CSEA CHARGES 'SELL-OUT!'

Pay, Retirement Benefits Loss Could Result

(Special to The Leader)

ALBANY—"State employees this year may have lost a pay raise, an excellent retirement plan and other important benefits."

These were the words used by Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., in describing what he termed a "sell-out" on the part of Governor Rockefeller and the "Governor's agency"—the Public Employment Relations Board—in connection with last Wednesday's PERB decision on the number and makeup of bargaining units for State employees and its order to stop negotiations between CSEA and the State.

As the PERB was handing down its decision on the bargaining units, CSEA officials had obtained an order signed by Supreme Court Justice Russell G. Hunt in Albany.

(Continued on Page 3)

What Was Lost

What the PERB decision has taken away from State employees:

- A substantial salary increase.
- Improved benefits both for the Employees Retirement System and the correction officers.
- Geographic pay differentials.
- Shift pay differentials.
- Improved health insurance benefits.
- Improved death benefits for retirees.
- Numerous other economic gains and improvements in working conditions.

SOL SOCKS IT TO 'EM — Solomon Bendet, chairm an of the salary committee of the Civil Service Employees Assn., is seen as he accused the State Public Employment Relations Board as "the real enemy of the CSEA" and the American Federation of State, County and Municipal Employees which "forced recognition of itself in four major cities without an election and yet is afraid to allow us a recognition election in Rochester." The above picture was taken in Albany last week as Bendet reported on negotiations between CSEA and the State to a special delegates session. CSEA President Wenzl is at left.

PERB Unit Determination Decision

ALBANY — The Public Employment Relations Board announced last week its decision on negotiating units for State employees:

- The Board's decision:
  - affirms an earlier intermediate decision by Paul Klein, PERB's director of representation, with certain modifications;
  - rejects the "general" unit for State employees and recommends that negotiations should not continue on the (Continued on Page 3)

City Chapter's Executive Comm. Meets Dec. 12

The New York City chapter of the Civil Service Employees Assn., the largest State chapter, will have its (Continued on Page 3)

Union Members Quit

A spokesman for Comptroller Arthur Levitt last week was unable to give the exact number of State hospital workers who resigned from Council 50 during the hospital strike.

However, it was learned that large numbers were withdrawing at Binghamton, Rockland and Leitchworth Village State Hospitals.

(Continued on Page 3)
CSEA Wins $, Benefits
In Broome Cty. Contract

BINGHAMTON — A 1969 office workers of the county's more than 10,000 employees, and 17 fringe benefit improvements has been approved by the County Board of Supervisors after an attempted mediation failed to produce a result. The contract exchange was justified because the county had recently voted to increase its budget by $1,000,000 in a project which included air-conditioning the buildings in Court-

A at a Board of Supervisors meet-
ing Nov. 18, Shaddock called for an end to the early closing policy. He said a policy aimed to include June.

'Gainst the proposal was challenged by John J. Shaddock, former president of the CSEA chapter. He warned that such action would invalidate the contract, which had been ratified in a previous bargaining.

'The world won't come to an end if we have an impasse with CSEA,' commented Joseph F. Carbone as he voted for the Shaddock measure.

Chairman Edwin L. Crawford

College Men
Frank G. Krivo, director of admissions at the State University of New York at Albany, is resident-elect of the New York State Association of College Admissions Counselors, a branch of the National Association of College Admissions Counselors.

Guidance for People Who Have Not Finished High School

Information is available to men and women 17 or over who have not finished high school, advising them on the courses to meet your needs when you receive credit for work already done. This proposal was challenged by John J. Shaddock, former president of the CSEA chapter. He warned that such action would invalidate the contract, which had been ratified in a previous bargaining.

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CANDIDATES FOR EXECUTIVE DEPARTMENT REPRESENTATIVE

Jack DeLisi

Jack DeLisi, employed by the Division of Military and Naval Affairs, as a railroad police officer, has been a member of the Central Committee, Executive Department, State Central Committee, and has been a member of the State Central Committee. He is a member of the American Legion and has been a member of the American Legion since 1938. He is a sergeant of the New York State Troop E, which he has represented at numerous meetings of the Central Committee, Executive Department, and has been a member of the State Central Committee since 1938.

