**Civil Service Leader**

**Mental Hygiene Report**

Vol. XXIX, No. 24

Tuesday, February 20, 1968

Prior Ten Cents

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**On Right To Bargain Exclusively**

ALBANY---In the wake of a ruling by the Appellate Division of the Supreme Court that the Public Employment Relations Board did not have the right to forbid the Rockefeller Administration to recognize and negotiate with the Civil Service Employees Assn, the State Education Department has decided to lift the ban on negotiations for the purpose of settling grievances against the State Education Department.

**Appellate Court Kicks PERB But Governor Won't Meet**

ALBANY---Governor Nelson A. Rockefeller has decided to refuse to meet with the Civil Service Employees Assn to discuss the issue of a 10% wage differential for State stenographers.

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**Hearing Set For March 1**

Grievance Appeals Board To Hear

CSEA Testimony On Leave Rules

Concerning Delegates To Meetings

ALBANY---Grievance Appeals Board will hear testimony on March 1 on a complaint by the Civil Service Employees Assn, that the removal of administrative leave for CSEA representatives attending official meetings was arbitrary and discriminatory.

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**In NYC Metropolitan Area**

Wage Differential Of 10%

Asked By CSEA For Stenos

ALBANY---A ten percent geographic wage differential for State stenographers in the metropolitan New York City area has been requested by the Civil Service Employees Assn. William L. Bloom, director of research, told The Leader that the adjustment was being sought for all stenographers employed at facilities within the counties of New York, Kings, Queens, Bronx, Richmond, Westchester, Rockland, Nassau and Suffolk.

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**CSEA President Charges:**

**Civil Service Commission Reneging On Promise For Clerical Salary Study**

(Special To The Leader)

ALBANY---Charging the State Civil Service Commission with reneging on a promise to provide a study of clerical salaries in private employment, the Civil Service Employees Assn. as the sole representative for most State employees, the CSEA last week renewed its demand for immediate resolution of negotiations with the Governor's nego-

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**Court Of Appeals To Get Case CSEA To Meet On Forcing Talks With State**

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**Injunction Sought On Overtime**

ALBANY---Legal action has been started by the Civil Service Employees Assn. against T. Norman Hurd, State Director of the Budget from taking back money which the State claims was paid mistakenly for overtime work on three holidays to certain State Department of Transportation employees.

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**Mental Hygiene Report**

See Page 3
Prepaid GROUP PRACTICE - ANSWER TO A CRISIS!

The "TIME HAS COME" for prepaid group practice.

Never before have group practice plans received such nationwide recognition. "A sudden explosion of public attention" is the way one health leader describes it!

Prepaid group practice is emerging as the most rational, most convincing answer to the problems besetting the medical consumer, the medical community, and the unions and employers seeking full value for their medical dollar.

Soaring hospital charges...medical care costs inflated by insurance fee-schedules and major medical programs...the growing shortage of physicians...the steady increase in medical specialization...widespread concern for the quality of medical service being rendered as the demand for private care is intensified by Medicare and Medicaid—all of these are chicken that have come home to roost for the long-time defenders of the status quo in medical care.

Today prepaid group practice is being hailed across the nation. Leaders in government, medicine, industry and labor are urging that group practice plans like H.I.P. be given every possible encouragement. They seek to have similar plans established elsewhere in the country.

The President...Group practice benefits both physicians and patients. It makes expert health care more accessible to the patient.

—Health Message to Congress—President Lyndon B. Johnson

The H.E.W. Secretary..."Group practice, especially PREPAID GROUP PRACTICE, should be encouraged. Groups of doctors practicing together can make more efficient use of equipment, auxiliary personnel and consultation than doctors practicing alone."

—John W. Gardner, Secretary of Health, Education and Welfare

The Surgeon General"...The American people want to know when and how they shall receive better health care at prices they can afford. We who believe in group practice have an answer. It is not the whole answer, nor the only answer, but it represents a valid and important approach."

—William H. Stewart, M.D., Surgeon General of U.S. Public Health Service

The Consumer Advisory Council..."The increasing enrollment of consumers in PREPAID GROUP PRACTICE PLANS, and the establishment of new plans in areas where they do not exist, would represent a significant forward step in enhancing the quality, efficiency and availability of medical care and in limiting its cost.

—Report by President's Consumer Advisory Council

The Congress...Backing up its verbal encouragement of group practice, the Federal Government has successfully sponsored legislation that "will enable physicians to obtain mortgage financing to develop and equip group health facilities in towns and cities across the nation."

