Suffolk CSEA Signs New Pact

(Special To The Leader)

ALBANY—State Comptroller Arthur Levitt has asked the Commissioner of the U.S. Internal Revenue Service to reverse the predecessor's decision and exempt the ordinary death benefit provided by the State Retirement Law from income taxation.

In the letter to Sheldon S. Coren, Levitt said, "It is now apparent by reason of the doctrines of Ross v. Odom —that these rulings are no longer valid."

The United States Court of Appeals, Fifth Circuit, ruling on a case involving death benefits paid by the Georgia Survivors' Benefit Program, held that a binding arrangement of risk shifting and risk distribution could not be treated as Insurance because it did not have the form of life Insurance, but the Federal appeals court reversed that argument, Levitt explained.

Tax Cut Benefits

In announcing his request, the Comptroller told The Leader: "The change I have requested is of great importance to the beneficiaries of members of our Retirement Systems, insomuch as the income tax presently being collected deprives the beneficiaries of a large share of the benefits which they are entitled to."

The Internal Revenue Service had previously ruled that the death benefit paid by the New York State Retirement System could not be treated as Insurance, because it did not have the form of life Insurance, but the Federal appeals court reversed that decision.

The new contract provides a six percent raise in 1966 and an additional six percent in 1970 both computed after annual merit increments are given; adoption of the 1/60th non-contributory retirement plan retroactive to 1960 and 1961.

Greene County Aides Ratify "Drastically Improved" Pact

(CATSKILL) A two-year contract, highlighted by pay raises for both years and drastic improvements to the pension plan and health insurance benefits, was ratified unanimously last week by Greene County employees represented by the Civil Service Employees Assn.

James Graham, CSEA field representative, said the negotiations for all county workers excluding registered nurses and highway department personnel halted the pact as "one of the best in the State."

The new contract provides a six percent raise in 1966 and an additional six percent in 1970 both computed after annual merit increments are given, adoption of the 1/60th non-contributory retirement plan retroactive to 1960 and 1961.

Easter in Rome

And Florence

The 1969 Easter trip to Rome for members of the Civil Service Employees Assn., and their immediate families, will be less expensive than the last trip with all reduction in cost. It was announced by Irving Stelnzbaum, tour leader.

The nine-day trip will leave New York on April 14, the day after Good Friday and return on April 23 after visiting the Holy Land, Rome and Florence. The cost to participants is only $349 all in, airfare included.

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The Internal Revenue Service had previously ruled that the death benefit paid by the New York State Retirement System could not be treated as Insurance, because it did not have the form of life Insurance, but the Federal appeals court reversed that decision.
Mr. Margolin is Professor of Business Administration in the Borough of Manhattan Community College and Adjunct Professor of Public Administration in New York University Graduate School of Public Administration.

Simple English: Part II

QUITE OBVIOUSLY our civil service readers want to know all they can about improving their public relations by communicating more effectively through the use of simple English. ONE READER was quite vehement in suggesting that the State Civil Service examiners in Albany could profitably learn the lesson of simple English "when they draw questions on Reading and Report Writing."

OF COURSE we were including all civil service people, particularly examiners, in our appeal for better communications through simple English. WE CAN'T think of a better source for tips on how to use simple English than "The Elements of Style" by Prof. William Strunk Jr. and E. B. White (Macmillan paperback: $1). More specifically, we would like to concentrate on Mr. White's contribution to this paperback gem, which the late Prof. Strunk described in his English classes at Cornell. HERE ARE Mr. White's suggestions for developing a style when one depends on simple English in writing anything—letters, answers to exam questions and, by extension, the discussions themselves.

- Place yourself in the coney, as required in the Examiners' Order, so to speak, for an acceptable solution.
- In presenting the case, the examiners pointed out that once they had recommended that maintenance be paid to a client, they would no longer have an opportunity to give an explanation.
- They arrived further that obtaining the information on these matters wasted their time, and prevented any other more valuable work.

Background. Write so that it draws attention to what you have to say to you.

- Write in a way that comes naturally. Use words and phrases that come readily to hand. Never intend consciously, but do not worry about being an imitator.
- Work from a suitable design. You don't need a building blueprint, but you should work from a mental or written outline of what you want to do in advance.
- Write with nouns and verbs. Easy on the adjectives. You can be too minimized with them unless absolutely necessities to the accuracy of what you are writing.
- Review and rewrite. Rereading is part of writing. Never expect to do your best work the first time around, Don't be afraid to rewrite it later on.
- Do not overuse. Use sparingly, Fancier or wordier English is no substitute for the first time around, Don't be afraid to rewrite it later on.