C. J. Rizzo

C. J. Rizzo, an armory employee, has been a member of the Metropolitan Chapter of the Civil Service Employees Association since 1939. He has been a member of the Executive Department, State Central Committee, and has been a member of the State Central Committee since 1939. He has been a member of the American Legion since 1938. He is a sergeant of the New York State Troop E, which he has represented at numerous meetings of the Central Committee, Executive Department, and has been a member of the State Central Committee since 1938.

Jack Weisz

Jack Weisz is a parole officer employed by the New York State Department of Correctional Services since 1937. He has been a State correctional officer at Sing Sing State Prison from 1937 to 1941, and was appointed a parole officer in 1941. He has been a parole officer since 1941. He has also been a member of the American Legion since 1938. He is a sergeant of the New York State Troop E, which he has represented at numerous meetings of the Central Committee, Executive Department, and has been a member of the State Central Committee since 1938.

Paul Stevens

Paul Stevens, employed by the Executive Department for the last three years, has been a member of the Central Committee, Executive Department, State Central Committee, and has been a member of the State Central Committee since 1939. He has been a member of the American Legion since 1938. He is a sergeant of the New York State Troop E, which he has represented at numerous meetings of the Central Committee, Executive Department, and has been a member of the State Central Committee since 12/31/38.

Statement By Dr. Wenzl

Dr. Theodore C. Wenzl, president of the Civil Service Employees Association, issued the following statement:

"The Board of Directors of CSEA, meeting on Nov. 26 to continue our negotiations with the State rather than approve a final contract offer prematurely, was based on a firm conviction that, in view of the very good progress being made, a final contract could be reached within a very short period of time. We felt that our confidence was well taken, that we had every reason to expect a continuing relationship with the Governor's office. It was a calculated risk that I think we will live up to. We are certain, however, that it was a proper gamble. In connection with this whole unjut turn of events, we think these thoughts are significant.

"The Board of Directors of CSEA and the Governor stopping CSEA negotiations deprivestate employees of a substantial pay raise to which they were entitled."

"We are well prepared to negotiate for most State employees for a one-year period. We were deprived from negotiating during at least four months of that year. We feel this four months is owed to us and that our recognition is entitled to be paid in full."

"Governor Rockefeller could have decided to let the courts settle the issue of unit determination and go on with negotiations, but apparently the pressure of the Mental Hygiene strikes changed his mind."

"We feel that the Governor, who has represented the Governor several times in recent months to help prevent the difficult situation that has come about, were we delayed this opportunity. Compare this with the Governor's recent invitations to the demands of the Wurf brothers' gang: mediation, acceleration of the PERB decision, etc. Is this neutrality and impartiality?"

"The Governor has succumbed to counsel 50. Apparently, Council 50 now has the Governor on its side as well as PERB."

"On this Thanksgiving, CSEA had no thanks for Governor Rockefeller."
In the event of accidental death or dismemberment ALL NEW for members of the Civil Service Employees Association presently covered by the Accident & Sickness Disability Income Plan.

OFFER EXPIRES DECEMBER 31st

WORLD-WIDE COVERAGE
24 Hours A Day Every Day Of The Year

During an initial enrollment period of 60 days this benefit is available without underwriting to all CSEA Accident & Sickness policyholders under the age of 60.

No longer is it necessary to buy separate Travel Insurance.

**BENEFITS: For Accidental Loss of:**

- Life .................................................................. $10,000
- Both Hands or Both Feet or
  Sight of Both Eyes ........................................... $10,000
- One Hand and One Foot .................................. $10,000
- Either Hand or Foot and
  Sight of One Eye ........................................... $10,000
- Either Hand or Foot and
  Sight of One Eye ........................................... $5,000
- Sight of One Eye ............................................... $5,000

**RATES: Bi-Weekly Premium**

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<tr>
<th>MALE (Office &amp; Clerical Workers)</th>
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<td>$35</td>
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$25,000 Available to Office & Clerical Workers

**Name**

**Address**

**Place Of Employment**

☐ I Do Not Have The C.S.E.A. Accident & Sickness Insurance At Present And Would Like To Apply. Please Send Me The Complete Information.

---

**Social Welfare**

About 100 professors and administrators from the State University met in Syracuse recently to discuss social welfare needs. Papers were delivered by Dr. Paul Schreiber, dean of Hunter College School of Social Work, and by Dr. James Dungan, dean of Northham University School of Social Service.