The AMA Citizens Commission..."Group practice will give the patient the advantages of continuing contact with a family physician who knows him and his history, combined with the advantages of access to a wider array of skills and facilities wherever they are needed."

—American Medical Association's Citizens Commission on Graduate Medical Education

The AFL-CIO Executive Council..."Access to high quality health services at costs they can afford is the right of the American people.

"The AFL-CIO Executive Council therefore calls upon Congress and the Administration to take effective action to control medical costs.

"Among actions that should be taken the Council recommends that...grants-in-aid be provided to stimulate the growth of consumer-controlled comprehensive health plans."

—AFL-CIO Executive Council, Feb. 1967

HEALTH INSURANCE PLAN OF GREATER NEW YORK
685 MADISON AVENUE, NEW YORK, N.Y. 10022

Gov't. Needs Clerk-Typists; $4,108 & Up

The Social Security Administration is seeking qualified typists for career positions at GS-2 ($4,108) with its Farmington Center in New Park, Queens.

Applicants will be interviewed at the Farmington Center, 96-05 Horace Harding Expwy., Rego Park.

Applicants should name their availability to the examiner.

Asst. Superintendent Of Sewage Treatment Plant; $9,256 & Up

Applications are being received up through March 1 for an examination for the position of assistant superintendent, sewage treatment. At present there is one vacancy with the Department of Public Works. The salary range is $9,256 to $12,372.

Further information and applications can be obtained at the Westchester County Personnel Office, Room 106, County Office Building, White Plains.

Westchester Has Senior Clerk Jobs

Applications are being received up through Friday for a Civil Service examination for the position of senior clerk in the Westchester County Personnel Office, Room 106, County Office Building, White Plains.
ALBANY—Sixteen subjects affecting employees of the Department of Mental Hygiene were represented at a meeting between department officials and the Civil Service Employees Association's Special Mental Hygiene Committee.

Representing CSEA were the employees members of the special mental hygiene committee: Pauline Petchatrick, Anne Felt, Julia Duffy, Charles Zeke, George Fiolko, Edward J. Linni, William McCoo, William J. Steiner, Isaiah Rechtschaffen and George Oelzelt.

CSA president Theodore C. Wright was in attendance. Staff members present were: Thomas J. Peterson, chairman of the special public service committee and Mary T. Blair, assistant staff member.

Representing the Department of Mental Hygiene were: the commissioner, Dr. Alan D. Miller; Lawrence B. McCrath, assistant commissioner; Bureau of Mental Hygiene: John J. Lavat, director and personnel; Michael Weisman, personnel assistant; and William Corriag, associate director of the department.

The meeting discussed:

Unfinished Business

1. Distribution of Employees In Nassau County—CSA again requested Departmental support of a recent action by the Civil Service Commission on the location of Narcotic Security Subsides from Grade 3 to Grade 4, Grade 5. The Department acknowledged that a decision has been made with respect to CSA's appeal but added that the committee that a budget appropriation will be requested for an intensive study of all Ward Service Personnel. It is estimated that Career Ladder plans will be delayed as a result of this study and that a narcotic security protection personnel for all other Ward Service Personnel.

Social Work Career Ladder: CSA asked if the Department of Mental Hygiene was willing to maintain the Social Work Career Ladder in accordance with the Social Work Career Ladder which is now in effect.

Social Worker Career Ladder:
CSA asked if the Department of Mental Hygiene would consider the matter of the Social Worker Career Ladder which is now in effect.

CREDIT UNION

Members of the 873 employees of the Civil Service Employees Association, as a result of a 4% dividend percent, Officers received a certificate of membership from:
John L. Schmit, treasurer; Joseph Palace, board chairman; Donald Tarbox, second vice-president; John C. Lerner, first vice-president; Kenneth D. Van flock, secretary and Richard Kifer, board of directors.

Six Formal Contracts Signed

CSEA's Nassau Chapter

MINOULA—Six formal, written labor contracts have been negotiated for public employees in Nassau County in recent weeks "without threats of strikes or violence" by the Nassau chapter of the Civil Service Employees Association.

"Despite the culture elsewhere to achieve just negotiations on the part of public employees' groups, the Nassau chapter of CSEA has successfully concluded negotiations in six Nassau political subdivisions," Irving Plaumebau, president of the 12,000-member chapter said.

"This has been done quietly, without threats of strikes or violence," Plaumebau added.

"We feel a responsibility to the public to assure a settlement without drastic action. It's possible," Plaumebau said.

