

Civil Service LEADER

America's Largest Weekly for Public Employees

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See Page 14

Vol. XXIX, No. 21 Tuesday, January 30, 1968 Price Ten Cents

Riker Wins State Award

Senator Javits Presents The Leader Gold Medals To Three Career Aides

Three outstanding government employees received recognition Monday, when Senator Jacob K. Javits presented the annual Civil Service Leader Gold Medal Awards for dedicated public service, at the Senator's New York City office.

The award is made each year to a person in each area of public service—Federal, State and local. The Gold Medal Award winners are:

Myron F. Blakeney, postmaster, Buffalo, New York, has been in Postal Service for 44 years and is responsible for many accomplishments having a direct bearing upon the efficient postal service

presently afforded the residents of the Buffalo Postal District and excellent public relations in his community.

Ellis T. Riker, administrative director of New York State Department of Motor Vehicles, has served the State of New York for 30 years in which he planned,

(Continued on Page 8)



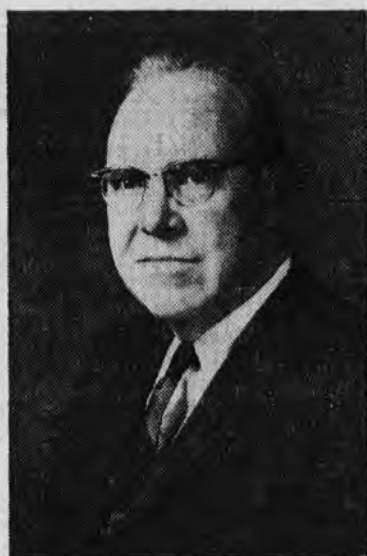
MAX S. SASLOW



SENATOR JAVITS



MYRON F. BLAKENEY



ELLIS T. RIKER

City Chapter Seeks Readying of Picket Signs, News Ads

Preparation of picket signs and the placement of newspaper advertisements to advise the public of a possible withholding of services by State employees have been urged by the New York City chapter of the Civil Service Employees Assn.

The chapter action is based on charges that Governor Rockefeller, by refusing to negotiate CSEA

demands, has caused provocation that, under the Taylor Law, could lead to a withholding of State employee services.

The newspaper ads envisioned by the organization would alert the public to the effects of a withdrawal of services by State workers and would, at the same time, illustrate how the lack of proper pay negotiations could cause such walkouts.

The chapter wants the picket signs readied in the event of such action.

CSEA Warns Rockefeller On Work Stoppage; Meets With Levitt And Brydges

(Special To The Leader)

ALBANY—While laying down a barrage of warnings to the Rockefeller Administration that State workers would engage in a work stoppage unless Civil Service Employees Assn. demands for action on its salary proposals and upgradings for clerical employees, the organization opened up a second front this week by taking their battle to Senate Majority Leader Earl Brydges and Comptroller Arthur Levitt.

CSEA officials met yesterday with Levitt to discuss the Employees Association's aims on retirement and will meet with Senator Brydges on Wednesday concerning salaries and other legislative goals. At Leader press time, a meeting with Anthony J. Travia, Speaker of the Assembly, also was rumored to be in the works.

In the meantime, Solomon Bendet, chairman of the CSEA Salary Committee, announced a meeting of that group on Jan. 31 in New York City. Bendet's only comment on the forthcoming session was that "the recent victory of the Parole Officers' Association on their reallocation demands — won by the threat of a withdrawal of services —

will certainly figure greatly in our deliberations."

CSEA Demands

CSEA's warning was in the form of two separate telegrams to the State's negotiating team. Dr. Theodore C. Wenzl, CSEA president, in one message said, "Immediate action demanded on delegates' resolution for a 20 percent — \$1,000 minimum pay increase for all State employees. Continued delay will precipitate actions by our Statewide membership, implementing our recent delegates resolution calling for withholding of employees services on the basis of extreme provocation under the provisions of the Taylor Law."

In the second telegram to the Governor's negotiators, Wenzl

said "Immediate action demanded on reallocation of clerical and stenographic employees. No legitimate reason exists for continued delay. This reallocation needed in addition to a general pay increase."

The message concluded with the same reference to "withholding of services" if action on the reallocation is not forthcoming.

According to Wenzl, his organization's membership "cannot wait any longer. Today's report that State parole officers have received a two grade reallocation, obviously because of their threat to strike, has prompted us to take positive action to insure that State employees receive an equitable salary increase."

Mrs. Poston Defends Order Cancelling Free Time For CSEA Meetings

ALBANY—Mrs. Ersa Poston, president of the State Civil Service Commission, defended a recent order of the Commission that attendance at Civil Service Employee Assn. meetings by State workers be charged against leave credits by declaring the new policy to be "consistent with the Attendance Rules, consistent with the neutrality order of the

PERB and consistent with the public interest."

Mrs. Poston's stand was contained in a letter to Dr. Theodore Wenzl, CSEA president, refusing his demand that such attendance without leave charge be restored at once. She wrote saying:

"This is in reply to your telegram received this morning concerning time off for employee organization and/or union activities.

"The policy statement to which you refer is designed to insure compliance with the recent order of the Public Employment Relations Board requiring neutrality in dealing with employee organizations and unions, and equitable treatment for all employee organizations seeking representation rights under the Public Employees' Fair Employment Act. The Attendance Rules for Employees in New York State Departments and institutions which have the force and effect of law do not permit time off without charge to leave credits for the purpose set forth above. The January 5th policy

'Satisfactory' Talks Stall Parole Walkout

At Leader presstime it was learned that "satisfactory" negotiations were underway between State Division of Parole authorities and the Parole Officers Association to end a threatened work stoppage.

The Parole Officers had announced a withholding of services at a Thursday press conference—citing three grievances with the State Administration. The action was called off after the first several hours of talks with the State officials. The organization demanded:

- Approval by Governor Rockefeller and Budget Director T. Norman Hurd of a two-grade reallocation for all officers. The reallocation has already gained Civil Serv-

(Continued on Page 16)

Don't
Repeat This!

Forecast On New Taylor Law Affect Definitely Confirmed

A PREDICTION by this column some months ago that the effects of the State's new labor legislation for public employees — the Taylor Law — would be one of government biggest headaches have more than been fulfilled. The public labor force in State and local government is in its greatest turmoil in decades.

At this writing, there are growing signs that State employees

(Continued on Page 9)

(Continued on Page 14)

DON'T REPEAT THIS

(Continued from Page 1)
will stage some kind of work stoppage to force action on getting a solid wage increase and a fully-retroactive guaranteed half-pay retirement plan. After our prediction, New York City teachers did stage a strike and the City's subway negotiations turned out to be the cliff-hanger everyone expected it to be.

The main trouble is that the Taylor Law, which replaced the old Condon-Wadlin anti-strike law, is without precedents of interpretation and operation and

Sanitarian Jobs Pay \$8,365 & Up

The State Department of Health has openings throughout the State for senior and associate sanitarians at \$8,365 to \$11,215.

Candidates for the senior position, which pays \$8,365 to \$10,125, must have a bachelor's degree—including 30 semester hours in mathematics and natural science—and two years environmental health experience.

The associate sanitarian position, at \$9,290 to \$11,215, requires a bachelor's degree in public health or sanitary science—or any degree with 30 semester hours in mathematics and natural science—and three years of the above experience.

A master's degree in public health, sanitary engineering or environmental engineering or 30 graduate credit hours in a related field may be substituted for one year's experience.

Applications and further information may be obtained from the State Department of Civil Service.

while everyone is trying to figure out just what is legal, bargainable, binding or what have you, public employees are beginning to find that direct action is a handy substitute for negotiations for the time being.

Permissible Work

Also, the wording of the Taylor Law does recognize that, when public employees are extremely provoked, any work stoppage on their part is not necessarily the fault of the organization which represents them. Using this as a handle, the State Parole Officers' Association last week threatened a one-day work stoppage. Their argument was that the failure by Dr. T. Norman Hurd, State Budget Director, to act on a

Former Policeman In Hospital Post

Bernard Schonbrun, a former lieutenant in the City Police Department, has been appointed administrative assistant at the Central House facility of the Jewish Home and Hospital for Aged.

According to executive director Mitchell M. Wolfe, Schonbrun will be charged with direct administrative responsibility for resident services, building services, safety and security, communications, and related areas.

Schonbrun, who attended the Baruch School of Business Administration, served with the Police Department from 1942 to 1965. His assignments included duty with the safety, investigative, and educational bureaus. Since January, 1967, he has served as the Home's safety-and-security officer at Central House, 120 West 106th St., New York.

State Civil Service Commission decision that parole officers should have an upward reallocation of two grades was an act of "extreme provocation" and justified what is now being referred to as a "withholding of services."

The 160,000-member Civil Service Employees Assn., now in the midst of a struggle with the Rockefeller Administration over wage and retirement proposals, warned early in January that such a withholding of services was possible unless their demands were met and is now hurtling toward similar action. About the only means of diverting a statewide work stoppage of some kind appears to be, at this writing, some positive help from the leaders of the Legislature and meetings are going on in that area now.

In the meantime, government officials everywhere in the State are reaching for the aspirin bottle and will probably need the medication for some time to come.

9 Days—Only \$279

Easter In Rome Offered 1st Time

A tour to Rome at Easter time will be offered for the first time to members of the Civil Service Employees Assn., it was announced last week. Dates for the Spring vacation are from April 13 to 21, departing from New York City.

The round trip, direct jet flight via Pan American Airways will be only \$279. A Rome vacation package which will include deluxe rooms at the Hilton Hotel, sightseeing tours, an evening dinner with entertainment, transfers, guide service, etc., is only \$110 additional.

Space is severely limited in Rome at that time of year and immediate application should be made by writing to Irving Flaumenbaum, 711 Eighth Ave., New York, N.Y., 10036, or telephone (212) Circle 7-7780.

For CSEA Members

TWO DELUXE MIAMI BEACH VACATIONS!!

Run to the sun on one of these low-cost deluxe tours to the fabulous Sans Souci Hotel in Miami Beach. Prices include round trip jet transportation, ALL meals, chaise lounges, cabanas, entertainment and a host of other activities. FROM NEW YORK—March 24 to 31—Only \$229. Write to Mrs. Blanche Reuth, 711 Eighth Ave., New York, N.Y. 10036 — Telephone Circle 7-7780.

FROM BUFFALO — March 17 to 24—Only \$265. Write to Mrs. Mary Gormley, 1883 Seneca St., Buffalo, telephone (716) TA-2-6069, or to Claude E. Rowell, 64 Langslow St., Rochester, telephone (716) 473-5657.

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.

Blue Ribbon To Customs

THE HALLMARK of a successful government agency—one which operates with efficiency in the public interest—is its basic and continuing recognition that government is people, both internally and externally.

AND SINCE public relations is also people, the people-oriented agency is closest to achieving public relations success with all its publics, including its own civil service corps.

SUCH AN agency is the U.S. Customs Service, a \$2.6 billion arm of the U.S. Treasury Department. (The figure represents what the Bureau of Customs collected for the United States of America in 1966).

BECAUSE IT is a people-oriented organization, commanding the loyalty of its civil servants as well as the respect of its numerous other publics, we award our rarely bestowed Public Relations Blue Ribbon to Arthur Settel, its public information officer.

A VETERAN newspaperman whose youthful and imaginative spirit belies his years of professional experience, Settel is officially "Special Assistant to the Commissioner," Lester D. Johnson.

IN A WAY, the Blue Ribbon is being awarded to Commissioner Johnson and the entire U.S. Customs Service. Settel is so highly professional that he would not hesitate to say that his public relations achievement would have been impossible without the cooperation of Commissioner Johnson and the total civil service corps of U.S. Customs.

THE CRUX of our award to the U.S. Customs Service is the success realized in its 1966 modernization, which included public relations as an integral part of that

streamlining process.

THE FACT is that bringing the Customs Service almost into the 21st Century (just over 30 hence) is the hinge on which this agency won this singular accolade for its public information officer.

U.S. CUSTOMS has more than 9,000 employees, but it serves 260 million people, so many of whom are on wings and on wheels. Yet with the tremendous growth of travel and trade, only 40 additional customs agents were added to the Customs force in the last five years.

THIS IS a tribute to the civil servants comprising the U.S. Customs Service, as well as to the officials who strengthened the people-orientation of the agency—one of whom was Settel.

