Onondaga Bargaining To Open
As CSEA Seeks Recognition
From Syracuse City Officials

SYRACUSE—Bargaining units of Onondaga chapter, Civil Service Employees Assn., are preparing to begin negotiations that will include the exclusive bargaining agent for about 2,500 Onondaga County employees.

The chapter also is renewing its efforts to obtain similar designation by the City of Syracuse, said Mrs. Hilda Young, and, while "delighted that County Executive John H. Mulloy granted our request for recognition," Mrs. Young said, "we are still studying the exclusions he notes to determine if we can dispute some changes."

Money excluded 11 groups of employees in his letter to Mrs. Young, through which he granted the CSEA chapter recognition.

These include: About 200 employees, managerial and supervisory personnel; 160 nurses; 150 sheriffs and other workers in the Sheriff's Department; 90 Onondaga Community College professional and administrative employees; 30 elected officials; 50 War Memorial workers; 25 station workers; 23 civil service secretaries, nine assistant prosecutors, and 17 building and construction workers.

The chapter was granted recognition for employees in the following special services, which includes employees of the Social Welfare Department; Onondaga County employees, made up of office workers in most county departments; probation, which takes in almost all Probation Department employees, including probation officers; and public works, which is made up of all highway and similar workers in the county.

The chapter was granted recognition for the chapter was granted for the following four bargaining units set up under the State's new Taylor Law:

1. Employees of the Social Welfare Department;
2. Employees of the Altona-Lisbon School District;
3. Employees of the State Board of Regents.

Financial Report

ALBANY—The annual financial report on the Civil Service Employee Assn. for the year ending Sept. 30, 1967 is being mailed out to CSEA chapters this week. Copies of the report are being sent out in sufficient quantity to cover the needs of most chapters, according to the executive director, Dr. H. J. Helsby, who, along with a reserve supply, is available at headquarters to fill any additional requests.

State Police Pension

At leader press time it was learned that a special written opinion among civil service employees fighting the same infirmity and dollar-purchasing power, as their federal counterparts, was a topic that looms even (Continued on Page 6)

Civil Service LEADER
America's Largest Weekly for Public Employees
Vol. XXIX, No. 34 Tuesday, April 30, 1968 Price Ten Cents

Issues & Answers

On 1-60th Retirement

Robert Gallahan, chairman of the Civil Service Employees Assn. Pension Committee, has prepared a set of questions and answers on several aspects of the new 1-60th, "guaranteed half" (Continued on Page 14)

CSEA Refutes Charge It

ALBANY—Officials of the Civil Service Employees Assn. saw no cause for alarm in an announcement by the New York State Public Employment Relations Board that it will hold hearings on pages at three State-operated hospitals.

Dr. Robert D. Heilby, chairman of the Board, said evidence and testimony taken at the hearings will be considered to determine "the degree to which, if any, the organization was responsible for the strikes."

Section 219 of the Taylor Law holds the State Board responsible for determining whether an organization has violated the no-strike provision of the Taylor Law. In making its determination, the Board must consider: (1) whether the employee organization called the strike or tried to prevent it; (2) whether an employee organization made to make good faith efforts to end the strike; and (3) and whether, if altered by an employee organization, the public employer or its representative engaged in such acts of extreme provocation as to detract from the responsibility of the employee organization for the strike.

Cites "Evidence"

Dr. Helsby said the Board's counsel has conducted an investigation, and on the basis of certain evidence gathered in the investigation, a hearing is considered necessary.

Under the Taylor Law, the State PERB is empowered to suspend an employee organization's dues deduction (check-off) privileges for a period up to 18 months if the Board determines that the organization is responsible for the strikes.

No date has been set for the start of the hearings.

The walk-outs by clerical personnel occurred at Manhattan, Bronx and Brooklyn State Hospitals in early March.

Dr. Wendt Confident

Dr. Theodore O. Wendt, president of the 160,000-member Association which is the recognized representative of most of New York State's employees, including those involved in the walkouts, expressed confidence that both the State administration and the public were aware that his organization... (Continued on Page 16)

Levitt To Speak

At NYC Chapter's Concord Workshop

Comptroller Arthur Levitt has accepted an invitation to be one of two major speakers at a workshop being sponsored by the New York City chapter of the Civil Service Employees Assn. Departure date is June 12.

An all-inclusive price for the event is $120 will include round trip jet plane fare, hotel accommodations, breakfast, lunch and dinner. The price will also include round trip hotel to and from the workshop site.

The Comptroller will give the major address at the June 9 dinner session of the workshop. Another major speaker, to be announced, will present at a testimonial dinner on June 10 to honor Solomon Berdoll, chairman of the CSEA Salary Committee. Seymour Shapiro, chapter president, announced that reservations blanks may be secured for the event from chapter presidents, the Comptroller Hotel, or by writing to Arthur Levitt, 11765 81st Ave., New York City. Entrants are encouraged to attend.

