CSEA's Exclusive Recognition Drive
Now Scores 43 Wins

ALBANY—Forty-three local public employers throughout the State, including seven counties, to date, have recognized the Civil Service Employees Assn. as the exclusive bargaining agent for their employees.

Recognition by the employers of the 100,000-member organization of state and local government employees was made in concert with the State's Public Employees Fair Employment Act which became effective Sept. 1.

Under the act, state and local government employees are empowered to establish procedures for collective bargaining with their employers, and to recognize employees organizations as bargaining agents on the basis of payroll dues from authorized members or other tangible evidence of bona fide membership.

By McFadden

The latest county to recognize CSEA is Schenectady. Other county governments which will bargain exclusively with CSEA are: Broome, Cayuga, Franklin, Monroe, Putnam and Sullivan.

Attorneys for the Employees Association have sent written notices to every municipal body and school district in the State where CSEA has members, asking for exclusive recognition on the basis of majority membership.

By McFadden

John Carter Rice, CSEA associate counsel, said the response to the letters has been both heavy and extremely favorable.

"It is not CSEA's intent to inundate the municipalities into granting recognition, and this is clearly demonstrated in these letters," Rice said. "Rather, it is our aim to write those employers of his right to select the employee representative and under what sections of the new law these provisions can be found. CSEA is only asking that public employees follow the guidelines of the new law in recognizing the bargaining agent for their employees."

$195 Complete
Las Vegas Tour Offered 1st Time

For the first time, a trip to Las Vegas is offered to members of the Civil Service Employees Assn. and their immediate families at an all-inclusive price of only $195.

The tour offers round trip jet transportation, hotel accommodations, dinner club entertainment at various clubs, meals, etc. The plane leaves New York on November 16 and returns on the 19th.

Immediate application may be had by writing the branch manager. Use: care of Crown Peters Travel Service, 711 Rinth Road, or calling Circle 7-1790.

SYRACUSE—Both shocked and amazed at the Onondaga County Republican chairman's remark that the Civil Service is for the birds, Civil Service Employees Assn. chapters throughout the Syracuse area are coming to the defense of the Civil Service merit system as well as talking of "action at the polls" this fall.

GOP Chairman Thad L. Cullum, who is also a Syracuse area delegate to the Constitutional Convention, made the comments after being asked by the CSEA-sponsored resolution granting deputy chiefs Civil Service status.

The resolution was approved by the convention, 106 to 12.

"Civil Service is for the birds," Cullum told a Syracuse reporter who asked for the reason for his remarks. "It's all a matter of meddlesome government. You can show you more multi-millionaire Civil Service that aren't worth the powder to blow them off the face of the earth, but they are there because of Civil Service."

Young Reacts

Mrs. Young Reacts

One of the first to react to the statement was Mrs. Hilda H. Young, president of Onondaga County chapter. CSEA, who wrote Cullum that "by dwelling on the inadequacies of a few, you have done an injustice to the overwhelming majority of our public servants."

Other representatives of the State's Public Employees organization, including several branches of the CSEA chapter, have been in contact with their employers through a delegation headed by Mrs. Young and Edward Cleary, the CSEA president.

"It is running for re-election this fall, and I certainly hope he is not speaking for his party on this subject," Mrs. Young said.

Onondaga chapter has both city and county workers as members. Leaders of Onondaga chapter, which represents State employees in local offices, have agreed to seek to form a Legislative Enlistment Committee with other local chapters of State employees.

ALBANY—Dr. Joseph O. Greninger, who heads the State Employee Health Service, has been elected to a fellowship in the Industrial Medical Association.

PERB Studies For L.I. Parks CSEA Chapter

FARMINGDALE—The Long Island Inter-county State Parks Civil Service Employees Assn. has launched a concerted drive to the membership of the mechanics of the employment Act and how the CSEA can better represent them by gaining recognition as the exclusive bargaining agent since the new law went into effect Sept. 1.

The monies to be paid to CSEA, give civil servants such services as a legal plan, group life insurance, prepayment purchase, life insurance, glasses, etc., New York City now provides such services to employees or organizations.

The welfare fund goal is to raise $500 for the CSEA chapter at the next special CSEA meeting in New York this fall, 72 chapters have been mandated for political contributions.

Small Only $299
Thanksgiving Week in London

Despite higher prices for hotel rooms, food and transportation, this second annual "Thanksgiving Week" in London trip for members of Civil Service Employees Assn. and their immediate families will again sell out for only $299.

The popular 8-day trip leaves New York on November 18, returning November 26. Tour members will again stay at the Hilton Hotel, near Hyde Park. The $299 price includes round trip jet fare, hotel rooms, breakfast, sightseeing, and a theater night.