WE THINK that the reason for the high degree of civil service performance in Customs is best stated in a superb brochure, "The Customs Story," under the most appropriate heading, "A Government is People".

"A GOVERNMENT agency, like any privately owned organization, is only as good as its people. A high degree of efficiency and knowledge is required of customs employees whose intensive training begins after recruitment and ceases only with retirement or resignation.

"PERHAPS more than any other Government agency and more than most commercial businesses, the individual customs officer must have the ability to operate independently and think creatively, know how to handle matters routinely as well as under adverse circumstances, always remembering that he or she is a living symbol of the U.S. Government and its people."

THERE MUST be something unique about the outstanding public relations of the U.S. Customs Service, particularly its employee relations. "The Customs Story" reports that "the U.S. Customs Service has one of the lowest personnel turnover rates of all government agencies."

CONGRATULATIONS to Arthur Settel and to the civil servants of the U.S. Customs Service.

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On Exclusive Basis

PERB Orders Halt In CSEA Talks With Chemung On Nurses

ALBANY — The Director of Representation of the New York State Public Employment Relations Board has ordered the Board of Supervisors of Chemung County to refrain from negotiating with the Chemung County chapter of the Civil Service Employees Assn., on "on exclusive basis" with respect to registered professional nurses employed by the county's Health Department.

The decision followed a hearing on the request for a "stay" filed by the New York State Nurses Association. The CSEA had previously been recognized by the county as the exclusive negotiating agent for the county employees. The Nurses Association is seeking to represent the nurses in the county.

The order, according to Paul E. Klein, Director of Representation, is concerned only with representation for the registered professional nurses and not other county employees.

Until the representation dispute is resolved, the Board of Supervisors also is ordered to refrain from "entering into a collectively negotiated agreement" with the CSEA with respect to terms and conditions of employment of the nurses and to be neutral in its treatment of both of the employee organizations involved.

Dongan Guild Sets Meeting This Friday

The Dongan Guild, the State employees organization, will meet on Friday, at the New York Foundling Hospital.

The Rev. Anthony Tognocchi of the Salesian Fathers, will present a dramatic film of his recent visit to the mission fields in South America at 7 p.m. in the recreation room on the second floor. Members and friends are invited.

The guild has instituted a new time for meetings—refreshments and coffee will be served from 6 to 8:30 p.m.; business meetings will begin at 8:30 p.m. and guest speakers will be invited to come at 7 p.m. This earlier time schedule will enable members to travel home in the early evening hours.

Requests for applications for 1968 scholarship examinations should be directed to William Seldi, chairman of the scholarship committee, Room 608, 50 Park Place, New York, N.Y., 10007.

Visitor Reappointed

ALBANY — Irving Riese of Kings Point, president of Childs Restaurants, has been reappointed by Governor Rockefeller, subject to Senate confirmation, as a member of the Board of Visitors to Kings Park State Hospital. Riese, a native of New York City, will continue to serve in the unexpired post until Dec. 31, 1974.

Pledge Cards To Go Out Soon

Metro Conference Bids Area Legislators To Renew Help In Passage Of CSEA Programs

State legislators from the New York City area were urged to renew again their support of programs of the Civil Service Employees Assn. now under consideration in the Legislature "on the grounds of justified needs, not budgetary requirements."

The lawmakers were guests of the CSEA Metropolitan Conference on a legislative program sponsored by Credmoor State Hospital chapter of the Employees Association, held recently in New York City.

Randolph V. Jacobs, Conference president, in announcing three speakers on CSEA programs and problems, told the solons that "you have shown your friendship for us in the past and I say now that we need that friendship more than ever. Our programs are reasonable and justifiable and their enactment is a duty and responsibility of government."

Speakers

Speakers for the event were Joseph D. Lochner, CSEA executive director; Seth Towse, CSEA assistant counsel, and Louis Bussell, chairman of the Committee for a Just 1/60th Retirement.

Lochner stressed to his audience the need for considerable improvement in the Governor's proposal for an eight-percent, across-the-board raise for State workers, saying that statistics and inflationary pressure justified a far bigger raise. He warned that failure to keep public employees closer to par with their counterparts in private industry could lead to "financial disaster for our workers in New York State—and soon."

In urging full retroactivity in the non-contributory State Retirement System, Bussell told the legislators that the System's assets could "easily support such retroactivity — and more." He stated that it would be "grossly unfair, unjust" to deny workers a fully-guaranteed half-pay retirement and that the only way to do it was by providing full retroactivity.

"We are now in a long period of trial and error with the Public Employment Relations Board," Towse told his listeners. Board members, themselves, lack experience and the Taylor Law lacks other precedences in law, he declared.

Pledge Cards

After a description of the current problems being posed by PERB hearings, Towse told chapter delegates that CSEA members throughout the State would soon be receiving pledge cards to sign, designating their desire to have CSEA as their sole representative. He urged an all-out effort to get both members and non-members signed up.



LAWMAKERS AND FRIENDS —

These ten members of the Legislature were guests at a meeting of the Metropolitan Conference of the Civil Service Employees Assn., where they heard the basis for CSEA goals in the Senate and Assembly this year. From left to right are Assem-

blymen Seymour Posner, Max Turshin, Anthony Mercorella; and Oreste Maresca; Sen. Simon J. Liebowitz; Assemblymen S. William Green and George Cincotta; Randolph V. Jacobs, Conference president; Assemblymen Harry Kraf, Bertram Baker and Alexander Chananau. Absent when the photo was taken was Assemblyman Leonard Simon.



PAY TALK —

Joseph D. Lochner, executive director of the Civil Service Employees Assn., explains the need for a greater salary increase for State employees than that proposed by Governor Rockefeller to delegates and guests at the recent legislative luncheon of the Metropolitan Conference, CSEA.

Attending the session were Sen. Simon J. Liebowitz and Assemblymen Seymour Posner, George Cincotta, Harry Kraf, Bertram Baker, Alexander Chananau, Anthony Mercorella, S. William Green, Max Turshin and Leonard Simon.



SPEAKERS —

Louis Bussell, chairman of the Committee for a Just 1/60th Retirement, explains the necessity of the retroactive pension system during the annual Legislative luncheon of the Metropolitan Conference, Civil Service Employees Assn. With him are Randolph Jacobs, conference president, and Seth Towse, assistant counsel for the Statewide Association, who spoke on the Public Employment Relations Board.

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OUR 71st YEAR

U.S. Service News Items
By VIRGIL SWING

Conservative Congress To Retard Expansion

The current session of Congress is likely to be a tough one in regard to expansion in Federal agencies—both in new hiring and new programs—but a few selected agencies will be permitted to add personnel despite an expected conservative trend in Congress.

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 566-8726.

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 EMT QT and RR local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

The conservative feelings of Congress are accentuated by President Johnson's request for restrictions on travel and spending abroad—to improve our balance of payments picture—and his call for holding the line in domestic government spending, to gain Congressional support for his 10 percent surtax proposal.

The strongest push for job cut-backs will be overseas, with a payroll reduction of 10 percent as the general goal. The Departments of Defense and State and the Agency for International Development will be hardest hit.

Relatively few persons will lose their jobs in the U.S., with a hold-the-line philosophy being used to cut the payroll through the normal retirement and resignation process.

The few expected increases will likely be in connection with the war on crime—with additional FBI agents, Federal district attorneys and narcotics agents accounting for many of the additional employees. New programs connected with the war on poverty will require most of the other new employees.

The Civil Service Commission has extended to 800,000 wage board employees the right to appeal to the Commission matters concerning their job classifications. Other Federal employees already have the right.

The new rules, effective Jan. 15, were part of the Federal pay bill but required CSC implementation. Under the procedure, each agency must establish a system for reviewing reclassification requests from workers. The workers must use this procedure before they can appeal to CSC.

The revised procedures require agencies to correct an improper classification within 60 days of an appeal and, if an action by an agency is found to be in error, the corrective action must be made retroactive to the date of the original error.

A Postal Service Institute, to train postmasters and supervisors in the Post Office Department, is being set up outside Washington, D.C. The Institute will handle 65,000 persons a year through its Washington facility and at other centers throughout the country.

William Patterson has been appointed director of the Employee Benefits and Services Division of the Post Office Department's Bureau of Personnel. He succeeds Richard Payne who retired.

The career civil service employee will head one of the largest government incentive awards programs. The Department has estimated that the program resulted in a savings of \$8.7 million last fiscal year.

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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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Home Address _____
Place of Employment _____
Date of Employment _____ My age is _____

P.S. If you have the insurance, why not take a few minutes and explain it to a new employee.

City Announces Test For Police Aide Job

The City Department of Personnel will receive applications beginning Thursday (Feb. 1), for several hundred police administrative aide positions. Filing closes Feb. 21 for the March 9 written exam open to men 19 to 28 years old.

The jobs pay \$5,750 to \$7,190 and require a high school or equivalency diploma. In addition, candidates must have either two years clerical experience, one year of college or training in a public service career program.

Administrative aides perform general clerical and typing tasks; receive and transmit information from the public, police officers and other government agencies; prepare and type reports; handle equipment and supplies; operate business machines, switchboards, radios and other electronic equipment; and do other related tasks.

The age requirement does not apply to veterans as defined by Section 85 of the Civil Service Law. In addition, all veterans may deduct from their age the amount of time they served on active duty—in determining their eligi-

bility.

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

File Until Feb. 13 For Janitor Jobs

The State Department of Civil Service will receive applications until Feb. 13 for the March 18 written exam for supervising, head and chief janitor positions.

Supervising janitors currently receive \$5,000 to \$6,180 while head janitors get \$5,940 to \$7,280 and the chief position pays \$7,475 to \$9,070.

Openings are with the Department of Conservation, Health and Education, the Office of General Services and the State University system.

Supervising janitors must have two years experience in the maintenance of a large building and grounds. Head janitors need journeyman status in a building trade or three years maintenance experience—including one year as a supervisor. The chief position requires two years such supervisory experience.

Management Analysts

The Defense Contract Administration Services Region, 770 Broadway, New York City, has openings for management analysts at GS-11 (\$9,657).

Candidates should have experience identifying and analyzing manpower requirements and workload characteristics.

For further information, applicants should contact Leonard Weiser, Office of Civilian Personnel 111 East 16th St., New York, N.Y. 10003 or call OR 7-3030, extension 563.

City Caseworker Exams Are Set; Start At \$6,450

The City Department of Personnel has announced the schedule for walk-in exams for caseworker positions with the Department of Social Services.

Saturday tests will be Jan. 20, Feb. 10 and March 30 at 9 a.m. at Brooklyn Technical High School at DeKalb Avenue and Fort Greene Place.

Tuesday tests will be at 9 a.m. and 1 p.m. on Feb. 20 and March 12 on the mezzanine floor at 40 Worth St., Manhattan.

Case worker I is open to graduates of accredited four-year colleges or universities. Any major is acceptable. Non-citizens can qualify by submitting, before appointment, declarations of intent to become citizens.

The starting salary will be \$6,450 a year, with an increase to \$6,800 after three months and to \$7,200 after six months. After one year of successful job performance, case workers are promoted with no further examinations, to case worker II with an annual salary range of \$7,200 to \$9,550.

Case workers who have completed at least 30 credits towards a master of social work degree receive a \$600 yearly salary differential. Those who have completed 60 such credits get a differential of \$1,200 a year.

Case workers are employed by the City's Department of Social Services, which administers the largest municipal public assistance program in the country.

Most case workers are assigned to the Department's Bureau of Public Assistance, which cares for about 600,000 New Yorkers. In addition to arranging financial assistance, case workers assigned here make referrals for health services, rehabilitation and training programs, rehousing or for a number of other agency or community services.

Case workers assigned to the Bureau of Child Welfare direct their energies toward children in need. Services include counselling, homemaking, group and foster family day care, temporary shelter care, foster home care, adoption placement and maternity shelter care for unmarried mothers and their babies.

BUY U.S. SAVINGS BONDS

Case workers assigned to the Bureau of Special Services are concerned with auxiliary programs such as job training and placement, day care centers and homes for the aged, homemaking services, boarding and nursing homes and training for mothers in improved household management.

In addition to salary, case workers enjoy a wide variety of attractive fringe benefits, including four weeks of paid annual vacation, sick leave cumulative to 180 days, paid holidays, a choice of one of three full paid health and hospital insurance plans, opportunity for membership in a blood credit program and membership in a generous retirement system.