**Legal Notice**

**Citation—The People of the State of New York, by the Grace of God, Governed Free and Independent, To the County Court of New York and the Counties of the State of New York, and to the Judges thereof, whose names and post office addresses are unknown, and to all persons who may be concerned, for the furtherance of the due administration of justice, and in order to give everyone due notice of the proceeding, be it known that plaintiff, WALTER ZAK, resided at 154 East 60th Street, New York, N.Y., and is now residing at 50 Centre St., New York, N.Y., has commenced an action, [in the form of a complaint] in the Supreme Court of the State of New York, County of New York, at the City of New York, to the County Court of the County of New York, to the County Court of the City of New York, and to the Judges thereof, concerning the rights of the plaintiff to recover money due and owing to the plaintiff, and in which the plaintiff alleges, among other things, that the defendant, FREDERICK GOLDNER, resided at 50 Centre St., New York, N.Y., and is now residing at 50 Centre St., New York, N.Y., is liable to the plaintiff for the recovery of the above-summarized sum of money.

To have this valuable insurance added to your present policy fill out application. To have this valuable insurance added to your present policy fill out application. To have this valuable insurance added to your present policy fill out application.

**Where to Apply For Public Jobs**

The following directions (in the order listed) for applying for public jobs and how to reach destinations in New York City on the transit system.

**City**

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is at the block north of City Hall, one block west of Broadway.

Applications: Filing Period—Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 9:30 a.m. to 5:30 p.m.

Applications must be received by the Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or, if stated otherwise in the examination announcements.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. There are the BMT Avenue Line and the IND 2nd Avenue Line. The IRT Lexington Avenue Line stop is to use the Brooklyn Bridge stop and the IND 3rd Avenue stop.

Examination announcements are published in a monthly magazine, "Civil Service Review," which is available at all Branch Libraries and at the Civil Service Commission building.

Examinations are given on the last Wednesday of the month.

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

**TBD SPACE FOR ADVERTISING**

**Legal Notice**

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**FEDERAL**

**FEDERAL—Second U.S. Civil Service Region Office, Federal Plaza, Federal Plaza at Sixth Ave. and Broadway, New York, N.Y. 10007.** To the IRT Lexington Ave. Line to City Hall and walk two blocks north, or take any other train to Chambers St. on the Broadway Line.

**HOURS: A.M. TO 6 P.M.**

**TUESDAY THROUGH FRIDAY. Also note Saturday 9 A.M. TO 1 P.M. TELEPHONE 573-6101.** At 5 P.M. telephone 586-2767, give the job title in which you are interested, plus your name and address.

**Applications are also obtainable at main post offices throughout the New York, N.Y. Post Office.**

**Examiners of the United States**

**Board of Examiners at the particular installations offering the positions for further information and application forms. No return envelopes required with mailed requests for application forms.**
Lincoln's Birthday Tour To The Bahamas
the only peak-of-the-winter
season tour to the Grand Bahama
is now open for bookings by
Service Employees Assn.
members and their immediate
families. The trip will take place
Buy U.S. Bonds

IDEAL GIFTS FOR CHRISTMAS

AUTOMATIC Cord-Reel
VACUUM CLEANER
Model C11

Complete deluxe
attachment set included

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If you want to know what's happening
to you
to your chances of promotion
to your job
to your next raise
and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you what is happen­
ing in civil service; what is happening to the job you have and
what is happening to yours.

Make sure you don't miss a single issue. Enter your sub­
scription now.

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New York, 10467. Telephone (212)
883-5846 after 6 p.m.

Christmas Tour To Spain—$347
A nine-day Christmas tour to
Spain's resort area—the Costa
Del Sol—is now open to Civil
Service Employees Assn. members
members for only $347 and the price in­
cludes round trip jet transporta­
tion, breakfast and dinner, rooms
at the Hotel Torre de la Rocca
in Torremolinos and a side ex­
cursion to Granada.

The tour departs from New
York on Dec. 23, returning Jan.
1. Space is limited and imme­
diate application should be made
to Samuel Emmett, 1060 East
28th St., Brooklyn, N.Y., 11210—
telephone (after 5 p.m.) 212 253­
4488.

Eight Days—Only $285
Venezuela Tour Set For Feb. 8
A new winter offering is being
made by the Civil
Service Employees Assn.,
their families and friends in the form of an eight-day trip to Venezuela
Feb. 8 from New York City.

