Mental Hygiene Dept. Promises CSEA Some Relief On Cut-Backs

ALBANY — Some relief cut-back plaguing employees of Mental Hygiene was promised of the Civil Service Employees Assn. at a meeting here with the Executive Committee of the Association. The representatives were told CSEA officials believe the Civil Service Employees Association is the heart of the State CSEA legislative program. They are currently negotiating the position of the leadership of the Metropolitan Conference. Meanwhile, the cuts in Mental Hygiene's budget were discussed at the meeting. However, the question of whether or not the cuts will be implemented, unless we can say with certainty, was left open.

Student Merit Assignments

A student merit plan was announced for state service personnel. The plan will be implemented, unless we can say with certainty, was left open.

Awards for Winning

The Board of Directors' meeting has decided to award the :D 5,000 gift to the State employees living on the grounds of that Institution for the convenience of their employees.

Two Important Meetings Set

ALBANY — The Civil Service Employees Assn. has announced the rescheduling of two important meetings, including one with the State Board of Directors.

Both the latter session and the monthly meeting of CSEA's Board of Directors were to be held on June 7, but were postponed because of the death of Senator Robert F. Kennedy.

The meeting with T. Norman Hurd, State Budget Director, is to be held on June 18 and is primarily concerned with the reported economic cutback in the department of Mental Hygiene affecting overtime, sick leave and other working conditions. Dr. Wenzl also plans to discuss with Hurd the abolition of four jobs in the State Insurance Fund.

The Board of Directors' meeting has been rescheduled for May 31. Other meetings originally scheduled on the same day as the Board session will also be held on the latter date.

Governor Names Wenzl

ALBANY — Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., has received an appointment to the Governor's Conference for Equal Opportunity. It was learned at the Governor's office that this appointment was received on the Governor's conference for equal opportunity. It was learned at the Governor's office that it is not yet known if Wenzl will accept the appointment.

Dr. Wenzl is also the State's second vice-president, "it was won for Jerry Finkelstein Fund

Sets $25,000 Gift In Memory Of Sen. Kennedy

A $25,000 scholarship fund in memory of Sen. Robert F. Kennedy has been established at New York Law School by the Jerry Finkelstein Foundation. Finkelstein, president of the foundation, is publisher of The New York Law Journal and The Civil Service Employees Assn. is a trustee of New York Law School.

The scholarship was announced by former Court of Appeals Judge Charles W. Fossen, who is acting dean and chairman of the board of trustees of New York Law School.

Serving with Mr. Finkelstein and Judge Fossen is former State Attorney General, and Dr. Streiter Smith, Jr., president of New York Law School and former president of the American Bar Association.

Second Grant

In addition to this grant, the Jerry Finkelstein Foundation has given an annual scholarship in political science of $1,000 in memory of Senator Kennedy at Southampton College of Long Island University.

Finkelstein also is publisher of The New York Daily Column and is president and chairman of the board of directors of the American Bar Association.

CSEA Wins Retroactive 1/60th

MINOLEA — Nassau chapter of the Civil Service Employees Assn. is the second in the State to win a retroactive 1/60th retirement from a local government.

Crowning a campaign by the chapter for the sake of its 1,000 employees of Nassau County, it was announced at a meeting of the County Board of Supervisors last week that the benefits of which were to be adopted at its next meeting on June 24.

The action came only days after Governor Rockefeller signed into law the retirement provision for State employees along with permission for local government to do the same.

To Save Ins. Fund Jobs

A grant of $25,000 was announced by Nassau chapter of the Civil Service Employees Assn. to prevent the abolishment of five positions in the State Insurance Fund's New York City office.

In a telegram to the Governor, Dr. Theodore C. Wenzl, CSEA president, said, "Our Association demands your action to prevent the abolishment of five positions in the State Insurance Fund and plans no budget cuts."

Dr. Wenzl told the chief executive that "if economy is necessary, it must be arranged in other ways."

The problem was brought to the attention of Dr. Wenzl by Randolph V. Jacobs, president of the State Insurance Fund chapter of CSEA, who also heads the Metropolitan Conference. Jacobs said "The State Insurance Fund chapter has suggested several other ways in which economic reductions can be made without eliminating jobs, but the Fund management has turned down our proposal."

In addition to seeking the Governor's intervention, Dr. Wenzl said the matter will be taken up at a June 28 meeting between CSEA officials and T. Norman Hurd, State budget director. The
LEFKOWITZ PRESENTS LAW DEPARTMENT'S SERVICE AWARDS TO 29

Attorney General Louis J. Lefkowitz presented awards to 29 New York employees of the State Department of Law, all of them with at least 25 years of service in State Government, at a luncheon in their honor on June 14 at Governor's Restaurant, 75 D refuse New York City.

"The service of these devoted employees, combined with similar records of 37 other employees in my Albany and upstate district and city, New York City office and five in Albany, has earned the State for their faithful efforts on behalf of the people of New York State," the Attorney General said. "This occasion will offer an opportunity to express the admiration and appreciation we feel for their faithful efforts on behalf of the people of New York State."

Each of the employees being honored received a certificate of service and an award from the Attorney General.

