WITHOLDING RECOGNITION ILLEGAL, CSEA DECLARES

Gov. Rockefeller Emerges Biggest Winner From Ballots

Perhaps the biggest winner in New York State in the recent election contests was a man who not only was not seeking office but also was practically counted out as a major political figure a mere 18 months ago—Governor Nelson A. Rockefeller.

Name any issue or office seeker on any ballot in the State and you can easily see that the Transportation Bond Issue and its patron, Governor Rockefeller, emerged the giant-size winners. And the credit passage of the bond issue goes (Continued from Page 11)

Hall of Science Names
Dr. Piori And Jerry Finkelstein To Top Posts

Jerry Finkelstein, publisher of The Leader, has been named chairman of the newly-formed finance committee of the Hall of Science of New York City. It was announced last week.

Finkelstein's appointment came after the election of Dr. Emanuel Finkelstein To Top Posts

Dr. Emanuel R. Finkelstein, vice president and chief scientist of International Business Machines Corp., as president of the Hall of Science. (Continued from Page 14)

In a rally for 145 laundry workers from Central Islip, Pilgrim and Kings Park hospitals, Central Islip CSEA chairman Edward Thomas Purcell said CSEA will contest the appeal of the laundry workers to the Governor's New York City office, if the Governor gives assurance on raise to demonstrators.

Deep Concern

The celebration on the 60th anniversary of Rockefeller's New York City offices was attended by thousands of employees and demonstrators demanding recognition. Governor Rockefeller declared that the matter of exclusive recognition would be settled "very soon," the Civil Service Employees Assn. last week.,

The CSEA stand came after thousands of employees associations voted on the matter of exclusive recognition. Governor Rockefeller declared that the matter of exclusive recognition would be settled "very soon," the Civil Service Employees Assn. last week.

Gov. Rockefeller Emerges Biggest Winner From Ballots

The conference did not stop the more than 100,000 demonstrators who marched in front of the Governor's office for nearly three hours, as they did in other parts of the State. (Continued on Page 11)
Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Administration in New York University's Graduate School of Public Administration.

**Good Relations Jeopardized**

The laborious, almost painful process of earning good public relations for the civil service corps is being jeopardized more and more by a handful of elected—and untrained—public officials, who are suddenly thrust into governmental executive positions where they control expenditures totaling millions of dollars.

Some of the "boo-boo" errors of these inexperienced neophytes make would be valid cause for immediate discharge, were they in comparable positions in private industry—which they certainly would not be.

But as elected officials they are practically frozen into their jobs for a complete term of office. In two years or four years, their mistakes could total astronomical amounts of tax dollars.

Who among the voters, except suffering civil servants who see their hard work going up in smoke, know what chaos has been wrought by these inept, inexperienced hands.

This column has no objection to on-the-job training, but not when such arrangement endangers prudent expenditure of millions of dollars in tax money as well as the lives and well-being of

(Continued on Page 10)

**PUT YOUR MONEY WHERE YOUR HEALTH IS!**

Better get long odds when you bet against a proven winner. It makes more sense for Civil Service employees to bet on GHI for protection against doctor bills. GHI coverage pays off by taking care of the doctor bills—without deductible and without coinsurance, regardless of your income. In addition, for most of the physician care you'll need—on call home and office calls—the GHI option can provide payment in full. Be sure you have all the facts before you make up your mind. Call or write, today, to...

**YOUR PUBLIC RELATIONS IQ**

By LEO J. MARGOLIN

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(Continued on Page 10)
CSEA Meets Parks Officials To Discuss Maintenance Redeployment

ALBANY—Representatives of the Civil Service Employees Assn., including Louis Colby, president of CSEA's Long Island Inter-County State park chapter, and staff with William Wright, director of State parks, Daniel Haloran, director of personnel for the Division of Parks, and officials of the Long Island State Park Commission to discuss the implementation of CSEA's program for the redeployment and reallocation of maintenance positions.

The Division of Parks has taken CSEA's proposals under consideration and another meeting has been tentatively scheduled with Wright for December 5.

The CSEA is pressing the changes in order to adequately

Wenzl Attends Freedom's Dinner

NEW YORK—Doctor Theodore C. Wenzl, president of the Civil Service Employees Assn., represented CSEA last week at the annual presentation of the Franklin D. Roosevelt Four Freedoms Foundation Award at the New York Hilton.

Recipient of this year's award "for foundation in recognition of distinguished services in the cause of freedom" was Arthur J. Goldberg, permanent representative of the United States to the United Nations.

The presentation was made by Ferdinand Puroa, president of the Foundation.

Dr. Wenzl, accompanied by Mrs. Wenzl, joined a host of national and international dignitaries for the occasion, including statemen and leaders in the labor and business fields.

The Four Freedoms Foundation, Inc. was organized in 1945 "to implement throughout the world the principles of the Four Freedoms," enunciated by the late President Franklin D. Roosevelt.

In an address to Congress in 1941.

The Commission's favorable action, based on appeals submitted by CSEA, means that one more hurdle remains—final approval by the State Director of the Budget.

The titles concerned are canal structure operator (G-8), chief lock operator (G-12), and canal electrical supervisor (G-14).

Each of the titles would be allocated one grade, if approved.

CSEA Blasts Union Claim

ALBANY—A claim by Council 50, AFSCME, that it represents the majority of employees in the V Corrections Department in a label as "completely unfounded" by Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn.

"As usual," said Dr. Wenzl, "the union is bringing vague in its statements. The CSEA Research Team has released figures which show Council 50's membership at 1,290, while the Employees Association has 1,590 members in the Department.