- Avoid the use of qualifiers such as very, Judy, precisely. You can't write these as "the beacon that fosters the pond of prose."
- Don't affect, a breezy manner. Mr. White says "the breezy style is often the work of an author who feels that he is writing for a commission."

(Continued on Page 7)

Christmas Tour To Madrid

$347

A nine-day Christmas tour to Spain's resort area—the Costa Del Sol—is now open to City Service Employees Association members for only $347 and the price includes round trip jet transportation, breakfast and dinner, room at the Hotel Torre de la Rosa in Torremolinos and a side excursion to Granada. The tour departs from New York on Dec. 23, returning Jan. 1. Participants interested in the tour and desiring application should be made to Samuel Emmett, 1060 Grand Ave., St., Brooklyn, N.Y., telephone (after 5 p.m.) 822-9942.

CIVIL SERVICE LEADER

Your Public Relations 101

By LEO J. MARGOLIN

DONT REPEAT THIS!

- Continued from Page 4

Newspaper mayors are a new breed of next year and the Senate and gubernatorial races of 1970. Let's take New York City first. When John V. Lindsay was elected mayor three years ago the town took on such a "swinging" air that Arthur Goldberg and Theodore Kheel, noted for years of success in the labor mediation field, came to mind as candidates with appeal on the ground that they could ease labor difficulties here. That was soon termed, of course, as Counselman Bob Bow low, and they will be analyzed in a future edition of this column.

The Governor's Race

The gubernatorial contest of 1970 appears certain to be between the two new faces. Governor Rockefeller is expected not to seek re-election. 1970 appears certain to be between President Richard Nixon and Governor Malcolm Wilson, whom Long Island Assemblyman Chris Goodell, appointed by Governor Rockefeller to fill the vacancy created by the death of Sen. Robert P. Kennedy, will surely carry the Republican banner again in that contest.

For the Democrats, the contest Eight Days—Only $205

Venezuela Tour Set For Feb. 8

A new winter offering is being made to members of the Service Employees Association, their families and friends in the form of an eight-day trip to Venezuela on Feb. 8 from New York City.

The low cost of only $205 includes round trip jet transportation, luxury hotels in Caracas and the mountains, gourmet breakfast and dinner and sightseeing. The Hotel Maray is a complete vacation resort in the mountains and offers free golf, swimming, movies and a host of other activities.

In Caracas, the Hotel Avila is secluded in fourteen acres of private tropical park, situated in the highest point of the capital city. Space for this unusual offer is available now and may be had by writing to Randolfo V. Jacobo, 762 East 217 St., Bronx, New York, 10467. Telephone (212) 852-5564 after 6 p.m.

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CSEA Charges Bad Faith
By Seneca City Supervisors
Causes Negotiation Impasse

(Special To The Leader)

ALBANY—The State Civil Service Employees Assn. has joined the fray between the Seneca County CSEA chapter and the County Board of Supervisors, accusing certain members of that government body of "bargaining in bad faith and intimidating its employees" during the current hassle over negotiations.

CSEA representatives recently declared an impasse in negotiations with the county and asked the State Public Employment Relations Board to intervene in the continuing dispute. A mediator assigned by the State agency failed in an attempt to settle the impasse. An impartial fact-finder has been assigned to the case by PERB.

"To substantiate our case and to live up to the true spirit of the Taylor Law, our Seneca County chapter has agreed to abide by the recommendation of the fact-finder assigned by PERB," said Theodore C. Wenzl, president of the State's largest public employee labor organization.

Ignored Agreement

The current wrangle stems from charges by Louis T. Shaw, CSEA field representative assisting the county chapter in its negotiations, that the Board of Supervisors ignored the tentative agreement made between Shaw and the county's negotiating team and instead unilaterally drew up what he considered to be a set of counter-proposals.

"The twist here," said Wenzl, "is that the supervisors apparently ignored the recommendations of their own negotiating team. Even more blatant is the fact that the County Board has brought its so-called counter proposals directly to the employees for approval, bypassing CSEA, the organization it designated as the bargaining agent for these same workers."

Continuing, the CSEA president said: "We see in this high-handed action a clear violation of the Taylor Law and a direct attempt at employee intimidation. We have reports that our members are reluctant to make any public statements in defense of their position for fear of reprisal.

County's Bad Faith

"We feel," said Wenzl, "that negotiations on the part of the county were conducted in bad faith and completely rejected a charge made by a county official that members of the CSEA bargaining team were "naive" in thinking that the county would accept the first CSEA proposal offered. We say the supervisors' counter-proposals, counter-proposals and compromise are all part of collective bargaining and that a government's negotiating team cannot make binding commitments.

