CSEA Wins Postponement on OGS Firings; Angry Mass Meeting Draws Crowd

ALBANY—A two-week postponement in the proposed June 18 firing of nine chauffeurs by the State Office of General Services was won by the Civil Service Employees Assn. last week as the result of a meeting of a special committee and OGS Commissioner C.V.R. Schuyler.

At Leader press time, a similar meeting had been scheduled on the behalf of 35 State architects also threatened with dismissal.

Warrant, Transfer Officers Reallocated After CSEA Appeal

(Related To The Leader)

ALBANY—State warrant and transfer officers have been reallocated from grade 13 to grade 14, and senior warrant and transfer officers reallocated from grade 16 to grade 17, as a result of an appeal by the Civil Service Employees Assn. in conjunction with the State Division of Parole on behalf of the employees.

The reallocations are effective as of May 3, 1969. State Budget Director T. Norman Hurd approved the reallocations when the Civil Service Employees Assn. requested that the Civil Service Commission, after hearing evidence from CSEA, recommended the move.

Several chauffeurs have received dismissal notices terminating their services as of June 18, while the department has not yet decided which architects it will let go.

Wendy Attacks

Theodore G. Wenzi, CSEA president, told employees at the meeting that CSEA is "determined to get to the bottom of this thing. Cutting personnel under these circumstances in my opinion is the last place to start in light of things you and I know are going on with the expenditures of State funds," he said.

Other CSEA speakers included executive director Joseph D. Lochner, attorney Frederick Riehler, research director William L. Blum and Albany field representative John Civini.

Several Voice Protest

Several employees attending the meeting took the floor to voice their protests. Among them was George Michon, chief of the heating design group at OGS, who said that he had been keeping records for 20 years which showed that, on the whole, buildings cost substantially more when planned by outsiders than when planned by OGS employees.

A letter from a group of employees to CSEA stated that the layoffs are "another step in a progression of steps to ensnare the labor and phase out the present professional group to a management group."

(Continued on Page 3)

Wallkill School Aides Win 12% Raise

WALLKILL—The Wallkill Central School unit of the Civil Service Employees Assn., and the Board of Education of the district have signed a two-year contract.

The contract, which goes into effect on July 1, allows for a 12 percent raise over the next two years; a 1/60th non-contributory retirement; increased sick leave benefits; uniforms supplied for full-time cafeteria employees; seniority as the governing factor for promotions; two additional rotating holidays for custodians and overtime at time-and-a-half on a 40-hour week basis.

WALLKILL PACT — Wilson Edmunds, left, acting president of the Wallkill Central School unit, Civil Service Employees Assn., is shown as he signed a new two-year contract with the Wallkill Central School Board of Education. In the center is Kathleen DeVoe, representative for office personnel in negotiations, and on the right, George Martin, president of the Board of Education.
OR-RH •>

while their biggest battle in the 1969 Legislature—the fight against the fourth platoon—was lost, Ed Kiernan, vice-president of "New York's Finest" will not forget the assistance of those legislators who fought to the end to have the bill killed.

Three Republican senators were particularly cited for their strong leadership—Martin Koen, William Adams and Minority Leader Joseph Zaratek. The PBA also took note that the intra-party fight in the Democratic Senate ranks was led by men who took the floor later in support of the patrolmen's position but were forced by political reasons to ultimately vote for the measure.

Assembly Friends
On the Assembly side, John Gallagher, Alfred Lerner, Robert Kelly and Dominick Di Carlo fought a strong fight from the Republican side of the aisle along with their Republican-Conservative teammates, Joseph Zuccarelli, Mrs. Rosemary Gunnery and Vito Battista.

While the Legislative fight against the fourth platoon was unsuccessful, other gains were made in the fields of pension for those still on the payroll and benefits for those already retired.

Supporters of and fighters for the pension provisions included Senator Jeremiah Bloom, on the Democratic side and, on the other side of the aisle, Staten Island Senator John J. Marchi, as well as Assemblyman George Cinotta and Louis DeSalvio, both New York City Democrats.

The PBA enjoys good relations with many other members of the State Legislature, who consistently strive to pass legislation which is beneficial to the uniformed forces of the City. When the PBA accused the State of not reporting on the gains of the City's firefighters and the State's largest and most powerful union, the Civil Service Employees Association, many of the names were the same as those reported by the PBA.

Helping Hands
The police organization was quick to point out many other friends and associates of civil service who have consistently and energetically backed those bills which have aided civil servants in their quest to become and remain first class citizens.

Included in the list—and by far not the only ones—are: Senator John Flynn, a Yoshike Republican, chairman of the Civil Service Committee of the Senate; Senators Nicholas F erraro, Murray Schwartz, and Paul Bookson, all Democrats; and Republican Senators Edward Spence, William O'Con- 

Three Republican senators were

particularly cited for their strong leadership—Martin Koen, William Adams and Minority Leader Joseph Zaratek. The PBA also took note that the intra-party fight in the Democratic Senate ranks was led by men who took the floor later in support of the patrolmen’s position but were forced by political reasons to ultimately vote for the measure.

Assembly Friends
On the Assembly side, John Gallagher, Alfred Lerner, Robert Kelly and Dominick Di Carlo fought a strong fight from the Republican side of the aisle along with their Republican-Conservative teammates, Joseph Zuccarelli, Mrs. Rosemary Gunnery and Vito Battista.

While the Legislative fight against the fourth platoon was unsuccessful, other gains were made in the fields of pension for those still on the payroll and benefits for those already retired.

Supporters of and fighters for the pension provisions included Senator Jeremiah Bloom, on the Democratic side and, on the other side of the aisle, Staten Island Senator John J. Marchi, as well as Assemblyman George Cinotta and Louis DeSalvio, both New York City Democrats.

The PBA enjoys good relations with many other members of the State Legislature, who consistently strive to pass legislation which is beneficial to the uniformed forces of the City. When the PBA accused the State of not reporting on the gains of the City’s firefighters and the State’s largest and most powerful union, the Civil Service Employees Association, many of the names were the same as those reported by the PBA.

Helping Hands
The police organization was quick to point out many other friends and associates of civil service who have consistently and energetically backed those bills which have aided civil servants in their quest to become and remain first class citizens.

Included in the list—and by far not the only ones—are: Senator John Flynn, a Yoshiko Republican, chairman of the Civil Service Committee of the Senate; Senators Nicholas Ferraro, Murray Schwartz, and Paul Bookson, all Democrats; and Republican Senators Edward Spence, William O’Con-

and Robert A. Low

NEW YORKERS WHO KNOW... SHIFT TO LOW. HE DOES THINGS.

New York should work for those who work for New York

ROBERT A. LOW

For President of City Council

Democrats Primary June 17

Vote Robert A. Low

New Yorkers Who Know... Shift to LOW. He Does Things.

For President of City Council

Democrats Primary June 17

Vote Robert A. Low

New Yorkers Who Know... Shift to LOW. He Does Things.

For President of City Council

Democrats Primary June 17

Vote Robert A. Low

New Yorkers Who Know... Shift to LOW. He Does Things.
White Plains Chap. Elects R. J. Doherty

WHITE PLAINS — Robert J. Doherty was elected president of the White Plains chapter of the Civil Service Employees Assn. at a meeting recently. Retiring president Leo J. Malmo was given a watch from the members.

Also elected were Edward Keane, vice president; Pauline D. post; secretary; Robert Donnelly, treasurer; and Joseph Rocher, chapter delegate.

The mission of the chapter has served for several years as a member of the Board and has "rendered yeoman service to both the State and its employees in improving the relationship between them," said Mrs. Poston.

The Board does not have the power to make binding decisions on employee grievances, but does hold hearings and recommends action to various State Departments.

Two State Park Aides Honored For Outstanding Service

STONEY POINT — The first of annual awards for outstanding service to the New York State Park System have been presented to two veteran state employees.

The awards are being made in memory of the late Leonard J. ltufttission, former director of state parks, who died in 1964.

The presentation was by Laurance S. Rockefeller at ceremonies held recently at Deer Mountain. Receiving the citations were: Alfred Kenneth Morgan, employee and general manager of the Palisades Interstate Park Commission, and:

Roger H. Ginnix, general park superintendent for the Central New York State Parks Commission.

Two State Park Aides Honored For Outstanding Service

Hempstead GSEA Unit Sets Dinner

(From Leader Correspondent)

The Nassau unit of the CSEA established its unit last week.