Council 50 made the statement in an article which appeared recently in a Midtown newspaper.

Dr. Wenzl said the "union is very active in siege mode." Before a new State Police Superintendent was selected to replace the late John H. Johnson, Jr., Council 50 said that a successor should be chosen from the rank, rather than from the outside.

Governor Rockefeller did select a State Police officer from the outside, the Executive Council of the CSEA immediately criticized the appointment, a typical maneuver of the "sneak election campaign," declared Wenzl. "Council 50's members and the public.

CSEA's figures are membership is based on fast-fulfilled evidence, the CSEA chief said, and we defy Council 50 to challenge them.

Eakin's Reappointed to Conservation Committee

The reappointment of Silas Eakin, of Pocantos, as a member of the State Soil and Water Conservation Committee has been announced by Governor Rockefeller.

Thruway Authority Appoints Canals

The New York division of the State Thruway Authority chapter in Albany, Civil Service Employees Assn., installed new officers at a recent meeting.

As president, Charles E. Eakin, area representative, E. A. K. Zino, second vice-president, and Charles Bartum, treasurer.

The installation took place at a luncheon at the Bonita Park in Boston Valley, N.Y.
CSC Chairman Attacks
Ban on OEO Pay Hike

A House of Representatives ban on pay raises for employees of the Office of Economic Opportunity has been sharply criticized by the chairman of the Federal Civil Service Commission.

John H. Macy called the ban "clearly discriminatory and asked for its elimination in testimony last week as the Senate Post Office, C.S.E.A. Committee ended hearings on the federal pay bill.

Macy repeated his opposition to the proposed 6 percent wage increase for postal workers. He called for adoption of a 4.5 percent increase for all federal employees. Both raises would be retroactive to Oct. 1.

A total ban on public officials hiring relatives was also questioned by Macy—who stressed that the CSC agreed in principle with the prohibition. He called the ban too strict and asked for a version which gave the CSC permission to make exceptions in extraordinary circumstances.

The CSC chairman also asked for further study of a House-imposed amendment on travel pay.

The amendment would provide compensation at overtime rates for employees who must travel outside regular duty hours.

Macy called "a gimick" the House amendment that would require all federal agencies, except the Post Office Department, to absorb the extra costs of the postal rate.

File Until Nov 21
For Blacksmith Job

The New York City Department of Personnel will accept applications until Nov. 21 for the position of blacksmith for the New York City Department of Personnel's Application Section, 49 Chambers St., New York, N.Y. 10012.

Job Training Post Exam Is Scheduled

The Suffolk County Civil Service Commission will receive applications until December 27 for the position of Job training director.

Normal residence requirements have been waived for the position which will pay $125 to $124 week.

The written exam will be Jan. 27, 1967.

Duties will include planning, directing, and promoting the development of on-the-job training programs in private industry. Candidates must be college graduates with four years experience in personnel selection, public administration, employee relations, or related fields. Additional experience may be substituted for the educational requirement.

Further information may be obtained from the Commission at the County Center at Riverhead, N.Y.

Think of the price of a false alarm. It could cause death to a Breman.
Listing Of Federal Job Openings

The Federal government is seeking to fill positions in virtually all career fields. These positions have varying requirements and are located throughout the country. For further information on these positions, write to the U.S. Civil Service Commission, 220 East 42 St., N.Y., N.Y., 10017 or call the commission at 573-6101.

Agricultural

Agricultural commodity grader (fruit, vegetables, grains), $6,451 and $6,651—Announcement WA-7-41.

Agricultural marketing specialist, $6,451 to $12,100; agricultural market analyst, $6,451 to $8,221—Announcement 147 B.

Agricultural research scientist, $5,331 and $6,451—Announcement WA-7-17.

Agricultural statistician, $5,331 to $6,451—Most jobs are with the U.S. Department of Commerce in Washington, D.C. Announcement 305 B.

ABC program specialist, $6,451 to $10,927; ABC operations assistant, $6,451 to $7,096—Jobs are in the State offices of the Agricultural Stabilization and Conservation Service, Department of Agriculture. Announcement 124 C.

Crop insurance fieldman, $5,331; crop insurance supervisor, $6,451; are in the Department of Agriculture at 37 Status. Announcement 325 B.

Farm management supervisor, $5,331 and $6,451—Most jobs are with the Department of Agriculture. Announcement DE-10-1 (30).

Home supervisors, $5,331 and $6,451—Jobs are with the Farmers Home Administration. Announcement DE-10-250 B.

Plant quarantine inspector, $5,331 and $6,451—Jobs are in the Agricultural Research Service. Announcement DE-10-250 B.

Business and Economics

*Accountant and Auditor, $6,211 and $7,500—Announcement 188 E.

*Accountant, GS-9 to GS-12—Jobs are with many Federal agencies in the Washington, D.C. area. Announcement WA-T-97.

*Appraiser, $6,387 to $17,500—Positions are with the National Aeronautics and Space Administration, Headquarters and Centers. Announcement 347 B.

*Architect, $6,387 to $13,106—Jobs are with the Government Printing Office in Washington, D.C. area. Announcement 209 B.

*Auditor, $6,387 to $10,508—Jobs are in the Washington, D.C. area. Announcement 209 B.

*Biochemist, $6,387 to $17,500—Positions are with Veterans Administration. Announcement 301 B.

*Biology, microbiology, physiology and zoologist, $6,451 to $17,500—Jobs are in the Washington, D.C. area. Announcement 209 B.