Attorney General Lefkowitz noted that two staff members in his

Recipients

Following are the names of the recipients and the amount of service:

- 40 years — Herman Galler and Sarah Hoch
- 35 years — Samuel Baikatal, Matilda Fisher and Robert Hinef
- 30 years — Bernard Abramson, Julian Friel, Marjorie Hedinger, Josephine Jackson, Abraham Jakovenko, Abraham Pass and Hazel Widener
- 25 years — Anne Agin, Beatrice Cohen, Daniel Cohen, Louis Cooper, Sally Dyler, Theresa Fryer, Matilde Friedman, Samuel Hames, Harry Kirshbaum, Betty Kuper, Vincent Marciano, Julius Duhl, Benjamin Rosenzweig, Ruth Rothenberg, Samuel Sera, Vito Tizoc and Ossie Wexman.

Promoted

ALBANY—Robert M. Prater of the Department of Law has been appointed as assistant dean for two-year colleges for the State University effective April 26, at a salary of $15,556 a year. He has been employed by the university's central administration since 1964 as assistant for two-year college programs.

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Your Public Relations 10

By LEO J. MARGOLIN

Mr. Margolin is Professor of Business Administration at the Graduate School of Public Administration in the Department of Business Administration at New York University.

WHY NOT TELEVISION

THE TRAGIC murder of Senator Robert F. Kennedy 11 days ago prompts us to recall—and strongly re-emphasize—the warning to our civil service readers in the column of June 2, 1968, when we wrote:

"MUCH OF WHAT will happen during 1968 will have been escalated during 1967 by President Kennedy. The mere appearance of any presidential candidate will be enough to touch off a demonstration, and possible violence."

IN THAT COLUMN we continued civil servants that 1968 would be a trying year for everyone, but particularly for civil servants, who would have to stand fast as the bulwark of the nation's stability."
If the Legislature helped the City with more State aid.

"We know we'll get something," Drago said, "but we want more than a token amount."

The negotiations are expected to continue for several weeks.

### Pay Raises Won For Buffalo School District

BUFFALO — The Civil Service Employees Asso., has negotiated a 6 percent pay raise for about 250 non-professional employees of the Kenmore Town of Tonawanda School district.

The new package will mean pay raises and other benefits totaling $45,000.

Members of the CSEA unit, which includes employees of CSEA chapter, earlier rejected a 3.5 percent pay hike. CSEA representatives went to the bargaining table and negotiated the higher increase.

In addition to the pay hike, the settlement doubles medical insurance contributions and adds extra fringe benefits.

Henry Ghiida, CSEA regional representative, helped in the bargaining talks.

### Some Space Left On Last Bahamas Tour

Space is left on only one more summer, week-long trip to the Grand Bahamas. All others have been sold out. It was announced last week.

Members of the Civil Service Employees Asso., may apply for remaining space on a 565 trip that departs from New York on Aug. 16 and returns on Aug. 23. The price of only $119 includes round trip air fare, rooms at the Oceanus Hotel, and all meals. Immediate shipment should be made to Sam Samuell Emmett, 1050 East 28th St., Brooklyn, 11210; telephone (21) Cloverdale 3-4488.

To Keep Informed, Follow The Leader.

#### 300 Attend Dinner For Bendet: Officials Applaud His Long Record

Solomon Bendet, former president of the New York City chapter, Civil Service Employees Asso., was cited last week as a man of honor and dedication by three-200 personnel. Assn. members attended an annual workshop at the Hotel Concord, to pay tribute to the career State employee.

Speakers paying tribute to Bendet included: State Comptroller Lillian H. Alessi; County Legislator Dr. Theodore C. Wentz; Richard E. Stewart, State Superintendent of Insurance, as well as chairperson William Berman, and past president William Shappardo.

In his tribute to Bendet, the Comptroller said:

You have honored me in asking me to be your speaker this evening. But I would have come in any event as a tribute to your man of the year, my friend, Sol Bendet.

"I have learned after serving more than 13 years in Albany, that there are some people whose leadership is so outstanding that it is essential — not always a commission, or superintendent, or board chairman. They come and they go. But a more permanent fixture is Sol Bendet, whose men in matters affecting employees benefits is as sharp as the other head table guests.

"Not that I always agree with Sol Bendet, but I would have come to be your speaker this evening, but I would have come in any event as a tribute to your man of the year, my friend, Sol Bendet.

"I have learned after serving more than 13 years in Albany, that there are some people whose leadership is so outstanding that it is essential — not always a commission, or superintendent, or board chairman. They come and they go. But a more permanent fixture is Sol Bendet, whose men in matters affecting employees benefits is as sharp as the other head table guests.

"It means," he said, "that for every year that I can guarantee to my constituents is approaching 10,000 salaries are guaranteed 1/60th of their final retirement salary. The Monroe chapter is the first chapter in the State to ask for this guarantee."

"Lechter announced that at the urging of the Monroe chapter the county will permit payroll deductions for the Federal Credit Union."

"He also pointed out that under the Taylor Law, Monroe chapter, which has more than 3,000 members, has been recognized as the official bargaining agent for the county employees."

"Negotiations will start shortly," he said. "The ground rules have been discussed and written up. As soon as they are acceptable to both parties, they'll be signed. Cooperation has always been received (from the county). In informal negotiations, we expect the same pattern in future negotiations."

Alessi said that the annual CSEA membership will be held July 27 at Kilkistan Park. Assn. "This year it will be a little different. More detailed information will come later."