He cited agreements signed on behalf of Sanitary District No. 1, farm, signed recently, and No. 2, Baldwin, and labor contracts accepted and awaiting formal signature in the Village of Garden City and Freeport, the Long Beach Library and Nassau County Bridge Authority.

The contracts are the first formal agreements concluded by public employees in Nassau. The binding formal labor contract was negotiated by the State's Taylor Act, which went into effect last September.

Postful negotiations are under way in Nassau's three townships and 30 school districts," Plaumebau said.

"In each instance," he added, "pay increases ranging from five to ten percent and significant fringe benefits were achieved in honest, two-way negotiations."

In every case, the contracts reached and under negotiation provide the basic objective of the CSEA program of an improved retirement benefit at half pay.

"We are not interested in striking against the public," Plaumebau said. "In all cases we are aware that the law provides that we may if the public body we are dealing with does not negotiate with us in good faith."

"Assuming both parties enter negotiations seeking a just and equitable contract—neither short-changing employees because they have agreed to renovate the thrust of the strike nor threatening the public with naked power—the Taylor Law can work," Plaumebau said.

"The record of CSEA and public employees in Nassau thus far has shown that it can work," he added.

"The chapter has been asking for recognition for some time. We have requested a contract for this reason on behalf of our members—to no avail, we have done everything to the best of our ability to resolve this matter at the local level," he said.

"The time now has run out for the local government. Perhaps we should have appealed two weeks ago when the time lapse," he declared.

Ray said that Mulroy "wants to delay our negotiations as long as possible, so that the time for actual negotiations will be lessened." He asked the chapter's recognition (Continued on Page 16)

Brookhaven PERB Certifies CSEA

BROOKHAVEN—The Brookhaven Town Public Employment Relations Board has certified the Civil Service Employees Association, as the exclusive bargaining agent for Brookhaven Town employees.

The board's decision was based on the overwhelming number of signatures obtained by the CSEA and who designated them as bargaining agent cards. Unnumbered organizing cards were submitted representing 95 percent of Town employees.

Robert Villa, Suffolk chapter CSEA president, hailed the decision as "a milestone in our representation efforts on behalf of public employees, in general, and especially for the employees of Brookhaven Town."
Six Laborers Win Reclassification After Eight Months Delay

ALBANY — Reclassification of six laborers (grade 6) in the State Department of Transportation's Division of Canals to maintenance men (grade 5) became effective last month after a delay of nearly a year, according to John W. Raymond, CSEA departmental representative.

Raymond was contacted by the men, all of whom work in Section 1 of the Canals Division, at Person's Island in Rensselaer County. He was told of the status of their applications which were submitted nearly a year ago.

Upon checking with Transportation Department authorities, Raymond learned that the classifications were approved by the director of Classification and Compensation last May, but apparently received the State Budget Director's sanction only last week.

State officials were at a loss explaining the reasons for the delay. "Unnecessary delays such as this certainly do not help the morale of the State worker," CSEA officials said.

The applications were submitted to the Director of Classification and Compensation through the Department of Transportation. Raymond informed the men and other employees who were the last Thursday night in Cohoes, Albany County.


Konica Auto-Reflex (C2)

KONICA AUTO-REFLEX
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The most versatile single lens reflex ever produced! This revolution- ary camera perfectly complements the photographic ability of the pro and advanced amateur.

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INTERCHANGEABLE LENSES . . . a full variety of world-famous HEXAGON lenses is available from 2mm wide angle to 800mm telephoto. Adapters for Praktica and Exallra mount lenses available.

STANDARD HEXAGON LENSES: 57mm f/1.4, 6 elements in 5 groups; or 52mm f/1.8, 6 elements in 5 groups.

SHUTTER - All metal Copal Square: shutter speeds of 1/1000 sec. plus bulb. Flash synchronization at all speeds with standard "M" flash bulbs, up to 1/125 sec. with electronic flash.


FULLY AUTOMATIC EXPOSURE CONTROL. INTEGRAL AUTOMATIC EXPOSURE CONTROL.

Applications are being received for the position of maintenance mechanic (electrical) for service in the various departments of the County of Westchester. The salary range is $528 to $808.

The examination will be held about April 6. Candidates must be legal residents of Westchester County for at least four months preceding the date of the written test and must be residents at the time of appointment.

Further information and applications can be obtained at the Westchester County Personnel Office, 130 Broadway, Building, White Plains.
Government Employees*

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P R E P A R A T I O N F O R C L A S S Y O U S T U D E N T S,

MISCELLANEOUS

C O N T I N U E D O N P A G E 8

High School Equivalency Diploma

CLASSES MEET IN MANHATTAN AND JAMAICA

P R E P A R A T I O N F O R C L A S S Y O U S T U D E N T S,
I am a disabled widow and never worked under social security. Is it possible for me to receive benefits on my deceased husband's work record?