"At the same time, it is common practice for government negotiators to discuss the various areas of negotiations with their legislative leaders in order that they may arm themselves with the facts骨头 will be willing to go along with CSEA, we were led to believe that this was the case in Seneca County and in good faith, our representative affirmed his signature to the tentative agreement written by the county bargainers. We were also under the impression that the County Board was only a formality. If the State Board was only a formality, I would say the word 'naive' was applied to the wrong party.

"The question here is knowledge of the law governing collective negotiations. It is apparent that these county officials are inexperienced in this area. The law is not new, but the county is negotiating in more than 100 local jurisdictions in addition to the State and has signed more than 100 contracts. Our representatives are thoroughly familiar with the law and with collective bargaining procedures," Wenzl stated.

"Furthermore, we are presently using in the present campaign being waged by certain political elements against our representative, who has been a long-time bargainer, to the effect that Mr. Shaw is not qualified to represent our members in Senate County are both virtuous and blindminded.

"As a career public employee, he has familiarized himself with all the problems encountered in this particular area of labor relations, and as president of the Cayuga County chapter of CSEA, negotiated the first CSEA contract in the State under the Taylor Law."

Tour Leader Tells Of Trip

Delores G. Russell, tour leader and travel organizer for the Civil Service Employees Assn., yesterday recounted her recent trip to the Soviet Union at the monthly luncheon meeting of the New York State Executive Personnel Commission's Council of Women at the Sherman Inn Towne Motor Inn.

Christmas In Miami Beach

Two 10-day, all expense tours to Miami Beach during the Christmas holidays are now open to members of the Civil Service Employees Assn. and their immediate families.

The vacation trip is from Dec. 21 to Jan. 1 and two hotels are advertised: the Castaways for $390.50 or the Barcelona for $333.50. Both prices include round trip air fare, all meals, daily breakfast, transportation, and other excursions and tips and other extras.

For information available space, write Samuel Emmett.

M.H. Committee To See Commissioner

(Special To The Leader)

ALBANY—Members of the Civil Service Employees Assn. Special Mental Hygiene Committee will meet with Mental Hygiene Commissioner Alan D. Miller at his Albany office on Nov. 7.

The committee will meet the day before, at 5:30 p.m., in the Ambassador Restaurant to finalize the agenda.


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Research for Protection
...so more will live.

Muscular Dystrophy has been almost certainly linked to a metabolic defect — some faulty link or links in the chain of chemical reactions by which the body breaks down food to produce energy and restore tissues. It is known that the initial "error" occurs in the hereditary material within the cells, but just how this error gives rise to the metabolic defect has yet to be determined. Additional research is necessary.

Both basic and applied research continue. Basic research concerns itself with the study of muscle, its structure, cell components, metabolism and manner of functioning. Applied research tackles such tasks as comparing the structure of healthy and diseased muscle fibers, or substances found in the blood and excretions of MD victims and normal persons.

The Muscular Dystrophy Association of America sponsors a unique research facility, the Institute for Muscle Disease.

In addition, local chapters sponsor programs to help those who have been stricken by MD. Each November, MDA conducts its annual campaign to secure public support of its program to find the cause and cure of this dreaded disease. Support your local MD fund drive this year.

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...specifically designed for protection against the costs of hospital and medical care for public employees. For one thing, if you have to go to the hospital in the middle of the night, or on the weekend, your Statewide Plan identification establishes your credit. You're admitted without making a deposit in advance. And when you leave, there's no worry about cash... Blue Cross will pay your bill. You couldn't possibly have better protection than the Statewide Plan... Blue Cross hospitalization, Blue Shield medical and surgical, and Metropolitan Major Medical.

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NEW YORK STATE'S NO. 1 GET-WELL CARDS!

Where to Apply For Public Jobs

The following directions tell you how to reach destinations in New York City on the subway 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 three blocks 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., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Applications Section of the Department of Personnel located at 49 Thomas St., New York, N.Y. 10013. Telephone 566-8729.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filling of applications.

Complete application forms which are filled out may be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated otherwise in the examination announcement.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The Lexington Avenue Line stop is used in the Brooklyn Bridge stop and the IRT Q and R lines' stop at City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

STATE

STATE—Room 1106 at 270 Broadway, New York, N.Y. 10007. Telephone 438-6066; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State 550, Genesee Building 1 West Genesee St.; State Office Building, Syracuse; and 361 Midtown Tower, Rochester, (Wednesday only).

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

FEDERAL

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

Hours are 9 a.m. to 6 p.m. Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 573-6101.

