

Civil Service LEADER

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Capital Conference Elections

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Three Named To Public Employees Relations Board By Rockefeller

Helsby Is Chairman; Fowler, Crowley Also Appointed; CSEA Is Ready To Start Work

Governor Rockefeller announced last week the awaited appointments to the new State Public Employment Relations Board. Stating that "the formation of this board committee marks a new era of public employment relations in New York State," the Governor named Robert D. Helsby as chairman of the Board and Joseph R. Crowley and George H. Fowler as members.

Joseph F. Feily, president of the Civil Service Employees Assn., remarked on the announced appointments, "The Civil Service Employee Assn. is happy to see the formation of the Public Employees Relations Board and we are looking forward now to working with the new members toward the solving of the many problems of public employees in the State."

The new Board was created by the passage in the last session of the State Legislature of the Public Employee's Fair Employment Act, which, Governor Rockefeller said last week, "assures the rights of government employees while recognizing the special obligations borne by those who provide the vital services of government."

"The Public Relations Board will insure fairness and equitability in matters of employee representation and the collective bargaining process," the Governor said.

It was also announced that the Governor will appoint an Advisory Board to the committee, for assistance and consultation on pol-

icy and other matters of interest. The chairmen will receive an annual salary of \$32,265 while the remaining two members will serve on a per diem basis.

Dr. Helsby of Latham, is Dean for Continuing Education at State University. He obtained his bachelor's degree from State Univer-

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CSEA Asks Off Day On June 3

A telegram was sent to Governor Rockefeller last week by Joseph F. Feily, president of the Civil Service Employees Assn., requesting that State employees be given an day off on July 3, the day before Independence day. As the holiday will fall on a Tuesday this year, the CSEA request expressed the view that the State employees should be allowed the benefit of the four-day holiday which is being granted widely by local jurisdictions and in private industry throughout the State.

CSEA Again Protests Overtime Rules; Requests Ineligible Lists

In a letter to Dr. T. Norman Hurd, State Director of the Budget, last week, Joseph F. Feily, president of the Civil Service Employees Association again protested the recent new State employee overtime rules and expressed "strong disappointment" that the State had not incorporated changes in the rules suggested by the CSEA in a letter on May 23.

Last week's letter to Dr. Hurd added a request that the Budget Director furnish the Association with lists of positions which State agencies recommend as not eligible for time and a half pay for overtime to the previous protest.

It was noted by CSEA spokesmen that the Association was

making the requests under terms of the Governor's Executive Order setting up the State grievance procedure, which stipulates employees and their representatives should be consulted by their employers before changes in conditions of employment are made

CSEA Meets Commissioner Miller

Leave Accruals, Overtime Rules Highlight Mental Hygiene Meeting

ALBANY—Adjustment of leave accruals under the 37½ hour work week and implementation of new overtime rules headline items of new business in the lengthy agenda considered at a recent meeting between the Civil Service Employees Assn.'s Special Mental Hygiene Committee and Mental Hygiene Commissioner Alan D. Miller and members of his staff.

At the same time, CSEA won a significant gain on a long-standing issue—the need for more equitable treatment of Mental Hygiene social worker titles and additional promotion opportunities for patient care personnel—with announcement of final Budget Division approval of the department's "Social Work Career Ladder" plan, set to go into effect June 29.

Special Mental Hygiene Com-

missioner headed the CSEA delegation at the meeting, accompanied by J. Arthur Tennis, Charles Ecker, Pauline Fitchpatrick, Lawrence Barning, George Felkel and Felice Amodio. CSEA staff members present were Joseph D. Lochner, executive director, and William L. Blom, director of research.

In attendance from the Department of Mental Hygiene, in addition to Dr. Miller, were Dr. Hugh G. LaFave, associate com-

missioner; Lawrence B. McArthur, assistant commissioner; John J. Lagatt, director of personnel; and Michael Weitzman, associate personnel administrator.

This week The Leader is publishing the highlights of the meeting concerning those matters referred to as unfinished business and these sections of the new business discussions concerning the leave accrual adjustments and the implementation of the overtime rules. The remainder of the new business of the meeting will be published in next week's Leader.

Unfinished Business

1. Upward reallocation of employees in narcotic units

CSEA has an appeal pending before the Division of Classification and Compensation for the upward reallocation of Narcotic Security Assistants from Grade 8 to Grade 12. CSEA requested the Commissioner's full support of this appeal.

The Department would not commit itself in this respect, but took its usual position of indicating general departmental support for the upward reallocation

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CSEA Election — June 30 Deadline For Nominations

ALBANY—Harry W. Langworthy, chairman of the nominating committee of the Civil Service Employees Assn., has issued a last call to CSEA's membership to submit nominations for the group's Statewide election next Fall prior to June 30, the date of the committee's final meeting.

The 16-member committee charged with the selection of candidates for the biennial election of CSEA's eight Statewide officers, must report a full slate for all offices by August 6, 85 days before the annual meeting, Oct. 30 through Nov. 1.

At stake are the offices of president; first, second, third, fourth, and fifth vice-president;

secretary and treasurer. Also to be selected are members of the State Executive Committee of the Employees Assn.

Langworthy has asked that any CSEA member, chapter or other groups forward to the committee, at CSEA headquarters, 8 Elk Street, Albany, prior to June 30 the names of any eligible CSEA members they would like to have considered for nomination for Statewide office or representative of State departments.

Salary Reallocation For Jones Beach Toll Collectors Approved

ALBANY—Salary reallocations for Jones Beach State Parkway toll collectors have been approved by the State Civil Service Commission, reversing an earlier denial by the Division of Classification and Compensation.

The appeal, which had the full support of the Civil Service Em-

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Civil Servants Seen Regaining Ordinary Civil Rights Status

THE court's continuing emphasis on individual freedoms, have recommended drastic changes in the attitudes of the government as an employer.

In a serious reappraisal of the subject, long-time Civil Service Commissioner George Gregory re-

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Don't Repeat This!

Don't Repeat This!

(Continued from Page 1)

cently pointed out to the New York City Personnel Council that "there are circles of concern in the attitudes and practices of private citizens and business as well as government." With ten million civil servants presently employed in the United States, a group, with their families, of perhaps forty million individuals, there is an exploding expectation of new civil rights for the government employee.

For a long time, civil service has been viewed as "a privilege and not a right." As a result, this 20 percent segment of our population has been restricted in its rights for political activity, in its privacy and to its freedom to participate in many phases of American life. It is this restriction that led Commissioner Gregory to comment: "It is essential in a democracy that the highest standards of rights and responsibilities be constantly expanded and deepened as an ultimate balance wheel of our entire national climate." The Commissioner quoted Senator Sam Ervin of North Carolina who has introduced a bill in the United States Senate, No. S.1035, co-sponsored by fifty-four other

Senators.

The purpose of the bill is "to protect the rights of civilian employees of the executive branch and to prohibit unwarranted invasion of their privacy." Senator Irwin in his attempts to protect government employees from unwarranted government invasion of their privacy stated: There are some concerns which caused Thomas Jefferson and James Madison to wage their great battles for freedom of conscience and the guarantee embodied in the First Amendment. And, they are essentially the same problems which spurred the popular demand for the Fifth Amendment provision against self-incrimination.

Senator Ervin continues: "A regulation which threatens surveillance, or worse, for indiscreet remarks or unwise choice of associates, requirements to submit to interviews, test and polygraphs which solicits information about a person's politics, religious belief, sexual attitude and conduct or, relations with members of one's family, which pumps his mind and thoughts to require him to state his associates, outside activities, financial interests, and his creditors, and to make them factors in decisions affecting his em-

ployment interests; in essence, forces conformity of thought, speech and actions to subjective pre-established standards. To require employees to take any oath beyond that which the constitution specifically prescribes for office holders is to threaten freedom of conscience and thought. To ask him to report his civic and political organizations, to cause him to contribute to a charity drive or to buy savings bonds against his will, is equally reprehensible. These practices effect not only the right to speak and act according to the dictates of his conscience, they invade also his right not to speak, act, or participate at all.

"In his ten years, Congress, State legislatures and municipal bodies have assumed a special responsibility towards their employees. Sophisticated personnel methods. Scientific surveillance techniques and ingenious information-gathering systems increasingly back on the public and the private employer. Improperly used or unwisely applied, they can threaten the liberty and privacy of the individual. It behooves the people of every state, therefore, to urge a review of the doctrine of public employment as applied to their citizens who work for government."

The New York City Civil Service Commission has been quite liberal in the past ten years has eliminated all references to race, religion, political beliefs, the use of photographs prior to employment (except for one department), debts, past arrests, youthful offender arrests. It is in the process of eliminating the bar to service as peace officer derived from petty larceny convictions. The City has eliminated questions concerning sexual attitudes, the use of polygraphs except in one department), and questions as to divorces or separations. The Commission is permissive as to past

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.

Recommended Reading

THE MORE PUBLIC relations is written about, the more various publics will understand what a remarkably good job most civil servants are doing.

EVERY YEAR NEW books about public relations are published and the result should be a better understanding of public relations and what public relations is trying to do.

SINCE JUST about everything a civil servant does, has public relations implications, the greater the knowledge of the field, the better for civil service.

A NEW BOOK—gargantuan in size and excellence—is the Dartnell "Public Relations Handbook" (Dartnell Corporation, Chicago, Ill. 60640), \$19.50.

THIS IS THE second handbook effort by the Dartnell people. This time it is the work of three first-rate professionals—Richard W. Darrow, Dan J. Forestal, and Aubrey O. Cookman.

convictions, past employments served in government, past dope addiction, homosexuality (except in positions handling children), and service records. The use of tape recorders to interpret employees' anti-statements is frowned upon. It is hope that the City will eliminate residence as a bar to public employment, and also citizenship as a bar.

IN THE BOOK'S 944 pages, not slightest doubt is left that public relations policies and programs which are not in the public interest, are doomed to failure.

CIVIL SERVANTS play a strategic role in public relations because basically everything they do must, of necessity, be in the public interest.

THE DARTNELL HANDBOOK makes this point again and again as it applies to corporations and other non-government interests.

IN THE INTERESTS of reminding our civil service readers of the importance of public relations, we are setting forth the Handbook's summary of what public relations is and why. All our readers have to do is substitute for the word "company" the phrase "government agency," and the application becomes four-square for governmental civil service. Here is the summary:

- Every company and every interest has public relations whether it recognizes them or not, or whether it does anything about them or not.
- Public goodwill is the greatest asset that can be enjoyed by any enterprise, and public opinion is the most powerful force. Public opinion that is informed and supplied with fact and fair interpretation may be sympathetic with a cause. Public opinion that is misinformed or is uninformed can be hostile and damaging.
- The basic element of good public relations for any business or institution is integrity. Without it, there can be no successful public relations program.
- The first constructive step in public relations is to advise management in development of sound policies which are in the public interest, as well as company interest.
- Policies and programs which are not in the public interest have no chance of final success. Business and industry have no vested rights; they operate on a franchise from the American people, and that franchise can be

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MEDICAL SECRETARIES NEEDED TO MEET GROWING DEMAND IN U.S.A.