This space is limited and immediate application should be made to Irving Flammenschaft, 711 Eight Avenue, New York, NY 10036 or call Circle 7-1790.

Springer Elected

SPRINGER ELECTED

ALBANY—Dr. Joseph O. Greninger, who heads the State Employee Health Service, has been elected to a fellowship in the Industrial Medical Association.

Going Places—See Page 2

(Continued on Page 3)
DON'T REPEAT THIS

(Continued from Page 1)

CHRONICLES of the New York City chapter of the Civil Service Employees Assn. A new chapter was elected, delegates discussed the merits of the chapter's president, Raymond Shaban, to seek an amendment to the CSEA constitution that would reduce a proposed dues increase for CSEA membership. Delegates voted to increase CSEA dues to 25 a year at a special meeting of the State-wide chapter, held recently. Delegates from the New York City chapter will seek a reduction of this amount at the September Convention being held at the Orchard Hotel in Klamath Falls.

Budget Examining Trainee

The New York City Department of Personnel will administer written examinations this week to 260 candidates for budget examining trainees.

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CIVIL SERVICE LEADER
Tuesday, September 26, 1967

H’D Day In Sweden

FRUSTRATION is one of the most frequent emotions hazards civil service people face. It could arise from long months of extra work on a specific project, only to see the project go up in smoke because someone’s expected cooperation failed to materialize. Or it might arise from the independence of one or more public servants to make decisions after urgent emergencies. But there are frustrations, just as frustrations. In the specific project, only to see public relations for an agency and some one’s expected cooperation is at the seat of battle. Maybe it is at one of the other site. 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.

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The National Arts & Antiques Festival

November 15-21

MADISON SQUARE GARDEN

Respectful Attention

Joseph F. Carlin, the former Republican speaker of the Assembly, appar- rently spoke rarely but he did draw the respected attention of his 185 friends at the luncheon.

Mrs. Matilde Tru, the dele- gates-at-large who came to the convention from the United Nations, was not an open activist and yet spurred talk in Democratic circles as "someone the party might consider for elective office.

Herman Budish, the Bronx Borough President, also made effective a speech of the issues at the convention and a sense of timing in his speeches that had some Demo- crats marking him for bigger things ahead in politics.

Peter C. Oestreicher, the state Democratic power, added more muscle to his arsenal by his battle for the civil service employees’ group.

And Alben B.ester Democracy Mayor Ernest Curingham kept such a close watch at each day’s session that he had Democrats and Republicans coming to him on the "small price" of each day’s session that he had Democrats and Republicans coming to him on the "small price" of discussion at a glance. Dr. Alvin Campbell, a widely respected educator and close associate of State Democratic leaders, had this appraisal of the convention product. He told this column: "We made good, solid progress. The convention has set important new guidelines for government and broadened the vision and scope of government." A Slow Start

The convention got off to a slow start, with one and two day sessions that provoked comment in the daily press of a "do-nothing" session.

The closing hours of the convention set a sharp knock in the floor and in comments at the convention.

To many delegates, Harold L. Parker, who serves as counselor to Speaker Travis, was probably the best informed man at the convention and one of the hardest working men.

But who won? It wasn’t the Democratic Party. It was the Reform movement. The Reform Democrats gained little.

But even U.S. Senator Robert F. Kennedy and Governor Rockefeller failed to exercise the conven- tion’s influence in a more secure.

It was a convention whose greatest fear is that its accom- plishments will be rejected by the voters.

10 Days — $299

Bahama Tour

At Christmas

Is Now Open

A Christmas tour to Grand Bahama Island from Dec. 22 to Dec. 31 is now open to Civil Service Employees Assn. members and their immediate families. The 10-day tour will depart from New York and return to New York.

Included in the price of $299 are round-trip jet transportation, government rates, air-conditioned rooms at the Oceanic Hotel, entertainment and some a la carte dining.

For reservations and information brochures, write at once to 1000 East 25th Street, Brooklyn, N.Y. 11216. Telephone after 5 p.m. to (212) 253-4488.

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Suffolk Chapter's School Members Want Protection

(PORT JEPERSON—A bill to protect school employees in districts forced on austerity budgets and a coordinated Suffolk campaign for exclusive recognition and a Joint salary and benefit package was endorsed enthusiastically at a recent luncheon meeting here of the non-teaching committee of the Suffolk County chapter, Civil Service Employees Assn.

John Kelly, committee chairman, reported that Suffolk County plans to represent 26 school districts and that representation on school boards is now rising to 19. He noted that representation on school boards was an important area of work for the Suffolk chapter, Civil Service Employees Assn.

Kelly also stressed that Suffolk chapter members should take advantage of the school district advisory committees which were scheduled to select the new school board members. He noted that Suffolk chapter members should be aware of the new school board members and that they should support Suffolk chapter candidates for the school board.