In addition, a case worker who has been on staff at least two years becomes eligible for one of approximately 200 scholarships

given yearly for graduate study toward a master's degree in social work. Under terms of the scholarship, a case worker's full salary and benefits continue as he pursues full time study toward the degree. Complete tuition and school expenses also are covered.

The written test will be of the multiple choice type and may include questions on vocabulary, verbal analogies, reading comprehension and arithmetic reasoning, desirable ways of dealing with people and psychological and sociological concepts.

Further details on a career as a case worker may be obtained by phoning, writing or visiting the City Department of Personnel, Recruitment Division, Room M-4, 220 Church Street, New York, N.Y. 10013 (telephone: 666-8700).

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Virgil Swing, Associate Editor

Carol F. Smith, Assistant Editor

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TUESDAY, JANUARY 30, 1968

Mrs. Poston Replies

MRS. Ersa Poston, president of the State Civil Service Commission, has defended a charge that ordering State workers to use leave credits if they want to attend employee organization meetings by stating that the Commission ruling was "consistent with the Attendance Rules, consistent with the neutrality order of the PERB and consistent with the public interest."

On two scores, we find Mrs. Poston's defense of the action without merit. There is nothing neutral—nor is there any reason to be even using the term—in ordering members of any State employee organization to use leave time when, for decades, it has been an accepted practice in the State. Mrs. Poston also does not substantiate just why the revocation of free time is in the public interest.

The basic thesis of the Commission order is that it had only one of two choices: either to allow unlimited time off without charge to an indefinite number of delegates and officers of a proliferating number of employee organizations or unions or to take the course described above.

First of all, the number of "proliferating" organizations is bound to decrease as the Public Employment Relations Board finally determines the questions of employee representation. Secondly, the total number of employees involved in the State work force who attend such meetings is far less than one percent. Thirdly, the smooth operation of an employee organization is as much in the interest of the public as the smooth operation of government itself, since good labor relations are an absolute necessity between government, which represent management, and the organizations, which represent labor. It has long been a common practice in the private business and industry sector.

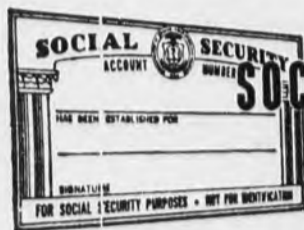
To date, therefore, Mrs. Poston has shown no real reasons how the order of the Civil Service Commission can be construed as anything other than, as we said before, anti-employeeism.

Back To Work

THE fact finders in the Police-Fire Department parity pay dispute have come up with their recommendations.

This dispute over salary differentials has been holding back collective bargaining negotiations for almost six months. Since the matter is now solved—if the City accepts the panel's report—negotiations should get underway immediately.

Remaining is the matter of fringe benefits. To end the delay, the City should accept the report and use the same differentials for fringe benefits as for salary.



SOCIAL SECURITY Questions and Answers

How do I collect from medicare the amount it is supposed to pay on my hospital bill?

You don't have anything to do with presenting that claim. The hospital makes the claim for what is due under medicare hospital insurance. After it has been paid you'll get a notice showing how

many of your hospital days medicare has paid for, and how many more it can pay for in that spell of illness.

I have private health insurance to supplement medicare and I recently filed a claim with my private health insurance company.

LETTERS TO THE EDITOR

Objects To Detailed Attendants Earning Higher Pay Grades

Editor, The Leader:

"No upgrading for the clerical force." We have heard this statement repeatedly for some time now. Many of us get disgusted. But, I think the biggest gripe comes when Mental Hygiene attendants' items are detailed to work in the office—side by side with account clerks, stenographers, typists, and such—doing the same work and receiving only grade six pay.

This situation not only damages morale but often breeds resentment against those on those items. True, they are not directly responsible for the items they hold—probably many of us would do the same. But, the question arises "Whose fault is it that such an injustice exists?" Does the responsibility lie with the administration on home ground or does it rest with officials in Albany.

We have witnessed over and over the individuals who have failed exams for titles carrying a grade four or less salary only to see them placed on a detailed attendant item and receive a grade six pay.

Is this equal opportunity, is this fair? Are we in the clerical force suppose to sit back and just accept this? It is time that Albany decides to be "CIVIL" to the clerical force in Civil Service.

HELEN V. ROSE
Marcy State Hospital

Strong Support Urged

Editor, The Leader:

Comptroller Levitt's letter in your January 23 issue of The Leader shows once again that civil service employees have an effective ally with a definite program in Comptroller Levitt.

We may not share his opinion as to the urgency of the items as he list them, but that can be remedied. The important fact is that he is for us! Let us not be carping, argumentative, fault-finding, critical and nit-picking all the time. Did you ever do anything for civil service except talk and complain?

For once let us write to Comptroller Levitt and tell him we appreciate his interest and his effort. Don't we? Of course we don't! All we ever do is bellyache to one another.

ED CAROLAN
Brooklyn, N.Y.

The company wrote back asking if I had Parts A and B under medicare. I checked my medicare handbook and I couldn't find anything in it which mentioned Part A and Part B. Just what is Part A and Part B of medicare?

Part A of Medicare is the hospital insurance, which includes inpatient hospital benefit, extended care benefits after hospitalization, home health benefits after hospitalization, and outpatient hospital diagnostic benefits. Part B is the medical insurance, frequently called "doctor bill insurance," which helps pay for doctor's services, other medical services and supplies, and home health services.

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.")

Justice Frank's Guidance

IT SOMETIMES happens that Civil Service litigation is satisfactorily resolved by settlement with the aid of the Court. The case of Levin v. Municipal Broadcasting System is a recent example.

THE PETITIONER, A. Alan Levin, had twelve years of varied experience in the radio broadcasting and allied fields prior to his employment by the Municipal Broadcasting System in January, 1952. The latter terminated his services in November, 1966.

FOR TWO YEARS prior to his termination, the petitioner had served in the non-competitive classification of Assistant to the Director of Radio Communications. He contended that his dismissal violated the Civil Service Law, Section 75. The statute prohibits removal of a permanent employee, even though he is not in the competitive class, except for incompetency or misconduct—shown after a hearing—if the employee is an honorably discharged veteran who had served in time of war. However, this limitation upon the power of removal does not apply, among other situations, to deputies. Deputies may be dismissed at will.

THE PETITIONER was evidently entitled to the benefits of the statutory provision. However, the respondent contended that he was, indeed, the Director's deputy. In opposing this contention, the petitioner pointed out that the Director does not have statutory authority to appoint deputies. In any event, the petitioner was not authorized to exercise independent discretion, and, unlike a deputy, he did not occupy a confidential relationship to the Director. Nor was he authorized to act in lieu of the Director.

IN VIEW OF the factual issues raised by the conflicting contentions of the parties, Justice Samuel H. Hofstadter directed a trial. The case appeared before Justice Harry B. Frank in Trial Term. Justice Frank whose opinion in the case of Darcy v. Fraiman (Column of February 14, 1967) was affirmed all the way up to the Court of Appeals there dealt with the related problem of whether lawyers assigned to the Department of Investigation were deputies. In the Fraiman case, the learned Jurist had found that the "heart of the work" of the Investigation Department "is delegated to the petitioner." Consequently, such employees did not enjoy the protection of Section 75 of the Civil Service Law.

IF LEVIN were not a deputy, he was entitled to reinstatement as well as back pay for the period that he was wrongfully deprived of his position. However, neither the petitioner nor the respondent could be certain how a trial would resolve the issue of Levine's status.

WITH CONSUMMATE patience, Justice Frank helped the parties come to a reasonable settlement without the necessity for a trial. The settlement resulted in reinstatement of the petitioner to his position effective November, 1966, the date on which he had been discharged. His prior discharge was expunged from his employment record. He received six months' back pay. He was paid an additional substantial sum in satisfaction of claims for unused annual leave and compensatory time allowance.

ONE OF THE terms of settlement was that effective July 1, 1967, the position that petitioner had held was to be abolished. In this way, the respondent was enabled to terminate the petitioner's services without violating his tenure rights. At the same time, it was agreed that the petitioner had the right of appointment for a period of one year to a similar position if it should be created. The appointment would be at the same compensation as he therefore received.

IN VIEW OF the offers, withdrawals of offers, and counter-offers, the settlement under Justice Frank's able guidance required two full days of intensive work by the Court and counsel. The peaceful settlement of the petitioner's claim is an interesting example of an ingenious Jurist's application of his talents.

Walk In Exam For City Attorney Trainee Set This Saturday

A walk-in exam for City attorney trainee positions has been set for 9 a.m., Saturday, Feb. 3, according to the City Department of Personnel.

Candidates must have graduated from law school by June 1968 but need not have been admitted to the New York State Bar.

Attorney trainees are paid at the rate of \$7,500 a year for the 18 months they are trainees. On satisfactory completion of the

training period, trainees who have been admitted to the New York State Bar are promoted with no further tests to assistant attorney with a yearly salary range of \$9,100 to \$12,000.

The test will be held at Charles Evans Hughes High School, 351 W. 18th St., Manhattan. Advance filing is not required. Candidates need only appear at the test site.

Attorney trainees may be assigned to one of several City agencies where they will be given the opportunity to gain excellent legal experience and perform significant work as quickly as their abilities permit.

The greatest number of ap-

pointments are made to the Law Department, the Transit Authority and the Rent and Rehabilitation Administration.

Benefits with the City of New York include four weeks of paid annual vacation, 11 paid holidays, sick leave cumulative to 180 days, free health and hospital insurance, the opportunity for membership in a blood credit program, and membership in a generous retirement and pension program.

Those unable to take the test on Saturday because of religious belief may arrange another test date by visiting or writing to the New York City Department of

(Continued on Page 10)

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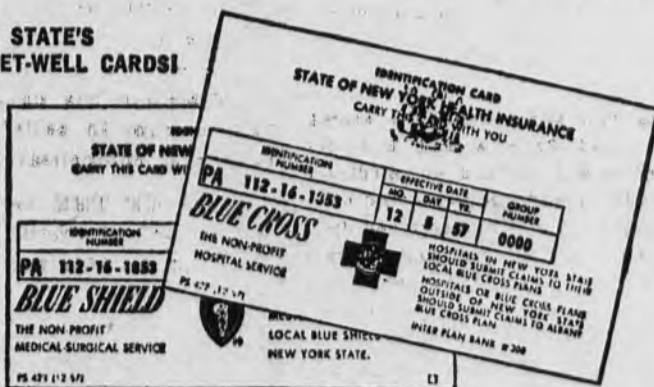
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31 State Employees Share Suggestion Award Money

ALBANY—Thirty-one New York State employees were granted cash awards for suggestions submitted to the State Employee Suggestion Program.

In announcing the awards, Mrs. Ersa Poston, President of the Civil Service Commission, said:

"Since the Suggestion Program was inaugurated in 1947, suggestions from employees have saved the State millions of dollars. The citizens of New York State can well be proud of these alert public employees."

A \$200 award went to Anna Wagar of Troy, Department of Motor Vehicles, who suggested a change in the procedure used for suspended vehicle registrations. She proposed eliminating the process of the registrant sending in the renewal stub, and suggested instead that the registrant tell the Department of the date the vehicle was inspected, the number of the station performing the inspection and the number of the inspection sticker given. This entirely eliminates the job of checking the suspension notice against the registration and returning the stub to the registrant. Thus far, a savings of \$4,539.60 has been realized.

One award of \$150 was presented to Theodore Y. Proskin, of Albany, Department of Taxation and Finance. He designed a new form audit program for the purpose of simplifying and streamlining correspondence in connection with the three primary audit procedures of the Federal Substantiation Audit.

Five State employees earned \$100 awards. These included Amodio P. Coppola, Sr. of Highland, Department of Social Services, who showed how construction of a new pump house and filter plant for the State School at Highland could be combined under one roof. Julia M. Moloney of Albany, Department of Health, also received \$100 for her idea of revising sections of the Public Health Law to permit the filing of birth, death and marriage notices more frequently than once a month. Another \$100 award was presented to Walter E. Trombley of Albany, Department of Taxation and Finance, who suggested the substitution of a carbon copy of a letter for a manually prepared files outcharge relating to individual income tax returns. Theodore P. Weyhe of Albany, Department of Education, earned

\$100 for proposing that plexiglass sheets be installed between the columns and above the railings of the open rotunda in the State Museum to prevent children from throwing objects over the railings. The plexiglass does not spoil the architecture. Paul N. Loomis of Staten Island, Workmen's Compensation Board, was also awarded \$100 for suggesting that authorization for securing an apparatus (back support, prosthesis, etc.) be extended directly by means of outright authorization. This would save typing a lengthy and involved form and claimants would receive authorization directly and promptly.