Under the new law recently signed by President Johnson, widows who are unable to work because of severe disability, and whose husbands worked enough under social security, may be able to get monthly benefits as early as age 30. In general, you can be eligible for these benefits only if your disability started before your husband's death or within seven years after his death. However, if you have received benefits as a widow with children, you could be eligible if your disability started after those payments ended. The people at your local Social Security office will be glad to help you figure out if you qualify for these benefits and to tell you what you must do to prove you qualify.

I heard that social security benefits checks will be increased under the new law beginning with the check due early in March. I received the special payment payable to people over 72 years of age who had little or no past earnings under social security. Will this special payment also be increased?

Yes. Special payments for people 72 or older who had little or no past earnings under social security will be increased by the same amount as Social Security's increased by the law from 0% to 3% for an individual and from $52.50 to $58.00 for a couple.

How can I know what I am going to receive in the calendar year on which the increased payment will be payable to persons?

You will not receive any increased payment until you have actually reached the age of 72. But you can apply for the increased payment any time before the increased payment becomes payable.

I received a notice of examination by the Nassau County Civil Service Commission quite unexpectedly. I have a serious condition which prevents me from working and I do not know what to do.

You have been informed that you can appeal the notice of examination. You should seek legal advice before you decide whether to appeal.

The Judicial Conference

The Judicial Conference of the State of New York is composed of the Chief Judge of the Court of Appeals, the Presiding Justice of each of the four Appellate Divisions of the Supreme Court, one Supreme Court Justice from each of the four Judges, one Judge of the Court of Claims, one Judge of the Family Court and one Judge of each of the Courts of the City of New York.

Prior to September 1, 1962, the non-judicial personnel of the State Courts were under the authority of the State Civil Service Commission. Since that date, such authority has been exercised by an Administrative Board of the Judicial Conference of the State of New York. In the exercise of this authority, the Administrative Board is required to act in conformity with the Civil Service Law.

In Matter of Crowley, (New York Law Journal, January 4, 1967), the petitioners, probation officers with permanent status in the Nassau County Probation Department questioned the reasonableness of eligibility requirements fixed by the Commissioner of Education and the State Education Commissioner for promotion to the position of supervising probation officer. Specifically, the petitioners urged that the requirements be modified to provide an adequate and effective means of determining the need for the services of additional probation officers. In addition, the reduced eligibility requirements would increase the number of probation officers eligible to compete in the examinations.

Justice Daniel G. Albert observed that the Administrative Board adopted similar eligibility requirements for the position of supervising probation officer within the New York City Courts. In a well reasoned opinion, he held that the needs of the Nassau County Probation Department, the number of vacancies, and the judgment of the Administrator as to the minimum qualifications which may reasonably be established in the downward direction of the qualifications fixed by statute may also be established by the Nassau County Civil Service Commission in 1962. The fact that the better qualified candidates would accordingly face more competition in the examinations for the qualifications fixed by the eligibility standards

A further issue in the Crowley case arose when the petitioners, upon appointment by the Administrative Board to the position of supervisor, questioned the power of the Administrative Board to hold that the Administrator's change in qualifications he established previously for Senior Court Officer by mere announcement was a notice of examination required of the Administrator. Presumably changes in its specifications would require a change in the Board's rules fixing job specifications.

Brooklyn State Hospital Chapter Sets Plan For 25th Anniversary Event

Brooklyn — The Brooklyn State Hospital chapter of the Civil Service Employees Assn. has arranged plans for First Department of First Department at 9:30, Art served ban

Beloved will be honored at the May 17 event at the Paramount Building at 9:30. The chapter will include past officers and members and will celebrate the 25th anniversary of its charter. All past chapter presidents will

The Judith Conference

The Judicial Conference of the State of New York is composed of the Chief Judge of the Court of Appeals, the Presiding Justice of each of the four Appellate Divisions of the Supreme Court, one Supreme Court Justice from each of the four Judges, one Judge of the Court of Claims, one Judge of the Family Court and one Judge of each of the Courts of the City of New York.
Can you find the one thing we haven't changed?

It's not our engine. We've lengthened our engine 4 times since we introduced the bug in 1949.

And each time we've made it stronger. So today you can drive the bug 78 mph all day. And not harm the engine.

It's not our transmission.