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Editorial Positions

Writing and editing positions, at GS-9 ($7,696) through GS-12 $10,927, are currently available in various Federal agencies in Washington, D.C. and vicinity.

Copies of the announcement (No. WA-T-69, writing and editing positions at Federal Film, Radio, Television, Motion Picture, and other related information may be obtained from the Inter-Agency Board of U.S. Civil Service Examiners for Washington, D.C.

To Keep Informed, Follow The Leader.

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Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC Channel 21, 148 Clinton St., New York, N.Y. 10013. Programs are listed below.

Monday, October 2

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

8:30 p.m.—Community Action—Ted Thacker moderates program.

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

5:00 p.m.—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

Tuesday, October 3

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

7:00 p.m.—TV High School—Manpower Education Institute presentation.

Wednesday, October 4

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

7:00 p.m.—TV High School—Manpower Education Institute presentation.

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

8:00 p.m.—New York's Revised Penal Law—Analysis of changes in the Penal Law: program 1—"Purpose and Organization of the Penal Law."

Thursday, October 5

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

Friday, October 6

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

1:00 p.m.—TV High School—Manpower Education Institute presentation.

4:30 p.m.—Cassius-Lotto-Large—Problems of Urban Society—Program 2: "We’re Speaking English But I Don’t Understand."

10:00 p.m.—New York's Revised Penal Law—"Purpose and Organization of the Penal Law."

Saturday, October 7

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

7:15 p.m.—On the Job—N.Y.C. Fire Department training program.

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File This Week For U.S. Jobs

Applications are being accepted until Sept. 28 by the New York Interagency Board of U.S. Civil Service Examiners for Film Library workers, $3.80 per hour at the N.Y. Naval Station, Brooklyn, N.Y.; heating equipment repairmen, $3.27 per hour at Stewart Air Force Base, Newburgh, N.Y.; telephone linemen, $3.33 per hour at Fort Hamilton, Brooklyn, N.Y.

Copies of the announcement and application forms may be obtained from the Interagency Board of U.S. Civil Service Examiners, Greater New York City Area, 220 East 42 St., New York, N.Y. 10017. They are also available at the post offices in Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patch­cague, Peekskill, Poughkeepsie, Middletown, and Yonkers, N.Y.

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 Application 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: Piling Period—Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Tuesday from 9 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 St., New York, N.Y. 10013. Telephone 566-8720.

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Prohibition Officer Positions Open in NYC Courts

The Administrative Board of the Judicial Conference has announced that applications are being accepted until Oct. 20 for four probation officer positions to be given on Nov. 18. The examinations for the positions of probation officer, supervising probation officer, and principal probation officer open to qualified candidates are the unified court system in New York City and supervising probation officer open to qualified candidates in the Nassau County Probation Department.

Application forms and copies of the examination announcement may be obtained from the Personnel Office, Room 1212, 270 Broadway, New York, N.Y. 10007.

U.S. Court House Seeks Clerk Steno

The U.S. Department of Justice is seeking a stenographer, to work half time on a permanent basis in the Employment Placement office in the U.S. Court House, Foley Square, Manhattan.

The position pays $2.36 per hour.

For further information, contact David Lelliozit, Room 207, U.S. Court House, Foley Square, Manhattan or phone 264-6443.

Adjudicator Jobs Open with VA

There are immediate vacancies in the position of adjudicator at the regional office of the Veteran's Administration located at 337 Seventh Ave. in New York City. These positions are at the GR-6 grade and pay $7,866 per annum.

Applicants will be rated on the extent of their experience and experience is required. Applicants with an LLB degree may substitute their education for four years of this total. For further information regarding experience and substitutions of education, see announcement number NY-7-15.

Copies of the announcement may be obtained at the Veterans Administration Regional Office, the Man Post Offices in Brooklyn and Manhattan, or the Interagency Board of U.S. Civil Service Examiners, 220 East 42 St., New York, N.Y. 10007.

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JAMAICA: Thursdays at 7:30 P.M.

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FREE BOOKLET—BE 3-5910
ADVANCE BUSINESS INSTITUTE
140 W 22nd St., N.Y., N.Y.
LETTERS TO THE EDITOR

Retirement System Seen As Unfair

Editor, The Leader:

The present New York State Retirement system is unfair, unjust and discriminatory to its civil servants who have served this Empire State of ours faithfully for more than 30 years of service. Employees with service of less than 30 years, like the writer, when eligible to retire can’t get half pay a month in retirement allowance under “No Option” whereas new employees after 1960, who are eligible to retire with service of 35 years, like the writer, who retires after 30 years of service, have guaranteed half-pay retirement upon completing 30 years of service.

My present salary on the date I qualify for retirement under “No Option”, after completing 30 years of service equals approximately one-third of my present annual salary. Note — not over 30 years, but upon completing more than 30 years of service.