The growth of new health programs has created a critical shortage of well trained Medical and Dental Secretaries. Information is now available to those who wish to prepare for a career in this

dignified and high paying profession through Home Study in their spare time. For Free information write American School, Dept. 9AP-17, 130 W. 42 St., N.Y., N.Y. 10003 or call BR 9-2604.



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DEPARTMENT REPRESENTATIVES

The recently elected departmental representatives of the State Insurance Fund chapter of the Civil Service Employees Association are pictured above as they gathered for the formal installation ceremonies held at the State Insurance Fund cafeteria

in Manhattan. Irving Flaumenbaum president of the Long Island Conference of the CSEA was the installing officer at the ceremonies for which Fred Cave, CSEA's fifth vice president, was the principal speaker and over which Randolph Jacobs, chapter president and president of the Metropolitan Conference of the CSEA presided.

County Welfare Employees

Nassau Chapter Demands Reduction In Case Loads

MINEOLA—The Nassau chapter, Civil Service Employees Assn., has demanded an immediate reduction of the "shocking" caseloads carried by social workers in the county Welfare Department.

Nassau chapter president Irving Flaumenbaum pressed the demand in a special letter to the department reciting the work limitations imposed by State law and challenging the county to exercise its responsibility for fairness to the employees.

Flaumenbaum is also organizing a special protest committee among employees of the Welfare Department.

"Caseworkers are grumbling under heavy loads," Flaumenbaum asserted, "Not only will the health of dedicated employees suffer, but so will the social services that are intended to be provided." He

noted that State law prescribes a maximum load of 60 cases of child care and 90 adult cases per case worker.

Onandaga Chapter Elects Hilda Young

SYRACUSE—Mrs. Hilda Young is the new president of Onandaga Chapter of the Civil Service Employees Assn.

She succeeds Leona M. Appel, twice head of the chapter whose membership includes both Syracuse and Onandaga County employees.

Also elected at the chapter's

annual meeting June 13 in the Kirk Park Community House were: Leander Smith, first vice president; Genevieve Paul, second vice president; J. Vail Griffin, third vice president; Mary D. Waring, secretary; Florence Barnes, assistant secretary; Helen DeMore treasurer, and Robert Clift, chapter representative.

Chosen members of the board of directors were Norine Barry, Marian Varg, Charles Clift and Marcus Solaway, representing City departments, and Joan Snigg, Maryell Guder, Martha LeRoy and James Carr, representing county departments.

The new officers were installed at the same meeting.

Under the constitutional provision, larger City and County departments and those with specific interests may petition the chapter to form a unit representing their employees. The approved units would operate under the chapter's guidance to advance interests of members, but will elect officers to head the separate groups.

Pass your copy of The Leader on to a non-member.

Upgradings

(Continued from Page 1)

employees Assn., was submitted to the Civil Service Commission by the Jones Beach State Parkway Authority in behalf of its employees after the original appointing officer's request had been turned down last February.

The upgradings—effectively immediately since they do not require approval by the Division of the Budget—will advance the titles of toll collector (G-8) and supervising toll collector (G-10) to grades 9 and 12, respectively, and toll section supervisors will go from their present grade 13 to grade 14.

Overtime Protest

(Continued from Page 1)

agency to our members, so that they will be given an opportunity to be heard if they are interested before their positions (s) are disqualified from receiving overtime pay. We are hopeful that you will be agreeable to this, as certainly you would not want to be in the position of arbitrarily disqualifying an employee in any position from receiving overtime pay without prior knowledge to the employee and giving him a right to be heard."

The expression of disappointment to Dr. Hurd was in response to a letter from Hurd commenting on the CSEA earlier recommendations on the overtime changes. In that letter Hurd said that after examining the points made by the CSEA, "we do not feel we can meet your objection at this time. We will however, be reviewing the rules further as we gain experience under the new program and we will be happy to again consider any proposals you may have after we have had . . . perhaps six months experience."

In its initial objection to Hurd the CSEA had requested that he, as the State officer responsible for overtime pay recommendations:

- Implement, without delay, procedures enabling employees excluded from the new overtime rule to appeal for compensation up to 10 percent of salary for overtime work, under a bill won by CSEA in the Legislature.

- Take prompt action to stop State agencies from reducing overtime work credits of institution office and clerical employees whose work recently was reduced from 40 to 37½ hours.

CSEA cited five principal reasons for its objections to the new overtime regulations. They are:

1. Rules permit change in work day from day to day in order to avoid payment of overtime.

2. The broad general descriptions in the rules of the type of employment that can be exempted from the right to earn overtime enable the Budget Director to disqualify almost any State employee.

3. An adequate appeal procedure is not provided under the rules to hear an employee or group of employees who are excluded from the right to earn overtime.

4. Rules are of questionable legality in provisions which exclude from payment of overtime those employees on a work schedule other than one consisting of five days on and two days off".

5. The Budget memorandum transmitting the rules to agency heads encourages amendment of employee's work day in order to give compensatory time-off for overtime work in lieu of overtime pay.

Further substantiating his new request Feily's letter to Hurd states "So, far as we know, each agency head was not requested by you to discuss with employee representatives the list of positions to be disqualified from receiving overtime pay.

"We believe that the Governor's Order, with reference grievance procedures, should be complied with and that employees and their representatives who will be disqualified for overtime pay should be consulted with, if they desire, prior to their disqualification.

Jefferson Chap. Moves For Bargaining Rights

The Jefferson chapter of the Civil Service Employees Assn., headed by Raymond C. Pacific, is pressing for formal recognition as employee bargaining representative in the city of Watertown and the rest of the county.

The chapter president has asked the board of supervisors and the Watertown City council for consideration as representative under provisions of the State's Fair Employment Act.

In neighboring St. Lawrence county, the board of supervisors has been quick to approve the St. Lawrence chapter, county division, as representative in bargaining for public employees.

Assisting both northern New York chapters was Robert Guild, CSEA field representative. Guild has been active in meeting various governmental groups in both north counties, including school groups.

President Pacific of the Jefferson chapter said his organization, with the help of CSEA representatives, will "continue to press for full recognition from the Jefferson board and Watertown council."

Fair Inspector

ALBANY—Harold H. Warner of Schohaire is the new county fair inspector for the State Horse Breeding Development Fund. He will receive \$35 a day.

William G. Tyrell, Chief of Historic Sites Management of the State History; Howard W. Crockerly historian in the Office of State History.

Basil Hick Is Head Of Education Chap.

Basil L. Hick was installed as the president of the Education Department chapter of the Civil Service Employees Assn. at the chapter's annual Spring luncheon held at the Ambassador Restaurant in Albany recently. Fred Kershko, past president of the 1,500 member chapter presided and Joseph F. Feily, president, of the Statewide CSEA acted as installing officer.

Guests of the chapter included Dr. Theodore Wenzl, first vice president of the CSEA; Joseph Dolan, Albany field representative for the Assn., and Hazel Abrams, secretary of the Statewide CSEA.

Other officers installed included Deloras G. Fussell, vice president; Eleanor Chamberlain, secretary; Claire Geller, treasurer.

In addition departmental representatives were installed including along with the previously mentioned officers; Helen Wyzansky, Warren Shaver, Robert Caruthers, Frances Stuart, Frederick Kershko, Robert Carr, Mary Hart, Mae DeSeve, John McClure and Sam Clements.

In Watertown

Bargaining Unit Plans For Onandaga Unit

SYRACUSE—Plans to form bargaining units—under the new provision of the Civil Service Employees Assn. constitution—have been launched by the CSEA's Onandaga chapter.

Miss Leona Appel, outgoing president of the chapter which includes both Syracuse City employees and Onandaga County workers, said the group is contacting all members to inform them of the new provision.

The constitutional change was adopted at a meeting of CSEA delegates May 13 in Albany to permit the group to represent civil servants under the new Public Employees Fair Employment Act adopted by the 1967 Legislature.

The new law and bargaining unit were discussed at the chapter's June 13 annual meeting by John J. Ray, CSEA field represen-

Q and A

QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager, The Statewide Plan



This column will appear periodically. As a public service Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 1215 Western Ave., Albany, N.Y. 12203. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. I am a subscriber to the Statewide Plan under the Town in which I am employed. I carry my husband as a dependent because of the Major Medical benefits. My husband is also covered by a Blue Cross plan in another state. Does he have to use his coverage when being admitted to a hospital or can he choose to use my plan?

A. The Statewide Plan contains a contract clause which prohibits payment of duplicate benefits. Most insurance contracts contain such a clause. I cannot answer specifically as to whether the out-of-state plan you mentioned contains such a clause but your husband can make inquiry and get adequate information. If you are carrying your husband as a dependent because of Major Medical benefits, the Major Medical would pay benefits so long as there is no duplicate coverage.

Q. If I am already enrolled for dependent coverage, is it necessary to submit a change form to record the birth of an additional dependent?

A. No. If you are enrolled in the Statewide Plan for dependent coverage, children born after the effective date of the contract will be covered automatically. This does not apply to the other options.)

Q. Why was I asked to give information on my income when filling out a Blue Shield Claim?

A. This was to establish whether you are eligible for paid-in-full benefits under Blue Shield. If you qualify, a Blue Shield participating physician will agree to accept the Blue Shield allowance as full payment of his fee.

Attendant Exam Opening July 6; No Requirements

Filing will open on Thursday, July 6 for the Oct. 21 examination for appointments as attendants in various City Departments.

There are no formal education or experience requirements for this position which pays from \$4,000 to \$5,080 a year. Final date for filing of applications will be July 26.

Employees in this title are accorded promotional opportunities, when eligible, to the title of senior clerk with a minimum starting salary of \$4,900 a year.

Under close supervision, an attendant performs simple routine work consisting of minor tasks of varied nature necessary to the operations, facilities and services of City departments and perform related work.

The written examination will be weighted at 30 while the physical examination will be valued

at 70. A 70 percent passing mark is required in each test. The test itself will consist of short answer questions and will be designed to test the candidate's general intelligence, judgment and ability to follow directions.

For further information and applications, after July 6, contact the Department of Personnel, 49 Thomas St., New York City or call 566-8700.

James A. Forde In New Post

ALBANY—James A. Forde is the new director of budget services for the State Mental Hygiene Department at \$16,714-a-year.

His appointment was announced by Dr. Alan D. Miller, commissioner, who said that Forde, in his new capacity, would assist in consolidating the Department's budget requests and in preparing them for submission.

Forde entered State service in 1955 as a public administration intern and progressed through various grades to his recent post as director of planning and procedures.

He is president of the Carver Community Center in Schenectady and worked as a social worker with the New York City Children's Placement Services at one time.

FREE BOOKLET on Social Security; Mail only; Box S, 97 Duane St., New York, N.Y. 10007.