In '61, we synchronized all 4 forward gears for smoother shifting. And just this year, we introduced a new optional transmission: the bug.

78 mph all day. And not harm the bug. What's the one thing we haven't changed since 1949?

The basic idea behind the bug. Even with all our changes, it's still the honest, sensible, economy car it started out to be 19 years ago.

For instance, it still costs less to buy than most other cars. And it still costs less to run than most other cars.

In fact, not changing the basic things is probably the best thing we've ever done.

Because in 1949, we sold only 2 cars. But since then, we've sold almost 3 million.

- John E. Foley, Chairman Volkswagen, Inc.
End Chaos in the Schools

An open letter to the citizens of New York

Fellow New Yorkers:

Newspaper headlines in recent weeks have revealed to all New Yorkers what we in the United Federation of Teachers have long viewed with growing alarm. Teachers in our public schools are becoming targets of a mounting volume of attacks by extremist groups.

These attacks have gone beyond the bounds of criticism and debate. Ugly pressure tactics are employed. School officials are hooded and harassed. Teachers are deprived of the most elementary rights of due process. Threats and intimidation are the order of the day. Teachers are beaten in their classrooms by self-styled prophets of educational reform.

School after school has been enveloped by a climate of fear and chaos.

The UFT is well aware of the underlying conditions that have produced this climate. Our school system has been heading downhill for a long time. There are not enough teachers, adequate facilities, and special services. Our schools have been starved for funds. The needs of poor and non-white children have not been met.

Not only have we recognized these conditions; we have fought hard to change them. Through collective bargaining, legislative campaign, demonstrations—through every method available to us—we have demanded better schools for our children. And we will continue this struggle, with the pride of our profession and the determination of our union.

But these conditions cannot excuse the flagrant abuse of our members. We shall not permit our teachers to be used as scapegoats for the failures of a system for which we are not responsible.

Again and again we have made clear that the problems plaguing our public schools are so massive that they cannot be tackled by teachers alone. We need and want the involvement of parents and responsible community groups.

But involvement does not mean vigilanteism. It does not mean losing faith in responsible extremists whose terrorist tactics are in proportion to their lack of real community support. This may be the easy way out for the Board of Education, but we shall not passively submit to it.

New York's schools now employ about 60,000 teachers. Among such a large number there must be a few lemons. There can be no doubt that from time to time some teachers will act unwise, incorrectly, foolishly, even harmfully. Some of these acts may require disciplinary action.

But many recent accusations and attacks have been completely unfounded. False charges have been made, and then pressure tactics have been used to force teachers to transfer as the price for "peace" with certain active community groups.

George Fuccillo, 23 years old, has been teaching at Junior High School 298 in Brooklyn for 1½ years. On January 23, he was called by his principal and given a letter terminating his service immediately.

He was charged with punching a student. According to George, he had merely taken the boy by the arm when the boy refused to line up with the rest of the class. The boy bolted, knocke d over some chairs, hurled them in Mr. Fuccillo's direction, left the class and was not seen again by George.

A case in point is what happened to George Fuccillo, whose story is told on this page. This dedicated teacher, who has unusual rapport with children, has been summarily fired from Junior High School 258 on a charge of assaulting a student. Although Mr. Fuccillo denied the charges, he was fired without benefit of a formal, impartial review. In fact, no accident report was filed, no witnesses produced, no evidence offered. Board of Education representatives, responding to what they called "pressure," stated that they would be willing to drop all charges if Mr. Fuccillo would agree to transfer to another school.

The Board of Education is avoiding its responsibility. At the school level, the district level, and central headquarters, decisions on disciplining teachers are now being made without regard to evidence or to the merits of a given case. Due process has been discarded in favor of outside pressure.

The Board of Education's capitulation to these pressures is resulting in an ever increasing flight of teachers from our public schools.

As the Board follows the dictates of local extremists, more and more schools exhibit the chaos recently reported in I.S. 201. Teachers and children are the victims.

This situation cannot be tolerated any longer if the public schools of New York are to be saved!

Because of the failure of the Board of Education to act responsibly, the United Federation of Teachers is compelled to act to protect our members from intimidation, railroading, and kangaroo court procedures.

We demand that any disciplinary action against a teacher henceforth be subject to impartial review by a third party, with the customary presumption that the teacher is innocent until proven guilty.

We urge the Mayor and the Board of Education to accept this arbitration procedure, with its elementary guarantees of fairness and justice. If the Mayor and the Board intend to be governed by these principles, they have nothing to fear.