The low cost of only $285 in­
cludes round trip jet transporta­
ction, luxury hotels in Caracas and
the mountains, gourmet breakfast
dinner and air sleeping. The
Hotel Marcar is a complete vaca­

The trip will take place
on Dec. 23, Jan. 21 and two hotels are
offered—the Cadillac for $397.50 or
the Barcelona for $333.50. Both
prices include round trip jet transporta­
tion, deluxe breakfast and dinner, rooms
at the Hotel Torre de la Rocca
in Torremolinos and a side ex­
cursion to Granada.

Two 10-day, all expense tours
to Miami Beach during the Christ­
mas holidays are now open to
members of the Civil Service Em­
ployees Assn. and their immedi­
ate families.

The vacation trip is from Dec.
23 to Jan. 1 and two hotels are
offered—the Cadillac for $397.50 or
the Barcelona for $333.50. Both
prices include round trip jet transporta­
tion, deluxe breakfast and dinner, rooms
at the Hotel Torre de la Rocca
in Torremolinos and a side ex­
cursion to Granada.

For remaining available space
write to Samuel Emmett, 1060
East 28th St., Brooklyn, N.Y.,
11210—telephone (after 5 p.m.) 212 253­
4488.

IDEAL GIFTS FOR CHRISTMAS

TECHNICOLOR PAINTING®
Screenfed in three-color Technicolor®
WARNER BROS. SEVEN ARTS
FILMS CORPORATION

Battalion Chief (N.Y.F.D.)
Classes meet TUESDAYS 6 PM
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Master Plumbers Lic—Tues & Fri 7 PM

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Classes meet MONDAYS 7 PM

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Classes meet WEDNESDAYS in Jamaica 6:30 PM
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prices include round trip jet transporta­
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at the Hotel Torre de la Rocca
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4488.
Your Public Relations IQ

By LEO J. MARGOLIN

Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Business Administration at the New York University's Graduate School of Public Administration

Year Of Protest

IF OUR civil service readers had the slightest doubt that 1968 is the year of protest, let them look at the following financial arithmetic:

VOTER-TAXPAYERS rejected public improvement bond proposals for $2.8 billion out of a total $7.8 billion throughout the U.S. on election Day.

The BOND proposals were hardly luxurious or boondoggles. The money not voted would have been mostly for schools, but would have also included funds for airports, sewage, roads, courts, and off-street parking.

IN TERMS of civil service public relations, this is what it all means.

CIVIL SERVANTS will have to work with outstretched or crowded facilities, or none at all. When school occurs, the blackboards inevitably will fall on the civil servants—not on the voters who rejected the bond issues. Bond failures or no, the customers continue to demand more and more service from government.

THE APPROVED dollar total: $5.8 billion—is peanuts compared to what is really needed.

THE MAGAZINE, "U.S. News & World Report", estimates that the cost of a model America to be achieved in 10 years is $1.5 trillion—yes, we said TRILLION.

FOR THIS money we should be able to fashion, in the magazine's words, "a model America. It will be an America in which autos are eliminated, getting to work is simple, parking is convenient, schools are modern, airports are to handle traffic, with plenty of hospital space and recreation for all."

THUS, OUR readers can see

(Continued on Page 1)

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.")

Fair Deal

PRINCIPLES of fair dealing should apply to administrative agencies as they do to private persons. Yet, such agencies sometimes appear to be exempt from the operation of concepts of equity. A recent example is Matter of Weinbrown, New York Law Journal, November 19, 1968, page 18.

The Department of Education, on September 12, 1968, and the Commission on Education, on September 26, 1968, issued regulations to review a determination by the respondent, Board of Education of Union Free School District No. 15, which revoked his grant of tenure to the petitioner.

THE PETITIONER began his employment with the respondent in September, 1968, as a probationary Teacher of French in a Junior high school. The Superintendent of Schools, on April 4, 1968, notified him that he had been recommended for tenure to the Board of Education. On April 14, the Board orally accepted the recommendation and appointed Mr. Weinbrown to tenure. On May 3, 1968, he was notified of his new salary schedule which he accepted in writing. Twenty-one days later the Superintendent informed Mr. Weinbrown that the revocation of May 21st, had removed him from his previous appointment to tenure and denied him appointment.

JUSTICE EDWIN R. Lynde literally applied the controlling statute and precedents and dismissed the petition.