"Charles W. Caruana, chapter first vice-president, served as master of ceremonies and intro-
CIVIL SERVICE LEADER

Tuesday, June 18, 1963

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 via the subway system.

CITY

NEW YORK CITY—The Applications Section of the New York City Civil Service Commission is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall. One can walk or take one block west of Broadway.

Applications: Filing Period — The Applications Section of the New York City Civil Service Commission is open Monday through Friday from 9 a.m. to 5 p.m., except Thursday it closes at 1 p.m. and is closed on Saturday and Sunday. Total Period — Applications blanks are obtainable from any person in person or by his representative at the Application Section of the Department of Personnel at 10 Madison Ave., New York, N.Y. 10012. Telephone 364-8720.

Mail requests for applications should be sent to the New York City Personnel Commission, Federal Building, New York, N.Y. 10007, or the nearest branch post office, or any post office in the United States, Puerto Rico, the Virgin Islands, and territories of the United States.

Applications in the form which are filled out must be received by the Personnel Department at least five days before the closing date for the filing of applications.

The period of application time, during which applications are being accepted for any particular Installations offering the positions listed, is stated otherwise in the examination announcements.

Applications Section of the Personnel Department is near the 7th Avenue Line to the Grand Central Station or IRT Lexington Ave. Line to Grand Central and walk west of the United Nations building, to the Personnel Department office, News Building, 220 East 42nd Street, New York, N.Y. 10017, Just south of the United Nations building.

Application blanks are obtainable from the Personnel Department office, News Building, 220 East 42nd Street, New York, N.Y. 10017, Just south of the United Nations building.

CIVILIAN JOBS WITH MILITARY INSTALLATIONS OVERSEAS OPEN

For Filing: Allowances Varied

The Departments of the Army, Navy and the Air Force have released a listing of civilian civil service positions at bases in foreign countries and in the two non-contiguous states—Hawaii and Alaska.

For information on the civilian personnel office at an Air Force base. Those recruited from within the United States for these positions will receive a quarters allowance or will be provided with quarters.

For the Army Department positions, application should be made to the Interchange and Recruitment Coordination Branch, Employee Management Division, Pennsylvania Ave., N.W. and 12 St., Old Post Office Building, Washington, D.C. For information on these positions is generally made from those candidates who have already received civil service status as a result of examination.

For information on the Navy Department positions, contact the Navy Overseas Employment Office (Atlantic) Washington, D.C.

Applications will be accepted only from presently or formerly employed employees with Career or Career-Oriented Civil Service status who have completed or are currently completing the requirements set forth by the Civil Service Commission. (See Civil Service Bulletin No. 1066—available in any personnel office) or Navy, and who have had experience directly related to the position for which application is made. Announcements containing information regarding duties and employment agreement are available at the Navy Department. No. 897 forms are available at first or second class U.S. Post Offices.

If selected, present stateside personnel staffing and employee relations specialist, GS-11; supervisory traffic control specialist, GS-9; supervisory personnel development specialist, GS-11; personnel specialist, GS-11.

The following direct lines lead to the 7th Avenue Line and BMT Nassau Street Line to use the Grand Central Station in the area. These are the IRT 7th Ave. Line stop to use Is the Lexington Ave. Line stop to use Is the BMT Nassau Street Line stop to use.

State—Room 1100 at 270 Broadway, New York, N.Y. 10007, between the 5th and 6th Floors, 488-6804. Governor Alfred E. Smith Building Office Building and The State General Building. 995 5th Ave., 7th Avenue, New York, N.Y., 10017; 49 Thomas St., New York, N.Y. 10012, just south of the New York, N.Y., Post Office. The Personnel Department is near the 7th Avenue Line to Grand Central and take the shuttle from there to the Personnel Department office, News Building, 220 East 42nd Street (at Lexington Ave.), New York, N.Y. 10017. (Wednesday only).

Applicants may obtain application blank from local offices of the New York State Employment Service.

FEDERAL


Applications: Filing Period — Applications being accepted Monday through Friday from 9 a.m. to 5 p.m., except Thursday it closes at 1 p.m. and is closed on Saturday and Sunday. Total Period — Applications blanks are obtainable from any person in person or by his representative at the Application Section of the Department of Personnel at 10 Madison Ave., New York, N.Y. 10012. Telephone 364-8720.

Mail requests for applications should be sent to the Personnel Department office, News Building, 220 East 42nd Street, New York, N.Y. 10017, or the nearest branch post office, or any post office in the United States, Puerto Rico, the Virgin Islands, and territories of the United States.

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The period of application time, during which applications are being accepted for any particular Installations offering the positions listed, is stated otherwise in the examination announcements.

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**CIVIL SERVICE LEADER**

**Court Upholds CSEA Recognition In Warren**

**TOWN OF QUEENSBURY — A petition filed by Local 1094 of the American Federation of State, County, and Municipal Employees, seeking certification as bargaining agents for blue collar workers in the Warren County Highway Department, has been dismissed by the State Public Employment Relations Board.**

The AFSCEME local filed the petition to represent the above work force after the County Board of Supervisors recognized the Warren County chapter of the Civil Service Employees Association last January 12 as the bargaining agent for a single unit consisting of all County employees.