Civil Service Television

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

Sunday, July 2

6:00 p.m.—Human Rights Forum—William Booth, City Human Right Commissioner, moderates discussion.

Monday, July 3

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

6:00 p.m.—Community Action—Ted Thackrey moderates discussion.

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

8:30 p.m.—New York State Constitutional Convention: Some Issues and Perspectives—"Financing Local Government".

9:00 p.m.—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

10:00 p.m.—Brooklyn College Presents—"The Summer of Central Park—Part II".

Tuesday, July 4

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

4:30 p.m.—Community Action—Ted Thackrey moderates program.

7:00 p.m.—TV Shorthand—(Lesson No. 23)—Manpower Education Institute presents program.

7:30 p.m.—Human Rights Forum (live)—William Booth moderates program.

Wednesday, July 5

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

7:00 p.m.—TV Shorthand—(Lesson No. 23)—Manpower Education Institute presents program.

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

8:00 p.m.—Behind the Laws—Analysis of selected laws passed recently by the State Legislature. "Uniform Justice Court Act."

Thursday, July 6

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

4:30 p.m.—Human Rights Forum—Ramon Rivera moderates discussion.

7:00 p.m.—TV Shorthand—(Lesson No. 24)—Manpower Education Institute presents program.

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

8:30 p.m.—City Government in Transition—Solomon Hoberman hosts series. Program No. 3—"The Mayor: Patterns in Politics and Administration".

10:30 p.m.—Community Action—Ted Thackrey moderates program.

Friday, July 7

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

7:00 p.m.—TV Shorthand—(Lesson No. 24)—Manpower Education Institute presents program.

10:30 p.m.—Behind the Laws—Analysis of selected State laws. "Uniform Justice Court Act".

Saturday, July 8

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

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 a.m. to 6 p.m., and Saturday from 9 a.m. to 12 noon.

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

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

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

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

STATE

STATE—Room 1100 at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone 227-1616; Governor Alfred F. 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 17, N.Y., 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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Samuel Ganz, Commissioner of ment, New York City Human Resources Administration, has Manpower and Career Development appointed to Governor Rockefeller's Advisory Council on Youth and Work.

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Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate tag 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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31 New State Troopers Graduate From Academy

ONEONTA — Thirty-one new troopers were graduated from the Basic School of the New York State Police Academy at exercises last week at the State University of New York here. The school has been in session for the past 16 weeks at Troop C Headquarters, Sidney.

The new troopers will begin temporary assignments of three months in various troops next week. They will be assigned to their permanent troop areas in September.

The graduation address was delivered by Supreme Court Justice Joseph P. Molinari of Ontario. Other speakers included Police Chief Stephen J. Grodski of Riverhead, president of the New York State Association of Chiefs of Police, and Sheriff John J. McCloskey of New York City, first vice president of the New York State Sheriff's Association.

Trooper Thomas E. Gill of Rensselaer spoke as the student representative.

Diplomas and awards were presented by Superintendent Arthur Cornelius, Jr. The Superintendent's award for academic excellence, a .38 calibre Magnum revolver, was presented to Trooper Gary P. Linter of North Bangor. A similar award for excellence in combat shooting was received by Trooper Patrick J. Connelly of Olean.

The basic training school included more than 600 hours of instruction in the Penal Law and the Code of Criminal Procedure, police procedures, investigative techniques, traffic control, civil rights and human relations, the use of firearms, motor vehicle operation, first aid, public speaking, court procedures, radio and teletype operations, and the handling of various accidents and emergency situations.

Graduated were:

Fred D. Bartlett, Boliyar; Donald W. Bluman, Irving; Patrick J. Connelly, Olean; Anthony F. Desmond, Canapoharie; Robert D. Dunlop, Verbank; William J. Freeman, Napanoch; Don T. Fuhrman, Tonawanda; Thomas E. Gill, Rensselaer; Robert J. Gush, Elmira; John K. Hackett, Cadyville; Werner A. Hoffman, Albany; George E. Hopper, Auburn; Robert M. Houst, Woodstock; Robert E. Howard, Saratoga Springs; Richard T. Janora, Cheektowaga; Fran-

Hudson River Hospital Chapter Installs Officers

POUGHKEEPSIE — More than 320 persons attended the annual installation of officers dinner of the Hudson River State Hospital, Chapter of the Civil Service Employees Assn., held recently at the Oddo House, Clintondale.

Installed by Charles Lamb, third vice president of the State CSEA, were Nellie M. Davis, president, re-elected each year since 1951; Tharsille Schwartz, first vice president; Mrs. Annaminz LeVine, second vice president; Mrs. Margaret Killackey, secretary, and Helen R. Bradshaw, treasurer.

Guest speakers at the event,

clis J. Krasinski, Flushing; Henry P. Krasucki, Jr., Nanticoke, Pa.; Gary P. Linter, North Bangor; George F. Lovell, Jr., Woodhull; Bruce E. Lyon, Huntington; Paul B. Modica, Eden; Thomas R. Moulthrop, Cohoes; Richard Novler, Buffalo; Alton G. Ostrander, Albany; Robert A. Pomroy, Angola; Gerald L. Rauber, Wayland; Victor N. Rycroft, Canton; John J. Schetzel, Floral Park; Timothy E. Thisse, Watertown; Jackson W. VanDyke, Phoenix; and James W. Werthmuller, Indian Lake.

which Dr. Herman B. Snow, senior director at the hospital, emceed, included the Rev. Francis Patrick Rowley S.J., who gave the invocation; the Rev. John Diehl, S.J.; Dutchess County Sheriff Lawrence Quinlan; Assemblyman Victor C. Waryas; former State Senator Ernest I. Hatfield; Harry Zerry, a former workman at the hospital who retired 10 years ago at the age of 70; Edward Gusty, CSEA field representative; Henry Emmer, business officer; Warren Briggs, personnel officer; and Issy Tessler, president of the Southern Conference of the CSEA.

Other guests included Mrs. Quinlan, wife of the sheriff who is also supervising nurse at the hospital, Mrs. Waryas, Mrs. Snow, Mrs. Lamb, Mrs. Emmer, Mrs. Briggs and three student nurses being sponsored by the chapter at nursing school.

Magnotta Installed To Seventh Term As White Plains Pres.

The White Plains Civil Service Employees Assn. unit has reelected Leo J. Magnotta, Department of Recreation & Parks Supervisor, for a seventh term as president of the unit.

Other officers elected were: Donald T. Rich, of Department of Planning, vice-president; Mrs. Dorothy Regan, Parking Authority, secretary, and Mrs. Elsie Mangiacapra, Department of Public Safety, treasurer.

Directors for the coming year will be Mrs. Ella Deegan, Ernest Clow, Miss Betty Huntington, Santi Carnavali, Albert Howard, Mrs. Polly Pass, Alfred Gandle, Mrs. Rita Walker, Howard A. Griffen, Jr., John Magnotta, Mrs. Evelyn Delaney, Josh Eutsey, Samuel Bartholomew, Edward Kovacs and Nicholas Marraffino.

Michael Dei Vecchio, president of the CSEA Westchester County chapter, was the installing officer.

William Goring, CSEA field representative spoke on the 1/60 bill that was passed this year and also spoke on the Public Employees' Fair Employment Act and moderated a question and answer period.

Jobs In Capitol

The General Services Administration needs journeymen operating engineers, elevator repairers, electricians, and carpenters for jobs paying \$2.50 to \$3.40 per hour.

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TUESDAY, JUNE 27, 1967

Civil Service Champion

CIVIL service employees in New York City have a new champion in the person of Comptroller Mario A. Procaccino, who on Thursday, became a very stand-up guy in the eyes of the civil service population.

Speaking before the Board of Estimate hearing on the hospital affiliation program, the Comptroller noted that the affiliation contracts "are principally designed to improve the medical care given to the patients in the City hospitals—a most laudable purpose.

"However," he continued, "I hope that these arguments will not become the vehicles for the ultimate destruction of our civil service structure in the Department of Hospitals. Our experience and dedicated career personnel should be used to the fullest extent in implementing the affiliation program. I trust that the commissioner will exercise his powers under the agreements to make such use of our civil service employees."

In moving for the passage of the enabling legislation to permit the program's implementation the Comptroller continued:

"... with the promise that there will be no diminution in the number of civil service positions . . ."

For the comptroller, the elected watchdog of the City's treasury, to take such a strong stand in favor of civil service employees must be taken as a sign that the services provided by career civil servants is truly giving the people of the City of New York their money's worth.

Ouch!

REPORTS from the work-in being staged by the Social Service Employees Union indicate that there is a lot of poking and hitting going on and that SSEU members are doing all the bleeding. So far there has been no official word as to who is delivering the blows but observers are speculating that the hitters seem to know their business. The police are doing a good job of keeping outsiders away from the demonstration sites and SSEU demonstrators and the caseworkers who have crossed the picket lines to carry on the normal duties of the Welfare Department during the dispute over bargaining issues between the City and the SSEU are being well separated.

Who then is doing the hitting and poking? It is well known that labor disputes have in the past (although not very much since darker days in the thirties) been allowed to get out of hand, sometimes with unwanted excesses from certain individuals. Such conduct by interlopers must be the answer here since Welfare Department caseworkers, especially those of like mind in issues relating to the current work-stoppage, are hardly the kind to cuff each about.

No doubt the police who are stationed on the scene of the demonstrations will soon put a stop to it.

What's Doing

Harried mothers intent on hunting bargains can now park their youngsters for a few hours of solo shopping at the new "Check-a-Child" playground under construction in Union Square, and manned

by public employees. The "Check-a-Child" playground is open from 10 a.m. to 4 p.m. weekdays. The charge is \$.25 for the first three hours and \$1 for each additional hour or part thereof. On weekends and holidays, the playground will be open to the general public.

LETTERS TO THE EDITOR

Train Talented Civil Servants

Editor, The Leader:

New York State should stop considering the "Professional Entrance" tests as the answer to filling "Professional" positions. I am not looking to end these tests, because I entered service by this means.

But it seems to me that the great mass of employees in positions below the professional entrance levels have been neglected. There is a tremendous reserve of talent waiting there to be nurtured by training into management and professional positions. These are the people with roots in State service and with the loyalty that goes with years of service.

By hiring young people with no loyalty, no roots, and with only a college degree, we have provided an excellent training school for private industry, while demoralizing and leaving without hope the backbone of the system.

J. SIMON,
 Brooklyn, N.Y.

Only One Attendant

Editor, The Leader:

In answer to the Hyde Park attendant: if you think evening and night attendants do next to nothing, why don't you ask to have your shift changed?

We find a good share are not just working evenings and nights for the little extra money they WILL get, because many have done it for years and received no extra pay. Someone has to care for the patients at night and if everyone felt the way you do, who would be caring for them?

On these shifts problems and emergencies arise just as they do in the daytime, but there is only ONE ATTENDANT on a ward at night. In the daytime there are four and five employees to handle the same situations.