A joint award of \$100 was presented to William White of Depew and Susan Vorwerk of Buffalo, both from the Department of Agriculture and Markets, for suggesting a more economical method of shipping sample boxes for meat inspections from the food laboratory in Albany to the district office in Buffalo.

An award of \$75 was given to John F. Tucker of Binghamton, Department of Agriculture and Markets, for redesigning the daily inspection form of the Bureau of Weights and Measures.

Fifty dollar awards were earned by Max Stell of Batavia, and Harold J. Chapman of West Coxsackie, both from the Department of Agriculture and Markets; Blanche Schuller of Far Rockaway, Rosette S. Miller of Brook-

lyn, and Esther Leifer of Albany, all from the Workmen's Compensation Board.

Recipients of \$35 awards were Edmund R. Burns of Johnson City, Workmen's Compensation Board; Robert N. Smith of Albany, Department of Agriculture and Markets, and Sylvia J. Brignull of Valatie, Department of State.

Twenty-five dollar award winners were Vincent Cuccioli of Hicksville, Duane H. Dewan of Canton (2 awards) and William F. Finch of Milford, all from the Department of Agriculture and Markets; William Murphy of Schenectady, Department of Taxation and Finance; Eleanor C. Longobardi of Brooklyn and Helen Nester of Albany, both from the Workmen's Compensation Board, and Lloyd J. Herbert of Troy, Department of Education.

Those receiving \$15 awards were Hilda M. Stanley of Binghamton, Edith Hirschowitz of The Bronx and Wilma A. Reeves, of Williamsville, all from the Workmen's Compensation Board, and William I. Wattenberg of Brooklyn, Department of State.

Ten dollar awards were given to Martha K. Harris of Flushing, Workmen's Compensation Board, and Dorothy M. Smith of Albany, Department of State.

Benjamin Kanarick of Brooklyn, Workmen's Compensation Board, received a Certificate of Merit.

Mrs. Cooley, Dr. Walters Are Honored For Service

Mrs. Alida Cooley Dailey, R.N. and Thomas H. Walters, D.D.S., will be honored at a testimonial dinner Saturday, Feb. 3 at the Hotel Biltmore, 43rd Street and Madison Avenue, Manhattan. The Medical Board of Harlem Hospital Center is paying tribute to their years of service to the Center.

Mrs. Dailey, for 22 years Director of Nursing and head of the School of Nursing at the Hospital Center, retired recently. She is the first woman elected to the Hospital Center's Medical Board, was affiliated with the New York City

Department of Hospitals for 29 years and achieved outstanding recognition in the nursing profession in New York State, New Jersey and the District of Columbia for a total of 40 years.

Dr. Walters, a member of the Medical Board, was formerly director of the Department of Oral Surgery at Harlem Hospital and is now a consultant in the Columbia University-Harlem Hospital affiliation. For 35 of his 39 years at Harlem Hospital he served gratuitously. Last month, Dr. Walters was one of eleven members of the First District Dental Society of New York to be elected to the House of Delegates of the American Dental Association.

Reservations for the testimonial dinner at \$12.50 each may be phoned in to FO 8-3200, 286-3176 or MU 5-4918 through Friday, Jan. 26.

Dr. Porter Named

ALBANY—Dr. Ian H. Porter, acting chairman of the Department of Pediatrics of Albany Medical College, has been named director of the Birth Defects Institute of New York State here, Governor Rockefeller has announced. His salary will be \$24,500 annually.

Leader Gold Medals

(Continued from Page 1)

organized and implemented programs which benefited not only the State but the seven million drivers in it. Despite his devotion to his work, Riker has always found time to contribute to both charitable and professional organizations.

Max S. Saskow, director of Personnel Relations, City Civil Service Commission, who has dozens of new programs to his credit, such as the establishment of cooperative training programs and inter-change in training programs for all governmental jurisdictions in the metropolitan area; the Institute for Editors of House Organs in New York City Agencies; the Summer Program for the employment of African students in connection with the American-African Institute. This is in addition to the key role he plays in professional organizations and in community improvement activities.

The winners were selected by

a panel of judges consisting of the chief executive in each of the civil service jurisdictions. They are: Lawrence H. Baer, Regional Director of the United States Civil Service Commission; Mrs. Ersa H. Poston, President of New York State Department of Civil Service; Solomon Hoberman, Personnel Director of New York City Civil Service Commission; Dr. Theodore H. Lang, Deputy Superintendent (Personnel) of the Board of Education; and Dr. Ray Harvey, Dean of the Graduate School of Public Administration of New York University; Jerry Finkelstein, publisher of the Civil Service Leader. The qualifications of more than 1,000 nominees submitted by department heads and civic organizations were evaluated in the selection.

The Annual Gold Medal Award is a highlight of the civil service calendar. Presentations in previous years have been made by Vice-President Hubert H. Humphrey, Senator Robert F. Kennedy and Governor Nelson A. Rockefeller.

In Salary Negotiations

Buffalo School Aides Request 20% Boost

(From Leader Correspondent)

BUFFALO—A Civil Service Employees Assn. group today requested a 20 percent raise, with a minimum of \$1,000, for clerks who work in the Buffalo school system.

The clerks are represented by the Buffalo competitive unit, of Erie chapter, CSEA.

The 20 percent raise is identical with a package settlement reached by the Board of Education and the Buffalo Teachers Federation, which bargains for Buffalo teachers.

"We want the same raise and other benefits that will go to the teachers," said Joseph V. Drago, unit CSEA president.

It is estimated that the teacher raise will cost the city about \$5.1 million a year.

Meanwhile, Neil Cummings, president of Erie chapter, said chapter representatives will campaign to obtain 20 percent pay

hikes this year for all City workers who are members of other chapter units.

The Board of Education is committed to the new contract with the teachers only if Buffalo Mayor Frank A. Sedita can raise the money.

It will require a healthy dose of additional State aid to do it, most observers predict.

Buffalo will benefit from Gov. Rockefeller's budget proposal to raise the State aid ceiling from \$666 a pupil to \$726 but not enough to cover the \$5.1 million in proposed teacher pay increases.

State U. Council

ALBANY—Walter Wilmsburg of Canton has been appointed by Governor Rockefeller as a member of the Council of State University Agricultural and Technical College at Canton.



MHEA MEETS — The Mental Hygiene Employees Assn. met in the Hotel Wellington, Albany, to discuss problems affecting employees in the Department of Mental Hygiene. Left to right at the officers' table, are: Dorris Blust, secretary; Samuel Cipolla, consultant; Frank Costello, president; Bernard Silberman, attorney and Marie Donaldson, vice-president.

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Practical Test

The City Department of Personnel last week gave the practical promotion exam to 42 candidates for structural maintainer positions with the City Transit Authority.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, — ANNE BROWN, Plaintiff, against JAMES HOGAN, also sometimes known as JAMES HAGAN; ANN HOGAN, wife of JAMES HOGAN; JOHN HOGAN, also sometimes known as JOHN HAGAN; CASSEY R. HOGAN, wife of JOHN HOGAN, sometimes known as CASSY HOGAN; ALL of the above, if living, and if any of the above-named individual defendants be dead, their and each of their respective widows, husbands, heirs-at-law, devisees, next-of-kin, legatees, distributees, personal representatives, creditors, lienors, grantees, assignees and successors in interest; and any and all respective unknown persons and any and all respective unknown heirs-at-law, devisees, next-of-kin, legatees, distributees, personal representatives, creditors, lienors, grantees, assignees and successors in interest of the above-named persons or of any other person having an interest in the real property described in the complaint in this action or any part thereof, by way of title or easement or claim of whatsoever nature, through or under any of the above-named defendants, or by or through any other means or persons, all of whom and whose names and places and places of residence are unknown to the plaintiff and are hereby designated as "Unknown Defendants": THE PEOPLE OF THE STATE OF NEW YORK, Defendants.

TO THE ABOVE NAMED DEFENDANTS: YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a Notice of Appearance on the plaintiff's attorney within twenty (20) days after the service of this summons, exclusive of the day of service. 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: New York, December 15, 1967.
Yours, etc.,
HARRY HAUSKNECHT,
Attorney for Plaintiff,

Office & P.O. Address, 225 Broadway, Borough of Manhattan, New York, New York, Telephone No.: BA 7-6517

TO THE ABOVE NAMED DEFENDANTS: The foregoing summons is served upon you by publication pursuant to an order of the Hon. Irving H. Saypol, a Justice of the Supreme Court of the State of New York, dated January 19, 1968 and filed with the complaint in the office of the Clerk of the County of New York at the Courthouse, Borough of Manhattan, City and State of New York.

The object of the action is to compel the determination of claims to real property and to bar all of the defendants and every person claiming under them from any estate, interest, title, easement or right in the real property described in the complaint and designated as Lot 22, Block 1303 on the Tax Map of the City of New York, Borough of Manhattan, located at the northeasterly corner of East 48th Street and Lexington Avenue and commonly described as 617 Lexington Avenue, New York City, New York, and for a determination that the plaintiff is the sole lawful owner of the aforesaid premises in fee simple and is entitled to the lawful, peaceful and undisturbed possession thereof.

Dated: January 22, 1968.
HARRY HAUSKNECHT, Attorney for Plaintiff, Office & P.O. Address, 225 Broadway, Borough of Manhattan, New York, New York, Telephone: BA 7-6517.

Legislation Needed To Reduce Monroe County C.S. Comm.

(From Leader Correspondent)

ROCHESTER — It's going to require both State and local legislation to reduce the Monroe County Civil Service Commission from five to three members.

The commission, which is like the board of directors for the county's personnel department, was expanded from three to five members when the city and county civil service functions were merged in 1961.

The City of Rochester recreated its own civil service commission in 1964, after a court battle, but the county commission never was cut back to three.

When the County Charter was adopted in 1965, one of the advantages included was that the county would have more "home rule," meaning it would not have to seek State legislation for many functions.

However, the charter said the County Civil Service Commission would continue "as established under the optional county government law," which specifies a "five-member commission."

LEGAL NOTICE

File No. 6639, 1967.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To: The heirs at law, next of kin and distributees of MARTHA VAN EVERA, deceased if living and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, on February 19, 1968, at 10:00 A.M., why a certain writing dated May 29th, 1962, which has been offered for probate by LEO MARTIN, residing at 7301 4th Avenue, Brooklyn, New York, should not be probated as the last Will and Testament, relating to real and personal property, of MARTHA VAN EVERA, Deceased, who was at the time of her death a resident of 140 East 40th Street, in the County of New York, New York. Dated, Attested and Sealed, December 26th, 1967.

HON. S. SAMUEL DIFALCO, (L.S.) Surrogate, New York County
William S. Mullen, Clerk.
Attorneys for Petitioner:
Benjamin L. Lasky and Daniel Ginsberg,
50 Court Street,
Brooklyn, N.Y.

Civil Service Television

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

Monday, February 5

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program: "The Universal Summons Project."

6:00 p.m.—Community Action—"Service to Youth; Public versus Voluntary Service, Partnership or Take-over?"

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

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

Tuesday, February 6

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

7:00 p.m.—What's New In Your Schools—Current information about the City's schools.

Wednesday, February 7

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

5:30 p.m.—What's New In Your School — Current information about the City's schools.

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

8:00 p.m.—Behind the Laws—"Estates, Powers and Trusts."

Thursday, February 8

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

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

10:30 p.m.—Community Action—"Service to Youth; Public versus Voluntary Service."

Friday, February 9

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

7:00 p.m.—Living for the Sixties—Program for senior citizens.

10:00 p.m.—Behind the Laws—"Estates, Powers and Trusts."

Saturday, February 10

7:00 p.m.—Community Action—Ted Thackrey hosts program.