Paul D. Klein, director of representation for PERB, in handling down the decision, said the bargaining unit requested by the AFSCEME local was "not the most appropriate unit" and that the blue collar workers concerned had the same community of interest as other county employees in the areas of wages, retirement, sick benefits, and other fringe benefits and thus could be included in the single bargaining unit recognized by the supervisors.

Both the County and CSEA felt that the one unit was the most appropriate, according to Klein's decision.

The PERB decision also noted that he petitioner "has not even attempted to distinguish between blue collar employees of the highways department and blue collar employees of the state and local government work in the town of Queensbury," and that many public employees in Warren County employees of any other department of the town were present.

Joseph J. Dolan, director of local government affairs for CSEA, said the PERB ruling should lead to "the resumption of negotiations."

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FORGOTTEN RETIRED
Editor, The Leader:

Congratulations to the Legislators who have passed the Legislative Bill for present employees who retire after April 1, 1968.

But what provision was made for those retirees who retired before April 1, 1968? The system was built up on a contributory basis during 25 or more years' service. It seems to me that they should have received a supplemental allowance, looks like they are the forgotten men.

FRANK X. CURRY, SR., Retired Long Beach, Long Island

**Governor Ok’s Mediation Board**

ALBANY—Governor Rockefeller has signed legislation to create a new three-member State Mediation Board.

Until now, the present board’s part-time membership is replaced by a bi-partisan, full-time board. New eight-member Labor-Management Advisors Panel also has been set up to advise the governor.

In signing the bill, Rockefeller declared: “Since its establishment in 1957, the State Board of Mediation has compiled an outstanding record in facilitating prompt, amicable settlement of labor disputes and preventing disruptive and costly work stoppages. These activities have made mediation an important factor in labor-management relations in New York and earned for it the confidence of labor, management and the public. Particularly in recent years, the board has time and time again demonstrated how invaluable complimentary mediation services can be in the resolution of labor disputes and the maintenance of labor-management harmony. As successor to the Board’s work, however, experience has shown that it could be strengthened in its work by a full-time membership.”

FRANK X. CURRY, SR., Retired

**Cynical Savings**

TAKING advantage of employees eligible for retirement as a means of economy is a cynical way to operate a government agency, but that is exactly what has happened in the State Insurance Fund.

Five employees with long years of dedicated service have been notified they are being dismissed. The supposed ground is a need to cut back on personnel but the five choices involved make it obvious that the aim is to save money by removing positions where persons involved do have retirement income and won’t necessarily be destitute and then not realizing the employees is in a special behaviour category not invited for their fellow citizens.

**Immunty Waivers**

LAST week’s U.S. Supreme Court decision which strikes down a law that removed from jobs those public employees who refused to waive immunity when under investigation is bound to stir up considerable controversy. Yet, it should be remembered that this law, in effect, withheld the benefits of a valuable constitutional protection from civil servants.

It is true that public employees serve in positions of special trust. But there are many occupations in the private employment where persons Involved do have retire­ment income and won’t necessarily be destitute and then not realizing the employees is in a special behaviour category not invited for their fellow citizens.

I am 26 years old and believe I have a reasonable chance of survival because the necessary work credits have been reduced. What should I do?

Your first step is to file an application. This can be done at any social security office where people are waiting to give you any help you need. You can help by letting the officials know as long as the children will be each year. In December of each year, starting in 1968, the Secretary of Health, Education, and Welfare will announce the premium rate to be effective the following July. He will publish the rates for

**Questions and Answers**

**Civil Service Law & You**

By WILLIAM GOFFEN

(Mr. Goffen, a New York lawyer, teaches law at the City College of New York. In addition, he is the author of many books and articles and co-authored "New York Criminal Law.")

Judicial Review of Tests

WHILE THE State Department of Civil Service does not make passing of its exam a condition for receiving a job, it should welcome it. Judicial review is an effective way of educating the Commission to detect in its framing of civil service examinations. An example of the educative value of the Commission of the court proceeding is the recent case of Matter of Sies (New York Law Journal, May 28, 1968, page 20).

THE SIES CASE was brought by an Attorney Grade 18 for an order directing the Department of Civil Service to regrade the examination he took, as given by the Attorney Grade 23. He claimed he was entitled to credit on two multiple choice questions on which the Department’s key or official answer was different from the one selected by him. He was given credit for forty-nine questions and needed credit on one additional question for a passing grade.

JUSTICE DANIEL G. Albert, exhaustively reviewed the questions at issue. At the outset, he noted that under the doctrine of stare decisis, it is improper to pass on the test. Yet, the test was required to for an answer that is better or at least as good as the official answer. Question 13 of which review was sought required the petitioner to select one of four possible answers based upon the postulate that the plaintiff in a malpractice suit made one of the defendant doctors medical expert. The petitioner’s choice of answer read as follows:

B: The plaintiff's action is proper. A plaintiff in a malpractice suit may elect to have the defendant doctor, that is, a defendant physician may be required to testify to facts within his knowledge—what he actually saw and did. There is no answer read as follows:

D: The plaintiff’s action is proper. It has long recognized that a party, including physicians, in a civil suit may be called as an expert witness by his adversary and questioned as freely and fully as any other qualified witness as to matters relevant to the issues in dispute.