Members of the nominating committee are Olin Benedict of New Hampton Training School; Salvatore Butero of State Psychiatric Institute; Julia Duffy of Pilgrim State Hospital; Charles Ecker of Syracuse State College; Pauline Finkenthal of New School State; Joseph Sykes of State Thruway Authority; Samuel Emmett of Taxation & Finance; Cletus Rosenkrans of the Division of Employment; Cesar past CSEA president Joseph Feli of Albany; John Conm of Albany; Clifford Shoro of Albany; Beulah Thall of Troy; and Charles Bird Jr. of Albany; Samuel Borell of Onondaga County; Joseph Frank of Honeosuk County; Blancha Rueh of Nassau County; Frank Talone of Ontario County.

Ginsberg expressed his appreciation to the members of the committee for their efforts and dedication to this most important task. He also thanked those members who submitted names to the committee for consideration.

Nominations are as follows:

President: John J. Hennessy.

First vice-president: Raymond G. Castle, Irving Plaumann; Thomas McDear Missy; Robert J. Doherty.

Second vice-president: Solon Bendet, Randolph V. Jacobs.

Third vice-president: Hassel G. Abrams, Margaret Anastadis.


Fifth vice-president: George W. DeLang, Nicholas Puzziferri.

Treasurer: Jack Maglin.

Dochser Named Chairman Of Appeals Board

ALBANY — Judge Robert Dochser has been appointed interim chairman of the State Grievance Appeals Board.

Civil Service Commission president E. dora Poston announced last week.

Judge Dochser replaces William J. Isacson, who had been chair-

Chairman Eves, secretary; William E. Stuckhoff, president; Elia Pana
tino, sergeant at arms; and Alfred Di Martinez, board of directors. Plaumann heads ceremony on the right.

OGS Firings Postponed

(Continued from Page 1)

"Great Waste"...Most CSEA officials cited the large amounts of money being contracted to outside firms as a great waste. "We are all aware that the OGS is spending State money left and right for outside consultants," the CSEA official said. "Why not save money and use the talent we have right here in OGS? Firing our own people, who can do the job cheaper and better, is in- credible."

CSEA officials also have sent a telegram to Governor Rockefeller urging him to halt the dismissals, which, in the case of the architects and engineers, involve jobs in the civil service competitive class.

Members of the special committee are architects James Forbes, Richard Huett, Richard Boswell, Ronald V. Pesci.

Watertown Clerk Retiring After 16-Yr. Tenure

WATERTOWN — Watertown's city clerk, Mrs. Elizabeth D. Briar, retires after 16 years in office Aug. 1.

A member of the Jefferson chapter, Civil Service Employees Assn., served with four mayors. Prior to her appointment to the municipal post in 1943, she was professionally involved with civic projects in this city.

A native of Ogdensburg, she was once public relations direc-

Chairman Eves, secretary; William E. Stuckhoff, president; Elia Pana
tino, sergeant at arms; and Alfred Di Martinez, board of directors. Plaumann heads ceremony on the right.

OGS Firings Postponed

"Great Waste"...Most CSEA officials cited the large amounts of money being contracted to outside firms as a great waste. "We are all aware that the OGS is spending State money left and right for outside consultants," the CSEA official said. "Why not save money and use the talent we have right here in OGS? Firing our own people, who can do the job cheaper and better, is in- credible."

CSEA officials also have sent a telegram to Governor Rockefeller urging him to halt the dismissals, which, in the case of the architects and engineers, involve jobs in the civil service competitive class.

Members of the special committee are architects James Forbes, Richard Huett, Richard Boswell, Ronald V. Pesci.

Watertown Clerk Retiring After 16-Yr. Tenure

WATERTOWN — Watertown's city clerk, Mrs. Elizabeth D. Briar, retires after 16 years in office Aug. 1.

A member of the Jefferson chapter, Civil Service Employees Assn., served with four mayors. Prior to her appointment to the municipal post in 1943, she was professionally involved with civic projects in this city.

A native of Ogdensburg, she was once public relations direc-

Chairman Eves, secretary; William E. Stuckhoff, president; Elia Pana
tino, sergeant at arms; and Alfred Di Martinez, board of directors. Plaumann heads ceremony on the right.

OGS Firings Postponed

"Great Waste"...Most CSEA officials cited the large amounts of money being contracted to outside firms as a great waste. "We are all aware that the OGS is spending State money left and right for outside consultants," the CSEA official said. "Why not save money and use the talent we have right here in OGS? Firing our own people, who can do the job cheaper and better, is in- credible."

CSEA officials also have sent a telegram to Governor Rockefeller urging him to halt the dismissals, which, in the case of the architects and engineers, involve jobs in the civil service competitive class.

Members of the special committee are architects James Forbes, Richard Huett, Richard Boswell, Ronald V. Pesci.

Watertown Clerk Retiring After 16-Yr. Tenure

WATERTOWN — Watertown's city clerk, Mrs. Elizabeth D. Briar, retires after 16 years in office Aug. 1.

A member of the Jefferson chapter, Civil Service Employees Assn., served with four mayors. Prior to her appointment to the municipal post in 1943, she was professionally involved with civic projects in this city.

A native of Ogdensburg, she was once public relations direc-

Chairman Eves, secretary; William E. Stuckhoff, president; Elia Pana
tino, sergeant at arms; and Alfred Di Martinez, board of directors. Plaumann heads ceremony on the right.

OGS Firings Postponed

"Great Waste"...Most CSEA officials cited the large amounts of money being contracted to outside firms as a great waste. "We are all aware that the OGS is spending State money left and right for outside consultants," the CSEA official said. "Why not save money and use the talent we have right here in OGS? Firing our own people, who can do the job cheaper and better, is in- credible."

CSEA officials also have sent a telegram to Governor Rockefeller urging him to halt the dismissals, which, in the case of the architects and engineers, involve jobs in the civil service competitive class.

Members of the special committee are architects James Forbes, Richard Huett, Richard Boswell, Ronald V. Pesci.

Watertown Clerk Retiring After 16-Yr. Tenure

WATERTOWN — Watertown's city clerk, Mrs. Elizabeth D. Briar, retires after 16 years in office Aug. 1.

A member of the Jefferson chapter, Civil Service Employees Assn., served with four mayors. Prior to her appointment to the municipal post in 1943, she was professionally involved with civic projects in this city.

A native of Ogdensburg, she was once public relations direc-

Chairman Eves, secretary; William E. Stuckhoff, president; Elia Pana
tino, sergeant at arms; and Alfred Di Martinez, board of directors. Plaumann heads ceremony on the right.
Leader Publisher Receives Degree

(Continued from Page 1)
York Law School.
The LL D. degrees were also
presented to J. Seward Johnson
vice-president of the Johnson and
Johnson Company, pharmaceutical
manufacturers, and New York
Law School Associate Dean John
V. Thornton, who is also assistant
general counsel of the Conscil­
dated Edison Company.
Finkelstein is chairman of the
board of the Struthers Wells
Corporation and publisher of the
New York Law Journal and the
New York Daily Column. He is
a member of the board of visitors
of the United States Military
Academy at West Point, a mem-
ber of the executive council of
Southampton College, Long Is-
land University, and also a
member of the President's Coun-
cil of the Graduate School of
Public Administration of New
York University.

Johnson is a trustee of the
Woods Hole Oceanographic In-
stitute and of the Huntington
County Medical Center and a
member of Governor Hughes's
Economic Valuation Committee
for a new law school in Jersey.
Dean Thornton taught law at
the law schools of Yale, Colum-
bia, New York and St. John's
Universities. He served as law
secretary to the New York Court
of Appeals and as counsel for the
New York World's Fair Cor-
poration.
The commencement was the
second for the seventy-seven-
year old law school since its af-
filiation with Pace College in 1906.
Dean Thornton delivered the
commencement address. Acting
Dean Charles W. Froessel, form-
er judge of the New York State
Court of Appeals and chairman
of the school's board of trustees,
presided at the exercises.

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 applica-
tions Section of the New York
City Department of Personnel is
located at 49 Thomas St., New
York, N.Y. 10013. It is three
blocks north of City Hall, one
block west of Broadway.
Applications: Filing Period—
Applications issued and received
Monday through Friday from 9
a.m. to 5 p.m., except Thursday
from 8:30 a.m. to 5:30 p.m., and
Saturday from 9 a.m. to 12 noon.
Application blanks are obtain-
able free either by the applicant
in person by his representative
at the Application Section of the
Department of Personnel at 49
Thomas Street, New York, N.Y.
10013. Telephone 565-9792.
Mailed requests for applica-
tion blanks must include a stamped,
self-addressed business-size en-
vvelope 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 exami-
nation announcement.
The Application Section of the
Personnel Department is near the
Chambers Street stop of the
main subway line that goes through
the area. These are the BMT 7th
Avenue Line and the IND 6th
Avenue Line. The IND Lexinton
Avenue Line stop is one of the
Brooklyn Bridge stop and the BMT
QF and RR local's stop is City Hall.
Both lines have exits to Drama
Street, a short walk from the Per-
sonal Department.