Think that when you go off duty you can go home and be with your family. When you go to bed at night many of us are getting out of bed to go to work.

There should be a spirit of cooperation between the various shifts in order to properly care for the patients and keep up the morale of the employees. Each shift is important to and dependent upon every other shift. How could an institution be properly managed without the evening and night shifts?

THE GRAVEYARD SHIFT
 Wingdale, N.Y.

Join Easy Shift

Editor, The Leader:

May I address the Hyde Park attendant?

You as a day attendant seem to think you work hard and the 4-12 shift does nothing. May we clue you in.

You are not responsible for the patients' welfare and safety as the ward charge. We are on the 4-12 shift with only one attendant per ward and the same amount of patients as the day shift has with more help. Also most of the patients are off the ward in the daytime; we have all on the ward after 4 p.m.

If we sit down after supper would you please answer these questions?

• Who carries on day activities
 (Continued on Page 11)

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.")

Inappropriate

IT IS NATURAL for a litigating lawyer to be disappointed by an adverse judicial determination. The disappointment approaches frustration when the Court's lengthy opinion barely considers the issue posed by the petitioner. Such an opinion is that reached by the Court at Special Term in *Matter of Thompson v. Board of Examiners of the Board of Education of the City of New York* (Law Journal June 16, 1967, page 17).

PRIMARILY, the petition sought to cancel the written test for licensure as Assistant Director of the All-Day Neighborhood Schools held on March 24, 1965. The petitioners contended that the examination was inappropriate to the duties of the position.

IN HIS LENGTHY opinion dismissing the petition, Justice Hyman Korn gave full and conscientious scope to secondary issues. For example, he overruled on the basis of cogent analysis of the bylaws of the Board of Education the petitioners' secondary contention that the examination should have been limited to teachers with All-Day Neighborhood Schools experience. Section 274a of the bylaws prescribes as experience six years of teaching in any day elementary school.

WHILE THE Board of Education thus accepted any teaching as a prerequisite for the position of Assistant Director of an All-Day Neighborhood School, it does require that the Assistant Director of a general or a special subject have his teaching experience in such subject. "General subject" and "special subject" are both defined by the bylaws and both include enumerated subjects plus "such other subjects as may be authorized by the Board of Education." It was the petitioners' hope that the Board of Education would see fit to include All-Day Neighborhood School teaching as a special subject although the Board of Education was not a party to the Thompson proceeding.

PETITIONERS' second subsidiary argument, rejected by the Court, was that the examination for promotion to Assistant Director should have been restricted to All-Day Neighborhood School teachers in accordance with a public policy apparent from the Civil Service Law, Section 52. This statute requires promotion from persons in a lower grade in the Department in which the vacancy exists. Justice Korn correctly held, however, that Section 52 does not govern the Board of Education. The controlling provisions are in the Education Law, which grants the power to the Board of Education to fix the qualifications for each kind of license.

CONCERNING THE principal issue, as previously indicated, the Court had little to say. It seemed satisfied with the superficial conclusion that the services performed by All-Day Neighborhood School teachers are not unique. In the Court's words

The service they perform is apparently not unique and the regular teaching license is the only requirement. Their work is to teach children and is not different from any other teaching assignment.

PERHAPS IT is this conclusion that made it seem unnecessary to the Court to consider the appropriateness of the examination. Yet, the conclusion is incomprehensible in view of the record to the contrary. Thus, as recently as April, 1966, a curriculum bulletin on the All-Day Neighborhood Schools was issued by the Board of Education. The bulletin of 128 pages is replete with descriptions of the unique features of the program which provides for an extended school day, continuous training, guidance and development of interests, continuous in-service training of teachers in weekly workshops, City-wide Citizens' Committees coordinating the work of local Citizens' Committees, and the raising of cultural sites of the community through the Saturday Theatre and other cultural activities during the school day, after school and on Saturdays.

THE COURTS' surprising determination that All-Day Neighborhood teaching is not unique may explain its disposition of the petitioners' contention that the examination was inappropriate for the position. Still, the petitioners' pleadings went to great pains to demonstrate the soundness of their contention in which they were fully supported by Dr. Adele Franklin, the brilliant founder of the All-Day Neighborhood School Program. By way of example, Question 1 of the examination read, in part, as follows:

(Continued on Page 11)

Niagara County CSEA Installs

Niagara County chapter of the Civil Service Employees Assn. held their installation of officers recently at the Cascade Lounge in Niagara Falls.

Installed were: president—Ruth Heacox; first vice president—Hector LaForest; second vice president—John Weber; third vice president—Sadie Ott; secretary—Joan Hurst; Treasurer—Marjorie Garkill, and Francis Furlong, Raymond Espina and Neil Groupo Delegates.

Also attending were Irving Fiamuenbaum, acting second vice president of the State Association, who installed the officers and his wife Ruth; Assemblyman V. Sumner Carroll, J. Paul Hewitt, chairman of the Niagara Board of Supervisors; Jack Hennessey, CSEA treasurer; Pauline Pitchpatrick, vice president-elect of Western Conference; and James Powers field representative.

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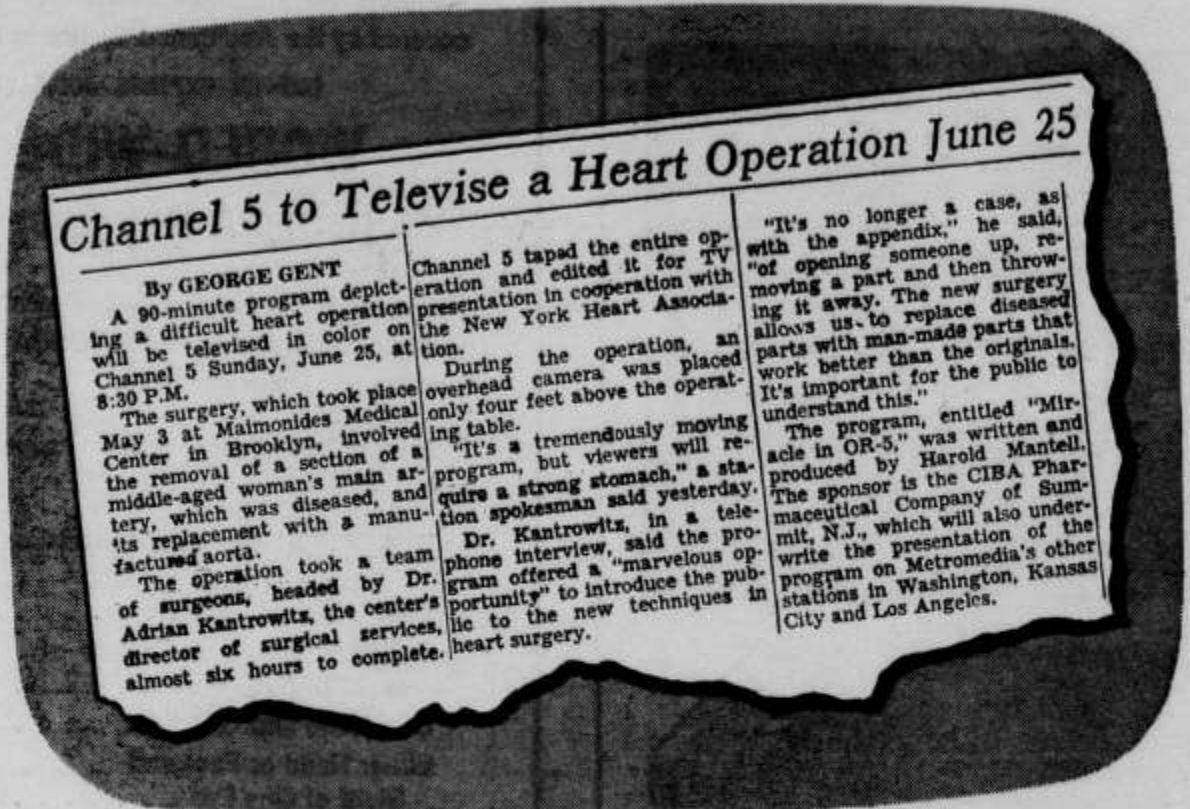
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VA Hospital Seeks Cardiopulmonary Function Technicians

The Veterans Administration Hospital, 800 Poly Place, Brooklyn, N. Y., has vacancies for cardiopulmonary function technician with three to four years of pulmonary procedures and research investigations. Salary ranges from \$5,331 to \$8,368 depending on amount of experience and any previous Federal service. There is no discrimination in employment.

For further information, write or visit the Personnel Office at this hospital, or call the Personnel Officer at 836-6600, ext. 389 or 392.

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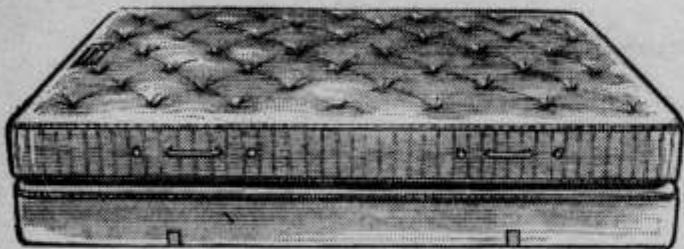
MINEOLA—Open competitive examinations for custodians in various school districts of Nassau County are open for filing now at offices of the Nassau County Civil Service

Commission. Filing will continue through June 30. Salary for these positions vary with each school district. The examination will be held on July 15. All candidates must be legal residents of Nassau, Suffolk or Queens Counties for at least 12 months immediately preceding the examination date. For further information, contact the commission, 140 Old Country Road, Mineola.

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Firefighters Sought By Air Force

The Interagency Board of U.S. Civil Service Examiners for the Greater New York City area has issued an announcement for firefighter, (general, airfield and structural) at grades GS-3 and GS-4.

These grades pay \$4,269 and \$4,776 a year, respectively. Immediate vacancies exist at Stewart Air Force Base, New York, Suffolk Air Force Base, Westhampton, Long Island; and Floyd Bennett Field, Brooklyn. Vacancies may also occur in other Federal agencies in New York City, and the counties of Nassau, Suffolk, Westchester, Putnam, Dutchess, Orange, and Rockland.

All applicants will be required to pass a written test. They must be in good physical condition and pass a test of stamina and agility at the time of appointment. Most positions require a driver's license.

The announcement (NY-7-35) may be obtained at the main post offices in Brooklyn, Hempstead, Jamaica, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead and Yonkers or at The Interagency Board of U.S. Civil Service Examiners for the Greater New York City Area, 200 East 42 St., New York, N.Y. 10017.

Typists May Use Other Tests For U.S. Jobs

To broaden recruiting and enable applicants to use familiar equipment in surroundings and with instructors they know, the U.S. Civil Service Commission has authorized new sources from which proficiency certificates for typists and stenographers are acceptable.