JUSTICE ALBERT recognized that the question was based upon the celebrated recent case of McDermott v. Manhattan Eye, Ear and Throat Hospital at 650 Second Ave., 173 N.Y.S. 2d 891 (1956). As he correctly stated the rule of this case is that medical malpractice actions. As held by Judge Stanley H. Fuld (now Chief Judge) writing for the unanimous Court of Appeals, plaintiff may examine the defendant physician “with questions at issue. At the outset, he noted that under the doctrine of stare decisis, it is improper to pass on the test. Yet, the test was required to for an answer that is better or at least as good as the official answer. Question 13 of which review was sought required the petitioner to select one of four possible answers based upon the postulate that the plaintiff in a malpractice suit made one of the defendant doctors medical expert. The petitioner’s choice of answer read as follows:

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It is estimated that there are now more than 550,000 blind people in the United States. Another estimate reveals that we may expect an additional 30,000 people to lose their sight in every year. Fortunately there are people who have been doing something about this serious problem.

The National Association for the Prevention of Blindness and its affiliated chapters have conducted a program of research, education and preventive service for over fifty years. The Society claims that more than half of all blindness could be prevented by full use of knowledge we already possess. It also states that more knowledge would undoubtedly have been acquired if more money were available for research.

While this program of research continues, programs of rehabilitation are being conducted. In every state there are agencies both public and private, which are helping blind people.

The National Society for the Prevention of Blindness warns that one out of every four school children is in need of eye care and that children’s eyes, even before they enter school, should be examined regularly.

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CIVIL SERVICE LEADER

Tuesday, June 18, 1968

DON'T REPEAT THIS

(Continued from Page 1)

In the aftermath of the past week's disturbances, the subject is too sensitive a one for discussion, however much one yearns for an appointment like this would make.

But it does prove that not only do the recent events underline the value of the Kennedy team's help. At this point, no candidate can afford to see the service, family or friends or associates against him.

Perhaps they can't get the memory of the incident out of their mind, the reasing goes, but "they say" the result will be the same.

N. COLONIE CHAP WINS CONTRACT

ALBANY — The North Colonie Central District chapter of the Civil Service Employees Association recently won a contract, featuring a six percent pay raise for non-instructional employees.

The contract was signed recently, and covers a period from July 1, 1968, through June 30, 1969. Other benefits in the agreement include the grievance procedure and personal and sick leave plan, and the adoption of a non-contributory pension plan.

Howard Croipsey, chapter president, signed the agreement for the Employees Association were Edward Quilty, collective bargaining specialist, and Bernard Ryan, field representative.

N. Colonie Chap.

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Citing the decision of J. Earl Cropley, director of Classification and Compensation, as being "rationally inconsistent with the primary purpose for implementing a geographic pay differential, and covers a period from July 1, 1968, through June 30, 1969. Other benefits in the agreement include the grievance procedure and personal and sick leave plan, and the adoption of a non-contributory pension plan.

Howard Cropley, chapter president, signed the agreement for the Employees Association were Edward Quilty, collective bargaining specialist, and Bernard Ryan, field representative.

Many Air Force Jobs for Women

The Air Force is seeking young women who are high school or college graduates and are interested in joining the Women's Air Force. Some 6,000 positions will exist in the near future in many fields. Benefits include full medical care, 20 days annual leave with pay, educational opportunities, travel and service to country. For full information call the Air Force representative at (212) 730-2531.

Guards/Armed Good Pay/Shifts

All Shifts — Steady Work

Overseas or Stateside. NO AGENCY FEES.

Good Pay/Shifts

Call Mr. Lane • PL 7-9400

CSEA Hits Geographic Pay Differential to Machinists

The Air Force Is seeking young women who are high school or college graduates and are interested in joining the Women's Air Force. Some 6,000 positions will exist in the near future in many fields. Benefits include full medical care, 20 days annual leave with pay, educational opportunities, travel and service to country. For full information call the Air Force representative at (212) 730-2531.

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CIVIL SERVICE WRITER

Clinton Prison
Chapter Dinner
Fetes Retirees

DANNEMORA — Members of the Clinton Prison chapter of the Civil Service Employees Assn. were feted recently at the chapter's annual banquet.

On hand to address the turnout were State Senator Ronald R. Stafford and Assemblyman Louis Wick Wheeler. As well as prison officials, including Edwin LeValley, ward; Perry DeLong, deputy ward; Harold Corcoran, assistant super warden, and Reverend Penwick Wheeler, who delivered the invocation.

Warden LeValley presented watches to several members who retired including Raymond Burnell, Joseph Kallah, Art, William Bush, Milo Gray, Roy Bruneon, Irvine Goodwin and Urig Vetar, chapter president John Bailey, who served as master of ceremonies for the affair, noted that I. Harold O'Neill, Jr. William Byrne, Frank Carroll and Forrest Gibson had also retired but were not able to attend.

Two Appointments

ALBANY — Governor Rockefeller has named Russell V. Stephenon of New Hartford and John R. Allison of Great Neck, Long Island, to the Business Advisory Committee on Management Improvement.

Pomerey Reappointed

Donald T. Pomerey of Syracuse has been reappointed to the Central New York State Park Commission by Governor Rockefeller.