Applications are also obtainable at main post office, except the New York W. Post Office. Boards of examiners at the particular installations offering the test also may be applied to for further information and application forms. No return envelopes are required with mailed request for application forms.
Many Spots In State: Laboratory Workers

New York State will accept applications continuously for positions as laboratory worker. Positions are located in Albany with the Departments of Agriculture and Markets, Conservation, Education and Health; in the New York City area at Bronx State Hospital, Buffalo at Delehanty Institute, and at many of the State University's colleges and medical centers located statewide.

Salary for this job is from $4,190 to $5,330 a year. A laboratory worker performs more responsible routine laboratory procedures and helps with the supervision and training of several laboratory helpers assigned to work in a diagnostic, research or other scientific laboratory. He directs other workers on laboratory units by giving injections, making observations, assisting with surgery or autopsies, and keeping aseptic precautions. He also supervises equipment, takes inventory, arranges equipment, and vacuums. He may also supervise a unit which prepares specimen slides for diagnostic examinations. In the Education Department, considerable field work may be involved in relation to experiments with plants, insects, and other animals.

Candidates must meet one of the following requirements: (a) graduation from a standard senior high school; or (b) two years of satisfactory experience in a scientific laboratory engaged in large-scale operations; or (c) satisfactory equivalent combination of the above training and experience.

Opportunities for advancement in this State Department to the State Department of Civil Service, are "excellent." Some of the positions in which a laboratory worker can advance are senior laboratory technician at a salary of $5,300 to $6,440 a year; principal laboratory worker at $6,175 to $7,504 a year; head laboratory worker at $7,770 to $8,450 a year; laboratory technician at $5,200 to $6,440 a year, and senior laboratory technician at $6,175 to $7,504 a year.

For an application contact one of the following offices of the State Department of Civil Service: 
- The State Comptroller, Albany, N.Y.; Room 1100, 270 Broadway, New York City.
- State University of New York at Buffalo, 297 Delaware Ave., Buffalo, N.Y., or Room 750, 1 West Genesee St., Buffalo, N.Y. or Room 614, State Office Building, Syracuse, N.Y.

Help Wanted - Male

We need people to pose for photographs to be used for an educational project. Call Mrs. Elias, 661-3310, ext. 53.

Help Wanted - Male & Female

IF YOU are overweight. Earn $14 for 2 hours. Husbands and people to pose for photographs to be used for an educational project. Call Mrs. Elias, 661-3310, ext. 53.

Help Wanted - Male

BETTERED or active personal needed for full-time or part-time work as chauffeur for private chauffeur service. Call Mrs. Cahill at 481-3139, ext. 8 or write Mrs. Cahill, 260 West 72nd St., New York, N.Y. 10023. May work only broad row, call 315 837-3110.

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PolicE lieutenant. (N.Y.P.D.)

Classes now meeting

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Salary: $11,200
Courses meet MONDAYS 7 PM

Patrolman—T.A.—Trainees—Corrections Officer

Classes meet WEDS 5:30 or 7:30 PM

Administrative Associate

Classes meet TUESDAYS 6 PM

Senior Clerk-Steno

Classes Meet MONDAYS in Jamaica 6:30 PM and THURSDAYS in Manh. 6 PM

Stationary Engineers License

Classes Meet MONDAYS 7 PM

Refrig. Machine Oper. License

Classes Meet WEDNESDAYS 7 PM

Master Electrician License

Classes Meet THURSDAYS 7 PM

Master Plumbers License

Classes Meet TUES. & FRI. 7 PM

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ALL CLASS ROOMS AIR-CONDITIONED
LETTERS TO THE EDITOR

Negotiations for the tests for promotion to senior grade shall be held under the Civil Service Law.

The GAP in permissible penalties imposed by the Commissioner under the New York City Administrative Code for the same offense sometimes makes it impossible to fit the punishment to the violation. After authorizing a reprimand or forfeiture of not more than ten days' pay, the Administrative Code (Section 75, though this may be inadequate, but the remaining option of dismissing the employee is only imposed by an administrative agency. Such authority is given by the Civil Service Practice Law and Rules, Section 75-100).

EMPLOYEE RESORT to such judicial authority is illustrated in Bovino v. Scott (New York Law Journal, October 11, 1968, page 1). Bovino was dismissed after twenty-six years' satisfactory service when the Fire Commissioner found him guilty of engaging in the questionable activities of a fireman for supplying a fee duplicate badges to policemen and firemen, selling fire extinguishers, and exhibiting pornographic films at firehouses. In view of the serious nature of the charges, the permissible fine would perhaps be inadequate, but the remaining option of dismissing the employee is evidently disproportionate to the offense. Accordingly, with the wider discretion available to him, the State Commissioner decided in reducing Bovino's dismissal to suspension for six months.

