, which is a basic right in employer-employee relationships, the fairness and integrity claim is questionable. Moreover, our Legislators and their employees already have a 20-year half-pay pension plan based on a three-year salary average. Ours is a 30-year half-pay plan based on a five-year average.

No doubt Mr. Valenza means well. These facts do not justify his optimism. We need more than faith, apparently.

I think we have reason to be apprehensive. To use a cliché—some are evidently more equal than others.

MIKE MAGEE  
Kingston

Going Places—See Page 2



# CITY EMPLOYEES

# YOU BE THE JUDGE!



The need to cover the high cost of specialist care is greater today than ever before. Nevertheless, H.I.P. is *still* the only plan in this area providing fully paid specialist services—in the office, hospital and home.

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H.I.P.'s Medical Groups provide care and consultations by qualified specialists in fourteen basic specialties—in and out of the hospital. There are *no* specialist charges . . . *no* limit on visits . . . *no* deductibles . . . *no* claim forms. When needed in difficult cases, H.I.P. brings you the services of specially qualified specialists and surgical teams—also without cost to you!

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Governor Rockefeller designated his special assistant, Stewart Anderson, and assistant counsel John J. Sheehy to receive the commending officer of Her Majesty's Ship Terra Nova on its visit here last week.  
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**AWARDS** — Shown at the Gowanda State Hospital's presentation of certificates to institution safety officers are, from left to right: C. Joseph Porter, chief institution safety supervisor; Dr. J. Rothery Haight, director; Warren A. Hall, Henry Mikula and Victor Marrano, institution safety officers.

## Broome County Contract

(Continued from Page 3)  
contract. County officials had sought a 35-hour week year-round because they plan to air-condition the offices.

- Job protection for those in non-competitive posts after a two-year probationary period.

- Provisions for appointment of independent hearing officers in case of disciplinary action. Until now the hearings have been conducted by department heads.

- Expanded grievance procedures obligating the county to review all employee job complaints and outlining methods of determining their validity.

- A requirement that county officials consult CSEA representatives before starting a new employee at a salary above the grade minimum.

- Automatic increments rather than "at the approval of the department head" as now given.

## Phillipstown

(Continued from Page 1)

side normal working hours, including Saturdays, Sundays and holidays in addition to holiday pay; 12 days sick leave per year accumulated up to 120 days; three days personal leave annually; three days bereavement leave each year; three days convention leave; an improved vacation plan, including four weeks vacation after ten years; a jump of from eight to eleven in paid holidays each year, with an additional holiday in 1970; and full payment of an employee's hospitalization plan plus 50 percent payment for dependents this year, with full payment for both categories in 1970.

Also, adoption of the 1/60th non-contributory retirement plan, retroactive to 1960 this year and to 1938 next year; job security including seniority from the day of employment, seniority preference on promotions, and employee job protection from outside contracting; grievance procedure with final and binding arbitration; bulletin board rights; free time for unit representative to handle grievances; separability clause; right of CSEA representative to visit employee during working hours; and agreement by the Town to supply foul weather and safety gear.

- Provisions for the chapter president to spend "a reasonable amount of time" away from his regular job for chapter duties.

- Provisions for CSEA representatives to spend, collectively, 28 days a year at CSEA conferences and meetings without loss of pay.

- The county will put bulletin boards at all Broome buildings for CSEA notices and information.

- Unlimited accumulation of sick days at the rate of one per month.

- Abolishment of a rule requiring a physician's certificate when an employee is ill for three or more days. Certificates will only be required if a department head "feels privilege is being abused."

- Three days of bereavement leave in case of a death in the family.

- Three personal leave days a year to attend to business that must be transacted during working hours.

## Oneida Contract

(Continued from Page 1)

question of employee allowances for uniforms.

Robak said the CSEA had started negotiations asking for a 15 percent wage increase and later dropped to six percent, while the county had offered three percent and sixth increment step.

He said the sixth increment step is not included in the new package proposal. Robak said sick leave benefits which had been on the negotiating tables had been dropped, saving the county an estimated \$34,190.

Robak estimated the longevity increment in the package would cost the county about \$24,000.

The ways and means vote was unanimous with all 11 members present.

Serving on the CSEA negotiating team were county chapter president Roger Solimando, attorney John Scholl, Mary Leonard, Al Kuchler, and William Frieberger.

## Broome Tech

Carl C. Gitlitz has been renamed to the Board of Trustees of Broome Technical Community College. The post is unsalaried.

# CSEA Dampens Phony Strike

(Continued from Page 1)  
gain benefits for employees but a move to shore up the sagging fortunes of this union. Strikes should be called when negotiations are threatened, not when they are making progress."

### PERB Action

The CSEA team convinced Creedmoor aides of the insincerity of the union move but it appears that it was the Public Employment Relations Board which allowed the union to save face when it was forced to announce a "postponement" of the strike call.