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

Buffalo Visitor

ALBANY—Governor Rockefeller has asked the Senate to confirm his reappointment of Leon L. Siddell of Buffalo as a member of the Board of Visitors to the Buffalo State Hospital. He would continue to serve in the unsalaried post until December 31, 1974.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX, In the Matter of the Application of EDDIE SMITH, Petitioner for the dissolution of his marriage with CARRIE SMITH, Respondent, Pursuant to Section 220 of the Domestic Relations Law. TO: CARRIE SMITH.

PLEASE TAKE NOTICE, that a petition has been presented to this Court by EDDIE SMITH, your husband, for the dissolution of your marriage on the ground that you have absented yourself for more than five (5) consecutive years last past without being known to him to be living, and that he believes you to be dead; and that pursuant to an order of said Court dated the 3rd day of January 1968, a hearing will be had upon said petition in Supreme Court, at Special Term, Part I, in the County Courthouse located at 851 Grand Concourse, Borough and County of Bronx, City of New York, on the 5th day of April 1968, at 9:30 o'clock in the forenoon.

Dated: New York, New York, January 3rd, 1968.

EDDIE SMITH, Petitioner.

BASSOFF & POLLACK, Attorneys for Petitioner, 227 West 116 Street, New York, New York 10006, University 4-1786.

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1/60th Report

By LOUIS BUSSELL

This column is pleased to note Comptroller Levitt's letter to the Editor published in last week's Leader. We thank Comptroller Levitt for his expression of support of our efforts to achieve a just 1/60th Retirement Law. This pledge of support is most welcome and vital to our cause. In his letter, the Comptroller raised certain questions which merit reply.

The first question raised was what were the ages of the retirees. Under our present Retirement Law, the pension for those entering State service after 1960 is solely dependent upon length of service, with the retiree's age immaterial to the amount of pension benefits payable. The point we raised was that employee "B" with 38 years of service; a final average salary of \$10,112 and who contributed \$12,208 of his own money to the pension system,

under No Option would receive a total annual allowance of \$4,577, under Option 1/2 would receive \$4,437 and under Option 1 would receive \$3,954. The age of this employee was not relevant to our example illustrating the inadequacies of retirement benefits for a retiree with the above factors to his credit.

The second question propounded by the Comptroller was what were the ages of the beneficiaries. We respectfully call to the attention of the Comptroller that under "No Option," "Option 1/2" and "Option 1" the ages of beneficiaries have no bearing in the actuarial computation of retirement benefits.

The third question raised was whether the examples cited had large borrowings. Employee "B" had an outstanding loan amounting to \$1,475, payment of which would increase the annuity under No Option by approximately \$125 per year with proportionate increases under the various options.

Comptroller Levitt has raised the issue of Social Security. Our Pension System offers a 55 year retirement to State employees. Social Security benefits are available at age 65 but may be received at age 62, in a reduced amount. It is the intention to convert our 55 year retirement Pension System to one in which minimum age of retirement is 62? If this is the intent, then instead of

Attorney Trainee

(Continued from Page 7)

Personnel's Examining Service Division, Room 216, 220 Church St., New York, N.Y. 10013 at least five days prior to the test. All requests for a change in test date must be accompanied by a signed statement from the candidate's religious leader certifying to the candidate's religious belief.

Further details on a career in law with the City of New York may be obtained by phoning the Department of Personnel's Recruitment Division at 566-8700.

Moore Renamed

ALBANY—Frank C. Moore, former lieutenant governor and State comptroller, has been reappointed to a new term as chairman of the State Board of Equalization and Assessment for a term ending in 1975. Moore has held numerous elected and appointive local and State government positions since the early 1920's. He will be 72 in March.

liberalizing our Pension System, this would be a backward step. We cannot believe that Arthur Levitt, the trustee of the retirement system, would advocate such a regression.

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Surrogate Clerks Needed By State

The State Department of Taxation and Finance has openings for senior and principal surrogate clerks at \$4,468 to \$5,545 and \$5,615 to \$6,895 respectively. Applications will be received until Feb. 13 for the March 16 written exam.

Candidates for senior clerk must have three years general clerical experience in a law office or court—including one year involving the

Transfer and Estate Tax Law. Principal clerk applicants must have four years such experience. Graduation from a high school may be substituted for one year general experience.

Further information and applications may be obtained from the State Department of Civil Service.

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News Of The Schools

By A. L. PETERS

Retirement Board Proposes 15 Bills

The Board of the New York State Teachers' Retirement System has authorized a comprehensive 15-bill program for submission to the 1968 Legislature, Harold N. Langlitz, executive director, has announced.

The program deals with three main areas of interest to the System's 150,000 public school teacher members: Extension of present temporary benefits, creation of new benefit programs, and revision of others.

One of the more far-reaching programs that would be established under the legislation is a variable annuity, which would enable a member to choose to have part or all of his contributions invested in corporate equities so that, upon retirement, part of his allowance would be adjusted periodically to reflect the values of those investments. The remainder of the members retirement allowance would consist of a normal fixed-dollar pension. Combination of the two methods, it is felt, would tend to stabilize a retired members' allowance. A bill creating the variable annuity was pre-filed in the Legislature several weeks ago.

Another part of the legislative program would allow teachers who reside in New York State, but have teaching service in other states, to apply a portion of their out-of-state service toward retirement eligibility in the New York State Teachers' Retirement System. Present law requires 25 years of New York State teaching service for normal retirement eligibility.

Other measures to be sponsored by the System creating new provisions would:

1. Provide automatic supplemental adjustments based on Cost-of-Living Index.
2. Credit additional interest, above 4 percent per annum, to members' accounts, based upon actual earnings of System investments.
3. Allow a member or employee of the Retirement Board to borrow from his accumulated contributions to the System.
4. Allow payment to beneficiary of deceased member's reserve for take-home-pay on same basis as the Board may now authorize payment of death benefits where it is determined that a member's severance from active service was a result of physical or mental incapacitation.
5. Allow the Retirement Board to pay expenses of delegates to the Systems Annual Convention.

Business Ed Day

More than 600 teachers of business subjects in the New York City public schools participated in the observance of Business-Education Day, proclaimed by Mayor Lindsay on Jan. 29.

Business teachers of the City spent the morning visiting offices and stores to observe the latest business procedures and discussing with business executives the career opportunities for which students can be trained.

Board Enlists Colleges To Help H.S. Students

The New York City school system is enlisting the resources of colleges and universities in the metropolitan area in a total educational endeavor to help solve the problems of the urban school.

The public school system is seeking a one-year planning grant of approximately \$136,000 to initiate the project. The grant will permit the participating colleges and other agencies to develop a research team to explore all possible avenues of cooperation.

Dr. Bernard Donovan cited the following as possible methods of working together:

1. Working closely with high school students migrating into the city who need concentrated assistance in reading and basic skills.
2. Setting up a laboratory school in a disadvantaged area to be served continuously by the college.
3. Pre-planning of school buildings to provide a physical set-up in which school pupils and personnel can work more effectively.
4. A college "adopting" a school district or a group of schools within a district.
5. School-college cooperation in implementing plans for model cities areas.
6. In-service training of para-professionals as well as exploring means for their more effective use and expanding their areas of services.

MDTP Seeks Teachers In Office Machine

The Manpower Development Training Program announces that it will accept applications continuously for positions as Instructor of Office Machine Operation. Pay for these positions is \$8.60 per hour.

Requirements include 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 bookkeeping machines.

Ability to type at the rate of 45 words per minute is essential for these positions.

Applicants should send a copy of their resume to Manpower Development Training Program, 110 Livingston Street, Room 814, Brooklyn, New York 11201.

Narcotics Course Set At Nassau College

An intensive course for high school teachers and educators on how to handle narcotics problems will be offered at Nassau Community College starting Feb. 5.

The course will be presented by the Evening and Extension Division as in-service training, and was developed through the initiative of Dr. Morey Fields, Dean of Faculty, and Dr. George A. Brenner, acting Dean of the Evening and Extension Division.

Substitute License Exams Listed In Spring Schedule

The Spring schedule of unassembled substitute examinations has been released by the Board of Examiners. These examinations for substitute licenses will be held from Feb. 1 to May 17, except for the common branches exams which will be held from Feb. 1 to March 31.

Exams for the starred (*) licenses in the following list will be given priority during the period from May 20 to Sept. 30 for those applicants who indicate that they will be eligible for licensure by Sept. 2, 1968.

DAY HIGH SCHOOLS

- Accounting and Business Practice
- *Biology and General Science
- *Chemistry and General Science
- Distributive Education
- *Earth Science and General Science
- *English
- Fine Arts
- French
- Health and Physical Education (Men)
- *Health and Physical Education (Women)
- *Home Economics (Women)
- *Industrial Arts (Men)
- *Laboratory Assistant (Biology & General Science)
- *Laboratory Assistant (Physical Science and General Science)
- *Mathematics
- Music
- Nursing (Women)
- Office Machine Operating
- Orchestral Music
- *Physics and General Science
- *Related Technical Subjects (Biological and Chemical)
- *Related Technical Subjects (Mechanical Structural, and Electrical)
- Shop Subjects (Trade and/or Technical)—Examination to be held on an emergency basis
- Social Studies
- Spanish
- Speech
- Stenography and Typewriting (Gregg)
- Stenography and Typewriting (Pitman)
- Swimming and Health Instruction

JUNIOR HIGH SCHOOLS

- Swimming and Health Instruction
- *Typewriting
- *Home Economics
- *Industrial Arts
- *Laboratory Assistant
- *Mathematics
- *Music

ELEMENTARY SCHOOLS

- Common Branches
- *Early Childhood Classes

SPECIAL SERVICES

- Attendance Teacher
- Classes for the Blind
- Classes for Children with Limited Vision
- *Classes for Children with Retarded Mental Development
- *Classes for Deaf and Hard of Hearing
- Health Conservation Classes
- Speech Improvement
- *Laboratory Technician (Secondary Schools)
- *Library (Secondary Schools)
- School Secretary

OTHERS

- *Laboratory Technician (Secondary Schools)
- *Library (Secondary Schools)
- School Secretary

CUNY With Twenty Units Seen By 1971

City University of New York will have 20 units by 1971 if plans approved last week by the Board of Higher Education materialize. The Board approved three colleges in addition to CC VII planned a month ago. The 20 units will include ten community colleges, nine senior colleges and a graduate center, with an affiliated medical center. Each community college is planned to accommodate 5,000 students compared with a total percent enrollment of 15,617.

Volunteers Wanted

The New York City public school system is inviting the cooperation of the entire City in its search for 3,000 additional School Volunteers. The recruitment drive has the enthusiastic support of the City's first family as well as of civic and community leaders through the five boroughs.

Harlem Recruiting Center Working Well

Ten applicants have applied for teaching positions in the new Harlem Center set up two weeks ago. The recruiting office is in the offices of District Superintendent Martin Frey, at 42 W. 123rd St., near Amsterdam Ave. in P.S. 125, Manhattan.

A staff member of the Board of Examiners is available there every Thursday afternoon from 1 to 4 p.m. to give advice on eligibility, to distribute circulars and applications and to arrange for the testing of new applicants.

The purpose of this effort is to make it more convenient for teachers and would-be teachers working in or residing in this area to obtain official advice on license requirements and to facilitate their filing of applications.

The telephone number is 666-7523. Those who plan to visit this field office, should telephone in advance.

Adjustment For Vets Program Underway

The New York City Board of Education and the U.S. Department of Defense are joining hands to help military personnel prepare six months ahead of time for a rapid and successful adjustment to civilian life. Returnees from Viet Nam will be included in the program.

The Board has approved Project Transition, being launched for military personnel returning to the Fort Hamilton Army Base in Brooklyn. Various other agencies will also cooperate.

The program includes basic education, guidance counseling and intensive job training for a wide range of occupations, including auto mechanic, machinist, data processor, bookkeeper, typist, welder, draftsman, baker, butcher and others. New skills will be added as the needs of the employment market require.

More than 60,000 men and women from 46 counties in New York State, including those of Greater New York and Long Island, as well as from areas of New Jersey bordering on New York, are separated from the Armed Services each year at Fort Hamilton. Many of these would benefit from the program.

Stores, Apartments Used for 26 Classes

In its search for additional classroom space to relieve school overcrowding, the Board of Education is leasing quarters in stores, apartment houses and office buildings for instructional purposes. Twenty-six classrooms are planned at three sites in the Bronx, Manhattan and Brooklyn.