4-Day Las Vegas Tour Set June 20

A four-day Las Vegas trip is now open for booking by members of the Civil Service Employees Assn. Departure date is June 20 and the low price of $189 will include round trip jet

Arthur Levitt

Asm. June 9, 10 and 11 at the Concord Hotel.

The Comptroller will give the major address at the June 9 dinner session of the workshop. Another major speaker, to be announced, will present at a testimonial dinner on June 10 to honor Solomon Berdoll, chairman of the CSEA Salary Committee. Seymour Shapiro, chapter president, announced that reservations may be secured for the event from chapter presidents, the Concord Hotel, or by writing to Arthur Levitt, 11765 81st Ave., New York City. Entrants are encouraged to attend.

Only $189

4-Day Las Vegas Tour Set June 20

A four-day Las Vegas trip is now open for booking by members of the Civil Service Employees Assn. Departure date is June 20 and the low price of $189 will include round trip jet

Arthur Levitt

Asm. June 9, 10 and 11 at the Concord Hotel.

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Only $189

4-Day Las Vegas Tour Set June 20

A four-day Las Vegas trip is now open for booking by members of the Civil Service Employees Assn. Departure date is June 20 and the low price of $189 will include round trip jet

Arthur Levitt

Asm. June 9, 10 and 11 at the Concord Hotel.

The Comptroller will give the major address at the June 9 dinner session of the workshop. Another major speaker, to be announced, will present at a testimonial dinner on June 10 to honor Solomon Berdoll, chairman of the CSEA Salary Committee. Seymour Shapiro, chapter president, announced that reservations may be secured for the event from chapter presidents, the Concord Hotel, or by writing to Arthur Levitt, 11765 81st Ave., New York City. Entrants are encouraged to attend.

Only $189

4-Day Las Vegas Tour Set June 20

A four-day Las Vegas trip is now open for booking by members of the Civil Service Employees Assn. Departure date is June 20 and the low price of $189 will include round trip jet

Arthur Levitt

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Or for just a once over lightly.

Use Zip-Codes to help speed your mail.

Dongan Guild Sets Scholarship Tests

The examinations for the scholarships awarded annually by the Dongan Guild for college and high school will be held on May 11 and May 18.

Close relatives of members of the Guild are eligible to compete for these awards and applications will be accepted through May 7. For further information concerning these scholarships, telephone 688-3140.

The monthly meeting of the Dongan Guild will be held May 3, at the New York Foundling Hospital, 1173 Third Avenue, New York City, at 6:30 p.m.

The Reverend Clarence Groesner of the Capuchin Fathers will attend the May 3 meeting and will discuss the newest Guild project, the erection of a chapel in the care of the Capuchin missionaries, in which individual memorials will be available for members and friends who may wish to obtain them.
Win Cash Awards

curate replacement of worn mark­
cord of highway markings. In his
load of Inspectors; Lila M. Adri­
nings; Vincent Cuccioli, Hicksville,
ment of Transportation, for de­
vised a new form and procedure
the Agriculture and Markets law
was granted a $35 cash award.

Amodeo, White Plains, both from
N.J., State University; Bruno

in agreement, but the pro­
CSEA representatives were re­
resentatives of the City chapter
Poughkeepsie officials and rep­
resentatives of the U.S. Social
Security Administration's local of­
the Civil Service Employees Assn. The chapter repre­
sents about 1,000 persons who
work at the West Seneca State
School district No. 7—Richard S. Rubin;

Other chapter officers are: vice­
president, George Pysh, secre­
responding secretary, Janet Booth;
treasurer, Elizabeth Paswell;
dere, R. H. Wehler.

On the board of directors are
Dora Lindemuth, Ann Bogard,
Peegy Burgess, Abby Kunz, John
Linder, Detl Shurenthal, Milton
Brown, and Ron Tabala.

The Taylor Law changed prev­
vious procedure whereby employ­
ees were not compelled to nego­
tiate with employees. The contract is for one year.

Highlights of the contract in­
cluded the following:

Wages: An 8 percent salary
increase for custodians, mainten­
ance, and clerical employees. 2.
A 9 percent salary increase for
bus drivers and mechanics.

Retirement: Adoption of the 30-
year, 1/60th half pay retirement plan.

Insurance: The Board shall pro­
vide at low cost and on an op­
portional basis: 1. Health Insurance, including major medical. 2. $1,000
Life Insurance.

Ten paid holidays.

Grievance procedures: Ex­
isting structure modified and im­
proved.

Transfers and promotions: School district union employees will be promoted on the basis of seniority.

Girl Scouts Praise
State MV Chapt.

ALBANY—Thomas McDou­
ough, president of the Guilderland
Unit of the Civil Service Em­
ployees Assn, has received a letter of praise for the chapter’s efforts in behalf of a fund raising cookie sale sponsored by the Senior Girl Scouts of
America Troop 529.

Troop president, Mary Lou
DeJong, in expressing her ap­
plication to McDouough, noted
that the success of the sale has
made it possible for the troop to
climb Mount March in May.

The agreement is subject to
implementation, but the pro­
visions for the employees in the
CSEA Previously, the city and
teacher organizations.