THE New York State law states that the Superintendent of Schools for appointment to tenure shall be made "at the expiration of the probationary term." In Mr. Weinbrown's case, the Superintendent's recommendation was made prior to the expiration of his probationary term. Mr. Weinbrown relied, however, upon a provision of the statute that entitles a person who is not recommended for appointment on tenure to notice of the revocation of his probationary term. While this was not done, the Court relied on two earlier cases, both of which held that the requirement of 60 days' notification was inapplicable when the Superintendent had recommended tenure. The Superintendent's recommendation in no way lifted the Board of its authority to make a decision denying tenure upon the expiration of the probationary term even if the Board held earlier tenure.

IN ONE of the cases cited by the Court, High v. Board of Education, the petitioner proceeded under Article 78 to seek reinstatement as a principal of the Great Neck High School. He claimed tenure because the Superintendent of Schools had a probationary appointment before the petitioners recommended him for appointment on tenure, and the Board of Education adopted the recommendation. The petitioner accepted such appointment, but with the expiration of the school year and the conclusion of his probationary services, the Board notified him his services were to be terminated.

IN DENYING High's petition, the Court held that a probationer to be entitled to a grant of tenure must have first served the full probationary term. The petitioner argued that his services could be discontinued only upon the recommendation of the Superintendent of Schools, not by independent Board action, and the Superintendent had recommended him for tenure. The Court held that the Superintendent's exclusive authority to discharge an employee's services applied only to the probationary period, not after its expiration.

THE HIGH case presented the question whether the Board's offer of a tenure contract and Mr. High's acceptance of the offer constituted a binding contract in anticipation of the end of the probationary period. In rejecting Mr. High's application for appointment and aggravation to consider whether his discharge was not purely arbitrary.

I SUGGEST that even a probationary employee may not be arbitrarily and capriciously terminated, and one wonders what possible reason for termination of High's employment came to light during the short time that intervened between the offer and acceptance of a tenure contract and its revocation upon the expiration of the probationary period.

THE SAME questions may well have been raised in the Weinbrown case. Although the precedent apparently authorized the Board's revocation of the earlier grant of tenure

(Continued on Page 14)
Research for Protection

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Respiratory diseases cause or contribute to about 80,000 deaths a year in the United States. They are the major cause of time lost from school and work. Tuberculosis remains a major public health problem. Discovery and treatment methods which are the results of years of research have greatly improved, but TB can only be wiped out when research provides the answer to prevention and eventual elimination.

Air pollution contributes to the increase in respiratory diseases. The contamination of the air is largely caused by the waste products of man: fumes from internal combustion engines; smoke from power plants, oil refineries and other industrial operations; open burning; trash piles; and incinerators.

In every community in New York State, Health Associations work diligently to secure the funds necessary to continue the fight against respiratory diseases and combat air pollution.

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The Statewide Plan—since its beginning in 1957—has been improved and expanded to provide more protection for eligible persons and their dependents against the steadily rising costs of hospital and medical care.

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KEY ANSWERS
EXAMINATION NO. 7051
TRACTOR OPERATOR
Rating Key Answers For Written Test Held Nov. 9, 1968
41. D; 42. C; 43. A; 44. C; 45. D;
56. C; 57. D; 58. A; 59. B; 60. D;
66. A; 67. C; 68. B; 69. C; 70. A;
71. C; 72. A; 73. C; 74. C; 75. B;
76. C; 77. C; 78. C; 79. C; 80. D;
81. B; 82. B; 83. C; 84. A; 85. C;
86. C; 87. B; 88. C; 89. D; 90. A;
91. C; 92. A; 93. A; 94. A; 95. C;
96. B; 97. C; 98. D; 99. D; 100. B.

Examination No. 7059
PROMOTION TO GENERAL FOREMAN
Proposed Key Answers for Written Test Held Nov. 9, 1968
31. C; 32. B; 33. A; 34. A; 35. D;
41. D; 42. A; 43. D; 44. B; 45. A;
51. D; 52. C; 53. A; 54. D; 55. C;
66. D; 67. B; 68. C; 69. B; 70. A;
71. A; 72. C; 73. A; 74. D; 75. A;
81. B; 82. A; and/or 83. C.

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31. B; 32. A; 33. C; 34. D;
40. B; 41. B; 42. A; 43. C;
44. B; 45. A; 46. B; 47. A; 48. C;
49. D; 50. D; 51. D; 52. C;
53. A; 54. D; 55. A; 56. C;
57. D; 58. A; 59. B; 60. B;
61. B; 62. A; 63. A; 64. C; 65. C;
66. B; 67. C; 68. D; 69. C; 70. D.