FROM THE DETERMINATION of the Appellate Division, the Fire Commissioner appealed to the Court of Appeals. In that Court, Judge Francis Bergan, writing for a majority of the Court, reaffirmed the authority of the Commissioner to deal with the measure of discipline imposed upon a civil service employee free of the restriction placed upon the public employee. Judge Bergan granted authority for the Commissioner's power to impose discipline upon the New York State Police with instructions to proceed in accordance with a dissenting opinion in the Appellate Division by Mr. Justice J. Clarence Herzlich, Justice Herzlich ruled that minimal punishment, if any, was indicated.

IN THE WALKER case, the Court of Appeals reversed the revocation of a longshoreman's registration for fabrication of subversive activities and directed its immediate restoration.

IN THE DONOHUE case, the Court annulled the dismissal of the state employee in nine years' service, who had been found guilty of disobeying an order which would have required him to violate a confidence of his colleagues, and remanded the matter to the New York State Police with instructions to proceed in accordance with a dissenting opinion in the Appellate Division by Mr. Justice J. Clarence Herzlich. Justice Herzlich ruled that no punishment, if any, was indicated.

EXERCISING THE unrestricted authority to determine an appropriate penalty irrespective of the statutory restriction upon the exercise of such authority by the Commissioner, the majority decision of the Court of Appeals reversed the commissioner's suspension of Bovino by increasing it to a two-year period.

JUDGE MATTHEW J. Jasen wrote a dissenting opinion in the Appellate Division of the State Supreme Court, which the Commissioner and the Civil Service Department in a dissenting opinion in the Appellate Division of the State Supreme Court, which the Commissioner and the Civil Service Department, and the New York State police with instructions to proceed in accordance with a dissenting opinion in the Appellate Division by Mr. Justice J. Clarence Herzlich, Justice Herzlich ruled that no punishment, if any, was indicated.

Civil Service Peace

W HILE New York City's uniformed forces appear to be easing off on strike threats, the school walk-out still appears grim at Leader press time. Suffolk County voted a new contract and workers of the Civil Service Employees Assn. last week and the School Administration is conducting closed negotiation talks with the State at this time.

In general, therefore, it would appear that the public employee scene is getting a little loosened up but it can still get tight again if negotiations do not move along, backed by proper advanced planning.

New York State has had a rather enviable record of labor peace for decades and most upstate communities have had little problems with civil servants to date. Things can always change. Civil Service employees were objecting to the State Retail Law.

It would be a sorry mistake for anyone to think that State and local government aid to stage demonstrations, or stage demonstrations, or stage demonstrations, or stage demonstrations.

The board said it found no reason to remove these three employees. It said the two non-professional employees were entitled to and intend to get first rate working conditions.

In the fairness and integrity of the ordinary death benefit provided to State workers, which can serve as a model for civilian life insurance, the New York State Police with instructions to proceed in accordance with a dissenting opinion in the Appellate Division by Mr. Justice J. Clarence Herzlich. Justice Herzlich ruled that no punishment, if any, was indicated.

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Civil Service Peace

W HILE New York City's uniformed forces appear to be easing off on strike threats, the school walk-out still appears grim at Leader press time. Suffolk County voted a new contract and workers of the Civil Service Employees Assn. last week and the School Administration is conducting closed negotiation talks with the State at this time.

In general, therefore, it would appear that the public employee scene is getting a little loosened up but it can still get tight again if negotiations do not move along, backed by proper advanced planning.

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The best kept secret in Washington, D.C.

What's the most popular car among diplomats in Washington, D.C.? Put that question to a diplomat and you get a very diplomatic answer.

In other words, they don't tell.

So we did some snooping around on our own and contrary to public opinion, the car most diplomats buy is neither very big nor very impressive. Hint: It can be bought and serviced in 140 countries throughout the world.

Hint: It costs $1,749 in the U.S.A.

Hint: It has tremendous resale value. Final hint: It gets around 27 miles to the gallon and uses no antifreeze whatsoever.

At last count, there were over 1200 diplomats and embassy staff members driving this little car throughout Washington.

So that story about big important people driving only big, important-looking cars may not be altogether true.

On the other hand, if big important people would rather have you believe they drive only big, important-looking cars, that's all right with us.

We won't let the bug out of the bag.