STATE
STATE—Department of Civil
Service, 1256 Ave of the Americas,
N.Y. 10016, phone 765-3811; Gov.
Alfred E. Smith State Office Build-
ing and the State Office Campus,
Albany 12226; Suite 750, 1 West
Genessee St., Buffalo 14202; State
Office Bldg., Federal Plaza at Duane
St. and Broadway, New York. N.Y.
10013. Telephone 565-9792.
After 5 p.m. telephone, (212)
765-3811, give the job title in
which you are interested, plus
your name and address.
Candidates may obtain applica-
tions for State jobs from local
offices of the New York State
Employment Service.

FEDERAL
FEDERAL—Second U.S. Civil
Service Region Office, Federal
Bldg., Federal Plaza at Duane St.
and Broadway, New York, N.Y.
Hours are 8:30 a.m. to 4 p.m.
Monday through Friday. Also
open Saturdays 9 a.m. to 1 p.m.
Telephone 573-5101.
Applications are also obtain-
able at main post office, but not
the New York, N.Y., Post Office.
Boards of examiners at the par-
ticular installations offering the
tests also may be applied to for
further information and applica-
tion forms. No return envelopes
are required with mailed requests
for application forms.
CSEA Panel Ponders New Regional Offices

ALBANY—The Special Regional Office Committee of the Civil Service Employees' Association has scheduled a meeting for June 23 at the DeWitt Clinton Hotel here, to further discuss the areas in New York State for which regional offices may be needed.

The committee last met on June 4, when they discussed not only possible recommendations for regional offices, which will be presented at the annual meeting in September, but also other related issues including financial maintenance, extending of service and staffing.

Those in attendance at the June 4 meeting were: Samuel Notaro, chairman, from Buffalo;

LEGAL NOTICE
LUPAUL PARTNERS—CERTIFICATE OF LIMITED PARTNERSHIP

We, the undersigned, desiring to form a limited partnership under the laws of the State of New York, do hereby certify as follows:

1. The name of the partnership is Lupaul Partners.

2. The location of the principal place of business of the partnership is 445 East 50th Street, New York, New York.

3. The general partner is Lucie Lewis Scoville.

4. The name and place of residence of each member of the partnership is as follows:

   General Partner: Lucie Lewis Scoville, 445 East 50th Street, New York, N.Y. (State of New York, County of New York, SS.)

5. The partnership is to continue until terminated by the written consent of all the partners.

6. The limited capital contribution of the limited partner is as follows:

   Limited Partner: Paul Scoville, Jr., 445 East 50th Street, New York, N.Y. (State of New York, County of New York, SS.)

7. The terms agreed upon for the return of capital contributions are as follows:

   A. At the dissolution of the partnership, General Partner, Paul Scoville, Jr., is to receive the following in the order of their priority of return:

      1. His capital contribution as of the end of any calendar year, if any, as and when paid to the partnership.
      2. His salary as and when paid to the partnership.
      3. Any share of the profits of the partnership, as and when paid to the partnership.
      4. Any remaining balance after payment of all claims and expenses of the partnership.

8. The terms agreed upon for the return of the capital contributions of the limited partner are as follows:

   A. At the dissolution of the partnership, Limited Partner, Paul Scoville, Jr., is to receive the following in the order of their priority of return:

      1. His capital contribution as of the end of any calendar year, if any, as and when paid to the partnership.
      2. Any share of the profits of the partnership, as and when paid to the partnership.
      3. Any remaining balance after payment of all claims and expenses of the partnership.

9. In the event the limited partner shall fail or refuse to transfer his interest in the property of the partnership, his general partner shall have the right to substitute his assignee as partner in his place.

10. The certificate of this partnership is effective as of the date which appears on the certificate.

11. The general partner is Paul Scoville, Jr., and the limited partner is Lucie Lewis Scoville.

12. In the event the general partner shall fail or refuse to transfer his interest in the property of the partnership, the limited partner shall have the right to substitute his assignee as partner in his place.

13. The certificate of this partnership is effective as of the date which appears on the certificate.

14. The certificate of this partnership is effective as of the date which appears on the certificate.

15. The certificate of this partnership is effective as of the date which appears on the certificate.

16. This certificate is signed by Lucie Lewis Scoville, in his capacity as General Partner, and Lucie Lewis Scoville, Jr., in his capacity as Limited Partner.

17. This certificate is dated January 2, 1969.

LUCIE LEWIS SCOVILLE, to me known and known to me to be the individual described in the certificate, on my own personal knowledge, and duly acknowledged to me that he executed the foregoing instrument as his free and voluntary act, for the purpose of making the assignment of his interest in the partnership.

KATHY MITCHELL, Notary Public, State of Georgia, County of DeKalb, to me known and known to me to be the individual described in the certificate, on my own personal knowledge, and duly acknowledged to me that he executed the foregoing instrument as his free and voluntary act, for the purpose of making the assignment of his interest in the partnership.

STATE OF GEORGIA, COUNTY OF DEKALB

On the 2nd day of January, 1969, before me, KATHY MITCHELL, Notary Public, duly commissioned to administer oaths, personally came LUCIE LEWIS SCOVILLE, to me known and known to me to be the individual described in the certificate, on my own personal knowledge, and duly acknowledged to me that he executed the foregoing instrument as his free and voluntary act, for the purpose of making the assignment of his interest in the partnership.

LUCIE LEWIS SCOVILLE, to me known and known to me to be the individual described in the certificate, on my own personal knowledge, and duly acknowledged to me that he executed the foregoing instrument as his free and voluntary act, for the purpose of making the assignment of his interest in the partnership.

LUCIE LEWIS SCOVILLE, to me known and known to me to be the individual described in the certificate, on my own personal knowledge, and duly acknowledged to me that he executed the foregoing instrument as his free and voluntary act, for the purpose of making the assignment of his interest in the partnership.

LUCIE LEWIS SCOVILLE, to me known and known to me to be the individual described in the certificate, on my own personal knowledge, and duly acknowledged to me that he executed the foregoing instrument as his free and voluntary act, for the purpose of making the assignment of his interest in the partnership.

The DELENANTY INSTITUTE
MANHATTAN: 115 EAST 85 ST., Near 4 Ave. (All Subway)
MIDWEEK
6 DAYS Coastal Virginia .............................. $120.
9 DAYS Niagara Falls — Ontario ...................... $190.
12 DAYS Gaspe & Quebec ................................ $325.
13 DAYS Cabot Trail .............................................. $310.
14 DAYS Nova Scotia .......................................... $215.
15 DAYS Florida Keys — Key West ..................... $395.
21 DAYS California and the West ................... $785.
30 DAYS California and the West ................... $785.
LEMP & 4 DAY SPECIAL TOURS
TOUR FEATURES ■  Round Trip Transportation from
New York City ■ Air-Conditioned Motorcoaches ■
Personal Escort ■ Special Accommodations ■
SIGHTSEEING ADMISSIONS

For free brochures and reservations see your
Travel Agent or contact
PARKER TOURS
125 West 43 Street / New York 10010 / (212) 581-3734

The LEHIGHANTE INSTITUTE
91-01 Merrick Boulevard, Jamaica

NEW CLASSES FORMING
POLICE WOMAN (N.Y.P.D.)
PATROLMAN (N.Y.P.D.)

HIGH SCHOOL EQUIVALENCY DIPLOMA

PRACTICAL VOCATIONAL COURSES:
Licensed by State of New York, Approved for Veterans
AUTO MECHANICS
DRAFTING
RADIO, TV & ELECTRONICS

DELEHANTRY HIGH SCHOOL

55 Years of Experience in Promoting the
Education of More Than Half A Million Students

CIVIL SERVICE TRAINING

Buy U.S. Bonds

SO MUCH protection!
$20,000
5-year term insurance
for $8.40 a month
(at age 30)

A plan to cover your needs—with rates at other ages and for other amounts just as low in proportion. Dividends earned from the first year can make the cost even lower. Valuable conversion features, too.