The inequality causing my estimated pension to be less than half-pay after 30 years of service towards the $3 billion retirement fund-accorded “second class citizen” status to employees after 1960 being the favored ones to enjoy a proper and the equitable retirement fund (guaranteed half pay after 30 years) upon retirement.

My request to the Committee on the date I qualify for retirement under “No Option”, after completing 30 years of service, to provide my retirement benefit in the approximate amount of my present annual salary. Note — not over 30 years, but upon completing more than 30 years of service.

The money in our pension system is based on the premise of the State paid into almost $3 billion, which earns over 4.5% per annum. The State’s pension system credits 4% to the individual accounts of its senior employees at interest on the money contributed over the years. In all fairness to the older employees, the law must provide “second class” status to employees after 1960 because the excess investment income that was contributed over the years should be applied toward allowing the 1/60th pension credit to all employees. The excess investment income should be applied toward allowing the 1/60th pension credit. The new state hires (guaranteed half pay after 30 years) upon retirement.

The trend on our present system is to take care of the older employees at the expense of the younger employees. The younger employees may have levels of income of the same magnitude or higher than the older employees, but upon retirement, the younger employees are given no consideration at all. They should be given the preferential treatment they have contributed over the years.

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The President of the Civil Service Commission has designated the period June 1, 1967 through October 31, 1967 as an open enrollment period for eligible employees to join The Statewide Plan. Employees and retirees of the State and participating agencies who failed to enroll themselves and/or their eligible dependents when they first were eligible, may do so during this five month period without proof of insurability.

Eligible for enrollment are:

1. Eligible employees and retirees who have not previously applied for enrollment,
2. Eligible employees, retirees and/or their dependents who were denied coverage on the basis of unsatisfactory "Statements of Health",
3. Eligible employees and retirees who voluntarily cancelled their coverage,
4. Eligible employees whose coverage was cancelled for non-payment of premium while on leave without pay or in any other direct pay status,
5. Retirees who have had a minimum of 5 years' service, were covered as active employees and who, at the time of retirement, either failed to continue their coverage or were ineligible to continue their coverage because they did not satisfy the required minimum period of enrollment,
6. Eligible dependents on whose behalf the retired employee was not insured prior to retirement. A spouse, a Dependent Student, acquired after the employee's retirement, or children born to the retiree after retirement, may also be enrolled at this time.

The benefits of The Statewide Plan are now available to every eligible person during the open enrollment period. The combination of Blue Cross, Blue Shield and Major Medical (Metropolitan Life Insurance Company) available under The Statewide Plan offers one of the finest programs of protection against the cost of hospital and medical care.

Don't delay. If you are not now protected by The Statewide Plan see your Payroll or Personnel Officer immediately. Enroll now and enjoy the security of The Statewide Plan which was specifically designed to meet the needs of public service employees and their dependents.
It's been replaced.

For the 19th consecutive year, we've replaced the bug. With another bug.

To those of you who were expecting something fancier, sorry. (The '68 looks just like the '67 crossed out above.)

To those of you who now own a Volkswagen, congratulations. (Once again your model has not gone out of style.)

To those of you who've been thinking about buying a new one, nice thinking.

The front seats are more comfortable. (They have built-in headrests.) The windshield wipers are much more efficient. (They're larger.) Even the shifting is easier. (We put a decal on the window to show you how.)

All in all, we feel that the 36 nice little changes on this year's Volkswagen make it the best ever. Of course, every year we build the "perfect" Volkswagen. And then we do a masterful job of proving ourselves wrong.

VA Hospital Needs Inhalation Therapists
The Veterans Administration Hospital, 800 Poly Place, Brooklyn, N.Y., has announced examinations for inhalation therapists, GS-5, 6, 7, and 8, starting salaries $3,331 to $7,068. There is no written test.

Requirements include appropriate experience of one year, two years, three years, or more years, in a hospital, or in a clinical control, medical research, or other scientific laboratory, in one or more of the fields of medical, biological, or physical science work. No degree with major in biology, chemistry, or physics, including laboratory work, may be substituted in full grade GS-5.

There is no discrimination in employment. For further information, write or visit the Personnel Office at this hospital, or call the Personnel Officer at 838-6606, ext. 839.

Going Places?—See Page 2

Social Workers and Social Work Supervisors
For expanding, dynamic Social Service Bureau in the NYC Housing and Development Administration. Limited caseloads, good supervision. Social Workers: MSW, no experience required; $8,000 to start. Supervisors: MSW and 3 years case work experience; $9,100 to start. NYC Health Insurance and Pension. Contact Assistant Santiago, 2 Lafayette Street, N.Y., N.Y. Telephone: 966-7766.