*Biological scientist, $6,387 to $12,100—Jobs are with the National Audubon Society. Announcement 242 B.

*Cartographer, $6,451 to $13,773—Jobs are in the Washington, D.C. area. Announcement 325 B.

*Computer programmer and computer systems analyst, $7,694 to $13,773—Jobs are in the Washington, D.C. area. Announcement WA-9-36.

*Economist, $7,694 to $17,500—Announcement 133 B.

*Equipment specialist, $7,694 to $10,927—Jobs are in Department of the Army Operations Announcement 382 B.

*Forestry specialist, GS-7 and GS-8—Jobs are in Washington, D.C. area. Announcement 195 B.

*Fishery methods and equipment specialist, $5,331 to $10,927—Positions require sea duty chiefly in the Atlantic and Pacific Oceans. Announcement 108 B.

*Freight rate specialist, GS-7 and GS-8—Jobs are with the Interstate Commerce Commission. Announcement 384 B.

*General Service Administration, GS-7 and GS-9—Most positions are in the Washington, D.C. area. Announcement 399 B.

*Government printer, $5,331 and $6,451—Announcement 218 B.

*Grodie, $6,387 to $15,106—Announcement 181 B.

*Geologist, $6,387 to $17,500—Announcement 399 B.

*Graphologist, $6,387 to $15,106—Announcement 181 B.

*Health physical, $7,508 to $12,100—Announcement 12-14-1460.

*High school, science, administration and grants associate, $9,221 to $17,500—Jobs are in the Washington, D.C. area. Announcement 397 B.

*Hydrologist, $6,387 to $17,500—Announcement 143 B.

*Industrial hygienist, $6,387 to $17,500—Jobs are in the Navy Department. Announcement 399 B.

*Industrial hygienist, $6,387 to $17,500—Jobs are in the Washington, D.C. area. Announcement 397 B.

*Navigational scientist, $6,387 to $17,500—Jobs are in the Washington, D.C. area. Announcement 399 B.

*Naval architect, $6,387 to $17,500—Announcement 437 B.

*Operating research analyst, $8,479 to $17,500—Announcement 130 B.

*Patent examiner, $7,297 to $17,500—Announcement 325 B.

*Patent examiner, $6,387 to $12,100—Jobs are in the Washington, D.C. area. Announcement 372 B.

*Telegraph operator, $6,387 to $12,100—Announcement 411 B.

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FOR IMMEDIATE RELEASE

The Retirees' Spokesman

CONGREGATIONS are in order for Gerald Parley and the other pioneers in the formation of the New York City Civil Service Employees' Association. With an aim to earn $20 to date, the Association is pledging itself to service of all retired Civil Service employees.

Getting right down to business, the FFA held a seminar on retirement with representatives from Comptroller Mario Procaccio serving as a speaker and discussion leaders.

For 2 years, retirees can participate in these educational seminars and can speak with a united voice in seeking improved benefits.

The officers of the group will be non-salaried volunteers, and it is expected that almost all retirees will be given a committee assignment for two reasons: to keep expenses at a minimum and to give those desiring to do so, an opportunity to keep active in retirement.

Also to be cited is the Terminal Employees Local for donating the use of its facilities to get the movement under.

WILLIAM LEBOWITZ

Bronx, N.Y.

Civil Service Television

Television programs of interest to civil service employees. Broadcasts at 6:00 p.m. on WNYC, Channel 21. Next week's programs are listed below:

November 16

1:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

4:30-5:30 p.m.—U.N. General Assembly—Program 1—Introduction. 

6:00 p.m.—Community Action—Jeffrey Roche hosts program.

10:30 p.m.—Community Action—Jeffrey Roche hosts program.

November 21

1:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

4:30-5:30 p.m.—U.N. General Assembly—Program 1—Introduction.

6:00 p.m.—Community Action—Jeffrey Roche hosts program.

10:30 p.m.—Community Action—Jeffrey Roche hosts program.

November 22

1:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

4:30-5:30 p.m.—U.N. General Assembly—Program 1—Introduction.

6:00 p.m.—Community Action—Jeffrey Roche hosts program.

10:30 p.m.—Community Action—Jeffrey Roche hosts program.

November 23

1:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

5:00-6:00 p.m.—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

![Civil Service Television](https://via.placeholder.com/150)

### Civil Service Law & You

By WILLIAM GOFFEN

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

Medical Reports

IT IS A frustrating experience for an employee who has passed the written examination for appointment to a Civil Service position to be rejected on the ground that he is not medically fit to perform the work. In the recent case of Holloway v. Board of Examiners of the Board of Education of the City of New York (New York Law Journal, October 24, 1967, page 19) Holloway petitioned the Court for an order requiring the Medical Division of the Board of Education to supply him with all medical reports.

HOLLOWAY PASSED all parts of an examination for licensure as Supervisor of School Social Workers, but was subsequently marked failed because of an unsatisfactory rating on the medical examination. The respondent informed the petitioner that the rating was based on "hypertensive heart disease," but would not give him the facts leading to this diagnosis. The refusal was based upon the Board's view that there is no physician-patient relationship between a candidate for employment and the Board's physician. Furthermore, the Board believes that supplying such information, or failing to do so, would directly impair its position. However, the Board will give full medical reports to a physician authorized to receive them by the candidate.

A CANDIDATE who in a medical examination has been unjustifiably rejected on medical grounds of inability to do the work, may seek judicial review and a Court determination that he is qualified. As a preliminary step to Court proceedings, a person who believes he has been unjustifiably rejected for medical reasons may seek judicial relief by filing a complaint with the Civil Service Commission. The complaint should be made within 30 days of the date of the decision.