Find out for yourself—just mail the coupon below. There's no obligation, and no one will visit you.
Civil Service Television

Television programs of interest to General Services employees will be broadcast daily over WNYC, Channel 21. This week’s programs are listed below.

Monday, June 23
4:00 p.m. (color)—Around the Clock—“Operation Split,” New York City Police Academy series for in-service training.
7:30 p.m.—On the Job—“Apparatus Accidents,” New York City public service series.
9:00 p.m.—New York Report—Leader of the House investigation into what became the Chicagoilds’ Day visiting newcomers. Presented in cooperation with WOR-TV.

Tuesday, June 24
4:00 p.m.—“Around the Clock—“Operation Split,” New York City Police Academy series for in-service training.

Wednesday, June 25
10:00 a.m.—Job Opportunities—Staff Meeting On the Air—Officials in New York City’s Department of Civil Service will answer phone-in inquiries from the offices in the field.

Saturday, June 28
4:00 p.m.—“Around the Clock—“Operation Split,” New York City Police Academy series for in-service training.
7:30 p.m.—On the Job—New York City Fire Department training series.

I stopped my social security checks in January of last year because I thought I would earn a lot of money, but I earned less than I thought I would. How can I get my checks back for the year 1968?

You must file an annual report with Social Security giving total earnings and the months you worked during the year. You did not have to file anything if you did not work or worked very little during the year. The report must be filed in February for those particular months.

I have been a permanent resident of the United States for ten years, but just recently filed my petition to become a citizen. I will be 65 in a few months and have never worked. Must I be a citizen to be covered by Medicare?

No, but there are particular requirements for non-citizens. The most important is that you must have been admitted for permanent residence in the United States for 5 years prior to application. Be sure to visit your social security office for assistance in the 2 months before you become 65.

I earned $5,000.00 last year, so I didn’t collect any social security checks. However, I didn’t work all during the summer. How can I collect for the summer months?

File an annual report available at any social security office. Show on the report the months you didn’t work or worked very little. You can file a separate report for those particular months.

I was told by a social security accountant that one copy of my 1968 tax return and told me to give it Social Security when I file for my retirement. Why do I need my tax return?

You do not need your tax return. It will take several months after receipt of your 1968 tax return for your self-employment income to be posted to your social security record. Therefore, any self-employed person who expects to file for social security this year should have an extra copy of his 1968 tax return prepared to use as evidence of his earnings in 1968. This enables the Social Security Administration to give you credit for these earnings immediately, instead of waiting until the return has been processed.

I became disabled in July. If I meet the requirements for disability benefits, when will my checks begin?

February, 1969. There is a six month waiting period from the time you actually become disabled in which no benefits can be paid. Checks begin with the seventh month after the date of disability.

My daughter is receiving benefits based on her deceased father’s record. When did the Board of Examiners sign the petition?

Last week we received a card with instructions to get in touch with the Board of Examiners. What is this card for?

This card is mailed to all child beneficiaries several months before they are 18. If the child will be a full time student after age 18, the card should be kept. If she continues the same work, your and your daughter should see the social security representative as you possibly if she will be continuing her schooling.

Administrative Discretion

ADMINISTRATIVE ADJUDICATION of civil service rights is not necessarily based upon clear-cut evidence. The available evidence may be contradictory. As the end of discretion, the decision reached by the agency will withstand judicial scrutiny if it meets the test of rationality. If the determination is not arbitrary or capricious, and if the evidence on the record is substantial, the evidence might reasonably decide the other way.

JULIUS CHARLES J. BECKINELLA applied this test in Heller v. Board of Examiners (New York Law Journal, May 14, 1969). The petitioner was a candidate for licensure as a teaching assistant in the elementary schools of the City of New York. She succeeded on all aspects of the examination except the part described as an “appraisal of record.” This part of the examination is non-competitive giving the examining board its consideration of the applicant as “unsatisfactory.” Petitioner’s failure on this phase of the examination meant that she failed on the entire examination.

THE APPEAL of record portion of the examination is described in the State Education Law, chap. 143, as a “test of personal character” and a test of “fairness.” The examination must be fair to the petitioner and all candidates. The petitioner’s rating was “unsatisfactory.”

THE BOARD OF EXAMINERS sought and received information as to the petitioner’s record not only from the principal school system to which the petitioner had been assigned as a teacher but from other school systems as well. In addition, two staff members of the Board of Examiners interviewed the petitioner as to her record.

IT APPEARS the Board of Examiners was faced with conflicting evidence and a fair appraisal of the record tended to show that petitioner should have received a rating of “Satisfactory” while other material tended to show that an “Unsatisfactory” rating might be appropriate. The Board of Examiners reached the conclusion that the evidence supported an “Unsatisfactory” rating.

JUICE ECKINELLA held that the evidence in the record was such that the Board’s determination was not arbitrary, capricious or illegal. He ruled that favorable reports received from the New York City school where she was employed, the Woodlyne Public School, and the Philadelphia Board of Education as well as other favorable aspects of petitioner’s record could in the rational exercise of the judgment of the Examiners be outweighed by unfavorable reports received from the Rancocas Valley Regional High School and the Mount Holly Townships Public Schools.

THE BOARD also took into account what it regarded as the unfavorable manner in which the petitioner conducted herself when interviewed by two members of the staff of the Board of Examiners. As the Board’s General Regulations and Rules of the Civil Service require a teacher to present to any other school system a teacher who has been employed elsewhere, and that the Board of Examiners be regarded as outweighed by unfavorable evidence, these may have been added to the unfavorable influence on the record.

THE BOARD also took into account what it regarded as the unfavorable manner in which the petitioner conducted herself when interviewed by two members of the staff of the Board of Examiners. As the Board’s General Regulations and Rules of the Civil Service require a teacher who has been employed elsewhere, and that the Board of Examiners be regarded as outweighed by unfavorable evidence, these may have been added to the unfavorable influence on the record.

THE PETITIONER objected to the Board’s reliance upon such adverse comments to the extent of the petitioner’s record, but Justice Beckinella ruled that the procedure is not objectionable when utilized by a “trustee employee.” At the same time, it may be observed that the question whether such information entered as reports on a candidate’s past record should fairly be left to such casual pro-
S20 MINUS ADDRESSES STENO TYPE and All Languages TYPEnWTER CO, INC.
111 W. 53 St. (West of 6 Ave.)
New York, N.Y.
CH plank 2-8905

Live below your means.

If you'd like to get around the high cost of living, we have a suggestion: Cut down on the high cost of getting around. And buy a Volkswagen. It's only $1,799.

That's around $1200 less than the average amount paid for a new car today. (Leave it in the bank. More's coming.)

A VW saves you hundreds of dollars on upkeep over the years. It takes pins, not quarters, of oil.

Not one iota of antifreeze.
And it gets about 27 miles to the gallon. The average car thirsts devil that it is! only gets 14.
So the more you drive, the more you save.
And chances are, you'll drive it for years and years. (Since we never change the style, a VW never goes out of style.)

Of course, a VW's not much to look at. So a lot of people buy a big flashy car just to save face.

Try putting that in the bank.
ELECTION VICTORS — At a recent meeting, the Morrisville chapter of the Civil Service Employees Assn., voted in new officers. The winning candidates included, left to right, Edward Bledsoe of Morrisville, president; Alene Hayes of Clockville, treasurer; Hazel Rosbrook of Georgetown, vice president; and Barbara Bigford of Earlville, secretary. Also shown are George Leard, past president, and Mary Earl, erstwhile treasurer of the chapter.

Onondaga City, Syracuse Aides Win Retroactive 1/50 Pensions

SYRACUSE—Onondaga Chapter, Civil Service Employees Assn., has won the 1/50th pension plan for both Syracuse city and Onondaga County employees. Both the city's Common Council and the County Legislature approved the plan in time to permit its becoming retroactive April 1.

In the Legislature's approval came June 2—the final day to achieve the necessary two-thirds vote of 15 to 8, with six Republicans and three Democrats voting opposition. The 24-member county legislative body is Republican controlled—21 to 3.

The retirement plan, which allows City and County workers to retire at half-pay after 25 years of service, was demanded by Onondaga chapter last month. The chapter asked that the two legislative bodies act immediately to make the plan retroactive to the date set by Governor Rockefeller's signing of the law.

30 To Benefit Immediately

At least 30 county employees will benefit immediately from the CSEA chapter's request for prompt action on the plan. County Personnel Commissioner Louis A. Haroldis said 15 workers have retired since April 1, and another 15 are expected to retire by July 1. Several City workers also will be affected.