---

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La Grangeville Acomb Motors, Ltd.
Lehman Academy Motors, Inc.
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Monroe Scary Volkswagen, Inc.
Meridian Solar Motor Corp., Ltd.
Midfield Island Robert Weisz, Volkswagens, Inc.
Midwest Motors Glenn Volkswagen Corp.
Mahan Pointe Route 45 Volkswagens Corp.
Mount Kisco Route 45, Volkswagens Corp.
Mount Sinai Northway Corvairs, Inc.
New Bedford Indian Motor Co., Inc.
New Rochelle County Automotive Co., Inc.
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Nevada Falls Amadala Motors, Inc.
Glass Glenn Import, Inc.
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Philadelphia Colmar Motors, Inc.
Queens Village West Volkswagens Corp.
Rensselaer Corley Motors Corp.
Riverhead Don Goalie's Autos
Rockaway Westside Motors, Inc.
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Rockville Mt. Road Volkswagen, Inc.
Saint Mary's Glenn Volkswagen, Inc.
Southold Georgia and Indian Volkswagen, Inc.
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Joint Safety Classes For City, Fed. Aides
An Inter-Governmental Safety Training Institute for City and Federal employees in New York City area was announced recently by Solomon Hoberman, New York City Personnel Director, and George M. Fadune, Regional Director, U.S. General Services Administration. The Institute will cross jurisdictional lines to offer a comprehensive safety training program to members of City and Federal government now performing safety functions for their respective agencies.

Twelve one-day seminars are being offered by the Institute, ten of which are required, over a three-year period, for the award of the Inter-Governmental Safety Training Institute Certification. The Institute was formed as a result of the close working relationship between the Greater New York Federal Safety Council, the New York City Safety Advisory Council, the Greater New York Federal Executive Board, the New York City Safety Advisory Council, the Greater New York Federal Personnel Board, the marked success of previous informal joint safety training endeavors, which trained over 400 Federal and City employees from the New York City area, lead to the present formal organization.


Registration for attendance at the Institute Seminars is being held from Nov. 1 through Nov. 8, 1969. All participants must be designated for attendance by their respective agencies.

We understand.

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An examination for a brand-new City title for which there are no educational or experience requirements—clerk of community action activities—will be given by the New York City Department of Personnel on Nov. 1. Filing will be open from Nov. 1 to Nov. 30.

The eligible list resulting from this test will be used to fill vacancies only in (1) programs funded by the Human Resources Administration of the City and its corresponding agencies, except the Department of Social Services, and in (2) the Human Resources Administration's Model Cities Offices. Eligible appointees from this list cannot have their titles changed to clerks, according to the Personnel Department.

Salary range for the position will be from $4,350 to $5,754 a year. Fringe benefits include generous annual leave, sick leave, leave with pay for holidays and membership in a liberal pension system, the accident and health insurance, a health insurance plan and the blood credit program.

Responsibilities and duties of the new position, the department said, are to perform clerical work of ordinary difficulty and responsibility under direct supervision and to perform related work.

Examples of typical tasks on the job will be: receive, process, and deliver mail or other material; pack and unpack all kinds of material other than very heavy or bulky objects; transport material between locations within a department or agency; move material other than very heavy or bulky objects to other departments or agencies or to a place of storage; operate various precision meter machines; keeps records of contents; files on shelves or stores, correspondence, records, reports, books, or other material.

Also, place previously coded material in the files, bins, or boxes and correspondence providers and office equipment; keeps records of contents; files on shelves or store, correspondence, records, reports, books, or other material.

In this position, the department will be responsible for the new position, the department said, are to perform clerical work of ordinary difficulty and responsibility under direct supervision and to perform related work.

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The Department of Personnel said that the test will be used to fill vacancies only in (1) designated poverty areas, 5 points; (2) to candidates who are 55 years of age or older, 3 points. However, candidates must not have reached their 63rd birthday on the last date.

For further information on the designated poverty areas, contact the Department of Personnel.

(Continued on Page 35)
Teacher Eligible Lists

LEONARD H. TAYLOR, Superintendant of Schools, New York City Department of Education.

Student Mobility Studied in Report

How New York City's school population is becoming increasingly mobile is pointed out in a report presented by Dr. Robert Shaw and Leonard Mortimer of the staff of the Board of Education's Research and Statistics. Dr. Shaw is Acting Director of the Bureau.

Overall, the school years 1952 to 1966, the report shows that the average interborough movement of pupils increased from 6,488 in the first five years of the decade to 38,612 in the second half of the decade, while the average intraborough pupil movement rose from 60,200 in the first five years to 80,200 in the latter half. All told, almost 960,000 pupil transfers took place in New York City schools during this period.

"Higher mobility rates militate against such school staffs as try to maintain and improve their charges' records of academic progress and social/behavioral adjustment," the report comments on page two, and "increased pupil mobility is one facet in a complex pattern of changes that have handcuffed our ability to fulfill our obligations to our children and to complete their missions in recent years."