Meanwhile, we shall not sit idly by while the rights of teachers are trampled. The Executive Board of the UFT is recommending to our membership that whenever a teacher is dismissed or punished without the benefit of impartial review, we will close down the entire school district in which this action has occurred. And we will keep it closed until the injustice has been redressed.

We are fully mindful of the seriousness of such a step. But we believe we will have the support of the overwhelming majority of our fellow citizens who know that unless fundamental principles of justice are protected, they yield to chaos and disorder.

Albert Shanker
President, UFT

To this day, no accident report has been filed, no witnesses produced, no evidence offered. Although the principal says that she received a statement of charges from the boy's parents, the statement has not been produced. Board of Education representatives have admitted, in meetings with UFT representatives, that they are under "pressure." As one of them put it, "We have to cool it." They have offered to drop the matter if George will agree to transfer out of the school. George has rejected this offer. He denies the charges and wants to remain in Junior High School 258, with the children he likes and he taught so well.

He has the backing of our Union.

United Federation of Teachers
Local 2, American Federation of Teachers, AFL-CIO
300 Park Avenue South, New York, N.Y. 10010
Police Trainee List

(Most recent blank page)

[Text not legible]
Area Long Island had been named special "City" of the Taylor Law. The county seat is the City of Hempstead, where the county courthouse is located.

Local PERB's Approved For Three Subdivisions

ALBANY — The New York State Public Employment Relations Board has approved local procedures in three communities for implementation of the Taylor Law.

Approved were procedures submitted by the City of White Plains, the Village of Valley Stream, and the City School District in Syracuse.

Under Section 212 of the Taylor Law, local governments are authorized to adopt or approve local public employment relations boards. The local boards must serve as neutral and impartial agencies; they exercise functions and responsibilities comparable to those of the State Board.

The new approvals were announced here by Dr. Robert D. Koch, chairman of the State Board.

Local government procedures that have previously been approved include those for two counties, Nassau and Oswego. Approval of the local procedures by the State Board assures that they have been found to be "substantially equivalent" to procedures adopted by the State Employment Relations Board.
CIVIL SERVICE LEADER
Tuesday, February 20, 1968

State Offering 31 Promotion Tests; File Until March 18

The State Department of Civil Service has announced 31 promotion tests for employees in various State Departments. Filing will end March 18 for the April 27 written examinations. The tests are open only to permanent employees of the Department involved. The department, job title exam number and pay grade are as follows:

INTERDEPARTMENTAL
Director of E.D.P., 33-014, G-9
Senior clerk (public works maintenance), 33-030, G-7
Senior mail and supply clerk, 33-031, G-7
Senior mechanical stores clerk, 33-032, G-8
Senior clerks clerk, 33-033, G-8
Associate architect, 33-035, G-7
Senior computer programmer, 33-036, G-8
Senior computer systems analyst, 33-037, G-8
Senior computer programmer (scientist), 33-038, G-8
Associate computer programmer (scientist), 33-039, G-23
Associate computer systems analyst, 33-040, G-23
Recreation supervisor, 33-042, G-18
Head recreation supervisor, 33-043, G-19

Computer programmer technician, 33-044, $6,500.

AGRICULTURE AND MARKETS
Senior Food bacteriologist, 33-045, G-18

CONSERVATION
Supervisor of park operations (Division of Parks), 33-046, G-17
Senior wildlife biologist, 33-047, G-18
Supervisor of forest pest control, 33-048, G-18
Supervisor of park operations, 33-049, G-17

EXECUTIVE-OFFICE OF GENERAL SERVICES
Senior draftsmen (electrical), 33-050, G-11
Principal draftsmen (electrical), 33-051, G-15
Assistant heating and ventilating engineer, 33-052, G-23
Senior heating and ventilating engineer, 33-053, G-23

EXECUTIVE-OFFICE OF GENERAL SERVICES

PUBLIC SERVICE
Superior of motor carriers, 33-054, G-31

TRANSPORTATION
Engineering materials technician, 33-055, G-9

THRUGWAY
Senior radio dispatcher, 33-056, $4,675 to $4,835.

Law Firm Announces Expansion
Of CSEA Regional Attorney Staff

(Special To The Leader)

ALBANY — An expansion of regional attorney service for members of the Civil Service Employees Assn., was announced by the firm of DeGrutt, For, Conway and Holtz

Harris, Counsel to the Employees Association.

The expansion has caused the reassigning of areas covered by the regional attorneys. The new attorneys and the areas covered are:

Kessel & Clinton Counties—John L. Bell, of the firm of Jerry, Lewis & Harvey, 58 Court St., Plattsburgh, N.Y., 12902.