THE BOARD's answer to such a petition will ordinarily be supported by medical reports of the Board's own physicians. It is in the Board's interest to provide these reports complete, because unsupported medical conclusions do not have much evidentiary value.

THE PETITIONER has the last word in the form of a pleading known as a reply. If there is no basis for the diagnosis reached by the Board of Examiners, the reply will point this out and further support the petitioner's claim with additional affidavits. The Board then has the right to challenge the evidence by cross-examining the petitioner's witnesses.

THE PROCEDURE described was not followed in the Holloway case. Holloway's application for an order requiring full medical reports could not have resulted in licensure even if the Board of Examiners had adhered to the procedure. It is true that the application because the Board was clearly not arbitrary in refusing to give full medical reports to the petitioner directly. But, when a person seeking a license has been unjustifiably rejected on medical grounds, with an opportunity to have a full judicial hearing on the merits, the Board is therefore arbitrary.

THE PETITIONER had placed mistaken reliance upon legal precedents relating to civil service examinations. The right to judicial review of decisions on Civil Service examinations is firmly established. Accordingly, examiners may not arbitrarily frustrate such review. A common attempt at such frustration is by refusal to make available the standard answers on the basis of which the candidate's answers were rated.

THERE ARE many cases requiring the Civil Service examiner to supply the standard answers to the candidate. Mr. Justice Domenic S. Rinaldi in his carefully considered opinion in the Holloway case distinguished Holloway's application from cases involving applications to reveal standard answers.

One such case was Waddell v. Board of Examiners of the Board of Education where the Board of Examiners contended that it had not furnished standard answers for many years. The Appellate Division did not find the argument persuasive and noted that an arbitrary procedure does not become less arbitrary with age. The Board of Examiners made the additional argument that the furnishing of standard answers would increase litigation, a contention which was not accepted.

JUSTICE RINALDI agreed with the good sense of the Schwartz case. However, the judge properly observed that the present refusal to supply the petitioners directly with the standard answers to the written examination was not an arbitrary procedure. His alleged illness was not unreasonable because all details would be made readily known to his personal physician upon his authorization.
Max Benko, president of the Capital District Conference of the Civil Service Employees Assn., has announced that the Annual Conference Institute will be held this year on November 18 at Siena College, in Loudonville, commencing at 9:30 a.m. The subject will be Collective Negotiations under the Public Employees Relations Board.

Arrangements are under the auspices of Margaret Fleming, second vice president and program chairman. Miss Fleming has advised that attendance will be limited to 90 persons and that this number will consist of chapter presidents, chapter delegates and any other chapter officers or personnel who might be involved in bargaining negotiations.

The day will be divided into three segments and the program will be presented by the staff of the Cornell University School of Industrial and Labor Relations. The purpose of the institute will be to provide chapter officers and delegates with intermediate training in collective negotiations under the new Public Employees Relations Act. The Cornelia University School of Industrial and Labor Relations will be the lecturers.

The first session will be held from 9:30 a.m. to 10:30 a.m. with the entire group assembled in the Russell Baken Auditorium. There will be a coffee break from 10:30 a.m. to 11 a.m. The members will reassemble at 11:30 for part two. Part three will start at 12:30 and continue until luncheon at 2 p.m.

The day will be divided into three segments and the program will be Collective Negotiations under the Public Employees Relations Board.

Part three, “Preparing for Negotiations,” will be on the subject of the negotiation committee, the role of the membership, and handling statistics and tactics. Chapter representatives will be guests of the conference for the luncheon break at 12:30 p.m. Discussions will continue until luncheon on Nov. 14, and should be held to Mary K. Foy, chairman of the Social Committee, as soon as possible after the 90 person limitation places reservations on a first come, first served basis.

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A sleek little second-skin lift of nylon tricot, with smooth power mist sides and ribbony stretch straps—that's all. The Bare Essential has no forbears to show under clothes. No rigid and ribbony stretch straps—that's all. This is an ad for a sleek little second-skin lift of nylon, from Salem-Otette. (Continued from Page 5)

Agriculture: Announcement WA-14-6
Ship missile systems field service engineer and specialist, $6,651 to $12,923—Jobs are primarily in the Department of Navy. Announcement 174-1-66.

Washington, survey statistician, GS-9 to GS-13, statistician (mathematical), GS-3 to GS-15—Jobs are in the Washington, D.C. area. Announcement 376 B.

Technical Aid in Science and engineering, GS-5 to GS-12, mathematicians, meteorologist, GS-3 to GS-9, physical sciences, surveying, GS-9 to GS-12—Positions are in the Washington, D.C. area. Announcement WA-7-11.

General
Apprenticeship and training representatives, GS-5 to GS-14—Positions are with the Department of Labor. Announcement 365 B.

Coal mine inspector, GS-6 to GS-12—Positions are with the Bureau of Mines. Announcement WA-60-6.

Senior Level Positions Examination, $12,873-$57,500—Announcement 48.

Federal service entrance examination, $1,231 to $7,066—Announcement 415.

Hearing examiner, $15,106 to $20,061—Announcement 318.

Helicopter pilot, $22,211—Jobs are at Fort Rucker, Alabama. Announcement 174-21-16.

Illustrator, $5,321 to $10,927—Jobs are in the Washington, D.C. area. Announcement 7-36.

Immigration inspector, $5,867 to $9,075—Announcement 417.