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(NON-COMPETITIVE EXAMINATION)
Austin W. Sobers, Assistant administrative director in office of School Planning and Research.

DAY ELEMENTARY SCHOOLS
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Milton Chaikin, Dir. of C.R.M.D., 82.83; Howard Goldstein, Dir. of C.R.M.D., 78.68; Riggio Ines, Dir. of C.R.M.D., 78.68; Bernard Warkhavsky, Dir. of C.R.M.D., 77.00; Edmund M. Horan, Dir. of C.R.M.D., 76.53.

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Westchester Chap. Opens Campaign To Secure Support For Retroactive 1-60th Retirement; Election Schedule

(Special To The Leader)

WHITE PLAINS—A concerted letter writing campaign has now been initiated in the entire County of Westchester to gain support from local legislators for the passage of the One-Sixtieth Retroactive Retirement Bill. All 36 units of the Westchester chapter, Civil Service Employees Assn. have been requested, by chapter president Michael Del Vecchio, to

take up the matter of this bill at their next regular unit meeting and to urge each and every one of their members to write to their senators and assemblymen asking for their support for this bill.

The six-week seminar extension course, conducted by Joseph Mazur of the Cornell School of Industrial and Labor Relations, will start today (Jan. 30). This course will deal exclusively with negotiating problems and it is the intent of the chapter that this course will give the unit presidents and their negotiating committees a sound foundation in the negotiation processes. An invitation has been extended to the chapter presidents of nearby counties to also attend this seminar.

With the proposed formulation of a local Public Employment Relations Board of Westchester County, the Westchester County unit will be taking up the problem of certification, Del Vecchio said. "It is hoped that swift action will take place and important questions and issues facing the County administration and the Westchester County CSEA can be resolved so that meaningful negotiations can be initiated."

In the City of New Rochelle, due to a hearing held at the PERB offices in New York City between New Rochelle officials and the New Rochelle unit of Westchester chapter, headed by Raymond Cassidy, the City officials have agreed to reconsider their adopted pay schedule.

New Recognitions

Other Westchester chapter units that have been recognized recently are: Chappaqua School unit, Byram Hills School unit and the Montrose School unit. This brings the total of recognized units in the county to 25. Three new units have been activated since the last report, bringing the total of unrecognized units to ten.

Election ballots for members of the chapter will be sent out during the first week in February and must be returned to the election committee by Feb. 16.

Nominated for office were: president—Michael Del Vecchio; first vice-president—Leo J. Mag-

notta; second vice-president—James Di Santo; third vice-president—Peter Berardo; fourth vice-president—Ronald Mazzola; secretary—Harriet Smith; treasurer—James A. Bell; sergeant-at-arms—State Association—Ivan S. Flood. A single slate has been nominated but there will be space provided for write-in votes for each office.

Election ballots for all members of the Westchester County unit will be sent out during the first week in February and must be returned by Feb. 16 to the election committee. Nominated for office are: president: Edward Carafa, Arthur Gozmain, Pat P. Mascioli; first vice-president; Carmine LaMagna, Stanley Weeks; second vice-president: Duncan MacPhail; secretary; Alberta McClure; treasurer: James A. Bell; sergeant-at-arms; Henry Graham, directors: Chris Boswell, Frank Harte, Edward Keer, Eleanor McDonald.

CSEA Is Named Bargainer For Two Onondaga Groups

SYRACUSE—Onondaga chapter, Civil Service Employees Assn., has won recognition as the bargaining agent for two groups of non-teaching employees of the Syracuse School District.

The CSEA chapter also has been granted primary approval as the bargaining agent for the maintenance department of the North Syracuse Central School District, the largest such district in New York State.

The school districts are the first governmental units in the county to grant a CSEA chapter bargaining recognition under the State's Public Employees Fair Employment Law, said John J. Ray, CSEA field representative.

The Syracuse school groups are Unit Six, operation of plant workers (custodians, bus drivers assistants, cleaners and similar employees) and Unit Nine, office personnel (account clerks), clerks,

clerk typists, stenographers, accountants and bookkeeping, data processing and keypunch machine operators).

The units were the only two of the 11 set up in the district under the new law for which the CSEA sought to bargain, Ray said.

In the North Syracuse schools, the approval will become permanent in 20 days if no one challenges designation of the chapter.

The chapter has, as members, a majority in each group—77 of the 146 members of unit six, and 167 of the 297 workers in unit nine.

The chapter is the only organization which has requested recognition for bargaining status, according to a source in the school district's personnel office.

The chapter's formal petition for recognition as the bargaining unit for 2,800 county employees—excluding only professional people at the Community College and other departments—is expected to be acted on soon by the City-County Public Employment Relations Board, according to Deputy County Executive Richard J. Hanlon.

He also said that about two dozen organizations have asked bargaining status for various groups of county workers.

A City Hall source said no action can be taken on the chapter's request to represent all City workers except firemen, policemen and teachers, until specific bargaining units are established.

Carol Murphy Appointed By Statewide Plan

ALBANY — William G. O'Brien, Manager of the Blue Shield Coordinating office of the Statewide Plan has announced the appointment of Miss Carol R. Murphy as a special representative on his staff.

Miss Murphy is a native of Albany, a graduate of the Albany School System and the College of Saint Rose. She taught in the Albany School System for several years before joining Blue Cross and Blue Shield.



CAROL R. MURPHY

Miss Murphy will be servicing all State agencies and Civil Service Employees Assn. chapters in the 11 county area which Blue Cross and Blue Shield of Northeastern New York serve.

In addition, she will be contacting local governments which now are participating agencies in the Statewide Plan and local governments which have not yet made a decision to participate in the Plan.

Miss Murphy joins O'Brien and William T. Parry, assistant manager, in their efforts to serve the 362,000 State and local government employees who are now subscribers to the Plan.

Bloodmobile Schedules 5 Albany Visits

The State Employee Blood Program has scheduled five bloodmobile visits at State facilities in the Albany area—beginning Thursday (Feb. 1).

On February 1, the bloodmobile will seek donors at the State Department of Civil Service, Building 1, State Campus, Albany. The State Thruway Authority facility at Delaware Plaza in Elmsmere will be visited on February 2.

Other stops include Feb. 15, State Department of Mental Hygiene, 119 Washington Ave., Albany; Feb. 16, State Department of Labor and State Division of Employment, building 12, State Campus, Albany.

George Biro Ends A 26-Year Career With City And U.S.

George W. Biro, retiring Director of Administrative Methods of the New York City Housing Authority, was feted by staff members of the Agency at a retirement party in his honor at Gasner's Restaurant, 76 Duane Street, Manhattan, Wednesday, Jan. 17.

Authority Chairman Albert A. Walsh and Agency directors attended along with Herman D. Hillman, Assistant Regional Administrator for Housing Assistance, Department of Housing and Urban Development (HUD), and other Federal and State officials. Ira S. Robbins, vice-chairman of the Authority, was master of ceremonies.

Biro, who lives at 195 Burgess Avenue, Rockville Centre, Long Island with his family will be leaving after a 26-year career in public housing; almost 20 years with the Authority and six with the old Federal Public Housing Authority and the Public Housing Administration.

12 More Nassau Units Receive Recognition; Total Now Fifty-Two

(From Leader Correspondent)

MINEOLA—The Nassau chapter, Civil Service Employees Assn., has won exclusive recognition in 12 more municipal units in the past month.

Success in these units pushed the chapter's tally of exclusive - recognition agreements to 52, according to chapter president Irving Flaumenbaum.

The newest agreements cover employees in the villages of Floral Park, Flower Hill and East Rockaway; school districts of Freeport, North Merrick, North Bellmore, Hempstead, Lynbrook, Bellmore and Mepham Central High School District, and libraries in Baldwin and East Rockaway.

"No other organization is in the running in Nassau County," Flaumenbaum asserted. "This is powerful evidence of our solidarity, and evidence of our strength."

Already protected by exclusive-recognition agreements with CSEA are employees of: Nassau's

three townships, Hempstead, North Hempstead and Oyster Bay; the county's two cities, Long Beach and Glen Cove; Sanitary Districts 1 and 2; the South Farmingdale Water District; the Long Beach City library; the Nassau County Bridge Authority, and the villages of Hempstead, Valley Stream, New Hyde Park, Cedarhurst, Lawrence, Garden City, Mineola, Lynbrook, Williston Park, Freeport, Sea Cliff and Massapequa Park.

Also, school districts in Baldwin, Sewanhaka Central High School District, Valley Stream Central High School District, New-

(Continued on Page 15)

Surrogate Court Clerk Filing To End Feb. 16

The administrative Board of the State Judicial Conference will receive applications until Feb. 16 for a March 16 promotion examination for assistant surrogate's court clerk positions in New York City. The position pays \$9,350 to \$11,100.

The exam is open to employees in the surrogate court system in the titles of principal clerk, principal stenographer, cashier, senior clerk, senior stenographer and supervising photostat operator. Candidates must have at least one year's experience in one of these titles.

Applications and further information may be obtained from the Administrative Board's personnel officer, Room 1212, 270 Broadway, New York, N.Y. 10007.

Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 8 Elk St., Albany. The plate which sells for \$1, can also be ordered through local chapter officers.



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Watertown City Council Recognizes CSEA As Collective Bargainer

(From Leader Correspondent) WATERTOWN—Watertown's City Council, charged in the State's new Taylor Law with negotiating written contracts with approved public employee organizations after collective bargaining, has officially extended recognition as exclusive bargaining agent to three City groups—Jefferson chapter, Civil Service Employees Assn., Water-

town Police Benevolent Association, and Watertown Fire Fighters Association, Local 191. At the same time the council named City Manager Ronald G. Forbes as its representative in discussions with the City employee groups.

Under the State's Taylor Law, employees have for the first time the right of collective bargaining and written work contracts with town, village, county and state government. However, they are obliged before the municipality enters into contract to make a strike pledge.

Additionally, under the Law, the council will be required to either appoint a public employment relations board for, among other things, grievances or put up such provisions to the State PERB. City Manager Forbes, in a report to the council, cited the fact that employee agreements could be reflected in the City's 1968-69 budget and that any new programs must be concluded before

Westchester Opens Purchasing Agent Exam This Week

Applications are being received through Feb. 2, for a civil service examination or the position of purchasing agent for service with the Westchester County Board of Cooperative Educational Services. The examination will be held on March 2. Candidates must have been legal residents of Westchester or Putnam County for at least four months immediately preceding the date of the written test.

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Nassau Units (Continued from Page 12) lett-Woodmere, Garden City Malverne, Port Washington, Levittown, Unlondale, Farmingdale, Oceanside, Valley Stream District 13, Valley Stream District 24, East Meadow, Massapequa, Syosset, Plainledge and Island Trees.

Demands for recognition where agreements could not be negotiated are pending before the State Public Employment Relations Board in several additional instances.

Moreover, the chapter has in recent weeks organized new units for 10 charter members in the Herricks School District and for about 35 employees in the Village of Westbury.

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Geographic And Shift Differentials Queries Answered By J. Earl Kelly

ALBANY—A series of questions and answers dealing with the administration of the geographic and shift pay differentials has been developed by J. Earl Kelly, Director of Classification and Compensation.

In releasing the questions and answers, Kelly noted: "It is evident from a review of many of the applications for differentials which have been filed with us that some further explanation of the law and rules is needed by those who may be preparing or contemplating the preparation of applications or review."

The question and answer series follows:

What are geographic area and shift pay differentials?

These differentials are cash compensation which is added to base salaries under circumstances which will be described in the questions and answers that follow.

In what amounts will these differentials be paid?

They may be a percentage of basic pay or a fixed dollar amount.

Is there any limit on the amount of pay differential which may be authorized?

No.

Who may establish pay differentials?

The Director of Classification and Compensation in the Department of Civil Service subject to the approval of the Director of the Budget.

To whom should a request or application for a pay differential be made?

To the Director of Classification and Compensation.

May the Director of Classification and Compensation authorize pay differentials on his initiative?

Yes. The Division of Classification and Compensation has commenced a program of continuing and systematic studies for the purpose of identifying classes (titles) and areas of the State for which the authorization of geographic or shift differentials, or both, may be needed to meet the competition of other employers.

What is meant by a geographical location?