Jefferson & Lewis Counties—Lee Clark, of the firm of Dunn, Conboy, McCoy and Bachman, 365 Washington St., Watertown, N.Y., 13601.

Orleans & Herkimer Counties—Robert E. Nicely, 4 Webster St., North Tonawanda, N.Y., 14071.

Chautauqua, Cattaraugus & Allegany Counties—Loren Stever of the State Bank Bldg., Olean, N.Y., 14760.


Dutchess, Columbia & Putnam Counties—Edward Racen, 11 Mar­
ist Bldg., Poughkeepsie, N.Y., 12601.


Albany, Berkshire, Schenectady & Montgomery Coun­
ties—CSEA staff attorneys, 33 Erie.

ENDORSED BY CENTRAL LABOR COUNCIL AND CIVIL SERVICE UNIONS
PODELL FOR CONGRESS
AN EXPERIENCED PUBLIC OFFICIAL IN THE LIBERAL DEMOCRATIC TRADITION
VOTE DEMOCRATIC - VOTE COLUMN B

Citizens Committee for Poddell for Congress

PODELL FIGHTS FOR CIVIL SERVICE

As a member of the State Assembly, Bert Podell fought for repeal of the Condon-Weidie Law, opposed the Taylor RAT Law, sponsored legislation to pay in cash accumulated leave upon employee retirement and sponsored legislation to restore the check-off to the United Federation of Teachers.

PODELL FIGHTS FOR MORE POLICE

While the ultimate answer to reduction in crime is to eliminate its breeding grounds—poverty and deprivation—the immediate answer is better law enforcement, which means more police. For too many crimes are committed because they are not prevented . . . crime does pay when the prevention forces are spread too thin. In addition to more police, we need better utilization of the police we have, to make the police presence felt in our streets and parks.

FROM THE P.B.A. TO BERT PODELL

To say that you have always devoted your energy to the interests of the New York City Police Department and to the needs of the general public is best exemplified by your current campaign for substantial police manpower increases, better street lighting, and other improvements in the arsenal which must be amassed to insure a safer New York. As chairman of the Joint Legislation Committee on Penal Institutions you have also displayed a keen insight into the essential objective of rehabilitation for those who have committed crimes. The present day thinking that combines immediate action with long range constructive programs cannot fail to benefit the entire community.

Sincerely,

John J. Cassese
John J. Cassese, President

A SPECIAL MESSAGE TO THE VOTERS OF:
Benzonhurst, Brighton Beach, Manhattan Beach, Sheephead Bay, Flatbush

BERT PODELL For Congress —
The Democratic Candidate
Special Election Tuesday, February 20
Polls Open 6 A.M. - 7 P.M.

St. Albany, N.Y. 12224.

The service areas of the present regional attorneys have been re­
duced. The new areas of these attorneys are:
Eric, Generose & Wyoming
Counties—Charles Sandler, 116 Delaware Ave., Buffalo, N.Y., 14213.

Brome Tiers, Chenango, Del­
aire & Otsego Counties—Will­
ham Night, 106 Marine Midland
Bldg., Binghamton, N.Y., 13901.

New York City: Westchester & Rockland Counties—Stanley Mar­
shall, of the firm of Fied and
Gates in 290 Madison Ave., N.Y.
10017.

MacRae, Livingston, Ontario &
Wayne Counties—E. Willoby
Middleton, Jr., 300 Midway
Tower, Rochester, N.Y., 14604.

Omondage, Onondaga, Madison,
Cayuga & Cortland Counties—
Earl Boyle, 201 East Jefferson St.,
Auburn, N.Y., 13021.

St. Lawrence & Franklin Coun­
ties—Verner Ingram, 19 Mar­
est St., Potsdam, N.Y., 13676.

Nassau County—Richard Gahn,
1539 Franklin Ave., Mineola, N.Y.,
11501.

Suffolk County—Leslie Lipkind,
22 Grove Place, Babylon, N.Y.,
11702.

Wagner Appointed
Governor Rockefeller has ap­
pointed Robert H. Wagner of
Porter as a member of the
Mental Hygiene Council.

POLITICAL ADVERTISEMENT
POLITICAL ADVERTISEMENT
CIVIL SERVICE LEADER

Page Fourteen

CIVIL SERVICE LEADER

Court Upsets PERB Rule

(Continued from Page 1)

The 11th annual awards of the New York State Brotherhood Committee went this year to Governor Nelson A. Rockefeller and Hilda E. Ford, an associate employment representative in the Division of Employment, in a luncheon ceremony held in the New York Hilton Hotel.