If the County Legislature had not acted in time, the earliest date the law could have become effective would have been July 7, the next meeting date for the county body.

For those 30 employees—and the City workers affected—adoption of the plan immediately will mean an additional $500 annually—based on a $6,000 annual salary, Haroldis explained.

Total cost of the plan annually to the county is estimated to be about $500,000 beginning in 1971.

Provisions

Under the new retirement law's provisions, if the plan was not approved by a governmental body in time to become retroactive (within 30 days after the governor's signature), then it would be effective only on the date it was finally adopted and filed with the State Comptroller's office.

The City Council had approved the plan several days before the deadline—without any opposition from its Democrat members. The Syracuse Common Council also is Republican-dominated.

Opposition in the County Legislature centered on slugged lack of time for its members to study the new law—and on fears that the adoption would weaken the county's bargaining position later in new contract talks with the CSEA chapter which represents both City and County employees as bargaining agents under the Taylor Law.

Edward J. Guaty, the county's labor negotiator maintained the approval would strengthen the county's position in the contract talks.

Mrs. Hilda Young, Onondaga chapter president, said the retirement plan was asked for immediately, too, to get this one phase of the possible bargaining points settled early and avoid conflict on the retirement issue.

Bear Mt. Chapter Hears Dr. Wenzl

BEAR MOUNTAIN—The major speech at the recent meeting of Bear Mt. chapter No. 166 of the Civil Service Employees Assn., was given by the Statewide president, Dr. Theodore Wenzl, who discussed the situations of PERB and the Taylor Law.

Brief speeches were also made by Nick Puzziferri, president of the Southern Conference, and Tom Brand, CSEA field representative for the region.

CSEA Committee Acts

Reduced Mileage Rule

For Lunch Allowance

Won For D of T Aides

ALBANY—An Improvement in the 35-mile rule governing lunch reimbursement for State Transportation Department workers on field assignments has been won by the Civil Service Employees Assn.

According to John W. Raymond, chairman of CSEA's Special Transportation Department committee, the new ruling, effective June 1, 1969, will allow reimbursement to those employees who travel more than 35 miles or more from their home or official work station-means those employees whose assignment takes them 35 miles or more from their home or official work station.

Formerly, the 35-mile minimum was computed as a straight line. Raymond said the line was wholly unrealistic and unfair, since "people simply don't travel as the crow flies," and employees invariably exceed 35 miles in making assignment at that distance. Raymond emphasized that his committee will accept the improvement only as an interim measure, and that further liberalization of the ruling will be sought by CSEA through submission of a formal grievance.

The current change in the 5-mile radius rule, which has been in effect since November, 1966, came about when department officials agreed to reevaluate the matter as requested by the CSEA committee at a meeting on April 27.

On George Council

ALBANY—Robert F. Lewis of Auburn has been appointed to the Council of the State University at Oneonta. He is a former assistant attorney for Chenango County.

Chenango Supervisors Under CSEA Attack

Over Employees Rights

(Norwich—The Civil Service Employees Assn. chapter of Chenango County and the county Board of Supervisors have become involved in several disputes concerning the rights of county employees.

Toppling the list of employee complaints against the county is the installation of a time clock which some employees are required to punch and others are not required to use.

In a formal grievance presented to the board, chairman of the Chenango County Officers Committee, signed by 113 county CSEA members and other employees, Margaret Beardsley, president, of the chapter, calls the installation of the time clock a "violation of the spirit of the Taylor Law, concerning harmonious relationships between employer and employee."

The grievance also charges that the unilateral decision by the Board to install the time clock was a violation of the contract arrived to by CSEA and the Board and is discriminatory in requiring some employees to use the clock and not others.

CSEA has asked for knowing arbitration on the grievance.

The Board contends that the time clock is merely one segment of a time-keeping procedure which covers all employees. The Board passed a resolution in late April stating that if any employee required to use the time clock was not using it by May 1, he would be suspended from the county payroll. However, employees required to fill out time cards instead of punching the clock would not be penalized if they refused to fill out the cards. This double standard was called "discriminatory" by the CSEA chapter.

Another item under dispute is a payment made to county highway employees for Washington's Birthday, which fell on a Saturday. The extra pay for the holiday was first paid to highway workers and then deducted from later paycheck when the county personnel department said Kenneth H. Meade Jr., said he had been error when he originally recommended payment of the extra money. Highway Superintendent Walter Weinstahl and his Highway Committee had revised their decision to pay for the holiday three pay periods later, and arbitrated the amount from the paychecks.

ALBANY—An Improvement in the 35-mile rule governing lunch reimbursement for State Transportation Department workers on field assignments has been won by the Civil Service Employees Assn.

According to John W. Raymond, chairman of CSEA's Special Transportation Department Committee, the new ruling, effective June 1, 1969, will allow reimbursement to those employees whose assignment takes them 35 miles or more from their home or official work station—means those employees whose assignment takes them 35 miles or more from their home or official work station.

Formerly, the 35-mile minimum was computed as a straight line. Raymond said the line was wholly unrealistic and unfair, since "people simply don't travel as the crow flies," and employees invariably exceed 35 miles in making assignment at that distance. Raymond emphasized that his committee will accept the improvement only as an interim measure, and that further liberalization of the ruling will be sought by CSEA through submission of a formal grievance.

The current change in the 5-mile radius rule, which has been in effect since November, 1966, came about when department officials agreed to reevaluate the matter as requested by the CSEA committee at a meeting on April 27.

On George Council

ALBANY—Robert F. Lewis of Auburn has been appointed to the Council of the State University at Oneonta. He is a former assistant attorney for Chenango County.
Brentwood School Aides Unit Ratifies 2-Yr. Pact Calling For 12 Percent Boost And Fringes

BRENTWOOD—Members of the Brentwood Public School unit, Civil Service Employees Assn., have ratified a two year contract with the Brentwood School District Number 12.

Salary increases, in most cases, will amount to a 12 percent boost, according to Frank D'Andrea, unit president.

Other provisions of the pact include:

Recognition by the Board of Ed-

tion in the event of split sessions 

The right to use the inter-oflice

The right to use the school

The right to use the school

The right to use the inter-oflice

The right to use the inter-oflice

The right to use the school

The right to use the school

Back Pay Coming

ALBANY — Governor Rock- 

The Board of Education shall 

The Board of Education shall 

The successful legislation, InUlo-

The Board of Education, which has no

The successful legislation, InUlo-

The Board of Education, which has no

CSEA Elections

Edward Nash Installed As Cayuga Prexy

(Case Leader Correspondent) CSEA ELECTIONS

The Board agrees to exclusive

The Board agrees to exclusive

A new grievance plan consist-

The Board agrees to exclusive

The Board agrees to exclusive

The Board agrees to exclusive

Fleurcreek R. Riechter, CSEA as-

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.

The Survival of the Civil Service Employees Assn.
If you have merely three months of experience in the operation of an IBM alphabetic accounting machine and/or associated equipment such as the Interpreter, sorter, collator and reproducer, you are eligible for a job with the City of New York as a tab operator.

The salary for this position is now $5,000 to $6,700 per year, but beginning July 1 the maximum pay will be increased to $7,100 per year. A new minimum salary will also be established, as negotiations are proceeding now. Applications will be accepted by the Department of Personnel 49 Thomas St. through June 24 and must requests for applications by June 17.

Do You Need A

High School Equivalency Diploma

for civil service
for personal satisfaction
6. Work Course Approved by N.Y. State Education Dept.
Write or Phone for Information

Eastern School AL 4-5829
311 Broadway, New Y ork, N. Y. 2 (at 8 St.)
Please write me from about the High School Equivalency Course.

Name ________________________________
Address __________________________________
Date __________ 66

Sanitation Men

Class 3

Special Rates

P.O. Truck Practice

$10.00 per hr.

TRACTOR TRAILER

TRUCK and BUS

INSTRUCTION

For Class 1 - 2 & 3

LICENSE

College Trains all Instructors, Private Instruction.

7 DAYS A WEEK

MODEL AUTO SCHOOL

145 W. 14th Street

Phone: CH 2-7547

School Directory

Monroe Institute - IBM Courses

4137 Broadway, New York, N. Y.

Special Preparation for Civil Service Tests. Switchboard, Commercial Programming, IBM Group Equivalency, IBM Fountain. KMTDYN. AVE. & ROBERTS SCHOOL HILL

417 W Broadway, New York, N. Y.

Phone: CH 2-7547

For Civil Service

For Employment

For College Entrance

For Personal Visitation

5 Week N. Y. Educat. Dept. Approved on-site night Course in School

or 47 hours in your own home

ROBERTS SCHOOL HILL

417 W. Broadway, New York, N. Y.

Phone: CH 2-7547

Forms must be postmarked today, June 17. There is no written exam for this position; training and experience will be rated one hundred percent.