CSEA representatives were re­
Manuel, school district businesJ

Cook Appointed
GUILDERLAND — The Guel­
derland Central School Unit of
the Civil Service Employees
Assn has announced that 29 em­
ployees of the Guilderland Cen­
tral School District, entered into a history-making contract today with the Guilderland
Central Board of Education. This is the first contract accorded Guilderland Central

employees.

Protection of existing employee
rights and benefits is guaranteed
to continue. Parties representing both the Board and the As­

CSEA STAFF HONORS FELLY

Fellow F. Felly, right, reacts with the as­
istence of Miss Ruth Hallie at a testimonial lun­
cheon given by Felly of the staff of the Civil Service
Employees Assn. The luncheon for the immediate
past president at Jack’s Restaurant in Albany was
attended by 54 members of the CSEA staff. Miss
Hallie was staff secretary to Felly during the
latter’s tenure as president of the Association.

Joseph F. Felly, right, talks with the as­
CSEA UNIT SETS
Non-Teaching Contract
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Walter B. Cooke

FRIENDS & RELATIVES

Our men understand.

For Public Jobs

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL

FEDERAL—Second U.S. Civil Service Employment Office, 26 East 42nd Street. (212) 587-6000. Applications issued by public hearing. The New York Times, Tuesday and Thursday, at 8:30 a.m. to 9:00 p.m., or on applicant's request. The State Campus, Albany, and 187-189 East 42nd Street, New York, N.Y. 10017. Applications are accepted in person or by application. For information, write to the Federal Employment Office.

Offices are located at 26 East 42nd Street.

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Sergeant Tests Are Set
For Housing, Transit &
City Police Departments

Written promotion exams for sergeant positions with the
City Police Department, Housing Authority and Transit
Agency have been ordered by the Civil Service Commission.
Salary increases are now being negotiated for the positions
which presently pay $4.10, and left no will.

Why the Surgeon should not inquire into

of "10 East 31st Street, New York City.

foods, chattels and credits which were of

irs liii'roby cited to show cause before the

Tu Sopliie Prim osh, absentee. If living:

thority have been ordered by the Civil Service

in the complaint. Dated: New York, March

, at ten o'clock in the forenoon of

T H E PEO P L E O F T H E S T A T E O F N E W

r»6w York, dated the 29th day of

n 30 days after the service is complete

W A I . N O N L. S C O T T, a / k / a  J O H N M c-

Ki:

WSHAY. COUNTY OP N E W  YORK.

the Supreme Court of the State of

the marriage between the parties on the

WHEREFORE, we have served you as before,

of the said County of New York

a resident of 637 East 13th Street, in

the last Will

"9rant'd to Irene Prim osh K um p, and

NOW. S. B. SHADING DE. P A L O.

The Supreme Court of the State of New York, on the 12th

day of April, 1968, and filed with the

of kin and distri buteea of M ARIO RIZZA,

Court of the State of New York, County of New York. New

Com mission Bureau, whichever is sooner.

case of your failure to appear, judgment will be taken

venue is plaintiff's residence in New York

W R I T T E N  p r o m o t i o n  e x a m s  f o r  s e r g e a n t p o s i t i o n s  w i t h  th e

Candidates for sergeant positions with the

Transit Police Department must have served for two years

as a patrolman or policewoman.

Sergeants in all three departments

are assigned on detective.

Police Department and

Police Department and
dates must have served as a hous-

ing patrolman for at least six

months preceding the date of the

test. However, they must have two

years' patrolman experience before

they are promoted, if they test the

test. They must also have

a driver's license.

Sergeant candidates with the

Transit Police Department must

have one year's experience as a

patrolman or policewoman at the

time of the test.

The Civil Service Department will release the filing and

test dates for the positions in the near future. When last given, the
test requirements were as follows: Housing Police sergeant candid-

dates must have served as a hous-

ing patrolman for at least six

months preceding the date of the

test. However, they must have two

years' patrolman experience before

they are promoted, if they test the

test. They must also have

a driver's license.

Sergeant candidates with the

Transit Police Department must

have one year's experience as a

patrolman or policewoman at the

time of the test.

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to you
to your chances of promotion
to your job
to your next raise

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CB Moves Into Gear

The Office of Collective Bargaining, which the City established last year and which didn’t really begin operating until early this year, is now fully under way.

OBC was set up to maintain labor peace in the City by conducting representation elections, certifying public unions where elections aren’t necessary, settling disputes among public employee unions or between the City and employees, and—when necessary—training mediation and arbitration panels when the City and a union can’t agree on a contract.

Obviously there will be a winner and a loser in all such elections and unions will often disagree with OBC decisions in any number of areas. However, the very fact that a specific, impartial body is working to solve labor relations problems before they get out of hand is likely to eventually bring a degree of peace to the City’s public employee labor situation that it has never known.

Every week OBC releases a decision by its Board of Certification concerning union representation or a representation of the status of various matters at issue between the City and its workers. Most of these are uninteresting. However, in the area of employee-employee relations, progress is usually unspectacular and only the breakdowns in the system—which often harm both sides—are spectacular.