Because of the sanctions strike, Governor Rockefeller was unable to attend the presentation ceremony and was represented by Secretary of State John Lomenzo, who accepted the Benjamin Puckler Brotherhood Award from Philip E. Wexner, chairman of the State Unemployment Insurance Appeals Board.

Miss Ford's award was presented by Jerry Wurf, international president of the American Federation of State, County and Municipal Employees.

Chairman of the committee was Samuel Tannenbaum and Henry Shenman was toastmaster for the luncheon.

Panel Discussion

Three participants in a morning panel discussion on Brotherhood employment opportunities to be made available for members of the State Unemployment Insurance Appeals Board.

Commissioner William Booth of the New York City Commissio

Hilda E. Ford

Robert A. Daily


To Keep Informed

Follow The Leader.

FOR BROTHERHOOD — Hilda E. Ford, an associate employment representative in the State Division of Employment, was seen as she received the 15th annual New York State Brotherhood award, presented to her by Jerry Wurf, international president of the American Federation of State, County and Municipal Employees.

Governor Rockefeller, Hilda Ford Are Cited For Brotherhood Week

Governor Rockefeller and Hilda E. Ford, associate employment representative in the State Division of Employment, were seen as they received the 15th annual New York State Brotherhood award, presented to them by Jerry Wurf, international president of the American Federation of State, County and Municipal Employees.
Fight On Excused Time

(Continued from Page 1)

Onondaga

Unguarded Probation Staff
Blamed On Inadequate Salary
Schedule in Niagara County

NIAGARA FALLS--At a meeting here today with Ni-
agaran officials, U. S. Senator Margaret Chase S. J.
Powes, area field representative for the Civil Service
Employees Assn. expressed great concern over the diffi-

culties paid to State probation officers. Mr. Powes said
"It is folly for the Board of Supervisors in Niagara County
to continue paying low salaries to probation officers, in light of
the fact that every probation officer in Niagara County has access
to State positions offering from $7,179 to $8,179 for
positions which are presently being rendered to this county."

The reason, said Dr. Wenz, would be: the poor CSEA heads to conduct
a salary study of the county's present officers, in the background present
salary structure, employees in the basic probation office would
begin to leave. Salaries for probation employees, in
January 10 delegation, you will
see the Ogdensburg group, "We expect no one has
the right to give this reasonable time off without accumu-
late leave credits. As you may
know, any number of State agencies have issued written rules, copies of which have been filed
with your department, which have appeared in the official publications, say that a certain number of
time days to be allowed each year, and in some instances, the mem-
bers of boards and commissions have chosen to select employee representatives to attend employee organization conventions;
and to receive the charge to accumulate leave credits.

Ever since 1937, when Gover-

nor Harriman decided not to pro-

vide this time all in the State Administra-
tion, the State has decided to give
its employees a liberal practice by in-
troducing the "written rules" that have
been instituted by the State heads to give
time off without charge to accumulate
leave credits. As you may
know, any number of State agencies have issued written rules, copies of which have been filed
with your department, which have appeared in the official publications, say that a certain number of

Without charge to accumulate

leave credits, and our offi-
cers and employees were certainly per-

tant that this was well known to the
officials of your department.

For years Governor Harriman has

to your discriminatory action against
CSEA, just five days prior to our
January 10 delegation, your commission has never taken any action whatever to stop State employees from taking the type
of leave without charge to accumulate
cred
t.

The foregoing are the facts that are well known to the
officers, board of directors and dele-
gates, and this is why we feel that
directors are more favored in the

cred
t. The State has been

discouraged, and your commission has never taken
any action whatever to stop State employees from taking the type
of leave without charge to accumulate
cred
t.

In the January issue of the State Personnel News, there is a nueal argument that a large charge to
leave provision is not new. Every-
body knows that time off ordin-
arily is a carryover from earned

leave credits, but everybody knows that the time off of a very large number of employees is not
charged to accumulate leave credits. If the
time off of any length, in over
90 percent of the State agencies.

The effort to justify your action, is to our letter of
January 16 to us, and in the

January issue of the State Personnel News, fails to cite the true facts
--the facts that are known by the representatives of our over 100,000
members here in the State.

Your letter and the State Personnel News have only cited
favorably the several journalists who elected representatives of our 100,000
members employed by the State

who are well aware of the actual

t.

The State is threatening to

as a result of the

t. The Committee to be

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the civil service.

except a smooth ride to accumulation

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