Inspector, $5,321 to $7,350—Jobs are in the Washington, D.C. area. Announcement WA-7-36.

Junior federal assistant, GS-6—Announcement 47.

Librarian, $5,321 to $10,927—Jobs are in the Washington, D.C. area. Announcement WA-7-36.

Library assistant, $4,501—Jobs are in Veterans Administration installations throughout the United States (except Alaska and Hawaii) and Puerto Rico. Announcement 174-1-66.


Medical technician, $3,341 and $6,401—announced 294 B.

Medical record librarian, $5,321 to $10,927—Announcement 321 B.

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Revised List Of U.S. Jobs

(Continued from Page 8)

Correctional treatment specialist, $6,451 to $7,696 —Jobs are in Federal, state, and local correctional institutions. Announcement IL-16-705.

Elementary teacher, $5,321 and $6,451. —For duty in the Bureau of Indian Affairs in various States including Alaska. Announcement WA-6-528.

Employment service adviser (general), $10,801; Social administration advisor, social insurance research analyst, $7,996 to $17,550. —Announcement 338 B.

*For recent specialist or assistant specialist, $6,451 to $10,927. —Most positions are with the Department of Labor. Announcement 378 B.

**Program specialist and advisor, $6,451 to $17,600. —Most positions are with the U.S. Office of Education. Announcement 324 B.

***Psychologist (clinical, counseling, research, and other specialties), $7,996 to $17,850. —Announcement 366 B.

*Public health adviser, public health analyst, $7,996 to $13,500. —Jobs are in Public Health Service and Children's Bureau of the Department of Health Education, and Welfare. Announcement 366 B.

**Public health educator, $7,996 to $13,500. —Announcement 309 B.

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March 15 to 22

St. Patrick’s Week In Ireland

Only $189—(Rd. trip air fare with deluxe meal service aloft.) Optional tour visiting Dublin, Wexford, Waterford, Cork, Shannon, Glengarriff, Killarney, etc. All hotels, meals, sightseeing.

Only $110 additional.

Applications accepted now. Write to Randolph V. Jacobs, 711 Eighth Ave., Telephone (212) Circle 7-7780.

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May 4 to May 25

Mediterranean Sea—Air Cruise

A new concept in Mediterranean cruising. Jet to Italy and visit Rome and Venice. Then board the S.S. Regina for a 14-day cruise to the Greek Islands, Turkey, Israel and Yugoslavia.

Only $593.75, including meals. Apply to Mrs. Blanche Reuth, 96 Whaley St., Freeport, L.I., telephone (516) FR 9-4529 or Jerry Deluise (212) Circle 7-7780, 711 Eighth Ave., New York, N.Y. 10036.

Feb. 17 to 24—From $275

Instant Sunshine Cruise!

Jet To The Caribbean via KLM Royal Dutch Airlines—Spend Your Time In The Sun Aboard The S.S. Regina Visiting Curacao, Trinidad, Barbados, Martinique, St. Vincent and La Guaira—All Meals Included.

In Metropolitan Area Contact Jerry Deluise, Circle 7-7780, 711 Eighth Ave., New York, N.Y. 10036, Upstate write to Hazel Abrams, 175 South Swan St., Albany, N.Y. Telephone (518) HE 4-5347.

Only $299 For 10 Days

Christmas In The Bahamas!

A few seats still available to CSEA members for a holiday in the Grand Bahama Islands Dec. 22 to Dec. 31. Price includes jet transportation, Oceanus Hotel, breakfast and dinner every day; entertainment.

Immediate application should be made to Sam Emmett, 1060 East 20th St., Brooklyn, N.Y. 11210. After 5 p.m., telephone (212) 253-4488.
Bargaining Agent Will Need Increased Staff To Succeed, Cipolla Tells MHEA

KIAMESHA LAKE—The impact of the implementation of the Taylor Law upon members of the Mental Hygiene Employees Assn., staffing needs of a recognized bargaining agent, reallocation and reclassification needs and the problems of overtime payment were among the topics discussed at the annual meeting of the MHEA at the Concord Hotel recently.

Sam Cipolla of Craig Colony and Hospital, MHEA, consistent, pointed out that the bargaining agent would need full-time staff members, full-time and public relations experts in order to carry out the responsibilities attached to being recognized under the Taylor Law as sole bargaining agent.

The delegates, representing some 7,000 employees in the Department of Mental Hygiene—most of whom are members of the Civil Service Employees Assn.—discussed the problems facing licensed practical nurses who, it was agreed, were working at sub-standard salaries under pressures of staff shortages, and new programs. The matter will be discussed further at the next meeting of the MHEA Board of Directors and the Department, scheduled for this winter.

Also to be discussed at this meeting will be the Association’s proposals for a new career service in the attendant series. The MHEA plan would call for employees to enter service as a trainee at grade 6 and be promoted to attendant at grade 8. It was explained that at grade 8, staff attendant at grade 12, supervising attendant at grade 16 and chief supervising attendant at grade 20.

“Then this,” Cipolla said, “would also provide an incentive for attendants to improve their work in order to be promoted to the next grade level.” The problem of ‘out-of-title’ work and ‘detailed attendants’ is particularly a source of much dissatisfaction and unfairness,” Ronald Costello at Marcy, MHEA, president pointed out. Again, it was noted that detailed attendants at grade 8 were working side-by-side with grade 3 and 4 clerical employees. “To say that this does a great deal of disservice to the employees and the State by lowering morale and efficiency by putting it mildly,” Costello said.

Also discussed at the meeting were:

• The discriminatory provisions of the retirement system which are retroactive only to 1960.