The efforts so far of the seven-man Board of Collective Bargaining—composed of two City representatives, two union representatives and three impartial members—have been encouraging and certainly it deserves every support of all persons concerned with civil service labor relations.

Legislators’ Pensions

Recently, members of the State Legislature voted themselves one of the handsomest pension plans on record. It consists, basically, of retirement pay based on the best three years of 20 years service and goes as high as 75 percent of that average pay.

Such a generous allowance has, naturally enough, attracted considerable attention among public employees. Says Solomon Bendet, Salary Committee chairman for the Statewide Civil Service Employees Assn.: “We should be grateful to the Legislature for getting such a high standard of retirement benefits to shoot for in next year. I don’t see how we can miss getting cooperation.”

Employee Awards

The awards are given annually and of course those honored are only a part of the dedicated Federal employees who serve so well and so faithfully. However, awards programs such as the one sponsored by the Civil Service League are a desirable way in which supporters of civil service can show their appreciation for this group which is only now beginning to reach salary parity with its counterpart in the private sector.
At night, it's a moonroof.

For 90° extra dollars you can buy a Volkswagen with a hole in its roof.

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If you only want a three-quarter view of what's above, all you have to do is crank the crank a few turns to the left, and you have three-quarters of a hole in the roof.

A few more turns to the left and you've got an outright, all steel roof overhead. It's padded and lined like the rest of the car so you can hardly tell it's there.

A Volkswagen with a hole in its top is just as cheap to run as any other Volkswagen.

So you won't have to moonlight at a second job to afford to run one.

It'll go up to 27 miles on a gallon of gas.

And you don't have to spend a tidy sum getting your car ready for winter. It won't need antifreeze, and chances are it won't need snow tires.

In short, this Volkswagen does just about everything any other Volkswagen does, plus a little more.

So you see, you don't have to have a hole in your head to buy a VW with a hole in its head.
TRY THIS QUIZ!

DID YOUR MEDICAL PLAN PROTECT YOU AGAINST...

- Out-of-Pocket Expenses for Doctor Visits?  [ ] YES  [ ] NO
- Maternity Bills?  [ ] YES  [ ] NO
- Extra Charges for Surgery?  [ ] YES  [ ] NO
- Extra Charges for Specialist Care?  [ ] YES  [ ] NO
- Confusion over panels of participating doctors?  [ ] YES  [ ] NO
- Uncertainty as to services covered in full or in part?  [ ] YES  [ ] NO
- Limitations on Certain Services?  [ ] YES  [ ] NO
- Filling in claim forms?  [ ] YES  [ ] NO
- Discussion of fees or income with the doctor?  [ ] YES  [ ] NO

If you belong to a medical plan, we suggest you check the above list against your family’s experiences with medical care over the past year or so.

If you can check the "yes" box for every question, you are either a H.I.P. member or you haven’t had much need for doctors’ services lately.

*In H.I.P.'s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthesia and prescribed drugs and appliances.
State Toll Collector Jobs
Pay $5,500; June 22 Exam
Set With Filing To May 20

The State Department of Civil Service has announced a test for toll collector positions throughout the State at pay of $5,500. Applications for the June 22 written exam will be accepted until May 20. The positions are open to both part-time and seasonal employees being studied by the Civil Service Employees Assn. The Leader was told last week that the matter has been brought to the attention of the Employees Association lately from numerous sources, according to CSEA officials, who attribute the trend to the general desire on the part of public employees to take advantage of the improved representation now possible under the Taylor Law.

"A considerable number of part-time employees in both State and public service have been aware in the past of joining our association because it was not easy for them to learn that their benefits were worth the pay that full-time employees receive," CSEA president Dr. Theodore C. Wenzl pointed out.

Currently, however, the employees who work either on regular or part-time schedules, such as street-, or seasonal personnel such as park employees who work only a few months a year, are reaping the benefits of this new representation.

"We certainly intend to respond to their needs," the CSEA chief said, and it seems only equitable permitted, and must have good hearing. They must also be in generally good physical condition.

Candidates who pass the written exam will be given a qualifying medical exam.

Conviction of a felony or misdemeanour or may have an appointment. Most of the positions are with the State Thruway Authority at locations from Buffalo to New York City. There are also openings with the East Hudson Parkway Authority, Jones Beach State Parkway Authority and the State Bridge Authority.

In addition to collecting and registering tolls, toll collectors check vehicle classifications, local receipts and handle various emergency situations.

The eligible list established through the exam may also be used to fill part-time and seasonal toll collector positions. Part-time positions pay $2 an hour and have openings usually during summer and holiday periods to consider serving them, in their part-time situation, at a due rate lower than that paid by full-time employees.

In another move, Wenzl announced that attention is also being focused on a possible restructuring of non-teaching school district employees within the Employees Association. "Study in this area is in a very preliminary stage," Wenzl said, "but there are indications that a different arrangement than now exists for these employees, such as selective grouping, might be desirable to affirm the best possible representation."