New York State Employees:

Unwind with special room rates ($8.00 single) at these Sheraton Motor Inns

BUFFALO—Sheraton Motor Inn (Call 642-6401)
Binghamton—Sheraton Motor Inn
(Phone: 232-1700)
ITHACA—Sheraton Motor Inn
(Call 463-4011)
BUFFALO—Sheraton-Camelot
(Call RA 3-8341)
NEW YORK—Sheraton-Camelot
(Broadway at Lafayette Street, N.Y., N.Y.) Telephone: 566-7676.

Contact Anselmo Santiago, 273-8000.

Unwind with special room rates ($8.00 single) at these Sheraton Motor Inns

BUFFALO—Sheraton Motor Inn
(Buffalo, N.Y., N.Y.) Telephone: 232-1700.

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(Buffalo, N.Y., N.Y.) Telephone: 232-1700.
The Border Patrol of the United States Immigration and Naturalization Service has an urgent need for a large number of physically fit young men desiring a career in Federal law enforcement work. This is a career opportunity for those who like action and outdoor work.

The Border Patrol is the armed, uniformed enforcement branch of the Immigration and Naturalization Service. Its purpose is to detect and prevent the smuggling of aliens into the United States and to apprehend those guilty of such violations. The job is both arduous and dangerous. Officers are required to work irregular hours, under all weather conditions, and must be available to work in any section of the country. The duties demand mental alertness as well as exceptional physical vigor and stamina.

No experience is required for these positions. To qualify, applicants must pass a written test of verbal abilities, judgment, and aptitude for learning a foreign language. Candidates who pass the written test will be called for oral interviews in the order of their standing on the list. The oral interview is designed to determine if the applicant has the personal qualities needed for the work. Candidates must also pass a rigid physical examination.

The entrance salary of an Immigration patrol inspector is $6,451 a year. After satisfactorily completing a year of intensive training, a new officer's salary is raised to $7,350. Further advancement can be achieved through regular within-service promotions.

Applications are now being accepted for the civil service examination for Immigration Patrol Inspectors. The examination will be held on Nov. 16. Additional examinations are scheduled for January and April. However, those wishing to be tested in November must submit their applications prior to Nov. 16. Full information is given in Announcement No. WA-716 which may be secured from the nearest post office or from any office of the Immigration and Naturalization Service. Applications should be submitted to the Interagency Board of U.S. Civil Service of the Immigration and Naturalization Service, Washington, D.C., 1900 E Street, N.W., Washington, D.C. 20415.

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Our men understand.
The sorrow a family feels.
The need to lessen the burden.
One’s financial limits.
And they understand, through human experience and training, how to arrange funeral service with both tact and sympathy.
When the need arises, talk to the man at your neighborhood Walter B. Cooke chapel.

Walter B. Cooke.
FUNERALS FROM $250
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with Johnson’s
baby powder
Only 89 cts. Reg. $1.05
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NEW YORK CITY
Tel. 473-5411

To Keep Informed, Follow The Leader.
Non-Teaching School Aides

By THEODORE C. WENZL

On August 2, this committee met to discuss the problems of non-teaching school employees and to make recommendations which would serve to remedy the present situation.

This committee is distressed that no change has come about with respect to the movement to replace non-teaching personnel with personnel engaged in a service activity. While the position of business manager had once been a competitive position within the classified service, this has now been eliminated from competitive civil service status. Presently, there has been a concerted effort in many districts to eliminate supervisory and administrative positions as a competitive level of service. Our committee is quite aware that this practice continues within the school system to the detriment of the employee. It is left to our union to assert some semblance of merit system and promotional opportunities for non-teaching personnel which will virtually disappear.

There is a strong urge that CSSEA do everything in its power to prevent further moves in this area.

Since the principle of equal pay for equal work has long been espoused by our Association, we recommended to the delegates that the Association support the establishment of a State salary minimum of $4,800 per year for all custodial and technical employees engaged in a school system. Our committee also seeks the support of the delegates that everything be done by the Association to assure that this minimum is protected.

In many school districts, several male members have been selected by our local communities as part of the Association's group life insurance pool since the main qualification for enrollment is that males must be employed by a school system. We urge the delegates to support the establishment of a single unit for school districts within the commonwealth, which will have a representative on the board of directors of such unit. We feel this is necessary in order to provide a more adequate representation of information and to provide a stronger and more effective foundation from which the interests of non-teaching personnel may be served.

In many school districts, a great many members have been threatened with this penalty (such as, demotion, suspension, or fine) and are given the opportunity (for appeal purposes) to consider authorizing legal action in connection with the operation of the State Police. This committee is working on a plan to more effectively protect our personnel in this area.