They include Job Corps Centers, Federal agency training programs that support the concept of the MUST (Maximum Utilization of Skills and Training) and Neighborhood Youth Corps programs, State employment service offices, and schools approved by the Veterans Administration for the education of veterans and their dependents.

Proficiency certificates are currently accepted from public and parochial high schools and properly accredited private high schools; business, commercial, and secretarial schools; junior colleges and colleges; and public and private social and welfare agencies conducting programs sponsored or approved by the U.S. Office of Education or by an appropriate State office of education to provide for training or re-training of the handicapped, vocational rehabilitation training, and training under the Manpower Development and Training Act of 1962 or the Area Redevelopment Act of 1961.

Coast Guard Seeks Temporary Typists

The Coast Guard Supply Center is recruiting to fill two temporary typist positions: GS-322-2, with a starting salary of \$3,295 and GS-322-3, starting at \$4,269 per year.

Applicants may report to the Civilian Personnel Branch of the Supply Center at 30th St. and Third Ave., Brooklyn, N.Y. or call ST 8-5000, ext. 204 and ask for Mr. Dloss. An interview will be scheduled at their convenience.

Federal Government Offering Card & Key Punch Operator Jobs

The Federal government has numerous vacancies for card punch-key punch operators in installations in the New York area. Appointments will be made from the lists resulting from the qualifying examination to part-time as well as full time positions.

Jobs are available at GS-2 and GS-3 grades. The starting salary for GS-2 is \$1.89 an hour or \$3,925 a year. For GS-3 the starting pay is \$2.05 an hour or \$4,269 a year.

For further details, see announcement No. NY-7-02 which is available at the Interagency

Board of U.S. Civil Service Examiners, 220 East 42 St., New York, N.Y. 10017 or at the following post offices in New York State: Brooklyn, Jamaica, Hempstead, Patchogue, Riverhead, Middletown, Newburgh, New Rochelle, or Yonkers.

Applicants who wish to take the written test in Manhattan may report directly to room B-20 in the lower level of the News building, 220 East 42 St., New York, N.Y. on any Wednesday at 8:30 a.m. or 12:30 p.m.

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- Hamburg Hal Casey Motors, Inc.
- Harmon Jim McGlone Motors, Inc.
- Hempstead Small Cars, Inc.
- Hicksville Walters-Donaldson, Inc.
- Hornell Suburban Motors, Inc.
- Horseheads H. R. Amacher & Sons, Inc.
- Hudson John Feore Motors, Inc.

- Huntington Fearn Motors, Inc.
- Inwood Volkswagen 5 Towns, Inc.
- Ithaca Ripley Motor Corp.
- Jamaica Manes Volkswagen, Inc.
- Jamestown Stateside Motors, Inc.
- Johnstown Valley Small Car Corp.
- Kingston Amerling Volkswagen, Inc.
- La Grangeville Ahmed Motors, Ltd.
- Latham Academy Motors, Inc.
- Massena Seaway Volkswagen, Inc.
- Merrick Saker Motors Corp., Ltd.
- Middletown Greenspan Motors, Inc.
- Mount Kisco North County Volkswagen, Inc.
- New Hyde Park Auslander Volkswagen, Inc.
- New Rochelle County Automotive Co., Inc.
- New York City Volkswagen Bristol Motors, Inc.
- New York City Volkswagen Fifth Avenue, Inc.
- Newburgh F & C Motors, Inc.
- Niagara Falls Pat Dillon, Inc.
- Olean Olean Imports, Inc.
- Oneonta John Eckert, Inc.
- Plattsburgh Celeste Motors, Inc.
- Queens Village Weis Volkswagen Corp.

- Rensselaer Cooley Motors Corp.
- Riverhead Autohaus Corporation
- Rochester Breton Motors, Inc.
- Rochester F. A. Motors, Inc.
- Rochester Mt. Read Volkswagen, Inc.
- Rome Seth Huntley and Sons, Inc.
- Roslyn Dor Motors, Ltd.
- Sayville Bianco Motors, Inc.
- Schenectady Colonie Motors, Inc.
- Smithtown George and Dalton Volkswagen, Inc.
- Southampton Brill Motors, Ltd.
- Spring Valley C. A. Hoigh, Inc.
- Staten Island Staten Island Small Cars, Ltd.
- Syracuse Sprague Motors, Inc.
- East Syracuse Precision Autos, Inc.
- Tonawanda Granville Motors, Inc.
- Utica Martin Volkswagen, Inc.
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- Woodside Queensboro Volkswagen, Inc.
- Yonkers Dunwoodie Motor Corp.



Use Zip Codes—It's faster that way.

News Of The Schools

By A. L. PETERS

Teacher Board Of Education Negotiation Scoreboard

Negotiations for 1967-68 teachers contracts continue Effective deadline for an agreement to permit schools to open with a ratified contract is August 20.

United Federation of Teachers is asking that starting salary be raised from \$5,400 to \$7,000, with commensurate increases at other levels. The Board of Education has offered \$6,000 starting salary with declining increases to \$100 at highest levels. Some 700 items are at issue and few non-monetary reforms have been offered.

A rainy-day rally at City Hall brought out 7,000 teachers. UFT claims more than 21,400 resignations have been filed with them and expect an overwhelming majority of teachers to resign to enforce demands.

In the meantime, parents, teachers, children, principals and assistant principals in the New York City School System presented five demands on City Hall last Thursday afternoon, "in an effort to save the more effective schools program" in a demonstration sponsored by The Citywide More Effective School Program Parents Association.

Klein, Green Head Board of Examiners

Examiner Arthur Klein is the new Chairman of the Board of Examiners. Under a 1967 State law, which reorganized the Board of Examiners with new duties specified for the Board and the Chairman, he will serve a four-year term. The Vice Chairman is Examiner Jay E. Greene. They will take office July 1, with Examiner Paul Denn continuing in the Chairman's post until that date.

The Board of Examiners has the responsibility of examining applicants for licenses for most pedagogical positions as well as school secretary and attendance teacher and for issuing lists of persons qualified to fill the positions. Examiners are appointed by the Board of Education after certification by the City Department of Personnel.

U.S. Sends Machines For Machine Courses

The United States Government has agreed to loan and theeta agreed to loan 29 machines which cost \$130,648.00, for use in conducting its manpower development training program.

After unemployed and underemployed youth and adults receive special concentrated training as screw machine operators and turret lathe operators on this equipment, they will fill vacancies in machine shops throughout the City.

Volunteers Sought For Summer Programs

An intensive drive to recruit 4,000 volunteers for the New York City school system's expanded summer program is underway. Volunteers must be recruited, screened and placed in the schools prior to July 5, when summer sessions start.

The 2,000 men and women who served in the City schools last summer are asked to volunteer their services and if possible, enlist an additional volunteer.

The expanded summer program in 260 pre-school centers, 117 elementary schools and 19 junior high schools—all categories where volunteers are most urgently needed—will enroll more than 96,000 children this summer.

Bold New Measures Needed Donovan Says

A call to New York City's teaching staff to "take the schools to the community" through bold new teaching measures that will stimulate the more than 1,000,000 public school pupils to greater heights of learning has been issued by Superintendent of Schools.

At the same time, Dr. Donovan called upon the community, parents, education and civic officials to give the schools the full support they need to blaze new trails in the learning process.

Business Management Positions Now Open

The New York City School System is seeking applicants for District Administrative Officer positions in local District Superintendents' offices.

The position involves assistance to a District Superintendent in the coordination of non-pedagogical functions of the district, with particular emphasis on fiscal management and controls, allocation and control of supplies, budgeting, liaison functions, etc. Expected beginning salary \$9,100, increments to \$12,950. Liberal vacation, sick leave and other fringe benefits, including health insurance and blood program.

Candidates must have a baccalaureate degree and a minimum of three years of relevant fiscal or management experience at an appropriate level.

To apply: send resume to: Board of Education, Bureau of Administrative Personnel, 65 Court Street, Brooklyn, New York 11201.

Mt. Sinai Med. School Joins City University

Affiliation of the Mount Sinai School of Medicine with The City University of New York was approved in principle by the Board of Higher Education last week. A committee composed of Porter R. Chandler, chairman of the Board of Higher Education; Chancellor Albert H. Bowker; and the other board members will be appointed to meet with members of the Board of Trustees of the medical school to negotiate a suitable contract implementing the affiliation.

It is anticipated that the new medical school will be named The Mount Sinai School of Medicine of The City University of New York. It will remain financially autonomous and self-supporting under its own Board of Trustees, but The City University of New York will be responsible for the medical school's educational program. The university would support professorships in the basic sciences for the medical school, and qualified students of each institution will be able to participate in the academic educational programs of the other.

Happenings

A \$1,000 contribution for a one-room schoolhouse in Tanzania, Africa, was presented to the Peace Corps by the faculty, students and parents of the Simon Barauch Juniors High School.

"Blood Wedding," a full-length play by Federico Garcia Lorca, Spanish poet, was presented by the students of the Louis D. Brandels High School.

SECONDARY SCHOOL LIBRARIAN

- 1 (2); 2 (2); 3 (4); 4 (2); 5 (3); 6 (1); 7 (1); 8 (4); 9 (3); 10 (4); 11 (4); 12 (3); 13 (4); 14 (2); 15 (2); 16 (2); 17 (4); 18 (1); 19 (2); 20 (1); 21 (4); 22 (2); 23 (4); 24 (1); 25 (3); 26 (4); 27 (3); 28 (1); 29 (1); 30 (3); 31 (1); 32 (3); 33 (2); 34 (2); 35 (1); 36 (3); 37 (1); 38 (1); 39 (2); 40 (4); 41 (4); 42 (3); 43 (3); 44 (2); 45 (1); 46 (4); 47 (1); 48 (1); 49 (3); 50 (4); 51 (2); 52 (4); 53 (1); 54 (3); 55 (4); 56 (1); 57 (2); 58 (2); 59 (3); 60 (1); 61 (3); 62 (1); 63 (4); 64 (4); 65 (4); 66 (1); 67 (1); 68 (4); 69 (3); 70 (2); 71 (2); 72 (4); 73 (4); 74 (1); 75 (3); 76 (2); 77 (1); 78 (1);