• The delay in implementation of the night and area differentials and the need for retroactivity on these plans.

• The need for summer help.

P.R. Column (Continued from Page 1)

thousands of citizens.

We OBJECT to on-the-job training for high salary jobs as a public service, public officials, who can neutralize the training, experience, and competence of civil servants. The problems of too few, too good, public safety, welfare, urban blight, public education, public works, etc., are too complicated to be left to job interns with no training. It is not too different from making hospital interns out of anyone who never went to medical school.

TAKE THE recent incident where elected officials objected to a county-wide police department because “we can get detective service much cheaper for our communities. Or the county supervisor who said “no” to putting a comparable officer on or average $8,000 a year because “$600 a week is enough for any teacher.”

WE THINK THE city or county has come to protect civil servants from having to put up with those elected officials, who are more fit to do something else than the youngster just out of high school.

TO ASK THESE elected officials to take a civil service examination would frustrate the democratic election process. But we have another idea to protect both the taxpayer and the civil servant from the ineptitude of these officials.

ANYONE who aspires to a public office, which involves highly complicated executive duties on a par with that of chief executive officer of a major corporation—and most government agencies are bigger—would have to take two tests.

THE FIRST would be an executive appointment similar to the one given to applicants for law school and other professional school. This would help to find out whether the candidate has the aptitude to fill a government executive position involving intellectual management, executive financial complexities.

THE SECOND could pass the aptitude test, then he would be given a second test to determine if he understands the elective office for which he wishes to run—what the office does, what are its specific duties, and last, but not least, does the candidate have the educational and experience background to handle the job if elected?

WE REALLY aren’t kidding about this. We want to protect both the taxpayer and the civil service corps, and we think these two tests should be done just that.

TO BE SURE, there is no business like show business. But we are even more certain that the most competent man or woman of all is government business.

and those in the housekeeping depart- ment. Some employees, working side by side and doing the same work, were being paid at two different salary levels.

“The problem of ‘out-of-title’ work and ‘detailed attendants’ is particularly a source of much dissatisfaction and unfairness,” Ronald Costello at Marcy, MHEA, president pointed out. Again, it was noted that detailed attendants at grade 8 were working side-by-side with grade 3 and 4 clerical employees. “To say that this does a great deal of disservice to the employees and the State by lowering morale and efficiency is putting it mildly,” Costello said.
CSEA Demonstrates Statewide

(Continued from Page 1)

Dr. Wenzl Directs Protest
In Albany, Dr. Theodore Wenzl, CSEA president, personally directed the demonstration on the steps of the Capitol Building.

Dr. Wenzl personally directed the demonstration on the steps of the Capitol Building. Later in the week, the further protest was sent in a letter to G. Alton G. Marshall, Secretary to the Governor. It read:

"The failure of your Committee to act, as yet, in recognizing our Association as the exclusive representative of all State employees in a single unit pursuant to the provisions of the Taylor Law, is in spite of the substantial evidence submitted to you by all employees, and in the recognition of their exclusive representative for collective negotiations. Even assuming arguments, the necessity for some reasonable period of time for study beyond Sept. 1 (in spite of the fact that the law had been considered in substantially the form enacted in two successive Legislatures and had, in fact, been enacted over four months prior to its effective date), certainly a period substantially in excess of two months can only be considered an excessive delay. In fact, the Public Employment Relations Board's own rules provide only a forty-five day period after demand for recognition before the Board's jurisdiction can supercede any employer's refusal.

"We strongly disagree with the forty-five day period of the Board's rule as excessive and the institution of the effective date of the rules themselves for the commencement of all time periods illegally delays the effective date of the Law beyond the Sept. 1 date established by the Legislature, but In the light of your prolonged delay in acting on our demand, the unfairness and unreasonable use of their rules could almost be considered mild.

"Your failure to act has resulted in the use of the Taylor Law as an instrument for the denial of any machinery for resolution of employee disputes and grievances by the State Administration for the first 70 days of its effective period. This unjustified denial of recognition has provoked a reaction among all State employees which can only be described as complete frustration and absolute rejection of any of the alleged advantages accruing to them as a result of the enactment of this legislation.

"The Board's new rules are unfairly restrictive in rights accorded to employees and employers regarding commencement of negotiations. Nonetheless, they clearly indicate the right of our Association to immediate recognition as exclusive representative of all State employees on a Statewide unit basis. For example, the Board's rules, in the light of your prolonged delay in acting on our demand, the unfairness and unreasonable use of their rules could almost be considered mild.

Only immediate action by your Committee in recognizing this Association, and commencement of negotiations leading to substantial salary increases and improvements of employee benefits, richly deserved by our membership, can restore our membership's faith in the benefits available to them under the new Law.

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Federal Job Openings
(Continued from Page 9)

Stenography and Typing
Stenographer-typist, $3.925 to $4.
75—Appliance should apply under the announcement issued by the civil service office that has jurisdiction over the place where they live.

Trades
(All trades jobs are in the Washington, D.C. area unless otherwise specified.)

Hinderny worker, 242 an hour—Announcement 38 B.

Bookkeeper, $4.09 an hour—Announcement 188 B.

For more details, please refer to the original announcement.

Garrard
MODEL 40 Mk II
4 Speed Automatic Turntable

- This compact automatic turntable is yours at the price of an ordinary record changer.
- Super sensitive trip, with Dupont Delrin* to offset friction, operates with any high quality cartridges.
- Its plugs in . . . accommodates widest personal choice of cartridges . . . can be readily changed.
- Stands up to the test of time, with durability and lasting value.