**Structural Foreman**

The Personnel Department administered written examinations last week to 50 candidates for promotion to foreman (structure). Group B in the Transit Department.

**Applications Now Open for FIREMAN**

**Salary $191** after 3 years (including pay for holiday and annual vacation time)

**New Requirements—**

**HEREDITY: F.** 

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Civil 03-2090 for full information.

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**U.S. Service News Items**

**By VIRGIL SWING**

**Federal Job Picture Better For Minorities**

The Civil Service Commission released a report last week that revealed that minority group members represent a larger percentage of Federal employees than ever before—and are gaining a bigger share of the higher paying jobs.

Reflecting the situation as of Nov. 29, 1967, the study indicates that nearly half a million minority group members were among the 2.6 million Federal employees on that date.

The 497,725 Negroes, Spanish Americans, American Indians, Orientals and Eskimos represented about 19 percent of those in Federal service. In June 1966, the last time such a survey was completed, minority group members were about 15 percent of the work force.

According to the study, Negroes make up about 15 percent of the Federal service—with approximately 300,000 workers. They represented about 14 percent of the work force in 1966; 13.5 percent in 1965 and 12 percent in 1962.

The increase in Negro civil servants from 1963 to 1967 was about 28.3 percent—nearly double the increase in total Federal employees in the same period.

(Continued on Page 15)

**Opinion**

He's been called "the George Bernard Shaw of the music world." The name is De Koven, the opinion's outrageous and he can be "experienced" every Sunday night at 9:00 p.m.

**WRFM 105**
CIVIL SERVICE LEADER

Welfare Conference
William H. Booth, chairman of the New York City Commission on Human Rights, will be the keynote speaker at the regional meeting of the New York State Welfare Conference at Salisbury Park Clubhouse, Westbury, on Thursday, May 2. His topic will be "Community Services at the Crossroads."

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Civil Service Law & You

(Continued from Page 6)

promotional examination. Accordingly, the Appellate Division held that the Alleva proceeding was properly brought. Also, it sustained the exclusion of the Civil Service Commission as a proper party to the proceeding because of its exclusive jurisdiction over job specifications.

EXHIBITING its customary careful attention to end qualifications as well as to the briefs and other legal papers before it, the Appellate Court thereby effectively modified Special Term’s decision.

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<td>William J. Smith</td>
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(Continued on Page 14)
Civil Service Television

WNYC-TV — Channel 31

Monday, May 6
4:00 p.m. — Around the Clock — N.Y.C. Police Department training program: "Procedures re Prisoners."
5:30 p.m. — Community Action — Examination of health and welfare services.
7:30 p.m. — On the Job — N.Y.C. Fire Department training program.
9:00 p.m. — New York Report — Lester Smith hosts interviews with City officials.

Tuesday, May 7
4:00 p.m. — Around the Clock — N.Y.C. Police Department training program: "Procedures re Prisoners."
7:00 p.m. — What's New In Your Schools — Series on N.Y.C. schools.

Wednesday, May 8
4:00 p.m. — Around the Clock — N.Y.C. Police Department training program. 5:30 p.m. — What's New In Your Schools — Series on N.Y.C. schools.
7:00 p.m. — On the Job — N.Y.C. Fire Department training program.
8:00 p.m. — In the Law Library — "Secured Transactions."
9:00 p.m. — Community Action — Examination of health and welfare services.

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

Q. How long must I wait before submitting a claim under the Major Medical portion of my Statewide Plan?

A. You may submit claims for Major Medical benefits at any time during the year that you have accumulated sufficient bills to make it worthwhile. Of course, you must first have paid the $50.00 deductible. Then you will receive reimbursement for 80% of your covered medical expenses.

Q. I am a member of the Statewide Plan and have had my husband as a dependent. He is now in a position to be a subscriber of Blue Cross and Blue Shield where he works. If I should no longer claim him as a dependent could I have him reinstated as a dependent later should this be necessary?

A. Yes. However, at that time he would have to fill out a statement of health in order to be reinstated as a dependent, unless he has been enrolled in the Statewide Plan. If he is in good health, he will be accepted. But, if he has a poor medical history, he may not be accepted.

Q. Would the cost of hemoglobin administered on an outpatient basis be covered by my Statewide Plan?

A. Yes. On an outpatient basis, the hemoglobin would be a benefit under the Major Medical portion of your Statewide Plan with co-insurance and deductible factors applying.

QUESTIONS & ANSWERS

HEALTH INSURANCE

WILLIAM T. PARRY
Manager, The Statewide Plan,
Blue Cross Blue Shield of
New York,
1215 Western Avenue, Albany,
New York

Don't Repeat This!

(Continued from Page 6) Service Employees Assn. has always fought to mandate these benefits for political subdivisions or, at the very least, make such programs' adoption permissible. The reason why local government employees hope that bigger and better retirement plans are not only successful in the State is that their best chance is to ride along with the tide.