ELIGIBLE LISTS

LICENSE AS TEACHER OF COMMON BRANCH SUBJECTS (1A-6B) IN DAY ELEMENTARY SCHOOL

- William E. Morrison, 8470; Samuel Frank, 8370; Isadore Weisberg, 8280; Hannah Blumberg, 8160; Irene Katz, 8080; Geraldine Agass, 8000; Mabel 7870; Helen Simon, 7830; Judith Barabli, Tannenbaum, 7950; Richard V. Hulart, 7830.
- Bernadette L. Maselek, 7810; Patricia A. Boner, 7770; Harold Press, 7750; Dorothy M. Schlobohm, 7700; Susan C. Snyder, 7640; Carol E. Cohen, 7550; Steven M. O'Hanlon, 7330; Anne T. Seiz, 7280; Carolyn T. Means, 7280; Maureen B. Mercuro, 7280.
- Fred Leifer, 7370; Joan A. Morris, 7840; Susan B. Morton, 7330; Marguerite M. O'Ranlon, 7330; Anne T. Seiz, 7280; Carolyn T. Means, 7280; Baureen B. Smith, 7280.
- Susan Y. Klein, 7260; Martin Rosen, 7250; Elizabeth J. Rapoport, 7250.
- Sylvia Levin, 7200; Ruby E. Botscher, 7110; Rae Sorokin, 7060; Joan R. Karnes, 7050; Margaret E. Luciani, 6990; Carol R. Kitzes, 6990; Carol R. Zuckerman, 6940; Estelle Broderson, 6870; Mary E. Newborn, 6870; Rosalie B. Wilner, 6840.
- Hildegard A. Tranhan, 6820; Roseann Staropoll, 6810; Gaila F. Weisberg, 6800; Judith A. Wanerman, 6740; Patricia S. Elkind, 6720; Frances Goldberg, 6680; Sybelle Steinberg, 6480; Veronica M. Martin, 6480; Doris M. Bachorik, 6470; Elaine L. Babolin, 6360.
- Eleanor F. Berger, 6620; Marilyn P. Meyers, 6620; Rachel Weiser, 6550; Josephine N. Camera, 6530; Gloria P. Dym, 6510; Florence R. Fleming, 6410; Carol A. Teelky, 6400; Barbara G. Langert, 6360; Susan Baron, 6340; Bernadette H. Ross, 6300.
- Cecilia A. Castioni, 6290; Ann M. Verrilli, 6280; Myra B. Ison, 6270; Mary M. Viggata, 6130; Janice A. Manzo, 6100; Sherry H. Libas, 6100; Arlene K. Bucher, 6090; Genera B. Sydney, 6070.

LICENSE AS PRINCIPAL IN JUNIOR HIGH SCHOOLS

- Robert S. Abraham, Eugene Agler, Arthur Appelbaum, Alfred Arnold, Michael Aronson, Alvin Baron, Leo Bonardo, Charles Borkowitz, Isidore Bernstein, Norman Black.
- Martin Blum, Leona Blumenfeld, Bernadette F. Boyle, Lola B. Bramwell, Patricia M. Callahan, Brigida Cavicchio, Morris M. Charney, Adele Charyn, Carmela T. Cinque, Frederick F. Cutitta.
- Adolph Dembo, Stephen A. Desposito, David Dicker, Ross A. Donnelly, Lawrence S. Finkel, Esther B. Frank, Judah Frank, Malcolm Friedman, Nathan Fuchs, Paul H. Gendler.
- Irvin Gerber, Eugene C. Gibney, Annette P. Goldman, Sydney Goodman, Jerome Green, Fred P. Greenbaum, Milton J. Greenberg, Marvin Halpern, Lillian

98,535 Received Time For Religious Instruction

A total of 98,535 boys and girls were released from New York early one day a week to participate in religious instruction, figures announced at Board of Education headquarters disclose.

This is 8,169 below the 106,804 figure of 1966.

The figures are for May 1 of the years involved.

The released time program is sponsored by the Greater New York Coordinating Committee on Released Time of Jews, Protestants and Roman Catholics.

Narcotics Bulletin

A new 33-page curriculum bulletin to help teachers update the efforts of New York City's public schools in the "Prevention of Narcotics Addiction and Substance Abuse" is being distributed to schools throughout the City for use in an intensified instructional program to begin next fall.

- C. Howitt, Cynthia R. Kamen, Jay Kaplan, Joseph Katz, Stephen A. Kirschner, Harold Koblner, George Krieger, Leon L. Kuris, Charles Lerner, David Lewin, Leonard R. Lichtblau, Seymour Litman.
- Edward Malament, Domenick Massaria, Mary A. McAssay, Joseph I. Mehlman, Leo Meyer, Morris Nierman, Bartolo E. Peluso, John F. Piselli, Samuel Rabinoff, Arnold Rainer.
- Irving Rosenbaum, Norman Rubinstein, Patricia M. Ruddy, Sol Rudin, George Salant, Charles I. Schonhau, Hazel E. Schreiber, Stanley Seidman, Herbert Shapiro, Jacob Shapiro.
- Jack Siegel, Alvin T. Slavin, Edward L. Solomon, Joseph S. Stark, Edward Stern, Milton J. Stier, Morris S. Stonehill, Ruth E. Traub, Paul Treatman, Mildred M. Vort.
- Sarah Wachtel, Robert D. Waldman, Bernard A. Walker, Barbara Weldon, David Wilner, Meyer Witlin, Sidney Young, Anne O. Zili, Alfred Zimmer, Miriam R. Precourt, Solomon Henner.

LICENSE AS CHAIRMAN OF DEPARTMENT OF MUSIC IN JUNIOR HIGH SCHOOLS

- Eugene Steiker, 8995V; David H. Newman, 8588V; Simon P. Loring, 8449V; George J. Saslow, 8410; Melvin M. Wodra, 8223V; Herbert Neediman, 8196V; Milton M. Friedman, 8155; Matthew Altschuler, 8135V; Martin G. Millela, 8040V; Richard L. Gilbert, 8018.
- Elmer E. Yearwood, 7882; Mark B. Weisber, 7842; Alexander Zukowski, 7807V; Norma Landi, 7713; Robert M. Seiden, 7706; Melvyn Weissel, 7670; Jack H. Block, 7635V; Joseph D. Theard, 7604V; Jack Levine, 7567; James W. Salta, 7408.
- Hampton S. Williams, 7389; Arthur Sigmund, 7313; Martin Genser, 7303; Philip M. Santolucito, 7215; John J. Kronse, 7200; Abraham Silverman, 7130; Edward G. Morris, 7090; Eugene M. Lonsdale, 7080; Marvin E. Yundel, 6770; Morton Silver, 6744; Leon Leibowitz, 6653.

LICENSE AS TEACHER OF INDUSTRIAL ARTS IN DAY HIGH SCHOOLS

- Anthony Valenti, 8662; Harold Kerschner, 8032; Martin Suarez, 7948; Felton M. Johnson, 7592; Samuel S. Levin, 7480; Joseph A. Baighino, 7298; Allen Weiss, 7128; Leon Bernstein, 7110; George J. Pondrich, 7104; Henry J. Danzara, 7092.
- Max J. Gerstein, 6990; Francis J. Carelli, 6944; Samuel Haberman, 6784; Julian T. Molozzo, 6734; Fred M. Gordon, 6644; William H. Gaxiola, 6658; William Parker, 6618; Hector A. Ciales, 6424; Mae D. Weral, 6338; Sam Loulan, 6316.

LICENSE AS TEACHER OF INDUSTRIAL ARTS IN JUNIOR HIGH SCHOOLS

- John A. Wachtel, 8014; Joseph F. Rozus, 7858; Harold Kerschner, 7692; Anthony Valenti, 7412; William H. Groshkopf, 7562; S. Harvey Stein, 7352; Fred M. Gordon, 7352; Gerald O. Toukin, 7336; Barry Oxman, 7254; Nelson Getzoff, 7228; Salvatore J. Magliore, 7158; Irwin J. Rudin, 7158; James A. 7208; Irwin J. Rudin, 7158; James A. Watkins, 7102; Henry J. Danzara, 7048; 7014; Felton M. Johnson, 7014; Arthur W. Nitti, 6994; Joseph W. Johnson, 6984; Burton S. Schiff, 6980; William M. Denosco, 6930; Elliot H. Tashow, 6920; Edmund C. Ludke, 6920; Morris Wallach, 6916; Samuel Haberman, 6914; Neil Appelkes, 6878; John L. Erickson, 6874.
- Max J. Gerstein, 6848; Leon Bernstein, 6814; Kenneth M. Chavis, 6814; Joseph A. Baighino, 6810; John A. Falcone, 6788; George E. Mueckel Jr., 6784; Roy L. Alexander, 6768; Donald E. Wenke, 6760; Angelo Sanobes, 6728; Anthony C. Barone, 6710; George L. Pondrich, 6688; Francis J. Carelli, 6662; Gilberto Vazquez, 6656; Marvin A. Oppenheim, 6624; Martin Klein, 6616.

- Bert S. Reiff, 6586; Bernard G. Siegelson, 6570; Lee H. Marpt, 6564; Stephen H. Kaye, 6514; Joseph R. Brown, 6422; Fred D. Bernstein, 6414; Edward P. White, 6374; Michael Wolfson, 6360; Jacob J. Gurau, 6352; Edward J. Grel, 6274.
- Phillip E. Thorne Jr., 6262; Gerald A. Nacheman, 6238; Meyer Meyerowitz, 6178; Lester Steinberg, 6178; Anzuel Saccoccio, 6152; Michael Kaplan, 6056.

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- Grades Kz—6, Per Diem Suba., P134Q (Hollis), 454-5544.
- All Grades, Per Diem Suba., P54K, 195 Sanford St., Brooklyn 11205, 855-3197.
- Instr. & Vocal Music-talent program, Sept. Instr. Music, Reg. Sub., full-term vacancy, term, P137K, 455-3417.
- P91K, 756-0540.
- JHS Voc. Music, Shower Attend., Per Diem Suba., Sept. term, Walt Whitman IS, 246K, BU 2-3230.
- Per Diem Suba., P86K, 443-9796.
- Vacancies in all areas for Sept. incl. Soc'y, J149X, 585-7448 or 585-7449 or write: 360 E. 145 St., Bronx, 10454 or arrange for interview.
- Math, Sci., Eng., Ind. Arts, Grls High Ed., Voc. Music, Lab. Ass't, Sept., J84K, Common Branches lics. considered. MI emergency lic. exams arranged. MI 7-1622.
- Eng., Math., Soc. Studies, Span., Sci., Typewriting, Home Eco., New IS155X, For Sept., 470 Jackson Ave., Bronx, 903-8460.
- Grades 1-5, P65X, Call 625-6801.
- EC teachers, CB, Librarian, Music, Sol., OTP, New P55X, 588-4922.
- See 7, summer school, P64M, CA 8-1180, Eng., Math, Sci., Vocal Music, Sept.,

KEY ANSWERS

GUIDANCE COUNSELOR IN ELEMENTARY AND JUNIOR HIGH SCHOOL

- 1 (4); 2 (3); 3 (3); 4 (3); 5 (3); 6 (3); 7 (4); 8 (3); 9 (4); 10 (2); 11 (4); 12 (3); 13 (1); 14 (4); 15 (1); 16 (3); 17 (1); 18 (3); 19 (1); 20 (4); 21 (3); 22 (1); 23 (1); 24 (3); 25 (2); 26 (1); 27 (4); 28 (1); 29 (1); 30 (4); 31 (3); 32 (1); 33 (4); 34 (4); 35 (3); 36 (1); 37 (4); 38 (4); 39 (4); 40 (2); 41 (2); 42 (3); 43 (1); 44 (1); 45 (2); 46 (2); 47 (2); 48 (4); 49 (4); 50 (4); 51 (3); 52 (1); 53 (1); 54 (1); 55 (4); 56 (1); 57 (4); 58 (4); 59 (3); 60 (3); 61 (2); 62 (4); 63 (2); 64 (4); 65 (4); 66 (3); 67 (3); 68 (3); 69 (1); 70 (2); 71 (4); 72 (3); 73 (2); 74 (4); 75 (4); 76 (2); 77 (2); 78 (4); 79 (3); 80 (2); 81 (3); 82 (2); 83 (1); 84 (1); 85 (1); 86 (1); 87 (2); 88 (3); 89 (2); 90 (3); 91 (3); 92 (1); 93 (2); 94 (3); 95 (3); 96 (1); 97 (2); 98 (2); 99 (2); 100 (1).