By JOSEPH F. FEILY

LEGAL

By ABRAHAM A. KRANKER

With the growth of our Association membership, there has been a corresponding increase in the number of local government employees engaged in service situations requiring insurance under our legal aid program. We have found that in many instances the process presently utilized by the Association is not that which will enable us to obtain such assistance, thereby creating a delay in having such assistance approved. It is essential that all chapter officers and chapter legal committees become more knowledgeable with the procedures necessary for insurance approval in order to insure prompt approval of requests for such legal aid.

We refer you to letter from our president, Joseph P. Flaherty, CSEA, to chapter presidents detailing our legal aid program and the procedures which have been followed to obtain such help. Please also make your members aware of these procedures and follow them. Our committee will then endeavor to see that its members are promptly notified on any such requests.

Finally, the committee is still working to set up a panel of qualified attorneys from whom a member in need of legal assistance would choose an attorney to represent him whenever possible. This work is proving to be much more complex than our committee envisioned. We could use the help of each one of the delegates here assembled.

If each one of you would forward, to the chairman of our committee, the name and address of an attorney in your area whom you are willing to serve on such panel, it would be very helpful.

At a recent meeting of our committee, we were asked to consider legal representation for the practice of the Superintendent of State Police in connection with the operation of the State Police Review Board. In this situation, the committee determines that the charges, if true, would not provide a basis for dismissal of the member against whom the complaint is made. The procedure before this Board is very informal—the trooper is called in and asked to explain his conduct and is given an opportunity to present any facts or circumstances of the case. The Board then makes a finding regarding the charges or complaint and notifies the trooper. By TELEPHONE, of the determination. There is no recognition of findings of guilt; and the trooper to accept such penalty (such as, demotion, suspension, or fine) and is given the opportunity (for appeal purposes) to consider authorizing legal action in connection with the operation of the State Police. This committee is working on a plan to more effectively protect our personnel in this area.

By JOSEPH F. FEILY

President's Report

By JOSEPH F. FEILY

This meeting was necessary to take action on reports and recommendations which will enable us to develop our programs for the coming year. We have to adopt our programs earlier than usual because of the new Public Employees' Fair Employment Act. Under this law, the provisions for representation of employees and the impasse procedures available are to be used at all times. Therefore, the immediate necessity is to get submission dates around the first of the year. Programs must be adopted very early in September.

Working together I am confident that we will make this meeting constructive and very worthwhile. The progress report of this committee is distributed to the delegates and officers and committees distributed to the delegates when they register. Only the highlights will be touched upon.

It is a real pleasure to note our all-time membership record—namely, over 153,000. The recognition we are seeking and our status as the collective bargaining agents for employees in public service is in large measure on expansion of our membership strength.

We are now entering into a new era, with the Public Employees' Fair Employment Act taking effect only Sept. 1. We have every confidence that, under that law, we will be able to strengthen and expand our activities and to provide more adequate representation of our members. We feel this law will bring us a much larger membership shortly.

We are striving for recognition as the collective bargaining organization for all State employees on a State-wide basis. We have achieved this recognition in many political subdivisions since the last Delegate Meeting. In a number of local communities, the appropriate body has passed an ordinance giving us recognition. We are working on getting more recognition in the near future.

While we have been successful in some areas, there has been disagreement in others. Our committee is very much aware of the fact that we have yet to develop the full strength of our organization in many areas. We will continue to work in these areas and will strive to bring our organization to a position of strength in all areas.

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ANNOUNCING—

ANOTHER FIRST FOR H.I.P.!

New H.I.P. Benefits Under City Health Program

NEW SERVICE DRUG PROGRAM

For the first time under the City Health Program, H.I.P. now covers 30 per cent of the cost of prescription drugs and medicines* when obtained through the designated mail order pharmacy under contract with H.I.P. These drugs must be prescribed by H.I.P. physicians, or by non-H.I.P. physicians in covered emergencies. Prescriptions for drugs and medicines are filled and mailed without charge. There are no bills...no claim forms...no deductible

*For which a prescription is received.

IMPROVED INDEMNITY DRUG PROGRAM

For prescriptions not filled through the mail order service program described above, and for appliances, H.I.P. will pay 30 per cent of the cost after a $25 annual deductible per person. There will be no annual or lifetime maximum. The drugs and appliances must be prescribed by H.I.P. physicians (or by non-H.I.P. physicians in covered emergencies).

PRIVATE DUTY NURSING

For the first time also, H.I.P. is including in-hospital private duty nursing as one of the optional benefits under the City Health Program. H.I.P. will pay 30 per cent of the cost of private duty nursing for a maximum of 304 hours after the first 72 hours of such care per confinement, when ordered by an H.I.P. physician or when needed in a covered emergency.