Although PERB had refused a CSEA request some months ago

to mediate a walkout among State clerical employees on the grounds that the issues were not in their province, PERB last week called for a mediation session between CSEA and Council 50 on the strike call, even though Council 50 has no status at all as an employee representative.

CSEA officials told PERB that in view of the fact that it has called for a Moreland Act Commission investigation on charges that PERB had engaged in a series of rulings apparently designed to break up the Employees Association, it could not consider such a meeting without the approval

of its State Executive Committee, which may meet later this week.

In the meantime, one CSEA spokesman declared: "This latest act of PERB should serve as final proof that this board (PERB), which is supposed to be non-partisan, is bending every effort to force recognition of a has-been union which as failed for over two decades to convince State employees of its worth. We (CSEA) are recognized by law and the courts as the bargainers for these workers but PERB would not mediate a situation for us. A group rejected by the majority of State workers called for help to save face and get immediate action. You figure it out."

## Capital Conference Meeting Set For Nov. 25 In Albany

ALBANY—The next meeting of the Capital District Conference, Civil Service Employees Assn., will be on Nov. 25, at the Ambassador Restaurant on Elk Street, at 5:30 p.m. according to Max Benko, Conference president.

The meeting will mark the introduction of the new "Mini-Workshop" idea that will be featured at each meeting this season and the first such program will feature membership as the subject.

Dorothy Honeywell, chairman of the conference membership committee, will conduct the workshop. There will be a question and answer period to give delegates an opportunity to receive advice on membership problems and membership campaigns. This portion of the meeting will take about 40 minutes.

Unfinished business to be concluded at the November meeting will be the run-off election to break the deadlock between Ernest Strobel and Leon Kaplan who are both candidates for membership on the Executive Committee. Both candidates have been tied on two previous attempts to break the deadlock existing and the committee cannot be completed until this unusual situation is resolved.

Other unfinished business will be the presentation of the annual budget to the members of the conference for approval and adoption for the 1968-1969 fiscal period.

All reservations must be made to Mrs. Mary K. Hart, chairman

### Eight Days—Only \$285

## Venezuela Tour Set For Feb. 8

A new winter offering is being made to members of the Civil Service Employees Assn., their families and friends in the form of an eight-day trip to Venezuela Feb. 8 from New York City.

The low cost of only \$285 includes round trip jet transportation, luxury hotels in Caracas and the mountains, gourmet breakfast and dinner and sightseeing. The Hotel Marçay is a complete vacation resort in the mountains and offers free golfing, swimming, movies and a host of other activities.

In Caracas, the Hotel Avila is secluded in fourteen acres of private tropical park, situated in the highest point of the capital city.

Space for this unusual offering is available now and may be had by writing to Randolph V. Jacobs, 762 East 217 St., Bronx, New York, 10467. Telephone (212) 882-5864 after 6 p.m.

of the social committee, by noon on Nov. 22. Chapters will be held to the number of reservations made.

## Christmas In Miami Beach

Two 10-day, all expense tours to Miami Beach during the Christmas holidays are now open to members of the Civil Service Employees Assn. and their immediate families.

The vacation trip is from Dec. 23 to Jan. 1 and two hotels are offered—the Cadillac for \$307.50 or the Barcelona for \$333.50. Both prices include round trip jet transportation, deluxe breakfast and dinner, tips and other extras.

For remaining available space write to Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Telephone (212) 253-4488 after 5 p.m.

## Two Appointed

Miss Laura Edna Treyz, Cooks Falls, has been reappointed a member of the Council of State University Agricultural and Technical College at Delhi. Donald B. Morse was appointed to the council for the first time.

## Corporation Counsel Meeting Hears Dolan Discuss Taylor Law

ALBANY—Joseph J. Dolan, Jr., director of local government affairs for the 170,000-member Civil Service Employees Assn., was among the principal speakers at the annual meeting of the New York State Association of Corporation Counsels.

The sessions were held at the Syracuse Country House Nov. 15 and 16.

Dolan, who coordinates the activities of CSEA chapters and units in dozens of local government jurisdictions throughout the State, spoke on the "Impact of the Taylor Law in Local Governments" at 9:30 a.m. on Nov. 16.

An Albany resident, Dolan described to the municipal legal officers the many problems encountered by CSEA representatives in negotiations, representation disputes and other labor matters with the advent of the Taylor Law, which gives public employees in New York State the right to sit at the bargaining table and negotiate contracts with their employers.

A former assistant to the CSEA executive director and former Albany area field representative, Dolan is a graduate of Siena College in Loudonville and came to CSEA with a wide background in the labor relations field in the private sector.



**ALBANY—TAX CHAPTER RACE**—Jack Dougherty, president of the Albany Tax Department CSEA chapter, and Mrs. Florence Winter, present the winner's trophy to J.P. Morel, who drove Brave Tide to victory in the featured Tax Department CSEA Race at Saratoga. Mrs. Winter was chairman of the organization's clubhouse buffet at the Spa.