Hosp. Has Openings For Clerk Typists,
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The U.S. Public Health Service Hospital has recruiting
permanent openings for clerk
typists, GS-1 to GS-4 ($4,231
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All applicants for the clerk
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and their experience.

Those wishing further information concerning these jobs should contact the personnel office, U.S. Public
Health Service Hospital, Bay St. and Vanderbilt Ave., Staten Is­
land, N.Y. The hospital will make arrangements for taking the exam for the jobs.

Sailing Trip
ALBANY—Motor Vehicle chapter,
Civl Service Employees Assoc.,
is sponsoring a nine-day sailing
lot that will include five days
in the Port of Bermuda for as
low as $242.

Included in the passage on
Sailing Trip was the following:
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CSEA Charges "SELL-OUT"

(Continued From Page 1)
greeting PERB to "show some game" on an appeal of the decision should not be set aside. The CSEA order also contained a stay prohibiting PERB from taking any action on its de-termination until it is argued in Special Meeting Called

On another front, Wenzl called a meeting of CSEA's Board of Directors for Dec. 9 to plan action on its own appeal last week by Employees Association delegates.

"We're going all the way," said Wenzl, "which bailed bargainers talk, may very well deprive 124,000 public employees of a substantial salary increase, a much-improved pension plan, and other economic benefits.

"We were on the verge of settling a contract, but the Governor, completely reversing his public stand on the issue, instead of negotiating, has decided to take this case to PERB. In our opinion, this is a no-win situation for the employees, and we believe it's time to make a decision which is in the best interest of the employees.

It is apparent," Wenzl said, "that the success of our negotiations to negotiate as a single entity, while there are many employees who are willing to stay, the Governor's decision to go it alone, while it may be an advantage for him, is not in the best interest of the employees.

The PERB decision and its stay of negotiations came only a day after Solomon Bendet, chairman of CSEA's salary committee, addressed the special delegates meeting in Albany, called PERB "the worst enemy CSEA has ever had." Bendet said: "This case, CSEA, 50 APCFMC, was able to claim as a success, a strike vote to the delegates in small bargaining units.

Bendet said that "Jerry Wurf, administration in dealing with PERB, should not be surprised if this case goes further to the Supreme Court.

It is true that the case is one of a few minor modifications in the TRAP package, but the Governor's decision to go it alone is not in the best interest of the employees.

Divorce Success

"If the state was bargaining in good faith, we will be forced to divest the success of our negotiations to our membership, " he said.

"It is apparent," Wenzl said, "that the Governor, faced with a huge budget deficit this coming year, eliminated one major cost factor—the benefit package for State employees.

"A pattern is established where the PERB decision to place State workers into five separate units for the purpose of collective bargaining, the Governor has created a hydra- monster on the State labor scene, which, we feel, will destroy the entire New York State labor structure, which has endured successfully for 50 years.

"The problems of the New York City administration in dealing with dozens of different employee organizations, would be child's play in comparison to what eventually could happen in New York State government if the PERB decision is upheld.

"Civil War"

"At one institution, or in an agency or department of the State, employees would be placed in five separate units. The cohesion that has existed up to now would give way to bitter bickering, clashing, pitting one group against another. The present civil service system would be in ruins.

"Theoretically under the PERB plan it would be possible for a head to deal with five different unions in the course of a day—resulting in an endless number of man hours lost in a year."

Joseph D. Lochner, CSEA executive director, said: "For their own benefit, the Governor's decision to go it alone, while it may be advantageous for him, will mean nothing for the employees.

"The Office of State Commerce Department, has been appointed director of the State's Urban Job Incentive Board, which has endured successfully for 50 years."

The unit's membership had ratified the agreement by a 50 to 1 vote to delay action on the contract, because the headlines of a struggle by city firemen for the minimum increases, "he said. "The deadline was approaching and City Council has been slapping, "Dimoff said. "Good sources told to it would be best to stay at this time because if certain deadlines are passed without an agreement salaries would remain under the present schedule.

Bendet said that "Jerry Wurf, chairman of the APCMC, has used both unfortunate unit's membership and the civil service employees to gain his end.

"However," Bendet said, "when it is clear that the Governor is breaking the law, it was a paid female employee of the union and the city who was sentenced to jail.