3 New Members For Local School Boards

Three new members have been appointed to local school boards in Brooklyn, the Board of Education announced recently.

The recently appointed central Board appoints members of Local School Boards on the basis of recommendations received from school screening panels in their districts. The Local School Boards consist of nine members each.

The names of those who will fill unexpired terms, are Miss Lily Chambliss, for a term expiring in 1969; Mr. Albert Baum, for a term expiring in 1972; and Edward Bergman, 1976.

School For Infirm

The Board of Education has established a class for physically handicapped children at Lenox Hill Hospital, 77 St. and Park Ave., as an additional annex of the School for the Infirm.

The School is designed to relieve overcrowding in the public secondary schools. The Board of Education operated the annex for the 1961-62 school year to relieve crowding in the public secondary schools. The Board of Education operates the annex for the 1961-62 school year to relieve crowding in the public secondary schools.

State Plans Study On H.S. Student Unrest

The Board of Regents, meeting in Albany, has been considering a $7,000,000 Federal grant from the Danforth Foundation to finance a special project on student unrest in the secondary schools of New York state.

Commenting on the project, State Education Commissioner James E. Allen pointed to evidence that student unrest is being expressed in various ways in some of the public secondary schools.

"Before this develops into any large-scale activity, we are proposing that a special project be undertaken to determine the extent and the causes of this unrest and possibly the development of recommendations for dealing with it."

Baum To Replace Father On Committee

Richard T. Baum of the firm of Parke, Davis and Company, consulting engineers, New York City, has been appointed a member of the Advisory Committee on Secondary School Construction, the Board of Education recently announced.

The appointee replaces his father, Albert Baum, who was appointed on the advisory panel expired Dec. 31, 1967. The term of service is for two years.

The Advisory Committee was established by the Board of Education in December, 1961 to assist in expediting the vast school construction program. It consists of six members.
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CSEA Protest's Ethnic Survey Volunteer Lack

ALBANY—Numerous complaints and inquiries from Civil Service Employees Assn. members of various ethnic groups have been received at CSEA charging the distribution of an ethnic survey questionnaire to Civil Service Employees, asking applicants for personal information about their origins.

Dr. Theodore C. Wenz, said the questionnaire's purpose was to evaluate the ethnic make-up of the state's public sector workforce.

Dr. Wenz said he has asked Mrs. Erena S. M. Holmberg, deputy executive director of the Civil Service Commission Charas, to stop using the form until it is reprinted with information indicating that an ethnic survey is being conducted.

Pension Report

BY LOUIS BUSSELL

Governor Rockefeller in his 1969-70 budget message emphasized the fact that the State was finding ways to compete for top flight personnel.

We respectfully suggest that in a society where a millennial position that the State finds itself in, is attributable to an unfavorable competitive retirement benefit offered by it, and available if those other Civil Service employment. Obviously, the applicant would be more impressed with a pension program that recognizes decades of service, awards the lifetime employees and in 300 other political jurisdictions, it has been recognized as the bargaining agent for State employees, the

CSEA chief concluded.

Insurance Fund

Governor Rockefeller recently announced the recent reorganization the State Insurance Fund. They are George R. Teleschen of Brooklyn, executive director of the Spring, and Lewis W. Friederich of Rochester.

Commissioners of the State Insurance Fund are compensated at a rate of $565 a day, for a total not to exceed $1,500 annually.

Lake George

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Seneca Falls

(Continued from Page 2)

Board of Education.

Carol N. Soper, unit president and chairperson of the reorganization group, said the past provides wage increases of eight percent for clerical workers, ten percent for bus drivers, ten to 12 percent for custodians, ten percent for maintenance mechanics, and 13 to 20 percent for custodians.

Increases in benefits included: replacement of the 10 percent leave; one day a month sick leave cumulative to 150 days; job security for all workers in the competitive class; seniority provisions governing promotions, and four weeks of vacation after 5 years of service.

Assisting her in negotiating the contract were Delores Sweeney, Grace Clark, Richard Petersen and Claire Belgel, members, and K. S. W. G. Leona John J. Day and Louis T. Shaw.

Dr. Charles E. Hall, president, and Superintendent Peter P. King represented the school board.

Mrs. Soper commented: "The course of negotiations was not without its difficulties, but time gaining this package. But now that it is all over, we do find the results satisfactory. Dr. Hall and Dr. King for their commitment to the Taylor Law. Our district was the first to recognize this bargaining agent, and to begin negotiations. Except for the usual give and take of formal bargaining, the law was implemented without any difficulty."