Tabulator operators, when eligible, may be promoted to the senior title at a salary of $8,200.

CSEA Wins Niagara

Representation Rights

Niagara Falls—White-collar workers in Niagara County voted by better than three to one recently to be represented by the Civil Service Employees Assn. CSEA defeated Local 102 of the American Federation of State, County and Municipal Employees 349 to 106. Observers at the tabulation of ballots at the Albany headquarters of the Public Employment Relations Board were Robert Nibley, CSEA regional attorney, and William Doyle from CSEA.

Astill, Bridge Operator

A written test was given to the 941 candidates for assistant bridge operator recently.

Super Steen Test

Seven hundred thirteen candidates for promotion to supervisory

positions took the qualifying practical examination recently.

BUS U.S. SAVINGS BONDS

SLEEP NOW, PAY LATER!

Philco Carry-Out

ROOM AIR CONDITIONER

INSTALL IT YOURSELF IN MINUTES!

Plug in any adequately sized 115 volt outlet.

Cools bedrooms up to 15 x 20 feet

Carry it into door, sleep comfortably tonight.

5,000 BTU (cooling capacity. Automatic thermostat. Static air exhaust. 7 cooling speeds.

2 fan speeds. Washable air filter.

Noiseless Design—engineered to whisper.

J. EIS & SONS

N. Y. City

GR 5-2325 6-7-8

FOR CIVIL SERVICE

EMPLOYEES AND FAMILIES

DE LUXE PACKAGE TOURS AT LOWEST PRICES

Las Vegas From $219

Mexico From $299

8 Days, Jet Transfers, Dinners, 15 Days, Jet Transfers, Motels, Sightseeing, exterior.

Spain From $329

Holidays to Jamaica, Freiberg, 8 Days, Jet Transfers, Meals, Sightseeing, exterior.

PUBLIC EMPLOYEE TRAVEL ARRANGEMENTS

597 MERRICK STREET, ALBANY, N. Y. 12208

Telephone (518) 869-9984 or (518) 233-8414

Treasures of Italy

FREE 48-page
catalog

THE "TRAVEL" of SOFT TRAVEL

30 ITINERARIES 470 DEPARTURES

Israel

SEE OUR DEPOSIT BACK GUARANTEE CLAUSE

ARE YOU TO WHERE ARE YOU GOING TO TRAVEL IN 1968?

2 WEEK $499

escorted motorcoach tour

DEPARTURES EVERY THURSDAY

TO ISRAEL

IF ITS TRAVEL TELL US WHERE AND WHEN

PUBLIC EMPLOYEE TRAVEL ARRANGEMENTS

597 MERRICK STREET, ALBANY, N. Y. 12208

Telephone (518) 869-9984 or (518) 233-8414

TREASURES OF ITALY

FREE 48-page
catalog

THE "TRAVEL" of SOFT TRAVEL

30 ITINERARIES 470 DEPARTURES

Israel

SEE OUR DEPOSIT BACK GUARANTEE CLAUSE

ARE YOU TO WHERE ARE YOU GOING TO TRAVEL IN 1968?

2 WEEK $499

escorted motorcoach tour

DEPARTURES EVERY THURSDAY

TO ISRAEL

IF ITS TRAVEL TELL US WHERE AND WHEN

PUBLIC EMPLOYEE TRAVEL ARRANGEMENTS

597 MERRICK STREET, ALBANY, N. Y. 12208

Telephone (518) 869-9984 or (518) 233-8414

-3-
City Chapter Members Local Honor Leader Editor At Annual Workshop

(Continued From Page 14)

TRIBUTE — Paul Kyer, editor of the Leader, was honored last week by the New York City chapter, Civil Service Employees Assn. Kyer was honored at a testimonial dinner which took place during the two-hour meal and workshop at the Concord Hotel here.

Kyer was the toastmaster of the chapter, on the second night, heard from representatives of two coordinating units, the New York City Mayor's Advisory Committee on Employment, and the New York City Mayoral Deputy Mayor Robert Overton for Mayor John V. Lindsay, representing Comptroller Mario Procaccino.

Kyer was also presented with gifts from as far as Buffalo, Littlton, Trenton, and Syracuse.

Other Presentations

In addition to the presentation of a plaque to Kyer, who was also presented with gifts from Paul Impiallino on behalf of the Brooklyn State Hospital chapter, Joe Deasy, Jr., Leader of the Brooklyn State Hospital, was also presented with gifts on behalf of the New York City chapter, Civil Service Employees Assn.

Several other presentations were also made, including congratulations from the Brooklyn chapter, Civil Service Employees Assn., on behalf of the chapter's Oscar B. Heron.

Other Presentations

Following his enumeration of the importance of the Office of Labor Relations, I have been taught to live up to . . .

... however, such efforts have been outstanding. We have...
Because *You* Don't Care...

**YOUR FAMILY MAY BE NEXT!**

**WHY DID 302 CITIZENS LOSE THEIR LIVES BY FIRE DURING 1968 IN N.Y.C.?**

*because YOU* allowed the City to use old, antiquated, fire-fighting apparatus to answer calls to fires...

**WHY DID THE FIRE RATE RISE 294% (1939—1968) IN N.Y.C.?**

*because YOU* allowed the City to run a Fire Department of 1930 vintage in the face of 1968 requirements...

**WHY DID THE MOST IMPORTANT LIFE & PROPERTY SAVING SERVICE IN THE CITY OF NEW YORK DEPRECIATE ITS MANPOWER?**

*because YOU* allowed the City to *lessen* this important emergency service by taking your local fire company out of your neighborhood...

**WHY MUST YOU LIVE IN FEAR OF BEING BURNED ALIVE?**

*because YOU* do *NOT* have enough firefighters to protect your family!

**DEMAND MORE FIREFIGHTERS ...** Show that you *DO* care enough by demanding that the City’s elected officials give you adequate, modern, fire-fighting service for your high tax dollars...

---

**A PUBLIC SERVICE MESSAGE FROM YOUR NEW YORK CITY FIREFIGHTERS**

UNIFORMED FIREFIGHTERS ASSOCIATION, Local 94, IAFF, AFL-CIO

225 Broadway, New York, N. Y. 10007

MICHAEL J. MAYE, President
For Sale - Schodack County Village 16 Room, 1385 sq. ft., located on a family of 105 Palisades Ave., New Paltz, N.Y. Call 924.


BE A FOSTER PARENT Homes wanted for children of all ages. Call fibers Foster Home, 109 4th St. or 10703, 201-1675. Selected inventory, just traded.

GUARDS/ARMED Good Pay/Benefits All Shifts - Steady Work Largest branch in the Northeast. Must have permit to carry arms. Call Mr. Banks, P.O. Box 7-9490.

HAMPSTEAD RANCH $19,900 Supper size rooms and finished basement. Eat in Hollywood kitchen, ceramic tile bath, carpeting, appliances, many others. RITA REALTY CORP. 511-5-1100

TWIN BUNGALOW For Sale Monticello, N.Y. 3 LARGE rms each side, yard, furnished. Includes all furniture, $5,750. Call NS 2-7466.

Real Estate For Sale Ulster County 5 ACRES, 3 bedrooms, all new, 2 room cabin, new garage, wooded area. Price P.1,200. Others. KOPP OF KERHONKSON, N.Y. DIAL: (914) 626-7500

CAMBRIA HTS VIC $24,990 All brick legal 2 family. Excellent location. Both apts available. Modern throughout. $12,000. KOPP OF KERHONKSON, N.Y. DIAL: (914) 626-7500

Real Estate For Sale Sussex Co., New Jersey PERFECT RETIREMENT HOMES NICE new 2 room home & garage in Good California. 3 bedrooms, moderate & inviting. $19,200. SMALL & cozy, views, a home in diamond. $13,000.