GREIVANCES AIRED — Members of the Civil Service Employees Assn.'s Special Thru­ way Committee pause during grievance meeting with State Thruway Authority representatives, at Anthony headquarters in Albany. Clockwise, from extreme right, are: John Hart, CSEA public relations assistant; Shirley Lacey, Buffalo CSEA chapter president; John Gallagh, Syracuse CSEA chapter president; Vito Dandreano, Albany Division CSEA chapter president; Mary Blair, CSEA assistant program specialist; John Carrey, CSEA associate program specialist; Walram Brown, director of tolls for the Thruway (partially hidden);

ISLIP PACT — Signing a new two-year contract for Town of Islip employees are, left to right; Louis Palmeri and Richard McKay, councillors; William Stothoff, town president; Caesar Tasso, and Joseph Giordano, councillors. Seated is Harry Kangieser, town supervisor.

CSEA Blocks U.S. Tax

(Continued from Page 1)
apporriated more than $20,000 to cover anticipated expenses. Wendt said, and although the is­sue never got to court, prelim­i­nary estimates indicate that lengthy preparatory legal steps alone will have cost the Employee Association upwards of $8,000.

According to CSEA spokesmen, headed by Claude E. Rowell, vice president of the Association and an employee of Rochester State Hospital, the case began in the Spring of 1965 when the Internal Revenue Service notified 43 workers living on the grounds of the hospital that the value of food and lodging supplied to them in the year of 1961 constituted a taxable income subject to Federal income tax and that appropriate additional payments would have to be made.

In initiating the claims, refer­ red to by Rowell as obviously "test cases," the Revenue Ser­ vice took the position that the 43 employees involved, most of them in lower grades, were in jobs not immediately connected with patient care, and were thus living on the grounds of the inst­itution for their own convenience rather than that of their employer. Free food and lodging received under these circum­ stances, the Federal government said, was the same as extra in­come and should therefore be taxed.

At the behest of 43 employees, Rowell called on CSEA's Board of Directors to approve legal as­sistance under the regular pro­ gram of Employees Association. The Board agreed, and through CSEA's regional attorney in Roch­ ester, retained a top law firm in that city, specializing in tax matters, to handle the case.

The latter developed the posi­tion that "a substantial comple­ment of employees residing on the premises is indeed necessary for charge of the protection, security and treat­ment of patients, and for sound administration." They said that this applied not only to doctors and medical personnel, but to em­ ployees in other titles as well, such as maintenance workers.

CSEA's lawyers thus rejected the Internal Revenue Service con­ tention that all employees not immediately involved in patient care do not have to live on the institution grounds in order to discharge their responsibilities properly.

Counsel for the employees said that "these people really have a second line of duties should the need arise — namely, the protec­tion and security function, and performance of whatever emergency duties might be required in the event of a fire; or similar events." Through the months and years that followed, during which con­ tinuing routine delays kept the case from going to court, CSEA attorney obtained full support of their position from several high sources in the State Administra­ tion, including Mental Hygiene Commissioner Alan D. Miller and Alton G. Marshall, executive of­ ficer to Governor Rockefeller. Mar­shall submitted official appeals on behalf of the Rochester em­ ployees from his office and from Dr. Miller to the Internal Revenue Commissioner in Washington.

Finally, in the late winter of this year, unofficial word reached counsel for the Employees Associa­ tion that the Federal government would probably drop the case. This report was confirm­ ed recently, when 43 employees involved were duly notified by the Internal Revenue Service, and the matter officially came to a close.

This was the second instance in which CSEA has successfully blocked a Federal government move to tax income, meals and lodging received free of charge by employees living on the grounds. The previ­ ous victory, in 1955, involved high­ income tax on employees in a closely related to the care of pati­ ents in anemias.

The successful decision is seen as even more significant by CSEA President Wendt in that it not only reaffirms the precedents established in the earlier case, but also clearly extends the appli­ cability to employees in lower level jobs whose primary func­tion is not necessarily patient care.

"This was an important one to win," said Wendt, "because any additional income tax on the peo­ ple affected would definitely have constituted a hardship.

CONGRATULATIONS — Seen adding his congratulations to Solomon Bendet at the latter's testimonial dinner at the Concord Hotel last week, is Joseph F. Felt, past president of the State-wide Civil Service Employees Assn. Bendet, CSEA salary committee chair­ man, was first appointed to the post several years ago by Felt.
CIVIL SERVICE LEADER

Tuesday, June 18, 1968

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DISCUSSION — Members of the Brooklyn State Hospital chapter of the Civil Service Employees Assn., discuss the clerical reallocation appeal with staff members of the CSEA and the Civil Service Leader during the annual meeting of the New York City chapter held at the Concord last week. Seated around the table are, from the left: Joseph Koller, CSE's director of political relations; John P. O'Donnell, CSEA's director of the State chapter; John Galvin, CSEA's director of the City chapter; and William Blom, CSEA director of research. Emil Impressa, hospital chapter president and Joe D wrap, Jr., city editor of The Leader.

Lottery Director

ALBANY—John P. O'Donnell of Kenmore is the new deputy director of the State lottery. A native of Buffalo, he is an attorney and member of the American Trial Lawyers Association.