In addition to the above features, this turntable offers a changeable center drop force, according to the cartridge manufacturer.

ORDER NOW and take advantage of this unique feature alone given the 40 Mk II at a price lower than most automatic turntables costing far more.

In a considerably higher price range.

It offers you the opportunity to enjoy your music at its best.

WARNING: If you are not looking for a record changer, this turntable is not for you.

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Grounds Maintenance Jobs Open In Suffolk

Applications must be filed by December 10, 1967, for two positions within the City Civil Service Commission for an examination for grounds maintenance supervisors. The written exam, which pays $119 to $145 weekly, will be June 21, 1968.

Candidates must be high school graduates and have four years experience in large-scale grounds maintenance work, including two years as a supervisor. They must have been City residents for six months at exam time.

Further information may be obtained from the Commission at County Center In Riverhead, N.Y.

City Social Work Consultants Needed

The City Civil Service Commission has announced openings for social work consultants at an annual salary of $9,400 to $11,300. Applications must be received by Nov. 21.

There will be no written test or appointment, but candidates may be called for an oral examination. A college degree and four years social work experience are required for the position. The exam section of the Department of Personnel at 46 Thomas Pl, New York, N.Y.

Medical Illustrator

The Manhattan Municipal Civil Service Commission will give an open competitive examination for medical illustrator and photography supervisor Dec. 16. Filing for the position closes Thursday, Nov. 21.

Further information may be obtained from the Commission at 40 Old Country Road, Mineola, N.Y. 11501.

MAXWELL LEHMAN
Former Editor, Serving As Advisor To Tunisia

Maxwell Lehman, formerly City Administrator of the City of New York and one-time editor of The Civil Service Leader, is now in New Africa as Public Administration Specialist.

Working under Ford Foundation auspices, Lehman is in Algiers, Algiers, where he is consulting

on a variety of projects designed to improve government operations in Algeria. These include proposals to modernize the Tunisian National School of Administration, through which all the government officials must pass. He has assisted in the creation of a government research center, and is working on the establishment of an information retrieval center.

Lehman is also a former professor of public administration at New York University, still teaches a course in systems analysis to government officials in Algeria. He is about to complete a new book on "top-to-bottom" reports on government, he studied the improvement of a patrolman on every stretch of the Queens-Long Island Mass Transit Demonstration Project.

Lehman’s reports resulted in the placement of a young lieutenant at the head of the technical and administrative units of the police force. He was formerly a district supervisor of the New York City official, Lehman was also directing the pre-employment screening program of the Civil Service Commission for an examination for grounds maintenance supervisors. The written exam, which pays $119 to $145 weekly, will be June 21, 1968.

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The Manhattan Municipal Civil Service Commission will give an open competitive examination for medical illustrator and photography supervisor Dec. 16. Filing for the position closes Thursday, Nov. 21.

Further information may be obtained from the Commission at 40 Old Country Road, Mineola, N.Y. 11501.

MAXWELL LEHMAN
Former Editor, Serving As Advisor To Tunisia

Maxwell Lehman, formerly City Administrator of the City of New York and one-time editor of The Civil Service Leader, is now in New Africa as Public Administration Specialist.

Working under Ford Foundation auspices, Lehman is in Algiers, Algiers, where he is consulting

on a variety of projects designed to improve government operations in Algeria. These include proposals to modernize the Tunisian National School of Administration, through which all the government officials must pass. He has assisted in the creation of a government research center, and is working on the establishment of an information retrieval center.

Lehman is also a former professor of public administration at New York University, still teaches a course in systems analysis to government officials in Algeria. He is about to complete a new book on "top-to-bottom" reports on government, he studied the improvement of a patrolman on every stretch of the Queens-Long Island Mass Transit Demonstration Project.

Lehman’s reports resulted in the placement of a young lieutenant at the head of the technical and administrative units of the police force. He was formerly a district supervisor of the New York City official, Lehman was also directing the pre-employment screening program of the Civil Service Commission for an examination for grounds maintenance supervisors. The written exam, which pays $119 to $145 weekly, will be June 21, 1968.

Candidates must be high school graduates and have four years experience in large-scale grounds maintenance work, including two years as a supervisor. They must have been City residents for six months at exam time.

Further information may be obtained from the Commission at County Center In Riverhead, N.Y.

City Social Work Consultants Needed

The City Civil Service Commission has announced openings for social work consultants at an annual salary of $9,400 to $11,300. Applications must be received by Nov. 21.

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Dental Hygienists Needed By City For Jobs Paying $5,450

Dental hygienists, at a salary of $5,450 to $6,890, are being sought by the City Civil Service Commission for vacancies in the State dental hygienists' line and must file a form or experience paper with the application.

The Nassau County Civil Service Commission is seeking X-ray technicians at a salary of $5,383 to $6,849. Candidates must have completed high school and a two-year training course, but need not be residents of Nassau County. For additional information contact the Commission at 140 Old Country Road, Mineola, N.Y. 11501.

No wonder this new $89.50 automatic looks like an expensive Dual. It's the new Dual 1015.

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REVIEW

"There has been nothing like it [the AR-4]! this speaker is astonishing..."

"We have heard nothing better, so far at least, in this price class..."

"We liked the AR-4. We like the AR-4 even more."

"We know of no competitor that can compare with it."
Project Directors Sought in Suffolk

December 27 is the final filing date for an examination for project director, according to the Suffolk County Civil Service Commission. The position pays $115 to $220 weekly.