THE COMPLETE PACKAGE

H.I.P.'s complete package of expanded optional benefits now consists of:

• 120-day Blue Cross full benefit days plus 183 discount days provided through Associated Hospital Service of New York.
• Combined service and indemnity drug programs and prescribed appliances.
• Anesthesia payments up to $100.
• In-hospital private duty nursing payments.
• Emergency care indemnities increased from $350 to $750.

The bi-weekly cost to you for H.I.P.'s new package is:

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<th>Bi-Weekly Deduction</th>
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<tr>
<td>New Expanded Option</td>
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<td>One Person</td>
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<td>Two Persons</td>
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<td>Family</td>
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*Not available to new applicants.

The new benefits will be provided for employees who authorize the payroll deductions for the new expanded option during the enrolling and transfer periods.

IF YOU WISH TO ENROLL FOR H.I.P.'S EXPANDED BENEFITS OPTION

If you now have H.I.P.'s Limited Option, or if you have no option and wish the new Expanded Option, please see your payroll clerk for a postcard authorization to be mailed to H.I.P.

If you wish to keep the Option you now have it is not necessary to do anything.

H.I.P. members, 65 and over, either active or retired, who are enrolled in Medicare Part B, are already covered for these benefits.

P.R. Column

(Continued from Page 2)

with the public relations task for the changeover, Rint-Hand Traffic Commission—was how to do the public relations communication job painlessly but effectively. Failure of the campaign would have increased accidents, injuries, and even deaths.

THE PROBLEM was solved by using the very public relations techniques with which our readers are familiar.

FIRST, A symbol was adopted—the letter H, which stands for the Swedish word hossen (right). From that point on, the government Right Hand Traffic Commission and its citizens-sponsored National Association for Introducing Right-Hand Traffic, wrote in the letter H for all it was worth.

MORE THAN eight million brochures in nine languages served as the basic public relations document to educate the various Swedish publics to right-hand traffic.

THEN THE country was inundated with posters, stickers, leaflets, all featuring the big H. But that wasn't enough. The H's were imprinted on ordinary objects as socks, ties, gloves, undershorts. There were H games. H milk containers, H soda bottles, H cups, H paper bags, even an H fan. In the nation's schools, 10-day cram courses were featured.

ALL THIS didn't take place in one day or year. This was a campaign which spanned four years and three months. And the civil servants—police, highways workers, mailmen, radio and TV personnel and just about everyone in the civil service corps had specific duties in connection with the H-campaign.

WERE HAPPY to report that a day was a picnic—a happy picnic, at that. The Swedes made it a gala holiday, which was the general idea the Right Hand Traffic Commission had in mind. There were many fewer accidents, very few deaths, and the letter H became something of a national symbol of a job well done.

THE FRUSTRATION was in the minds of all civil servants because they didn't know whether little letter tike H would do such a big job. But frustration turned into laughter, happy results.

THE NEXT TIME you feel that feeling of frustration overwhelming you, pause for a moment, think of someone else with a greater frustrations than yours, and the feeling will pass away quickly and painlessly.

ANNOUNCING—

ANOTHER FIRST FOR H.I.P.!

New H.I.P. Benefits Under City Health Program

HEALTH INSURANCE PLAN OF GREATER NEW YORK

625 MADISON AVENUE, NEW YORK, N. Y. 10022

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Jamaica 6-6300

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Hollis
$17,500

Laurelton

Laurelton

Laurelton

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HOLLYWOOD BEACH.
Buffalo Chap. Holds Fall Dinner-Meeting

The Buffalo chapter of the Civil Service Employees Assn, opened the fall season in Buffalo, Sept. 20, held at the Charter House in Williamsville.

Chapter president Cary Canehill conducted the business meeting at which the 1967-1968 budget was approved and committee reports were. Delegates to the Special CSEA Convention held in New York City also gave their report.

The next Buffalo chapter meeting will be held Oct. 18 as announced.

CSEA Recognition

(Continued from Page 1)

CIVIL SERVICE LEADER

Rochester's Deputies Want Civil Service

(From Leader Correspondent)

Rochester—Most of the 230 sheriff’s deputies in Monroe County favor a provision in the proposed new State deputies under civil service Constitution that would place a survey indicates.

Their boss, Sheriff Albert W. Skinner, was opposed to the provision and defends the promotional system in his department, the only police agency in the county not under civil service.

Skinner said, "We have no system of suspension or being fired any time for no reason."

While the survey, made by a Rochester newspaper, did not include all deputies, estimates from most of those interviewed concluded that from more than half to as much as 95 percent are in favor of the measure.

"We’ve got to remember that right now, we've got a pretty good job," said another deputy.

"But anyone who can't look ahead and see what might happen in the future is foolish," said Skinner.

"I like civil service, another deputy said, "because for those who do have a career growth or the majority of younger deputies, it offers the only possibility for promotion without having to accumulate part seniority."