LOTTERY

We understand.
Walter B. Cooke
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Sales store checker are needed at $4,468 (GS-3) for positions in various Federal agencies in the Metropolitan New York City area. Applicants must have six months general clerical experience or six months study beyond high school. You may also have six months experience as a sales store checker—such as operating a cash register, bookkeeping machine or related work. Applications may be obtained from the U.S. Civil Ser

House For Sale - Queens
COLUMBIA HOTS QUEENS VILLAGE
SET, 4 BED RM HOME $35,000
HONOR NIGHT — The feature event on a two-day workshop at the Con- cord Hotel, sponsored by the New York City chapter of the Civil Service Employees Assn., was a testimonial to Solomon Bendet, long-time chairman of the CSSEA Salary Committee. At top right, Richard Stewart, superintendent of the State Insurance Dept., is seen making one of several presentations to Bendet, as are Dr.

(Continued from Page 3) his best argument, not that he ever mentioned it. Shurline as a
junior insurance examiner in 1930, he had become chief of the most
sensitive bureau in the Insur-
ance Department—the complaint
bureau.

"If he deals with insurance com-
panies with the same vitality that
he deals with his own employers,
policyholders need never worry:
I salute the Bendet as a good
man of many years."

Bendet joins in
Wendt cited Bendet as a man
of principles.

He gave an example Bendet's
fight against the Implementation
of a "management clause" within
the civil service merit system
"and fought against an attempt
in the Constitutional Convention
to set up this system and is
still fighting the newest attempt
through executive action."

Stewart noted that he enjoys
the highest respect for Bendet as
a man who works within the
rules to make gains for his fel-
low man. He described Bendet as
a tough salary negotiator. "He's
not just a fighter but an hon-
orable, decent and fair fighter
who has quick sympathy for his
fellows and employers."

Theodore Wendt, CSSEA president, center, and Emil Impezzante, president of Brooklyn State Hospital chapter, left. In center, Comptroller Arthur Levitt is seen as he
began to deliver his accolade to Bendet as William Berman, left, and Seymour Shapiro, right, applied. Mr. and Mrs. Bendet are seen in the center picture and at lower left when their grandson presented a bouquet of flowers to Mrs. Bendet. Other photos are scenes of workshops and the testimonial dinner.

Theodore Wendt, CSSEA president, center, and Emil Impezzante, president of Brooklyn State Hospital chapter, left. In center, Comptroller Arthur Levitt is seen as he
began to deliver his accolade to Bendet as William Berman, left, and Seymour Shapiro, right, applied. Mr. and Mrs. Bendet are seen in the center picture and at lower left when their grandson presented a bouquet of flowers to Mrs. Bendet. Other photos are scenes of workshops and the testimonial dinner.

Wendt cited Bendet as a man
of principles.

Bendet, a native New Yorker,
is a graduate of New York Uni-
versity. A registered accountant,
he joined the Insurance Depart-
ment in 1930 as a junior insur-
ance examiner. He was promoted
at senior insurance examiner in
September, 1944, associate exam-
paper in 1948 and principal exam-
er and co-chief of the complaint
bureau in 1961. In September,
1963 Bendet was named chief of
the bureau. All of these positions
have been under the competitive
civil service examination.

He is past president of the New York City chapter, CSSEA, and is
member of CSSEA's Board of
Directors. Since 1963 he has been
chairman of the Statewide Salary
Committees which initiated pro-
grams which resulted in increased
salaries and other benefits for
State workers.

In 1961 he was awarded the
Brotherhood Award by the New
York State Employees Brother-
hood Committees.

The two-day session included
sessions on the retirement system
moderated by Berman and con-
ducted by Kenneth Altman, chief
actuary of the retirement system,
and a panel discussion on health
insurance moderated by Shapiro
The panelists included:
Charles G. Wolz, director of
Health Insurance for the State of
New York, Department of Civil
Service; James Cuddy, manager
of the New York State group of
the Associated Hospital Service
of New York; Robert Dalles, rep-
resentative of Group Health
Insurance; Ronald Epstein, Head
Insurance Plan of Greater New
York; R. E. Muller, Metropolitan
Life Insurance Company and Jim
Blustain of the Chambers and Pow-
ters, agent for the Travelers
Insurance Company.

At the testimonial dinner,
Bendet, television sets with the
screen in Bendet and Shapiro's
outgoing chapter president. The
wives each received a bouquet of
flowers.
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*You'll be in a room, European Plan

BEAR MOUNTAIN INN

"Come to the Mountain"

P. R. Column
(Continued from Page 1)
the radio and television stations.
Every station license issued should
reserve unto the Federal Govern­
ment the right to assign radio or
television to candidates on the
national and state levels, and thus
protect these leaders from the
"books" with mail order guns.

THE RADIO AND television
stations would probably accept
at this suggestion. Our reply is
simple: the nation's safety, wel­
fare, and future are at stake.
That's much more important than
a few books the radio and tele­
vision stations would lose.

THE ALTERNATIVE to losing
a few books is losing the country
to violence, insurrection, and
total chaos.
Averill Park CSEA Unit Wins 13 Percent Pay Hike

AVERILL PARK—A two-year contract agreement by an average salary hike of 13 percent for non-professional employees of the Averill Park Central School District was signed recently by representatives of the Civil Service Employees Assn., the bargaining agent for the workers, and the Board of Education.

The CSEA units president, William Walsh, noted the salary increase ranging from 8 to 16 percent, and improved hospitalization benefits (with the employee paying 15 percent of the premiums), among the main provisions of the contract.

In his opening statement that negotiations between CSEA and the District, in the first year under the Taylor Law, were conducted in a mutually beneficial atmosphere and expressed hope that this trend will continue.