At Leader press time, it was learned that State chapters in all conference areas were planning membership caucus sessions to guide delegates in voting at any PERB meeting called by the CSEA Board of Directors. Any action, it was understood, will be supported by political subdivision units according to unofficial surveys now underway.

Alessi Returns To Full-Time Work & CSEA

ROCHESTER — Vincent A. Alessi, president of the 2,000-member Monroe chapter of the Civil Service Employees Assn., is back on the job as executive director of the Monroe County Family Court.

Alessi, who underwent surgery in October, returned to work on a part-time basis two weeks after his death. He attended a conference on delinquency in New Orleans during the week of Nov. 17 and 18. Alessi's wife, Vincent visited his daughter, who teaches school in the Chicago area.

He is now working full time on his court job as well as of his responsibilities.

CANDIDATES

(From Leader Correspondent)

AMENIA — Richard J. Snyder has been elected president of the Wassaic State School chapter, Civil Service Employees Assn.

Other officers are A. J. Hayes, vice-president; Miss Evelyn Hamilton, delegate; and Mrs. Elsie Bush, treasurer.

The officers were installed at a recent dinner-dance attended by 125 members at the Edgewood Restaurant here. Mrs. Ann Beausette, Harlem Valley State Hospital, Mental Hygiene Department representative for the Southern Conference, who presided.

Wassaic Chapter Installs R. J. Snyder

(From Leader Correspondent)

BUFFALO — Erie County chapter leaders of the Civil Service Employees Assn. charged last week that small union groups are delaying efforts by the chapter to negotiate a collective bargaining agreement with Erie County officials.

The Erie chapter, recognized under the Taylor Law as the official bargaining agent for Erie County's 6,200 employees, has been negotiating with county officials for several weeks on an initial contract.

Meanwhile the Erie County Legislature soon will adopt a 1969 budget of about $173 million. About $10 million has been put in a reserve, probably for raises and employee benefits.

"We have held up, we think," said Thomas B. Christy, CSEA bargaining chairman, "because these other groups are challenging the CSEA.

The CSEA was recognized as bargaining agent in August but other chapters have challenged the recognition in petitions to the Erie County Employment Relations Board.

The PERB unit is now holding hearings on the petitions but other groups challenged the recognition in petitions to the Erie County Employment Relations Board.

"That might not come until January or later," Christy said. The principal CSEA demand is a 10 percent pay hike for Erie County employees and upgrading of each employee to the next higher pay level.

Other proposals include fully paid hospitalization, more longevity increments, more personal leave, five weeks vacation, added mileage allowance and time and a half for all work after 40 hours.

Trans. Dept. Plans Party

(From Leader Correspondent)

ROCHESTER — The annual Christmas party of the Department of Transportation chapter of the Civil Service Employees Assn. here will be held at 5 p.m., Dec. 20, at the Chili Annex Party House, 38 Whitlter Rd., corner of Buffalo Road, Chili.

James Shee, chapter president, said the party will begin with cocktails at 7 p.m., dinner at 8 and dancing at 9:30. It's open to the 56 chapter members and to other employees at local Transportation Department facilities.

Reservations can be made with Martha Anderson, Peggy Dolan or Robert Lotus.
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power output per channel is 60 watts (with both channels driven)
into 4 ohms, 50 watts into 8 ohms, and 30 watts into 16 ohms.
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Minutes Away By Parkway

NEW PRESIDENT — Ellis Adams, left, president of the
Dutchess County chapter, Civil Service Employees Assn., is shown
congratulating Harry E. Cooke Jr. on his election as president of
the Dutchess County unit, CSEA. Cooke, senior sanitarian for the
Dutchess County Health Department, succeeds Adams, who resigned
the post.

TREE PRUNER

New York State is now seeking tree pruners at a
salary of $8,625 a year. With increments, the salary can rise
as high as $16,180 a year.

The examination, open to all qualified residents of the State,
will be held Jan. 24, 1969. This is open only Dec. 31.

The positions exist with the Department of Transportation
and State University of New York. There are vacancies in various
locations throughout the State.

To qualify, candidates must have had two years of satisfac-
tory experience in tree care and tree removal. Physical require-
ments are: weight must be good proportion to height; vision
must be at least 20/10 in each eye without glasses or 20/40 with
glasses and color perception must be normal. Candidates must be
free of any physical or mental impairment that would interfere
with performance of duties.