LAKESIDE, 2 bdrm, good lake. Price $15,000. R & H. WATKINS, 3 bedroom, garage, $17,900. FARM & HOME REALTY 81 Main St., Newton, N.J. 07860

CAMBRIA HTS VIC $21,990 28 1/2 acres, 2 bedroom, all year home, 2 room cabin, new garage, wooded area. Price $17,000. Others. KOPP OF KERHONKSON, N.Y. DIAL: (914) 626-7500

Houses For Sale - Queens 2 - 3 & 4 Bedroom Homes In New York City

Houses For Sale - Queens

BROOKLYN SPECIAL

First Meadow Cars, inc. 100 Brands of the Best. For an invoice to any location in Florida

Save on your move TO FLORIDA

HOLLYWOOD BEACH, FLORIDA

Cairo - Catskill Area - Homes available for modified buyer. Also, thousands of dollars saved. $15,750. HOME FOR ELDERS - Fully occupied, excellent income. Good family operation. Excellent location. $19,000. KOPP OF KERHONKSON, N.Y. DIAL: (914) 626-7500

Floridians! Retire to Florida LIVE IN FLORIDA - Breathtaking beauty, exceptional climate. Write SOUTHERN TRANSFER and STORAGE CO., INC. Dept. 9, 3412 N. First Ave., Fort Lauderdale, Florida 33305.
After Two Years Work—
CSEA ‘Hopeful’ Of Four-Grade Reallocation Of Attendant Series After C.S. Commission Hearing

ALBANY—“Mental Hygiene attendants are among the hardest working, most dedicated of all State employees. Their reward for such service and dedication has been a grade 6 allocation which we believe does not fully reflect the great responsibilities they carry.”

“It is time for a change in the grade system which has been fixed and outdated. This change will recognize the unyielding commitment, courage to innovate, to strive, to be rewarded by your support.”

Times, but time is ours.’

ability of the Comptroller to attend the meeting adding:

Johnson, was the concluding speaker, and explained the in

vantage point of a long-term civil-service pension rights which was

asked me to stress to you that

A statement from CSEA president Theodore C. Wenz amplified Mr. Blair’s comment. “We firmly believe that the basic position of attendant should be reallocated to at least grade 11 to give full and just recognition to the paramount role he plays in the care, treatment and rehabilitation of our mentally ill citizens. The success of the overall rehabilitative system, and the effectiveness of personnel of a higher grade, namely psychiatrists, depends to a large degree on the effectiveness and efficiency of subordinate personnel of which the attendant group is the largest segment.”

Other CSEA speakers, included Representative Hopefuls, who said not to force but the due process of treatment, the attendant, by virtue of being the lowest on the scale, is the most frequent and sustained contact with the patient and, hence, the greatest potential contributor to the rehabilitation of the patient, are viewed as the most important members of the treatment team.”

Mrs. Blair stressed that the hospital orderly, not only additi

ional but rehabilitative—one of the total involvement—with the patient. “The attendant is the primary

communication for both patient and staff.”

“Certainly,” she said, “the current salary allocation for positions in the attendant series have no correlation to the demands that are evolving for the attendant in the new treatment programs.”

Wendy Speaks

A statement from CSEA president Theodore C. Wenz amplified Mrs. Blair’s comment. “We firmly believe that the basic position of attendant should be reallocated to at least grade 11 to give full and just recognition to the paramount role he plays in the care, treatment and rehabilitation of our mentally ill citizens. The success of the overall rehabilitative system, and the effectiveness of personnel of a higher grade, namely psychiatrists, depends to a large degree on the effectiveness and efficiency of subordinate personnel of which the attendant group is the largest segment.”

Other CSEA speakers, included Representative Hopefuls, who said not to force but the due process of treatment, the attendant, by virtue of being the lowest on the scale, is the most frequent and sustained contact with the patient and, hence, the greatest potential contributor to the rehabilitation of the patient, are viewed as the most important members of the treatment team.”

Mrs. Blair stressed that the hospital orderly, not only additi

ional but rehabilitative—one of the total involvement—with the patient. “The attendant is the primary

communication for both patient and staff.”

“Certainly,” she said, “the current salary allocation for positions in the attendant series have no correlation to the demands that are evolving for the attendant in the new treatment programs.”

Wendy Speaks

A statement from CSEA president Theodore C. Wenz amplified Mrs. Blair’s comment. “We firmly believe that the basic position of attendant should be reallocated to at least grade 11 to give full and just recognition to the paramount role he plays in the care, treatment and rehabilitation of our mentally ill citizens. The success of the overall rehabilitative system, and the effectiveness of personnel of a higher grade, namely psychiatrists, depends to a large degree on the effectiveness and efficiency of subordinate personnel of which the attendant group is the largest segment.”

Other CSEA speakers, included Representative Hopefuls, who said not to force but the due process of treatment, the attendant, by virtue of being the lowest on the scale, is the most frequent and sustained contact with the patient and, hence, the greatest potential contributor to the rehabilitation of the patient, are viewed as the most important members of the treatment team.”

Mrs. Blair stressed that the hospital orderly, not only additi

ional but rehabilitative—one of the total involvement—with the patient. “The attendant is the primary

communication for both patient and staff.”

“Certainly,” she said, “the current salary allocation for positions in the attendant series have no correlation to the demands that are evolving for the attendant in the new treatment programs.”

Wendy Speaks

A statement from CSEA president Theodore C. Wenz amplified Mrs. Blair’s comment. “We firmly believe that the basic position of attendant should be reallocated to at least grade 11 to give full and just recognition to the paramount role he plays in the care, treatment and rehabilitation of our mentally ill citizens. The success of the overall rehabilitative system, and the effectiveness of personnel of a higher grade, namely psychiatrists, depends to a large degree on the effectiveness and efficiency of subordinate personnel of which the attendant group is the largest segment.”

Other CSEA speakers, included Representative Hopefuls, who said not to force but the due process of treatment, the attendant, by virtue of being the lowest on the scale, is the most frequent and sustained contact with the patient and, hence, the greatest potential contributor to the rehabilitation of the patient, are viewed as the most important members of the treatment team.”

Mrs. Blair stressed that the hospital orderly, not only additi

ional but rehabilitative—one of the total involvement—with the patient. “The attendant is the primary

communication for both patient and staff.”

“Certainly,” she said, “the current salary allocation for positions in the attendant series have no correlation to the demands that are evolving for the attendant in the new treatment programs.”

Wendy Speaks

A statement from CSEA president Theodore C. Wenz amplified Mrs. Blair’s comment. “We firmly believe that the basic position of attendant should be reallocated to at least grade 11 to give full and just recognition to the paramount role he plays in the care, treatment and rehabilitation of our mentally ill citizens. The success of the overall rehabilitative system, and the effectiveness of personnel of a higher grade, namely psychiatrists, depends to a large degree on the effectiveness and efficiency of subordinate personnel of which the attendant group is the largest segment.”

Other CSEA speakers, included Representative Hopefuls, who said not to force but the due process of treatment, the attendant, by virtue of being the lowest on the scale, is the most frequent and sustained contact with the patient and, hence, the greatest potential contributor to the rehabilitation of the patient, are viewed as the most important members of the treatment team.”

Mrs. Blair stressed that the hospital orderly, not only additi

A & M INSTALLATION—Officers of the New York State Department of Agriculture and Markets chapter of the Civil Service Employees Assoc. recently elected, are sworn into office by Max Benko, far right, president of the Capitol District Conference of Public Employees. The officers are, left to right, John Noonan, vice-president; Kathleen Fleming, treasurer; Edgar Trumble, president; and Lee Smith, secretary (in absentia) for Marian Cuthbert.
Lauser Re-elected By SSS Chapter

SYRACUSE — Clarence M. Lauser, Jr. was recently re-elected president of the Syracuse State School chapter, Civil Service Employees' Assn. The installation dinner will be held October 4 at Raphael's Restaurant, 90 State Fair Blvd., Syracuse.

Others elected were: Theodore Brooks, vice-president; Felix Mann, treasurer; J. Vera Cieno, corresponding secretary; Margarette Douglas, recording secretary; James P. Moosbrugger and Charles Diorio, delegates; Thomas Angiolillo, Edward Min.

Use Zip-Codes to help speed your mail.

BAYRISCH MANOR

"Famous for German American Food"

Get Away—Rest & Play

near 7 golf courses

Olympic Style Pool—All Athletics and Planned Activities

Drive or our popular Band in the Fabulous Bavarian

"Alpine Gardens Cabaret,"

esty Professional Acts every

nite. Romp, play in our 100 acre playground, fishing and

boating in our own private

ake. Bend for Colorful Bro-

chures. Rate & Sample Menu.

LOW JUNE RATES

Dial 518-622-3261

Bill & Johann Bauer—Hosts

Furling B, N.Y. Zip 12470

Special Discounts

for

CSEA employees

Exclusive arrangements have been

made to get you mass-purchasing

discounts on the following items:

• NEW CARS + FURNITURE

• CARPETING + APPLIANCES

Also, special TRAVEL PROGRAM

of Charter and Group trips.