GUIDANCE COUNSELOR IN SENIOR HIGH SCHOOL

- 1 (4); 2 (1); 3 (3); 4 (2); 5 (4); 6 (2); 7 (4); 8 (3); 9 (4); 10 (3); 11 (3); 12 (1); 13 (1); 14 (2); 15 (3); 16 (2); 17 (3); 18 (1); 19 (2); 20 (4); 21 (3); 22 (1); 23 (4); 24 (4); 25 (1); 26 (4); 27 (3); 28 (1); 29 (4); 30 (2); 31 (4); 32 (2); 33 (3); 34 (4); 35 (2); 36 (1); 37 (4); 38 (1); 39 (1); 40 (4); 41 (3); 42 (4); 43 (4); 44 (2); 45 (4); 46 (3); 47 (2); 48 (3); 49 (1); 50 (2); 51 (1); 52 (2); 53 (4); 54 (3); 55 (4); 56 (1); 57 (1); 58 (2); 59 (2); 60 (3); 61 (2); 62 (3); 63 (2); 64 (2); 65 (3); 66 (4); 67 (1); 68 (2); 69 (3); 70 (1); 71 (3); 72 (3); 73 (4); 74 (2); 75 (2); 76 (4); 77 (1); 78 (1); 79 (4); 80 (1); 81 (1); 82 (3); 83 (3); 84 (4); 85 (1); 86 (2); 87 (4); 88 (3); 89 (2); 90 (1); 91 (1); 92 (2); 93 (4); 94 (3); 95 (3); 96 (2); 97 (2); 98 (1); 99 (3); 100 (1).

Villa Asks Hearing In Suffolk Court Check

PATCHOGUE — A capacity crowd of 250 applauded the formal installation of Robert Villa as president of the Suffolk chapter, Civil Service Employees Assn., at the chapter's dinner-dance here recently.

A delegation of county supervisors and officials was present at the affair, held in Felice's restaurant. Villa, who works in the county Health Department and lives in Peconic, was installed by Irving Flaumenbaum, president of the CSEA's Long Island Conference. Field representative John Corcoran Jr. was master of ceremonies.

Civil Service Law & You

(Continued from Page 6) Describe the steps that should be taken to help the classroom teachers of School A make appropriate adaptations in reading and mathematics programs. Explain clearly the part that should be played by the various members of the school staff. Justify your proposals.

As well pointed out by the petitioners:

IT IS THE principal's function and not the function of the Assistant Director of ADNS to decide upon steps to help classroom teachers with reading and mathematics programs or to assign roles to the school staff including the Administrator and six group teachers of All-Day Neighborhood Schools.

WITH THE dearth of legal precedents concerning appropriateness of examinations, it is regrettable that the Court gave such short shrift to the problem.

LETTERS TO THE EDITOR

(Continued from Page 6) after the day people go home? Who undresses the patients? Who sections the patients? Who puts them to bed? Who gives out medications? Who changes the beds of incontinent patients? Who showers patients? Who does the housework assigned to the 4-12 shift?

If you think that the 4-12 shift is so easy, how about joining us on this easy shift!!!

THE 4-12 SHIFT
MAIN BUILDING
Hudson River State Hospital

Transfer to Hyde Park

Editor, The Leader: With mixed emotions I read the letter "Justice" in the June 6 issue of The Leader. I was both amused and angry, since during 20 years of service I have worked all of these shifts.

I agree with the writer that daytime attendants work steadily. This shift involves many things: bathing, clinics, activities, doctors, visitors.

However it is untrue and unfair to say that evening attendants do "next to nothing", and that night attendants "rest" from 12 to 6 a.m.

Each tour of duty has its own particular chores which must be done. The additional money going to the evening and night shift compensates in part for the inconvenience of the working hours.

If this misinformed attendant followed my night or evening girls around for eight hours, he or she would find that there is quite a bit more involved than "serving supper" and helping with breakfast.

Further, if he or she is so un-

happy on the day shift, why not change over to evenings or nights? (Incidentally, the night help here is thinking of transferring to Hyde Park, if conditions there are so easy!)

MRS. EDITH ALBERTSON,
Head Nurse
Willard State Hospital

Fellow Barbers!

Editor, The Leader: It is about time all barbers in Mental Hygiene get together and request an upgrading. All other departments have asked and some upgrades have been granted.

A great many titles in the same grade or even higher than ours do not even require a formal education. We need a State license, and to obtain this we had to have at least 1000 hours working with a master barber. Then we apply for an apprentice and put in many more hours, before applying for an application to take a written and practical test for the barber license.

In many institutions the work load is getting heavier and teaching patients the art of barbering is much more strenuous today than it was years ago.

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We must rally together, fellow barbers, and request a reallocation for the barbers in Mental Hygiene, to at least grade 10. Let us talk to our chapter president to get the ball rolling.

BARBERS
Willowbrook State School

New Administrator

Mayor John V. Lindsay last week announced the appointment of Albert F. Moncure as Deputy Welfare Commissioner in charge of administration.

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Successor

ALBANY—John J. Carusone of Saratoga Springs has been named to the Saratoga Springs Commission for a term ending June 30, 1968. He succeeds the late Robert C. Roberts of Hamilton.

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SCHOOL DIRECTORY

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THE Leader camera went visiting at the annual meeting of the Capital District Conference, Civil Service Employees Assn., at Lake Luzerne last week. The top left frame shows the new officers with A. Victor Costa, retiring Conference president. Left to right, are: Marian Farelly, secretary; Edgar Troidle, treasurer. Max Benko, president; Costa; Thomas McDonough, first vice-president and Margaret Fleming, second vice-president. The workshop panel discussion, top right frame, discussed

the new Public Employee Fair Employment Act with, left to right: Irving Flaumenbaum, Jack Pender, Joseph Lochner and Seth Towse, as panelists; Shirley Ellett, president of the Workmens Compensation Board chapter, bottom left frame, received the 1967 President's Award from Costa for her work in securing subscribers for the annual conference journal. The final frame shows part of the 165 delegates who attended the conference taking part in the seminar.

Max Benko Elected Capital Conference President

LAKE LUZERNE—Max Benko of the Department of Law chapter, Civil Service Employees Assn., was elected president of the Capital District Conference, CSEA, during the annual meeting of the conference at Hidden Valley Dude Ranch here last week. Benko had served as vice-president and succeeded A. Victor Costa who declined to seek re-election.

Elected to serve with Benko were Thomas McDonough, first vice-president; Margaret Fleming, second vice-president; Marian Farelly, secretary and Edgar Troidle, treasurer.

A special feature of the meeting was the workshop conducted during the morning session, which this year stressed the new Public Employees' Relations Law and its implications. The speakers at the workshop were Joseph D. Lochner, CSEA executive director; Seth Towse, Counsel, and John Pender, field representative and Irving Flaumenbaum, second vice-president, who is also president of Nassau County chapter.

In summarization, Costa brought out these specific points: the rights of CSEA representatives to visit the various State institutions to speak to the employees; salary negotiations; the necessity of giving and taking in bargaining; strikes may be provoked.

During the afternoon session, the regular business meeting was conducted. Various committee members and their respective chairmen received commendations and appreciations from Costa and were dismissed having successfully served their terms during the Conference year.

The Conference has unanimously adopted the

following resolutions which have been directed to the Association's Resolutions Committee for



FAREWELL — A. Victor Costa, outgoing president of the Capital District Conference, makes his farewell address during the annual meeting of the conference last week at Lake Luzerne. Costa declined to seek re-election for another term. The conference, during the business session, passed a resolution, supporting the nomination of Costa for the office of first vice-president of the State Civil Service Employees Assn.

consideration and referral to the delegates-at-large at the annual October meeting of the Association:

- Be it therefore resolved when a person leaves or retires from State service he shall be reimbursed in cash payment for all accrued sick leave in excess of 60 days at 2/3 rate.
- Resolved, that the Association take all necessary steps to provide that the State Health plans be revised to enable dependents of deceased employees to be entitled to continue the full State Health plans at the same rate as that paid by the deceased employee for such dependents.
- Resolved, that the Association sponsor and support the necessary action to provide for the establishment of a CSEA Hall of Fame for the purpose of recognizing individuals who have made significant contributions to the realization of the objectives of CSEA. Eligibles include active, inactive and deceased members of CSEA, employees, and deceased employees of CSEA.
- Resolved, that appointments to entrance level positions be made at variable salary increment steps within the grade level dependent upon training and experience above the minimum required.
- Resolved, that the Association take the necessary steps to amend the State Health Insurance plan to provide for continued coverage to dependents of deceased retirees, and that this coverage be paid for and the cost

(Continued on Page 16)

Requested By Lefkowitz

State Convention Proposal Asks Forfeiture Of Jobs For Public Employees Who Will Not Testify

ALBANY — All public employees would forfeit their jobs on refusing to answer questions about their official duties under a proposal placed before the State Constitutional Convention by Delegate Willard A. Genrich of the 53rd Senate District.

The proposition has the support of Attorney General Louis J. Lefkowitz and was introduced at his request.

No public employee could hold another job with the State, city,

P.R. Column

(Continued on Page 2)

removed by public opinion through its representatives in government.

Public relations can never be some kind of special sugar that can be sprinkled on a sour situation to make it taste sweet. Good public relations have to be deserved. Most people simply do not understand the terminology of business and industry. They want facts and interpretations in terms they can understand. More importantly, the thought leaders to whom they look should be well informed.

Public relations goes far beyond press relations and publicity. It must interpret the company or interest to the public, and it should interpret public opinion to management. It must use many means of reaching the many categories of the public interested in the various operations of the enterprise, and it must try to instill the public relations spirit into all departments of the organization.

WE COMMENT these seven items and the remainder of the Handbook's more than 900 pages to all government public information officers and others in civil service, who are interested in the basics as well as the nuts and bolts of public relations.

town, village or authority for five years on refusing to testify before a grand jury, under its provisions

According to the Attorney General, the amendment to the Constitution is necessary to clarify a section which presently provides that "... any public officer" who refuses to testify shall forfeit his office under the conditions stated.