All this is not to say that hard drives for better wages are a thing of the past. The very fact that the cost-of-living index has risen every month for the past six months should dispel any doubt in that area. But along with continued action to maintain decent salary schedules will come a new emphasis on creative retirement plans that will genuinely give employees an insured decent standard of living during the years following departure from public service.
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REAL ESTATE VALUES

CIVIL SERVICE LEADER

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REAL ESTATE VALUES

B U Y
U. S.
B ONDS

Buffalo Area Residents Pass CS Exams

BUFFALO—The State Civil Service Commission has announced that 198 of Buffalo area residents have passed recent civil service examinations.

Agent public health engineer, $1,505 to $2,600, Francis Pecce, Owego.

The cash value of Series E and H U.S. Savings Bonds outstanding is now more than $51 billion.

CIVIL SERVICE LEADER

Farms & Country Homes — Formers

St. Albans Vic.

Alden & Franklin

Cambridge Hgtts.

Hollis

Hollis

Columbia County

Orange County

Columbia County

Columbia County

Columbia County

CONVENIENT LOCATION

LOOKING FOR A HOME?

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will the guarantee be?

Yes. However, as currently drafted, a person entering or re-entering State service after April 1, 1968, would have to render at least 2 years of service with such employer from such employment in order to be given the guaranteed benefits for State service prior to April 1, 1968.

No. Is it possible to have a loan un­

If you are age 60 contributions and contributions on or after April 1, 1968, would have to render a year of service before retiring, it will be a loan at retirement. Is it to my advantage to take out the maximum loan just prior to my retirement? In other words, will I still receive the benefits of the 1/60 guarantee in spite of the loan?

No. Is it not to your advantage to take a maximum loan just prior to your retirement? You will have a loan outstanding when you retire, you have the option of repaying your loan or having your annual annuity reduced by the actuarial equivalent of the amount of the loan outstanding. The guarantee of 1/60 will be computed as though there were no loan and then the retirement allowance will be reduced by the actuarial equivalent of the amount of loan unpaid.

If my age 60 contributions had already expired, could I still have my Social Security taxes withheld from my Social Security taxes at my retirement? in order to have my Social Security taxes withheld from my Social Security taxes at my retirement? in other words, will I still receive the benefits of the 1/60 guarantee?

After computing the guaranteed benefit based on the sum of the pension and the annuity as though the age 60 contributions and retirement allowance shall be reduced by the actuarial equivalents of the amount of difference between what the age 60 accumulated contributions should be and what they actually are, for the years 1938-1966. In other words, at retirement, any deficiency due to Social Security taxes will be treated the same as a loan outstanding.

Can I have my Social Security contribu­

Yes, but you may be giving up valuable benefits rights into the pension provided for by the State so doing.

Has the death gamble benefit been included in the additional pension plan?

The minimum age is 65. If your retirement allowance for years of service from April 1, 1938 to April 1, 1968 is at least 1/60 of final average salary for each such year plus an annuity purchased by my age 60 contributions of 1/60 of final average salary for each such year, will my retirement allowance be increased to 1/60 for each such year?

No. If you receive the higher benefit, it is highly unlikely that you will put bene­fit by the guarantee. The purpose of the additional pension provisions would be to reduce your benefits below what you are as an advanced age such as over 70.

Is there any maximum such provision from the lower of the formula rate or a given percentage such as 50 percent.

No. Can I still make loans against my contributions?

Yes. If a person age 55 or over quits State service, will he receive the guaranteed 1/60 of the benefit?

No. The additional pension is not available to employees who quit State service.

Should I quit State service before April 1, 1968 or after April 1, 1968 in order to receive the additional pension provided by the guarantee?

No. The additional pension is not vested.

I am a former State employee who quit before retiring. Can I come back to State service and obtain the additional pension pro­

If my retirement allowance for years of service from April 1, 1938 to April 1, 1968 was at least 1/60 of final average salary for each such year, I would be able to become of the benefit of the guarantee of 1/60 for each such year.

The salaries listed below are those in effect before the recent increases on or after April 1, 1968.

The job title, exam number and salary of the positions to be filled at the June 8 exams are as follows:

Public safety representatives, 21-918, $10,330 to $12,430.

Community health representatives, 20-917, $6,675 to $10,700.

Senior community health representatives, 21-917, $6,675 to $10,700.

Senior community health representatives, 21-917, $6,675 to $10,700.

Solicitors, 21-917, $6,675 to $10,700.

Senior solicitors, 21-917, $6,675 to $10,700.

Community vocational rehabilitation counselors, 21-917, $6,675 to $10,700.

Field representatives, 20-917, $12,430 to $14,560.

Field representatives, 20-917, $12,430 to $14,560.
something a reporter dreamed up, citing himself as the authority. On, or can offer such strong hints as to identify the source almost as if he actually named him.

**CONCLUSION** is one at which our civil service readers will appreciate for its point absurdity:

A **GOVERNMENT official** holds an "on-the-record" press conference. As many as 50 reporters from newspapers, radio, television and magazines are present. He makes a statement which is very weak and very lacking in newsworthiness. Suddenly, he announces, "What I say now is off-the-record," and then drops a genuine news bombshell.