Calt: Consumer Buying Service

N.Y. (212) 866-4800—605-3342

L.I. (516) 246-1121

HOTEL BRIGHTON

211 3rd Ave., Atlanta Park, N.Y.

• One Block to Beach

• 110 & 210 Rm. Amen. with TV

• Adjacent Family Restaraunt

• Twin, Double, Singles

• OPEN ALL YEAR

• M & Mrs. John Kavan, Owners-Mgr.

(212) 774-8826 775-9508

HOTEL MERTEN

204 5th Ave., Arctic Park, N.Y.

• Lovely Location On Lake, near Ocean & Boardwalk. Special Rates for Families. All Rooms Air-Conditioned. Reservations accepted. A/C Units Available. Free Parking, Free Lunches $60-$75 Per Person, Per Week

• FULL, Delicious Meals

• 2 Full, Delicious Meals

• OPEN ALL YEAR

TER BUSH & POWELL, INC.

SCHENECTADY NEW YORK

BUFFALO SYRACUSE

FILL OUT AND MAIL TODAY...

TER BUSH & POWELL, INC.
148 Clinton St., Schenectady, N.Y.

Please send me information concerning the CSEA Accident and Sickness Income Insurance.

Name ____________________________

Home Address ______________________

Place of Employment ______________________

Date of Employment ______________________ My age is ____________

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

JOE'S MT. VIEW

Box 61, RD 1, Castkill, N.Y.
Tel. 318-943-8900

Restaurant & Gift Shop. Specials Daily

Open Daily 11 AM. until 7 PM. Closed Sundays

NEW YORK STATE RELAY RACING

New York State, Air-Cond. Motel Units

Home, Country, and Beach Motels

FREE COLORFUL BROCHURE AND SAMPLE MENU

"THE YANKEE HERITAGE" YOUR HOMESTAY

CIVIL SERVICE LEADER. Tuesdays, June 12, 1970

Good Reasons

for joining C.S.E.A.

Accident • Sickness

Income

Insurance Plan

1. Money for living expenses when you need it most.
2. Pays in addition to sick leave benefits.
3. Pays in addition to other insurance.
4. Payroll deduction of premiums.
5. Cost is less than standard individual policies.
6. Thirteen conveniently located claim offices throughout New York State.
7. 24 Hour coverage (on and off the job if desired).
8. World-wide protection.
9. Underwritten by The Travelers Insurance Companies and approved by The New York State Insurance Department.
10. Endorsed by The Civil Service Employees' Association and administered by its Insurance Representatives, Ter Bush & Powell, Inc. for 30 years.

Remember—60,000 C.S.E.A. members can't be wrong.

We will be happy to send you complete information.

To Keep Informed, Follow The Leader.

JOE'S MT. VIEW

Box 61, RD 1, Castkill, N.Y.
Tel. 318-943-8900

Restaurant & Gift Shop. Specials Daily

Open Daily 11 AM. until 7 PM. Closed Sundays

NEW YORK STATE RELAY RACING

New York State, Air-Cond. Motel Units

Home, Country, and Beach Motels

FREE COLORFUL BROCHURE AND SAMPLE MENU

"THE YANKEE HERITAGE" YOUR HOMESTAY

CIVIL SERVICE LEADER. Tuesdays, June 12, 1970

Good Reasons

for joining C.S.E.A.

Accident • Sickness

Income

Insurance Plan

1. Money for living expenses when you need it most.
2. Pays in addition to sick leave benefits.
3. Pays in addition to other insurance.
4. Payroll deduction of premiums.
5. Cost is less than standard individual policies.
6. Thirteen conveniently located claim offices throughout New York State.
7. 24 Hour coverage (on and off the job if desired).
8. World-wide protection.
9. Underwritten by The Travelers Insurance Companies and approved by The New York State Insurance Department.
10. Endorsed by The Civil Service Employees' Association and administered by its Insurance Representatives, Ter Bush & Powell, Inc. for 30 years.

Remember—60,000 C.S.E.A. members can't be wrong.

We will be happy to send you complete information.

To Keep Informed, Follow The Leader.
FANTASTIC DOCUMENT

Contra Costa Employees Break Ties With AFSCME!

(AFTER MORE THAN A DECADE OF DISAPPOINTMENT, DISILLUSION AND FRUSTRATION, THE CONTRA COSTA COUNTY EMPLOYEES ASSOCIATION HAS DECIDED TO "DISAFFILIATE" WITH AFSCME. THE FOLLOWING LETTER FROM THE ASSOCIATION TO ITS MEMBERS CONSTITUTES A DAMNING INDICTMENT OF AFSCME AND ITS LEADER, PRESIDENT J. WURF.)

CONTRA COSTA COUNTY EMPLOYEES ASSOCIATION
2799 Alhambra Avenue — Martinez, Calif.
April 22, 1969
Dear Brother and/or Sister:

The Board of Directors and Membership of our union has voted, at meetings held on Monday, April 21st, to disaffiliate from International AFSCME (American Federation of State, County and Municipal Employees) as of the above mentioned date.

It is always unhappy when a relationship which started with high hopes and dreams should end on a note of distrust and, insofar as we are concerned, betrayal of the interests of the individual member by AFSCME. Yet, for those of you who have been members for any length of time, this move will not come as any great surprise. Our relationship with International AFSCME and its leader, President J. Wurf, has been one of growing strain and tension over the past two or three years.

At one point, when they attempted to strip our local union of its autonomy (control of much of our funds and all of our staff), we fought them to a standstill throughout the state to the point where they finally conceded our point. $200,000 WASTE

Unhappily, other AFSCME local unions in California, neither so strong nor insistent of their rights, were forced into an experiment that ended for them only last month in extensive loss of membership and the wastage of some $200,000 over a two-year period.

It might be pointed out in conjunction with this, that while our local union has paid out $35,000 a year to International AFSCME in per capita dues, while constantly requesting organizing and other help from the International, we have received nothing whatsoever in return during these same past two years.

The problem that brought the issue to a head was a directive from President Wurf ordering us to cease our efforts toward a collective bargaining agreement in the City of Oakland and in Contra Costa County.

At the same time, he ordered us to get rid of some 400 members who had previously belonged to other organizations and therefore, according to his thinking, had no right to join our local union.

We should point out that since our fight over autonomy with Wurf and International AFSCME began over two years ago, we have made every effort to heal the breach. However, such efforts have consistently been either rejected or ignored.

In December of last year and February of this year we made final attempts to reach an understanding so that we might continue to function inside International AFSCME. On these two occasions representatives of our Board of Directors and Staff met with President Wurf in final agonizing efforts to speak sense and make peace. But Wurf didn't even pretend to exhibit any interest in peace with us.

It was only a month after the last meeting with him that we received his directive which not only extends the old fight, but also would cripple us in doing the basic union job which must be done. $20,000 PAYOFF

Throughout this period, as has been previously pointed out, we have been paying our $35,000 per year to International AFSCME, while futilely asking for some return on our members' hard-earned dues.

It is in this context — growing harassment from International AFSCME, no return on our dues, and a directive that cripples our efforts to fulfill our function as a local union — that our Board of Directors and membership decided that if we were to survive, a break was absolutely necessary.

We feel that we have consistently lived up to the highest standards of unionism. We feel that it is intolerable to continue affiliation with an organization (which itself has been guilty of some of the most abominable practices and failures in California unionism) which openly orders us to stop pressing for Collective Bargaining, which is contrary to the standards and ideals all unions have been taught to live up to.

BREAKING TRUST

We feel that in disaffiliating from International AFSCME, we are not breaking our ties with the labor movement and its ideals. On the contrary, we feel that it is International AFSCME which is breaking a sacred trust, not only with us but with the past and future of all working people, everywhere.

Legal justification for our disaffiliation is the fact that our Contra Costa County Employees Association was at the time of affiliation, and continues to be, a legally constituted and incorporated organization under State Law. Our affiliation was made by free choice, the same can be said of our disaffiliation.

We have from our start lived by one basic rule: The member is our reason for being, and it is to that member we owe our allegiance first, last and always. We feel that International AFSCME was attempting to block us from fulfilling this responsibility.

If you read nothing else, read these crucial paragraphs of the LETTER THAT UNMASKED AFSCME ONCE AND FOR ALL!

And don't forget, AFSCME is Council 50!