"The question has arisen on several occasions in recent years and litigation is now pending involving the question of whether the language 'public officer' also means a public 'employee'. In fact, an Erie County Grand Jury recently recommended that this section of the Constitution be amended to clarify the meaning and unqualifiedly state that it applies to any person holding public position, office or employment." Attorney General Lefkowitz said. The present section of the Constitution does not cover contractors or sub-contractors.

The proposition states that the full sanction of the amendment will apply when the refusal to answer questions is made after an offer of immunity is made to the public employee by a competent authority.

Another feature of the proposed amendment provides that a public employee must also testify concerning the conduct of his office or employment held by him

within five years prior to the call to testify by the grand jury. Under the present State Constitution only public officials are included within this provision.

New President

ALBANY—Dr. Kurt R. Schmelser, a Wisconsin educator, has been named president of Queensborough Community College in New York City.

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Comm. Seminar Held In Albany

ALBANY — The ninth annual seminar of State election commissioners was held here recently at the State Capitol.

Among the speakers was John J. Ghezzi, deputy secretary of state, who discussed the 1967 amendments to the Election Law. Elmer F. Lux, director of the department's servicemen's voting bureau, talked on the military ballot.

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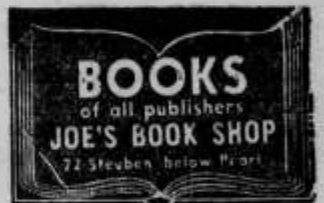
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Mental Hygiene Meeting Highlights

(Continued from Page 1)

of all basic ward service positions.

CSEA will pursue the matter further with the Department, to obtain a stronger supporting statement for these reallocations.

2. Reorganization of the psychology service

In February, Commissioner Miller advised us that the Department had received several recommendations from groups of professional employees regarding reorganization of the Psychology Service, but that no official departmental proposal had been accepted.

This is still the case. A new position of Consultant Psychologist in the Central Office will play a role in any proposal to be recommended by the Department.

CSEA stated that a group of its members in clinical psychologist titles have produced a detailed recommendation for the reorganization of the Psychology Service and would like to meet with the Commissioner to make an official presentation. Doctor LaFave advised that the Department would be glad to arrange for the meeting.

3. Reclassification of psychiatric social worker titles

Discussion under this item was devoted to disclosure and explanation of the department's "Social Work Career Ladder" plan. (A detailed document appeared in the June 13 edition of The Leader.)

4. Compensation for registered nurses and licensed practical nurses for operating room emergency service and standby time

At our last meeting, the Department said it would have to look into the frequency of the "on-call" requirement prior to reporting back to us. The Department now says it has not yet dis-

cussed this matter with the Division of the Budget. The suggestion was made that the item be taken up at a meeting prior to our Fall meeting.

5. The establishment of maintenance apprentice positions to permit automatic salary adjustments over a three-year period so that, at the end of three years incumbents would attain the journeyman title and salary grade

We insisted that a further attempt be made to establish such a program and cited the equity involved in the limited promotional opportunities of State employees holding "Maintenance Man" positions, including all of the maintenance specialties. The Commissioner said the Department will consider asking the Civil Service Department and the Division of the Budget once again for the establishment of such a program. We informed Doctor Miller that we would continue to press on this until such action was taken.

6. Time off for emergency service

CSEA has insisted that an employee called in to work on an emergency basis should be credited with no less than four hours of work. This now has to be considered in conjunction with the new overtime pay rules. The Department asked that we submit specific proposals concerning this matter and the problem of standby time.

7. Availability of institution promotional eligible lists to employees requesting same

CSEA requested that employees in Mental Hygiene Institutions be given an opportunity to see institutional promotional eligibility lists upon request to either the Institution Personnel Officer, Business Officer, or Director.

The Department agreed with

our request.

8. Distribution and posting of employee organization materials.

We again informed the Commissioner that the Department's lack of enforcement of its policy on this will result in complete disregard for such policy by CSEA. We were advised that deviations from the policy should be taken up with Institution Directors.

New Business

1. Adjustment of employees' leave accruals based on implementation of the 37 and 1/2 hour work week for institution office employees

CSEA representatives vehemently denounced the procedure of adjusting Institution Office and Clerical employees' leave credits downward as a result of the implementation of the 37 and 1/2 hour work week for such employees. Under this procedure employees' leave accruals were adjusted downward by one-half-hour for each eight hours of leave credited while working on the 40-hour work week. The implementation of the 37 1/2 hour work week provides Institution Office and Clerical employees with a 7 1/2 hour workday rather than an 8 hour workday. Thus, in order to maintain the same number of leave days standing to the credit of an employee, the Department of Civil Service directed that every 8-hour unit of credited leave should be reduced to 7 1/2 hours.

As a result of our vehement objections to this Civil Service Department procedure, the Department agreed to request the Civil Service Department to get leave credits taken away under this procedure reinstated.

2. Implementation of the new overtime rules and regulations and the eligibility of the employees thereunder

CSEA representatives expressed their dissatisfaction with the Budget Director's new overtime rules and asked for leniency of implementation by the Department of Mental Hygiene.

We discussed the matter of compensatory time off for employees who are required to work on a holiday when such holiday falls during the employee's regularly scheduled work week.

We asked that the Department provide us with a list of titles it is recommending to the Budget Director as ineligible for overtime credit. We insisted that the Department recommend to the Director of the Budget no lessening in the list of eligible titles.

We were advised that the State Attendance Rules were being changed in conjunction with the new overtime pay rules. With respect to holidays occurring during a regularly scheduled work week to an employee, an employee should be granted a day off in lieu of the holiday. The Department hoped that the employee could be given a lenient choice in the selection of the day which he wants off in lieu of the holiday worked.

With respect to holidays worked on an employee's regularly scheduled pass day, the department said such employees should receive time and one-half pay for a day's overtime plus one day of compensatory time in lieu of the holiday.

The Department also said it was working on a proposal to secure eligibility for overtime work for employees between salary grades 15 and 23.

Buffalo Sewer Auth. Takes CSEA Advice-Raises Pay

BUFFALO — The Buffalo Sewer Authority, after recommendations from the Sewer Authority Unit, Erie chapter, Civil Service Employees Assn., has approved pay raises totaling \$131,600 for 245 workers.

The pay hikes average 6.7 percent and for the first time in the authority's 30-year history increments were provided for longevity. They are \$100 after 15 years, and \$200 after 20, 25 and 30 years.

An employee with 30 years service, it was explained, would get a longevity boost of \$700.

Daniel Tattenbaum, president of the CSEA unit, noted earlier raises of nearly eight percent in 1965 and 3.2 percent last year.

"All this was achieved without raising the sewer taxes," Tattenbaum said, "and this, in the inflationary era that we live in, is quite a feat."

The CSEA leader thanked Anthony J. Naples, Sewer Authority

chairman and other officers, for "cordial relations with the CSEA. This we believe is very conducive to better service to the taxpayer through better employee relations."

To Head State U. At Geneseo Chap.

GENESEO—Mrs. Edna Randall of Geneseo, has been elected president of the State University College at Geneseo chapter of the Civil Service Employees Assn.

Serving with Mrs. Randall will be Mrs. Ruth Macauley, Mt. Morris, vice president; Miss Gloria Tarantella, Retsof, secretary; and Miss Martha Turner, Livonia, treasurer.

Delegate is Mrs. Helen Weber, Dansville; alternate delegate, Mrs. Mary B. Montemarano, Geneseo.

The Executive Council members are Mrs. Florence Beckwith, Dansville; and Thomas Conlon, Geneseo.

Highland School Chapter Meets

HIGHLAND—Members of the Highland Training School chapter, of the Civil Service Employees Assn., conducted their annual membership meeting recently at Hickory Manor, Route 299, Highland.

Those attending the buffet supper included Supervisor Joseph Martarano, Angelo Gil Pliocco, president of the chapter; Mrs. Michael A. Carlo, first vice president; John Mieliski, treasurer; and Mrs. Rose Buckridge, social committee chairman.

School Chapter Elects Laufer

SYRACUSE — Clarence M. Laufer, Jr., was installed as president of the Syracuse State School chapter, Civil Service Employees Assn. recently, at Cerlo's Restaurant, State Fair Blvd.

Laufer was elected recently to succeed Charles Ecker in the post.

Other installed by John Ray, CSEA field representative, include: Francis Wassel, vice-president; Arthur Sheley, delegate; James Moosbrugger, alternate; Jane Dankow, recording secretary and Vera Clemo, corresponding secretary.

The Board of Directors will include: Barbara Raymond, Johanna Kelyl, Catherine Mahar, Thomas Angiolillo, Donald James and Edward Minton.

Public Employee Board

(Continued from Page 1)

sity College at Oswego, and his master's degree from Ohio State University. Dr. Helsby, 48, awarded a doctoral degree in education from Cornell University. After serving as professor and assistant to the president at Oswego, in 1959 he was appointed Executive Industrial Commissioner of the State Department of Labor, and served in that capacity until January 1, 1966, when he assumed his present position at State University.

Dr. Helsby is chairman of the New York State Apprenticeship Council. During World War II, Dr. Helsby served as a U.S. Navy officer aboard PT boats in the South Pacific Theatre of Operations. He began his Navy service as an apprentice seaman, and now holds the rank of captain in the U.S. Navy Reserve.

Crowley of Yonkers, 48, is Professor of Law at Fordham University School of Law. He is a graduate of Fordham College and Fordham Law School. From 1940 until 1949 he was employed by Todd Shipyards Corporation in New York City, in the field of labor relations. He was also associated with the law firm of Satterlee, Winfield and Stephens in New York City, specializing in labor law. In 1957, he joined the faculty of Fordham University School of Law, and has been a full professor since 1963. He teaches labor law and equity. During World War II, Crowley served in the U.S. Army Air Force,

and is now a major in the Air Force Reserve.

Fowler of New York City, chairman of the State Commission of Human Rights, has resigned from that position in order to accept appointment as a member of the Public Employment Relations Board. At 46, he is a graduate of Cornell University with a bachelor's degree in industrial and labor relations, and holds a master's degree in public administration from New York University. Fowler is also a graduate of Brooklyn Law School and was admitted to the State bar in 1956. In 1959, Fowler was appointed by Governor Rockefeller as Deputy Industrial Commissioner of the State Labor Department, and served there until 1961, when he was appointed a Commissioner of the State Commission for Human Rights. In 1962, he was appointed chairman of the Commission.

Exam Passers

BUFFALO — The State Civil Service Department recently announced the names of Western New York residents who passed examinations for civil service positions. The list follows:

Resources reimbursement agent, \$10,330 to \$12,430, Richard Howell, Kenmore.

Chief bookkeeper, \$7,085 to \$9,085, F. G. Whittemore, Buffalo; Cornelius Wild, Buffalo; R. J. Krolewicz, Buffalo and Joseph A. Scoma, Buffalo.