**QUESTION:** Can an "off-the-record" statement made at a previously announced "on-the-record" press conference be printed?

**ANSWER:** Any public official naive enough to make an "off-the-record" statement in front of 50 reporters deserves every degree of heat from the resulting backfire. The dirty looks and the black area. "Off-the-record" belongs to burst.

**BUT THERE** is also the danger that the "ghost" giving "the backfire" becomes very effusive andnl at his hear what he heard to another reporter who was not present—and some reporters are bigmouths. The rule is supposed to be that the reporter giving the information secondhand can tell the entire story, not naming and linking names and quoting.

**THE BACKFIRE** begins "the backfire." There are trials, charges, countercharges, all general conclusions which lend the authenticity of government communication, and add to the good public relations of government.

**Seldom** is the civil servant accused for the backfire. Usually it is an appointed or appointed injury. But the civil servant gets a dirty looks and the black looks.

**THE BACKFIRE** is supposed to be an excellent method of transmitting information about the official, who is the subject, being referred to is not, any particular subject if the subject is an extremely sensitive one.

**BUT WHAT** happens at an "off-the-record" statement is even more serious. Everything said—or meant during such conference—is supposed to be "re-" "printable" and "sayable."

**WHEN** at an "off-the-record" statement as that the "ghost" giving "the backfire" could be using it for a political opponent oromenting a trial balloon which is sure to burst.

**AN "OFF-THE-RECORD"** statement is usually one given at an open press conference attended by all media. Everything said—or meant during such conference—is supposed to be "reprintable" and "sayable."

**WHEN** at an "off-the-record" statement as that the "ghost" giving "the backfire" could be using it for a political opponent oromenting a trial balloon which is sure to burst.

**U.S. News**

(Continued from Page 9)

increase in the total work force. Perhaps most importantly, the percentage of Negroes at the middle and upper salary ranges (G-9 to GS-15) has increased since June 1966 from 8.4 to 6.1 percent of the total. The 17,386 Negroes at this level represent an increase of almost 8,000 since the last survey. Similar percentage gains were reported for Negroes in wage and salary service positions.

The number of Spanish American officials on Federal employee rolls was about 60,000 on November 30, compared to approximately 60,000 in 1966. Most other minority groups gained proportionately the same amount.

President Johnson has nominated William Watson, White House appointments secretary, to succeed Lawrence O'Brien as Postmaster general. His name has been sent to the Senate for confirmation.

* * *

Dr. Amerigo P. Dell Corti, director of the Veterans Administration Hospital in Northport, L.I., retired April 27 after 28 years of Federal service. Dr. Dell Corti served in various VA hospitals around the U.S. and headed the Northport hospital since 1960.

John H. Johnson, publisher of Johnson Publications, has been named a member of the Post Office Department Advisory Board. His firm publishes Ebony, Jet, Jet, and the Negro Digest.

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**(Continued from Page 9)**

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**MAYFLOWER - ROYAL COURT APARTMENTS** — Furnished, Unfurnished, and Rooms. Phone HX. 4-1094, (Albany)
CSEA Refutes PERB Charges

(Continued from Page 1)

any case, we know them to be wholly unfounded. CSEA's con-
duct in these short-lived walkouts was beyond reproach, unquestion-
ably the conduct of a responsible public employee representative. We will be fully prepared to re-
fute any further charges of this character," Dr. Wendl said.

Dr. Wendl revealed that CSEA officials had focused on the trouble spots and through local employee representatives, were maintaining a constant effort to bring the unrest to a swift con-
clusion and to prevent its spread.

Volk Given Award
At Buffalo For His
Outstanding Service

BUFFALO—Alwyn J. Volk, a Buffalo
City official, has been given an institu-
tional annual award for outstanding
service. The award will be presented to
Volk during a ceremony at the hospital.
A 30-year employee of the hos-
itel, Volk has served as attendant
and staff attendant. He was born in
Buffalo and attended

Frank Dwyer Completes
45 Years With NY State

Frank J. Dwyer of Port Edward, observed his 45th an-
niversary a New York State employee has been employed in the State Department of Transporta-
cation as canal section superintendent, Champlain Canal, in
Port Edward since 1947.

Dwyer was born in the State
began in Syracuse with the
highway department on April 12, 1923. He had spent the previous year
with the Cortland County Highway
Department after graduation from Cortland Central High
School in 1918 and attending Syracuse University. In August,
1947, Dwyer transferred to
Syracuse with the State Engineers' Office. Under reorganization during
1927, he became employed by the Chief Engineer's Office in Albany.
During World War II he volun-
to service with the U.S. Navy and
died chief petty officer with the Beaches.

While in the Chief Engineer's office, Dwyer supervised many en-
ing and construction proj-
est, throughout Eastern New York. Among these were the despearing

Onondaga Bargaining
(Continued from Page 1)

Part-time employees are not in-
cluded in any of these units and recognition for them was not sought.