Promotions are now at the discretion of the Sheriff.

Just Resignations

I don't know what's wrong with the men that signed the petition," said Skinner.

"But anyone who can't look ahead and see what might happen in the future is foolish," said Skinner.

"I like civil service, another deputy said, "because for those who do have a career growth or the majority of younger deputies, it offers the only possibility for promotion without having to accumulate part seniority."

Promotions are now at the discretion of the Sheriff.

CSEA Orange County Chap. Board Meets

Chapter meets—State representatives, State officials and friends at a reception last Friday in Albany.

A graduate of Union College and Albany Law School, the noted specialist on State Educational law was admitted to the New York State Bar in 1922. The following year he became associated with the State Education Department as an attorney. In 1933, Dr. Brind was named principal attorney and later Director of the law division of the department. He was named chief counsel to the State Board of Regents and the Education Department in 1940 and, that same year, named to the State Teachers Retirement System and State Dormitory Authority.

Active in State and local medical circles, Dr. Brind is president of the Board of Directors of Blue Cross of Northeastern New York.

Ulitsa State Chapter Holds Its Clambake

The Ulitsa State Hospital Chapter of the Civil Service Employees Assn, held a clambake recently at the Ulitsa State Hotel, Chadt, according to chapter president Joseph J. Uimelter.

Committee members in charge of arrangements were Edward Zunker, first vice president; Georgia Coli and Edward Shandor, chapter officers.

Handing tickets for a fund raising drawing were Bob Bonne and Esther Dyman. Stanley Bird was in charge of entertainment.

CSEA Orange County Chap. Board Meets

GOSHEN—The Orange County chapter of the Civil Service Employees Assn., Executive Officers and Board of Directors meeting was conducted at the Goshen Inn recently.

Representatives of the following units were present: Minisink School District; Warwick Valley School District; Orange County Employees City of Newburgh City of Middletown City of Port Jervis and the Town of Wallkill.

The meeting was called by Frank E. English, president of the chapter. Tom Brown, field representative was present to answer questions from the floor.

ABC Board Chapter Meetings

The A.B.C. Board’s Members and Employee chapter of the Civil Service Employees Assn., will hold their quarterly meeting at the Mayfair Inn Motel, by the sea, Sept. 23. A report on the recent rotating meetings held held in County N.Y., will be given. A representive of the CSEA is expected to speak to the chapter on various issues.
CIVIL SERVICE LEADER

A FINAL REMINDER!

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PAGE FIFTEEN

Wednesday, September 26, 1967

Cash Budget Examiner

Some 427 candidates for assistant budget examiner will take written examinations this week, according to Personnel Dept.
State Employees, Do You Want -- 

UNITY & RESULTS

CSEA has asked recognition by the State under the new Public Employees Fair Employment Act as exclusive representative for all State employees in one statewide bargaining unit. As representative of all State employees in one unified, powerful group, CSEA has the effective strength in its experienced officers, committees, staff specialists—and the voting power of its sheer numbers—to continue winning major improvements for everyone in salaries, retirement, fringe benefits and all conditions of employment. Through its long-established statewide network of chapters, units and field staff, CSEA will also provide the best representation for State employees at the local level—at all work locations and in all State titles. "In unity there is strength" still makes sense.

FOR STATE EMPLOYEES, ONLY UNITY WILL GET RESULTS!

NUMERICALLY and historically, CSEA’s demand for recognition by the State, as the sole representative for all State employees in one bargaining unit, makes sense. Over 103,000 State employees are members of CSEA out of a total of 130,000 employees. Throughout the years, CSEA has successfully negotiated for all State employees with State legislators and State administrators for improvement of salaries, retirement, fringe benefits, and all terms and conditions of employment. Moreover, recent guidelines issued by the State’s Public Employment Relations Board specifically state that a collective bargaining unit can be composed of “all employees employed by a single government or public employer,” and be based on “past patterns of conducting negotiations.”

COUNCIL 50, AFSCME, has asked that employees in each State title have their own bargaining unit—that each negotiate separately with the State on all terms and conditions of employment. This means 3,352 bargaining units (the number of titles in State service), each one spread out in even smaller pieces in work locations throughout the State. This is absurd, any way you look at it. These 3,352 tiny, uncohesive, inexperienced bargaining units would be nothing more than voices in the wilderness that would never be heard by the State’s negotiators and legislators. Even if they met with State officials, these small units could not possibly enjoy the assistance of adequate labor relations specialists—legal, research, public relations and the like—to be able to support their negotiations against the State’s top talent. In effect, the workers would be at the mercy of their employers.

FOR STATE EMPLOYEES, SUCH DISUNITY MEANS DISASTER!

Civil Service Employees Association, Inc.
8 Elk Street  Albany, New York