A written test will be given Jan. 27, 1969 and the Commission has waived normal residence requirements for the job. Candidates for the position must have a college degree and six years experience in job or manpower development, personnel counseling, public administration, social work, industrial relations, or related work.

Information may be obtained from the Commission at County Center, Riverhead, N.Y.
CSEA Demonstrates Statewide

(Continued from Page 11)

ment of procedures (g.9) reiterates the three elements to be used in determination of the appropriate unit. We considered each of these statutory standards in our Sept. 22 letter to you. The Board's new statement lists as an elaboration of the statute the following: whether the employees thought to be grouped together are subject to common working rules, personnel practices, and environment or salary and benefits structure. This list, albeit long overdue and somewhat incomplete, is demonstrative of three factors set forth in our earlier letter to you.

"Similarly the Board's interpretation of the statutory requirement regarding the authority of the employer who would deal with the proposed unit adds little or nothing to the statutory language, but still completely supporter the position taken in our Sept. 22 letter, and the Board's brief analysis of the responsibility of the employer and employee organization to serve the public, also supports our position. The Board's caveat regarding large units is taken in our outline of a proposed statewide contract negotiation and local negotiations procedure.

...In its analysis, the Board further establishes certain criteria in determination of employment choice of representation without an election. The Association's 103,000 State employee members represent well over 30 percent of the appropriate unit thus establishing our right to designation as the exclusive representative. This evidence established our right to recognition under the statute as we indicated in our Sept. 22 letter and the provisions of the rule do nothing more than amplify the local basis for our demand.

"Further delay can only result in the complete destruction of employment confidence in the new law and cause irreparable damage to the satisfactory employment-employer relationship in the State service, which formerly existed and which we had hoped would be further improved by the new legislation.

"In short, proof of the Taylor Law's benefits for State employees must come now in the form of our recognition and commencement of good faith negotiations, if the Taylor Law is going to have any meaningful influence in its field."

It was learned at Leader press time that CSEA officials were planning to present several aspects of the recently promulgated PERB rules implementing the Taylor Law.

LONG ISLAND

(From Leader Correspondent)

BAYBOLUTION—About 300 Long Island civil servants demonstrated for three hours at the Department of Public Works building here in part of Statewide protest against the State's delay in recognizing the Civil Service Employees Assn.

Pickard-carrying demonstrators marched in brisk weather from 1 a.m. to 2 p.m. and cheered State Second Vice-President Irvin Fluehmekum as he told them, "This outgrowing proves that if we stick together, nothing is impossible."

Their sign read: "Don't Crutch Us, Rocky—Give Us Recognition," and "Rocky Road to Recognition."

A committee served hot coffee to keep the demonstrators warm.

The protest march, including delegations of all State, county and local government chapters of the 40,000-member Long Island conference, was conducted Friday Nov. 3, in conjunction with similar demonstrations throughout the State.

SYRACUSE

(From Leader Correspondent)

SYRACUSE—Between 40 and 125 CSEA members from all over Central New York demonstrated for recognition rights by the State of New York.

The CSEA members came to Syracuse in buses from Binghamton, Utica, Oswego and the Syracuse State School.

Among the chapters represented were State University at Oswego, State University at Syracuse, Oswego County, Onondaga County chapter, Utica chapter, Utica State Hospital, Marcy chapter, Onondaga County chapter, Tompkins County chapter, Cayuga chapter, Willard State Hospital, Binghamton chapter, including Binghamston State Hospital, Oxford and Syracuse chapter.

Coordinators of the march, which started at 11 a.m. and continued until 2 p.m. were Mrs. Clara Booms, president of the Central New York Conference and Mrs. Mary McCarthy, president of the Syracuse chapter. Television interviews and extensive footage of the march were shown on television stations on Monday afternoon on Tuesday, Nov. 7.

The march received a lot of attention from passing motorists who were attracted by the many colorful signs shown by the various groups. It is estimated that there were over 100 different signs, as each delegation was responsible for its own work.

BUFFALO

(From Leader Correspondent)

BUFFALO—A hardy band of CSEA members braved a heavy snow squall last Monday morning in downtown Buffalo to march in demonstration of their demand that the Rockefeller administration recognize CSEA as the bargaining agent for 100,000 State workers.

The demonstration, from 11 a.m. to 2 p.m., front the plaza to the Leeds State Office Bldg., coincided with similar demonstrations in New York City, Long Island, Syracuse and Rochester.

"The thing that cheers me up," said John J. Hennessy, CSEA treasurer, "is that all those people showed up despite a bad snow storm." Hennessy, who works for the Buffalo State Transportation Department, was the local demonstration chairman.

"There are 12 chapter chairmen in that line of march," Hennessy said, "and together we represent at least 10,000 State workers in this end of the State."

As the demonstrators deparled, CSEA members marched, Henry Gólia, CSEA Buffalo-area representative, led the CSEA story passerby over a loud speaker.

It was a windy, cold morning with the temperature about 10 degrees. Hennessy's committee served coffee and doughnuts.

Hennessy and the demonstrators distributed copies of a letter sent to Gov. Rockefeller on Nov. 6 by Theodore C. Wing, recently elected CSEA president, demanding immediate recognition of the CSEA as bargaining agent.

Dr. Brown Feted on Retirement

Dr. Alla K. Brown, supervising psychiatrist, at the St. Lawrence State Hospital, is retiring today, 18 years of retirement ten held recently. All departments of the hospital con- gratulated her with a luncheon, a suit of clothes, a sunder watch and a gift of $250.

Going Places? See Page 9