Mrs. Young said some of the exclusions that might be chal-
enged in discussions would be aw-

Schenectady CSEA
Gets Ideas For 
A PR Program

SCHENECTADY — Repre-
sentatives of various unions in Schenectady County recently
were told how to establish public relations programs with
their organizations and received a summary on coming programs
that will be undertaken in the Civil Service Employees Assn.

Meeting at the Rotterdam
diner, Suzy's, 45 employees upstate
city were Arnold Serapilco, presi-
dent of the Schenectady County
Civil Service Employees Assn.,
Schenectady City Unit; Norman Silverstein of the Burnt Hills-Ballston Lake
chapter; John Libby, deputy com-
troller, town of Rotterdam, and
Louis Kannin, Mohonasen School
District Unit.

An outline on how to prepare
for releases for use by local news-
papers was described by Martin
O. Nallor, assistant director of
CSEA Public Relations. Nallor
spoke of the need for first ap-
pointing a public relations chair-
man in each individual unit as a
first step in establishing or im-
proving a public relations pro-
gram. He also pointed out that
members can be better informed with the best means of getting the word
to the members. At the same time,
Nallor said a newsletter encour-
ages membership participation in
chapter and unit activities.

The second speaker was E. Norbert Zahm, new director of
training and education, who gave
brief details of the training pro-
gram to date on the new field manual
which eventually will replace the old Civil Service Employees Assn.
Zahm also gave a rundown on collective
bargaining procedures now avail-
able to local governments and
outlined the duties of officers and
committees on the State, chapter,
and unit levels. Nallor and Zahm
were introduced by Bernard Raw-
CSEA field representative, who
also spoke briefly.

CSEA PLANS NEW
Pay Raise Granted to
Nassau Nurses After
CSEA Push

MINIOLA—Pay raises of
$500 to $700 minimums have
been approved for Nassau County nurses following de-
signation by the Nassau chapter of the Civil Service Employees
Assn.

Chapter president Irving Flausenbaum lashed out against the
CSEA's push for the raise.

"I am sure they know nurses on a par or ahead of New
York City nurses, and would like to go to New City to work," he
said. "But I am sure that the nurse positions had gone and
weren't being paid enough."

The increases, voted by the County Board of Supervisors, boost staff nurses from
$6,931 to $6,843 after ten years to a new level of $6,890 to $8,392. Slightly higher boosts for
assistant head nurses and bad nurses. Affected are about 100 nurses at Meadowbrook, the
Paterson Home and Home for Pulmonary Diseases.

Las Vegas
(Continued from Page 1)
transportation, most meals, etc.

Space on this popular trip is
set and limited but additional in-
ofications should be made by writ-
ing now to Sam Emmet, 258 E. 32nd St., New York, N.Y.

Summer All-Hawaii
Tour Is Only $469

Two departure dates have been set for an All-Hawaii tour priced at only $469 plus tax. The dates are July 6 and July 20, both last-

The price will include round-trip air transportation, rooms at Waikiki Beach in Honolulu, yearlong and many extras.

For further information and early application it is advised to avoid disappointment.

In the Metropolitan New York area apply to Mrs. Julia Duff, P.O. Box 43, West Hempstead, New York, N.Y., phone (212) 573-6633. Upstate apply to John Hentzke, 216 Moore Ave.,

Change In Date
For Bahama Tour

Because of a change in sched-
ule, a new departure date has
been set for the first Bahama
Flight day to the Bahamas now
being offered members of
CSEA's Nassau and their immediate families.

This low-cost holiday will now be held on
May 29 and 10 a.m. and return on Saturday, June 1, at 10:00 PM. The cost remains at only $169.

Tours will include round trip air transportation, all meals, room for two, and
tour of the Bahamas and a

triumphs they have made toward
March 31, the System had raised
$10 million in loans outstanding.

Pay Raise Granted to
Nassau Nurses After
CSEA Push

MINIOLA—Pay raises of
$500 to $700 minimums have
been approved for Nassau County nurses following de-
signation by the Nassau chapter of the Civil Service Employees
Assn.

Chapter president Irving Flausenbaum lashed out against the
CSEA's push for the raise.

"I am sure they know nurses on a par or ahead of New
York City nurses, and would like to go to New City to work," he
said. "But I am sure that the nurse positions had gone and
weren't being paid enough."

The increases, voted by the County Board of Supervisors, boost staff nurses from
$6,931 to $6,843 after ten years to a new level of $6,890 to $8,392. Slightly higher boosts for
assistant head nurses and bad nurses. Affected are about 100 nurses at Meadowbrook, the
Paterson Home and Home for Pulmonary Diseases.

Las Vegas
(Continued from Page 1)
transportation, most meals, etc.

Space on this popular trip is
set and limited but additional in-
ofications should be made by writ-
ing now to Sam Emmet, 258 E. 32nd St., New York, N.Y.

Summer All-Hawaii
Tour Is Only $469

Two departure dates have been set for an All-Hawaii tour priced at only $469 plus tax. The dates are July 6 and July 20, both last-

The price will include round-trip air transportation, rooms at Waikiki Beach in Honolulu, yearlong and many extras.

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