Gould Urges Prompt Action On Grievances

BUFFALO — Department heads should act promptly on worker grievances, a Civil Service Employees Assn. staffer told the new board recently in a meeting of the Joint Legislative Committee on Civil Service Law and Grievances.

Henry J. Gould, the CSEA reg­ ional field representative in West­ ern New York, told the board "the heads of the law's" timeliness for employees to submit complaints.

"But department heads and di­ rectors have not recognized the 30-day limit in process­ ing grievances."

"It is the committee that they should 'expand the Civil Service merit system. Of all the laws, the years, thousands now classed as non­ competitive, are covered by the Civil Service Law.'"

"Laborers, hospital workers and others need and deserve perman­ ence and job security," Mr. Gould said.

He recounted CSEA achieve­ ments for public employees, last­ August, in the Field-Hamilton Law, a non­ contributory health insurance plan, social security and a retirement plan. People at retirement, vested rights, retire­ ment at age 55, and established stable provisions.

Gould noted that since ado­ pton of the Taylor Law the CSEA has been recognized as the bar­ gaining agent for 134,000 State employees and in 300 other political jurisdictions, it has been recognized as the bargaining agent for State employees, the

CSEA chief concluded.

Civil Servant Wins $100 Essay Contest

Mrs. Aileen Allegra, of Holtsville, an employee of the State Insurance Fund, won first prize in an essay contest of the American Association of State Compensation Funds, consisting of State Insurance Funds in the United States and Canadian Provinces.

She is employed in the Execu­ tive Department, Home Office, 198 Church St., Manhattan. The first place award is $100 and it was presented to Mrs. Allegra at a luncheon in her honor.

Riedel Retires; 42

Years as Bank Exam

George J. Riedel, supervising bank examiner, was honored for 42 years of service recently by 135 friends, in­ cluding many present and former bank examiners, at a retirement luncheon at Whyner's Restaurant.

Riedel entered the banking pro­ fession in 1918 and joined the New York State Banking Depart­ ment in 1926. A graduate of New York University and a certified public accountant, he is a member of the state and national banks' association.

Riedel was named executive director. Herbert Lackey of the New York State Banking Department.

The State Insurance Fund, a non-profit and self-supporting organization, was established as a New York law was created by the Legislature in 1914 to furnish Workmen's Com­ pensation insurance to those whose work exposes them to the lowest possible cost to the employer.

Mrs. Allegra has been with the State Fund for 31 years, serving in several capacities. She is now a principal examiner in the examination and related legal work within the laws.
Oswego School District Pact Signed by CSEA

(From Leader Correspondent)

OSWEGO—A "tce strike" situation among non-teaching employees at the Oswego Enlarged School District was resolved recently "due to the personal, consistent efforts of Relations Board staff mediator figured the best strategy would be to "get as much money as we possibly can this year, and leave for next year" because with school opening the following week, "the teacher situation was critical." He added: "While we certainly wish them (the teachers) to get the best possible package, we did not want this to happen at the expense of the non-teaching em-
ployees."
The CSEA proposal, accepted by the school board within three days, grants wage increases of between 1 and 6%, and improved vacation schedule, a new re-classification procedure to avoid the "old of employees who are continuously performing out-of-title work," and an agreement by the board to move from the five percent contributory plan to the 1/20th non-contributory retirement plan, Ray said.
The package was approved, 34 to 5, by employees at a ratification meeting. It covers 72 non-teaching workers.
Ray told the workers at the rally meeting that the package "is nowhere near what we wanted to end up with, but we honestly think it is the best we can do under extremely difficult and probably the worst possible circumstances."

Nassau Pact

(Continued from Page 1)

Law. Robert H. Basso, a Syracuse College of Arts and Science a4i Research and Foundations, Divi-

sion of Education, State University College at Oswego, is author of "The New Breed in Education," writing the Fall issue of the Journal of Teacher Education.

Buy U.S. Savings Bonds

(Continued from Page 1)

1968, Mary Quackenbush, second from left, presents the winner's trophy to Cosmo Anness, who drove Rooky Fleet to victory in the Albany Motor Vehicle Civil Service Employees Assn. pace at Saratoga. Also in the picture are Miss Carolyn Johnson, left, chairman of the chapter's party at Saratoga, and Thomas McDonough, chapter president.

RACEWAY PARTY—Miss Highway Safety of 1968, Mary Quackenbush, second from left, presents the winner's trophy to Cosmo Anness, who drove Rooky Fleet to victory in the Albany Motor Vehicle Civil Service Employees Assn. pace at Saratoga. Also in the picture are Miss Carolyn Johnson, left, chairman of the chapter's party at Saratoga, and Thomas McDonough, chapter president.