A tree pruner performs various tasks and supervises tree pruners and
labors in the care and removal of trees and shrubs and is respon-
sible for all types of specialized maintenance work such as
planting, spraying, fertilizing, transplanting, bracing, girding,
repair of cavities, dusting, and many methods of topping, lopping,
and felting trees.

He supervises the operation of mechanical equipment; keeps re-
cords of time, material, equipment, and completed work; and is
responsible for the safety of all crew members, and for the care
of a wide variety of ornamental trees.

To get an application and more
information, write to one of the
following offices of the State
Civil Service Department:
State Office Bldg., Albany;
Room 1100, 270 Broadway, New
York City; Suite 760, 1 West
Genesee St., Buffalo; or Room 813
State Office Bldg., 252 East Was-
ington St., Syracuse. Applications
should be mailed to the Albany
address.

Motormen

Seven candidates took the
practical examination for promotion
to motorman, New York City
Subway Authority, on Nov. 25.

LEGAL NOTICE

SOUTHERN DISTRICT OF NEW YORK.

Pursuant to an order dated April
18, 1969, issued by the Honorable
Charles S. Hays, United States
District Judge for the Southern
District of New York, the United
States Government through the
Civil Service Commision, 333 East
Walter Avenue, New York, New
York, hereby gives notice that it
will conduct a selection process to
fill the position of tree pruner for
New York State.

To qualify, candidates must be
at least 18 years of age; hold
a high school diploma or its
equivalent; and have had two years
of satisfactory experience in tree
removal and tree removal.

Applications and further informa-
tion are available at the New York
State office of the Civil Service
Commission, 333 East Walter
Avenue, New York, New York.

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December is the last day to file for positions as patrolman and police trainee with the New York City Police Department. Starting salaries are $7,932 and $4,000, respectively.

Eligibility requirements for trainees at the time of appointment: graduation from a four-year senior high school course, or completion of an equivalent high school equivalency diploma, or certification of having passed the New York State high school equivalency examination or an acceptable G.E.D. certificate issued by the Armed Forces, or any of the five G.E.D. tests, and an overall score of 255 on the examination.

Applicants must be at least 5 feet 7 inches tall (bare feet) and must have approximately normal weight for their height. Required vision is 20/30 in each eye without glasses.

Age requirements are: patrolman applicants may not be older than 29 years of age on the date of the written test and must be at least 21 at the time of appointment. However, those with military service may deduct the length of time not exceeding a total of six years, from their actual age in determining their eligibility. Police trainee candidates must be at least 16 years of age on the date of the written test and at least 17 at the time of appointment.

The duties of a patrolman are: to perform general police duties in the various branches of the department; to perform all additional functions for the rank prescribed by relevant laws, rules and procedures, orders or directives of the Police Department; and to perform special duties or assignments as directed by the Police Commissioner.

A police trainee receives orientation and training at the Police Academy.

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Pre-application forms may be obtained at the Civilian Personnel Office, Flushing and Washington Avenues, Brooklyn, N.Y.

Operators

Twenty candidates took the practical examination for a license as refrigerating machine operator on Nov. 30.

Clerk-Typist? Navy Wants You!

The Naval Applied Science Laboratory in Brooklyn has immediate openings for temporary clerk-typists, beginning to experienced, on a part-time or full-time basis (minimum 20 hours per week).

Positions require U.S. citizenship and a minimum typewriting speed of 40 words per minute, plus six months of appropriate experience on a high speed typewriter. Entrance salary (full-time) is $4,231 or $4,600 a year, depending on qualifications. The written test will be administered on location.

For further information, call 625-4900, extension 491 or apply at the William E. Sullivan Office, Flushing and Washington Avenues, Brooklyn, N.Y.
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Lipsenthal Retires

Co-workers and friends of Ralph Lipsenthal of the Board of Estimate of New York City will honor him at a retirement dinner on Friday, Jan. 3, 1969, at Antino’s in Queens Village, N.Y. Lipsenthal is retiring from the Bureau of Pensions & Retirement of the Board of Estimate after 50 years of City service. All of his friends are invited, reports Elia Nathan, Mrs. Nathan may be contacted at 346-3518 for invitations to the dinner-dance.

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the Union with the muscle and hustle to get you the wages, working conditions and benefits that you want. We've already gotten many of them for you. Mark your ballot for CSEA and send us to the bargaining table to get the rest of them.

Civil Service Employees Association, Inc., 33 Elk Street, Albany, N.Y.