Dr. Robert Strong and other members of the Board of Education, were cited by the White Unit for their cooperation and interest in improving the well-being of Averill Park School District employees.

TAKING PART IN the recent contract signing between both parties which is also the recognized bargaining agent for Hennessy County and Troy City workers are the School Board were Walsh, Edward Evans, chief CSEA negotiator, and Bernard Ryan, CSEA Regional representative. Dr. Gregory Benson, superintendent of schools, Russell Jones, school business manager, and Dr. Robert Strong, school board president.

Islip Unit Wins 2 Year Contract

EFLIP — The Civil Service Employees Assn., representing the 756 employees of the separatetown of Islip, has announced the signing of a new two year contract with the Town Board.

William Bloodworth, unit president and vice-president of the Suffolk County chapter of CSEA, represented the employees at the signing ceremony. Bloodworth cited some of the main provisions of the new negotiated contract, that is; 20 day vacation after 7 years service, fully paid hospitalization for dependents, 11 paid holidays, and other terms affecting the working conditions and welfare of the employees.

"No salary increase was reflected in the two-year contract," Bloodworth said, "but provisions have been made to open wage talks next year." He noted, however, that CSEA has been successful in winning pay raises totaling 35 percent in the last three years.

Town supervisor, Harry Kaplaner, represented the Town in signing the contract. (See picture on Page 12)

Champlain Board

Dr. Delroy W. Brown, president of the Rockefeller University, has been designated by Governor Rockefeller as chairman of the Board of the State Science and Technology Foundation, effective May 15.

Hanrahan Reappointed

Governor Rockefeller has reappointed Edmund M. Hanrahan of New York City, as a member of the State Racing Commission.

CSEA WINS CONTRACT — Signing a new two-year contract for non-professional employees of the Averill Park School District are, stand, left to right, Edward Evans, chief negotiator for the CSEA unit; Dr. Gregory Benson, superintendent of schools; Ronald Jones, business manager; and Bernard Ryan, CSEA Regional representative. Seated are Dr. Robert Strong, president of the School Board, and William Walsh, president of the CSEA unit. An average salary of 13 percent and increased 15 percent in the next year by the employer for employee health insurance highlighted the benefits listed in the contract.

Cut-Back Relief

(Continued from Page 1)

Negotiating Committee

Proposed career ladder plan for maintenance personnel — The Department said it would consider specific proposals for such a plan if CSEA would submit same.

- Geographic differential for nursing titles — Mental Hygiene has informed the Civil Service Department of the need for differentials elsewhere in the State, in addition to the five New York City boroughs.

- CSEA also submitted a strong protest over the "ever growing" practice of assigning attendants to relieve head nurses and staff attendants.

The Employees Association also was represented at the meeting by Wendi, Pauline Fingar, Newark State School, chairman of CSEA's Special Mental Hygiene Committee; and the following members of that group; Betsy Beguin, Rensselaer State Hospital; Atona Benoist, Harlem Valley State Hospital; Julia Duff, Pilgrim State Hospital; George Crenshaw, Montefiore Medical Center; Isadore Beguin, Creedmore State Hospital; J. Arthur Tenen, Ulster State Hospital; Edward Lins, Willard State Hospital; George Selkup, Pilgrim State Hospital; William McGovern, West Seneca State School; and Charles Ecker, Syracuse State School.

- The reasons for the reduction in personnel reportedly has been attributed by Fund officials to the recent increase in salaries and retributive retirement benefits which were negotiated for State employees last March by the CSEA.

"These reasons are not founded on facts and are completely unacceptable," Wendt said, "since fund officials consider the present economic situation to be no threat to an emergency situation and admit that the Fund was not experimenting in any problem in staying within the statutory 25 percent of income allowed for administrative expenses."

- Jacobs further warned that, "unless the Fund takes a hard look, it has given assurance that no further action of this type is contemplated, "a dangerous precedent has been set, thereby threaten-

Fight For State Fund Jobs

(Continued from Page 1)

ning the concept of state service, and job security thought to be enjoyed by public employees."

"Of the five employees whose jobs have been abolished, four are CSEA members," Dr. Wendt said. "I would like to see the CSEA members expand this position to the point that every employee at state expense will have to be reemployed and a command to prevent this service from becoming effective."

Nassau 1/60th

(Continued from Page 1)

equal treatment, because the law was permissive as far as the local governments were concerned. We have been struggling long enough for this, and it is a major accomplishment," Faunteamus declared.

Faunteamus complimented Nassau County Executive Eugene H. Nickerson and Ralph O. Coan, vice-chairman of the Board of Supervisors, for assuring bipartisanship support of the measure.

Nassau has been quick to adopt the 1/60th percent plan after its initial approval by the Legislature last year. The new legislation covers service back to 1918. Also in Nassau County, the Town of Hempstead was expected to adopt the retenution retirement plan sometime June 23 or July 3, it would cost 2,192 additional employees.

Two New Judges

ALBANY—Governor Rockefeller has appointed Leonard Rubinstein of Peekskill and John O. Marcus of White Plains as judges of the County Court of Westchester County.

Mr. Rockefeller also announced his plans to name Carl Verzani of Yonkers as district attorney of Westchester County.

To Keep Informed, Follow The Leader.