The Budget Director's rules (Section 142.1 (b)) define a geographical area or location as "an identifiable place in the State as specified by the Director of Classification and Compensation on the basis of geographical or other physical boundaries with reference to the particular occupation involved and to related labor market considerations."

Have geographic areas been predetermined?

No.

In addition to the general guides set forth in the Budget Director's rules, namely, the particular occupation and related labor market considerations, what other considerations may enter into the determination of geographic areas or locations?

The numbers of State positions in a given title or titles in a particular area, the availability of adequate pay data in private or other non-State employment for the title or titles and the State's recruitment experience.

Who may apply to the Director of Classification and Compensation for a geographic area or shift pay differential?

Appointing officers, employees and employee representatives.

How is such application made?

It is to be made upon a form prescribed by the Director of Classification and Compensation. Inasmuch as the application forms have not been printed, applications in letter form will be accepted by the Director of Classification and Compensation provided the applicant sets forth in his letter the information required by the Budget Director's rules. (See questions No. 12 and 13.)

What kind of information is required to be set forth in an application for a geographic area pay differential?

- The title of the occupation for which the differential is requested;
- A description of the area or location for which the differential is requested;
- The amount of differential requested;
- Comparative salary data of such a nature as to show that under community wage practices in private or other public employment in the area for which the geographic area pay differential is requested and for the class (title) of work involved "outside" pay rates are not only higher than the State's pay rates but as well are higher than "outside" (private industry and other non-State employers) rates for the same class in most other areas of the State;

• If available, data which will tend to establish that in the area for which the differential is requested the State is experiencing difficulty in recruiting employees for the particular title and has been losing employees in that title (if such is the case) to other employers for the same class of work;

• The source or sources of pay rate information among non-State employers.

What kind of information is required to be set forth in an application for a shift pay differential?

- The title of the occupation for which the shift pay differential is requested;
- A description of the area for which the shift pay differential is requested;
- The amount of differential requested;
- The time that the work of the particular shift commences and the time that it ends;
- Data of such a nature as to show that, for the particular occupation and shift in the area to which the application applies, it is the common practice among non-State employers to pay shift differentials;
- That for the particular occupation and shift, in the area to which the application applies the combination of basic pay and shift differential pay provided by non-State employers results in total compensation which substantially exceeds the State's

basic pay scales;

• The source or sources of data pertaining to rates of pay and hours of work among non-State employers;

• If available, data which will tend to establish that in the area for which the shift differential is requested, the State is experiencing difficulty in recruiting employees for the particular title and has been losing employees in that title (if such is the case) to other employers for the same class of work on shifts other than the day shift;

• Factual data of such a nature as to reasonably substantiate that the duties and responsibilities of employees who work on the shift for which the differential is sought are at least comparable to the duties and responsibilities of employees in the same occupation who work on the normal day shift.

What is the need for geographic pay differentials?

For some titles (occupations), in a few areas of the State, our competitors (private industry and some governmental jurisdictions) are paying salaries which are materially higher than those being paid by private and non-State employers in most other areas of the State. In such cases, if the salary grade for the title is fixed according to the rates which prevail in most areas of the State, the pay is too low to enable the State to recruit qualified employees for that class of work in the high rate area. On the other hand, if the salary grade for the class is fixed according to the rates which prevail in the high rate area, the salary is too high in relation to rates which are being paid in private and other non-State employment in most other areas of the State.

By authorizing an appropriate pay differential for the high rate area, the State should be able to effectively recruit qualified persons to fill positions in the high rate area and at the same time not over-pay the same class of work in most other areas of the State.

What is the need for shift pay differential?

For some titles (occupations) in certain areas of the State, our competitors (private industry and some government jurisdictions) are paying extra cash compensation to employees working hours other than the normal day shift. The combination of extra compensation and the employee's base salary may be materially higher than the salary paid by the State for the same occupation. In such cases if the salary grade for the title is fixed according to the rates which prevail in most areas of the State for normal day shift work, the pay may be too low to enable the State to recruit qualified employees for that class of work for shifts other than the normal day shift.

On the other hand, if the salary grade for the class is fixed according to rates which prevail

during the evening and night shifts it may be too high in relation to rates which are paid in private and other non-State employment for normal day shift work. By authorizing an appropriate pay differential for evening and night work the State should be able to effectively recruit qualified persons to fill the positions during such hours and at the same time not over-pay the same class of work during the normal day shift.

What is meant by the term "other non-State employers" as it is used in the Budget Director's rules?

Generally, this means other governmental entities such as the Federal Government and cities, counties and towns within the State of New York.

What conditions must exist to warrant the authorization of a geographic area pay differential?

The Director of Classification and Compensation must be able to find that:

- the salaries being paid for the particular occupation by private or other non-State employers in the particular geographic area substantially exceed the salaries being paid by private or other non-State employers for the same or a similar occupation, generally, in the State;

- the salaries paid for the occupation by private and other non-State employers in the particular area substantially exceed the State's salary for that class of work;

- the disparity between the State's salary and the salary being paid in the particular geographic area by private and other non-State employers is causing the State unusual difficulty in the recruitment of qualified employees for the particular class of work in such area.

What conditions must exist to warrant the authorization of a shift pay differential?

The Director of Classification and Compensation must be able to find that:

- for the particular occupation and shift in the area under consideration, it is the common practice among non-State employers to pay shift differentials;

- the combination of basic pay and shift differential pay by non-State employers results in total compensation which substantially exceeds the State's basic pay scales;

- in the area being considered, the State is experiencing difficulty in recruiting qualified employees for the particular class of work or that it has been losing employees to other employers in that area for the same class of work on shifts other than the day shift;

- the duties and responsibilities of employees in the particular occupation on the subject shift are not materially less than the duties and responsibilities of employees in the same occupation who work on the day shift in the same State institution or work location.

If I make application for a geographic area or a shift pay differential, will the Director of Classification and Compensation furnish me, upon request, with the required pay and recruitment data?

No. The applicant himself must

Mrs. Poston

(Continued from Page 1)
statement is fully consistent with these Attendance Rules.

"Where past practice has been inconsistent with the Attendance Rules, it has resulted in lack of uniformity and has given rise to inconsistent and inequitable treatment of employees throughout the State service. These inconsistencies and inequities cannot be permitted in the light of the changed employee-management relationships under the Taylor Law. Further, the PERB order requiring neutrality in dealing with employee organizations and unions requires a uniform and equitable State policy.

"You will note that the policy statement specifically encourages agency heads to grant time off for officers and delegates for necessary employee organization and/or union activities. In this respect, it is designed to assist employee organizations and unions and to facilitate the development of their role in management-employee relations under the Taylor Law.

Choices

"In determining whether a charge to leave credits should be made for time off for employee organization and/or union activities, we were faced with two alternatives:

1. to allow unlimited time off without charge to an indefinite number of delegates and officers of a proliferating number of employee organizations or unions, or
2. to allow all necessary time off for officers and delegates to participate in employee organization and/or union activities with charges against accumulated leave credits.

"Clearly, the latter policy is the one which is consistent with the Attendance Rules, consistent with neutrality order of the PERB, and consistent with the public interest.

"I sincerely hope that you and your delegates will understand the need at this time for a uniform policy applicable to all employee organizations and/or unions seeking to represent State employees under the Public Employees' Fair Employment Act."

provide data of such a nature as to reasonably support his claim.

Where can I obtain this data?

In the State's classification structure there are about 3600 different titles. For most of them there are no established sources of statistical data relating to wages in public and private employment on a Statewide basis let alone by geographical areas within the State for some titles. In groups such as clerical, blue collar and the like, the United States Bureau of Labor Statistics conducts periodic wage studies in three areas of the State, namely, Metropolitan New York, Albany, Troy, Schenectady and Buffalo. The results of these studies are published in report form. The reports are probably available in many public libraries and they may be obtained from the United States Department of Labor-Bureau of Labor Statistics, Washington, D.C. Other organizations conduct limited and periodic wage studies in the State. Examples are: Administrative Management Society, Public Personnel Association, Commerce and Industry Association of New York, and Philip H. Weber and Associates.

Eligibles on State and County Lists

CLERK-TYPIST I—NASSAU COUNTY		
1	Dumars No Bellmore	96.74
2	Ghidaleon Oceanside	96.41
3	Roberts Hicksville	95.85
4	Nardello New Hyde Pk	95.64
5	Szel Elmont	95.55
6	Albert Bellmore	95.46
7	Cooper Elmont	95.45
8	Rosenberg Mineola	95.40
9	Graynor Plainview	95.40
10	Smith Hempstead	95.34
11	Coren Farmingdale	95.24
12	Bruder East Meadow	95.00
13	Walsh Garden City	94.80
14	Blander No Bellmore	94.69
15	Feldstein Plainview	94.64
16	Koblner Baldwin	94.60
17	Phillips Bellmore	94.47
18	Fountain Wantagh	94.03
19	Reiss No Merrick	94.00
20	Warner Roslyn	94.00
21	Hamilton New Hyde Pk	93.94
22	Engelmann Merrick	93.93
23	Reisman Jericho	93.88
24	Ostrin Elmont	93.78
25	Blake Seaford	93.71
26	Hyland Mineola	93.71
27	Ottelli Freeport	93.71
28	McLaughlin Meadowbrook	93.66
29	Notkin Elmont	93.62
30	Hermann Old Bethpage	93.60
31	Reichman New Hyde Pk	93.53
32	Underwood Garden City	93.47
33	Colgan Levittown	93.46

34	M Schieb Garden City	93.34
35	S Kimmel Elmont	93.27
36	A Vandereed Farmingdale	93.27
37	K Stefek Hicksville	93.22
38	S DeNicola Rockville Ct	93.14
39	F Kosover Wantagh	93.07
40	J Volk Valley Stream	93.06
41	C Fried Bethpage	93.06
42	R Colligan Farmingdale	93.04
43	G Faeth Plainview	92.95
44	E Morris East Meadow	92.95
45	R Reckman Syosset	92.81
46	M Rifkin Plainview	92.80
47	M Bouzoukas Lynbrook	92.75
48	M Bohan Garden City	92.73
49	E Glueckert East Meadow	92.66
50	W Jouve Levittown	92.63
51	H Levy West Hempstead	92.42
52	F Sosik Levittown	92.37
53	G Giordano Lynbrook	92.22
54	W Eschmann Merrick	92.21
55	M Fitzmaurice Mineola	92.17
56	R Greenfield Levittown	92.17
57	Y Woodley Hicksville	92.00
58	M Serin Williston Pk	91.94
59	R Carlow East Meadow	91.88
60	P Frevele Massapequa Pk	91.82
61	C Tedesco East Meadow	91.69
62	B Sammartino East Rockaway	91.42
63	M Schwarz Levittown	91.32
64	L Garrity Valley Stream	91.30
65	M Chibbaro Elmont	91.26
66	E Massie Hempstead	91.25
67	A Donnelly Floral Pk	91.24

68	E Spence Valley Stream	91.22
69	C Backfisch Elmont	91.21
70	D Roffel Elmont	91.21
71	L Silverman Great Neck	90.96
72	E Froebig Merrick	90.89
73	C Keating Wantagh	90.89
74	R Katzenberg Syosset	90.75
75	E Levy Oceanside	90.75
76	P Dickerman Westbury	90.67
77	A Anderson Baldwin	90.54
78	C Docherty Garden City	90.53
79	M Wobeser Wantagh	90.53
80	M Goldstein Baldwin	90.52
81	T Archdeacon Hempstead	90.50
82	M Gelbman Levittown	90.45
83	F Arnholt Valley Stream	90.44
84	D Willner Levittown	90.32
85	J Byrne Wantagh	90.29
86	H Elliott Hempstead	90.24
87	H McKeon East Meadow	90.22
88	E Beverly W Hempstead	90.14
89	E Condon Hicksville	90.13
90	N Rash Farmingdale	90.08
91	A Malone Williston Pk	90.03
92	M Harrison Westbury	89.94
93	L Lesser Elmont	89.87
94	E Sandquist Garden City	89.79
95	F Barcia East Meadow	89.75
96	A Scaturro New Hyde Pk	89.73
97	J Pelluso North Bellmore	89.64
98	K Ronan Stewart Manor	89.62
99	R Smawick Hewlett	89.57
100	C Hansen New Hyde Pk	89.55
101	E McKeon East Meadow	89.47
102	B Schwartz Valley Stream	89.45
103	S Merritt Rockville Ct	89.43
104	J Jahncke Elmont	89.42
105	A Pfeifer Baldwin	89.41
106	D VanWageningen East Meadow	89.34
107	R Pagano East Meadow	89.31
108	F Matusiak Roosevelt	89.16
109	D McCulloch Baldwin	89.11
110	M Joseph Bellmore	89.04
111	M Benson Hicksville	89.02
112	M Wareham Westbury	89.10
113	M Hurst Mineola	89.07
114	A Lefkowitz Syosset	89.00
115	A Simon East Meadow	88.90
116	L Plotteron Old Bethpage	88.95
117	F Iannaccone Hempstead	88.95
118	S Klein Malverne	88.90
119	F Dratt Elmont	88.75
120	N Venokur Woodmere	88.57
121	M LoBiondo No Massapequa	88.50
122	F Bipp Wantagh	88.46
123	D Levinson Seaford	88.42
124	J Curran Freeport	88.38
125	J Gastiger Westbury	88.26
126	E Davidson Albertson	88.20
127	C Sellers Farmingdale	88.19
128	A Scandariato Elmont	88.17
129	M Pulgiano Baldwin	88.11
130	M Seaman Merrick	88.07
131	M Wise Oceanside	88.02
132	R Adler Valley Stream	88.00
133	R Staller Levittown	88.00
134	J Cox Garden City	87.99
135	E Nilsen Franklin Sq	87.97
136	S Binenfeld Wantagh	87.88
137	G Minardi Hicksville	87.86
138	E Friedman Massapequa Pk	87.78
139	D Kelly Elmont	87.67
140	E Wissert Seaford	87.64
141	M Throop Westbury	87.63
142	S Tibbs Roosevelt	87.62
143	M Somerman Merrick	87.50
144	D Van Riper Uniondale	87.45
145	S DeSanto New Hyde Pk	87.41
146	A Miller New Hyde Pk	87.33
147	G McCarthy Freeport	87.31
148	E Squitieri Mineola	87.31
149	C Borgia Williston Pk	87.25
150	C Carmo East Meadow	87.17
151	A Corritone Hempstead	87.15
152	D Madlinger Seaford	87.14
153	E Hagmaier New Hyde Pk	87.12
154	G Sullivan Wantagh	86.95
155	J Fox Hicksville	86.72
156	A McCue East Meadow	86.67
157	A Weinberg Hempstead	86.64
158	L Barbieri Seaford	86.62
159	L Curra Cedarhurst	86.48
160	R White Valley Stream	86.44
161	F Pontillo Hempstead	86.36
162	P Paterno Massapequa	86.34
163	A Hanrahan New Hyde Pk	86.26
164	J Holmgren Garden City	86.25
165	G Elliott Merrick	86.14
166	A Roman Roosevelt	86.06
167	M Bruno Elmont	85.88
168	K Catalano Stewart Manor	85.83
169	M Schulz Uniondale	85.83

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All-Hawaii Tour Offered First Time

An all-Hawaii tour is being offered for the first time to members of the Civil Service Employees Assn. and their immediate families and the tour will include several features available only to CSEA participants.

The 16-day tour will leave New York on April 6 and return there on April 21. The price of only \$559, plus tax, includes a stay at the Reef Tower Hotel on Waikiki Beach, visits to the islands of Maui and Hawaii; the free use of a Kodak "Instamatic" camera while in Hawaii; champagne jet flight; tour of Pearl Harbor and other sightseeing.

For CSEA members only, there will be a free bottle of liquor provided in every room plus unusual surprise gifts.

Because this offering occurs during the Easter holidays the amount of space available is strictly limited and cannot be exceeded so early bookings are advised. Write to Mrs. Julia Duffy, P.O. Box 43, West Brentwood, L.I., New York, 11717—telephone (516) 273-8633.

MENTAL HYGIENE PROGRAM ANALYST

1 MacCann J Camillus 85.4
2 Embler E Poughkeepsie 81.5
3 Baglioni A Rome 81.4
4 Peabody J Gaylordville Conn. 80.9
5 Youngman W Delmar 79.6
6 Gijacq J Auburn 78.4
7 Parr Y Delmar 78.3
8 Davis S Ithaca 77.9

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NEW HOME — Showing up for work Monday at the new offices of the Civil Service Employee Assn. at 33 Elk St., Albany, is Katherine Segatis, CSEA public relations staff member. The Employees Association closed their former office at 8 Elk St. on Friday night, the movers came in Saturday morning and, by Monday, the move was completed.

CSEA Cures Growing Pains By Move Into New Quarters, Expansion Of Professional Staff

(Special To The Leader)

ALBANY — The Civil Service Employees Assn. adopted a "new look" as CSEA offices opened for business in a modern new new headquarters building in Albany.

Moving of furniture and other items was accomplished over the weekend so as not to interfere with the providing of CSEA services to its more than 155,000 members throughout the State.

CSEA members found the move necessary when it became apparent that the already overcrowded facilities at 8 Elk St. could not accommodate an expanded staff. The new structure is located in the same block at 33 Elk St., across from the State Capitol.

Coinciding with the opening of the new facilities will be the reporting to work this Monday of several new staff members. The staff will be increased to more than 100 in the near future. More CSEA regional attorneys also have been retained in line with the general expansion plans.

Dr. Theodore C. Wenzl, CSEA president, said: "Our present headquarters, which has served us for the last two years, during which time our membership has almost tripled, is very overcrowded . . . We are confident that the move into the new headquarters building will result in a more efficient operation and provide more effective services to our members

throughout the State."

In addition to hiring personnel for the research and public relations departments, CSEA has both expanded and streamlined its field service operations. The director of field services will still coordinate the overall effort, but now will have the assistance of two regional field supervisors and a director of county affairs. The latter's work will be devoted exclusively to the problems of the local government chapters and unit. Six new collective bargain-

ing specialists will assist chapters and units throughout the State in negotiations with the various public employers and in writing contracts. Hiring of more field representatives is also contemplated.

In addition to offices, the new building contains facilities which can accommodate chapter and CSEA conference meetings; conference rooms and expanded office printing facilities.

Formal dedication of the three-story brick and steel structure will be held at a later date.

Nassau Chapter Beats Down Union Decertification Attempt

(From Leader Correspondent)

HEMPSTEAD — The Nassau chapter, Civil Service Employees Assn., has apparently beaten down an attempt by two labor unions seeking decertification of CSEA.

In an informal conference before William Duggin, trial examiner of the State Public Relations Board, Nassau CSEA field representative Arnold Moses cited a provision of the Taylor law barring the union's tactic.

The law, Moses explained, specifies that where an employees' organization has been recognized before April 21, 1967, any petition for decertification must be submitted between 165 and 120 days before the budget submission date.

CSEA was recognized in Hempstead Town last March, and the town's budget submission date is Nov. 1. Thus, the decertification request was submitted too late, Moses asserted.

In addition, the groups had failed to submit any basis for their request, Moses argued.

Town labor relations representative Raymond Harrington agreed that Moses was right, and Duggin took the matter under advisement.

Jericho Unit Rejects 'Sweetheart' Pact, Files PERB Appeal

JERICHO — Members of the Jericho unit of the Nassau chapter, Civil Service Employees Assn., having gained recognition, have dissolved the unit.

The unit acted because the school board violated their expressed demand for recognition as a unit of the Nassau chapter of the State CSEA organization. The board recognized only the Jericho unit.

Chapter president Irving Flaumenbaum asserted that the issue is crucial.

"In negotiations, these unit members may need the assistance of professional field representa-

Schenectady Incident Probed For Taylor Law Violations

The New York State Public Employment Relations Board announced last week that its counsel has begun an investigation to determine whether any employee organization violated the strike prohibition of the Taylor Law during the recent work stoppage at the Glendale Home in Schenectady.

Francis J. Higgins, the Board's Counsel, said he has asked for evidence from all interested parties. Requests for evidence have been made of the Schenectady chapter of the Civil Service Employees Assn., and its parent State organization as well as of the Schenectady County Manager and the administrator of the Glendale Home.

"The purpose of our investigation is to determine whether there is evidence of a violation by any employee organization of

tives and attorneys on the staff of the parent organization. We're not going to have any board telling our members they cannot have their professional resources."

Furthermore, Flaumenbaum asserted, the board's effort to limit its recognition poses a threat of intimidation by the employer to the local unit. "We'll have no sweetheart contracts," Flaumenbaum declared.

The Jericho unit comprises 200 of 250 clerks, custodians, cafeteria workers and bus drivers in the Jericho School District.

Flaumenbaum announced that the chapter had won a hearing before the State Public Employment Relations Board on the issue of recognition of CSEA—with no reservations. The hearing has been set for Feb. 13.

Section 210 of the Taylor Law," Higgins said.

That Section of the Law states in part that "no employee organization shall cause, instigate, encourage, or condone a strike."

Higgins explained that further action will depend on the evidence he gathers.

The State Board is charged with the responsibility under the Taylor Law of determining the degree of responsibility of an employee organization for work stoppages in the public sector. The State Board is empowered to suspend an employee organization's dues check-off privileges for a period up to 18 months if the agency determines that the employee organization is responsible for the strike.

Buffalo Chapter Hears Gdula

BUFFALO—The January meeting of Buffalo chapter, Civil Service Employees Assn., was held last week at the Statler Hilton Hotel with 85 members and guests at the dinner.

The featured speaker was Henry Gdula, CSEA field representative, who spoke on the new Taylor Law and some of its effects.

The next meeting will be on Wednesday, February 21 at the Buffalo Athletic Club, according to Mary Cannell, chapter president.

Gift List Of Furnishings For New Headquarters

(Special To The Leader)

ALBANY — A number of conferences, chapters and units who earlier expressed the desire to make an appropriate contribution to the new headquarters of the Civil Service Employees Assn., now have the opportunity to do so, according to Dr. Theodore C. Wenzl, CSEA president.

Dr. Wenzl said "We are now in our new facilities at 33 Elk St. and our architect has completed a survey of the items which could be used to the best advantage in the new structure." Dr. Wenzl said that CSEA has sent a list of the various possible gifts and their monetary value to officers, board members, and presidents of conferences, chapter and units.

The CSEA chief said that appropriate recognition will be given to any donor by either listing the donor's name and gift on a large single plaque to be placed in a prominent location in the building or by mounting individual plaques listing the donor and item, in a location adjacent to the gift.

The list of suggested gifts follows:

Plaque\$ 250
Planting Box Plants\$ 400
Furnishings

President's Office

Desk\$ 360
Credenza 470
Desk Chair 160
Side Chairs (6) 570
Settee 245
Occasional Table, 45"x24" 60
Occasional Tables,
27"x27" (2) 100
Planters (2) 35
Carpet 600
President's Office Total...\$2,600

Executive Director's Office

Desk\$ 350
Back Bar 240
Desk Chair 155
Side Chairs (3) 285
Settee 250
Planters (2) 30
Occasional Tables (2) ... 90
Carpet 400

G.I. Insurance

The Veterans Administration pays more than \$300 million annually to G.I. insurance policyholders and their beneficiaries.

Executive Director's Office

Total\$1,800

Library

Table\$ 200

Swivel Chairs (10) 1,200

Shelving 3,400

Library Total\$4,900

Lounge

Tables (9)\$ 600

Stacking Chairs (36) 700

Settee 200

Upholstered Chair 100

Occasional Table 100

Lounge Total\$1,700

Conference Room

Tables (4)\$ 300

Chairs (10) 800

Stacking chairs (91) 1,800

Stenotype table 100

Secretarial chair 100

Head table ash trays (6) 100

Ash trays (8 doz.) 100

Conference Room Total ...\$3,300

Reception Area

Secretarial chairs (2) ...\$ 100

Settee 200

Arm chairs (7) 600

Occasional chairs (4) .. 200

Interview table 100

Planter 100

Ash trays (4) 60

Carpet 1,800

Reception desk 1,800

Reception Area Total ...\$3,900

Miscellaneous

Kitchenette\$ 500

Ice cube machine 100

Parole Officers

(Continued from Page 1)

ice Commission approval.

• A 25-year half-pay pension plan, similar to that enjoyed by State Police and Correction officers.

• Recognition under the Taylor Law and permission to engage in collective bargaining on other issues.

Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., wired the POA, declaring "you have a just cause." The CSEA has given frequent support in the past to the organization.