CSEA Tells Governor:
Take Your Choice - Resume Talks Or Deal With Strike

Central Conference Hears Wenzl Forecast Job Action; Panelists Discuss Public Relations Plans

(From Leader Correspondent)
SYRACUSE—"You three know that what's going on in Albany is dead wrong."

That's what Dr. Theodore C. Wenzl, State president of the Civil Service Employees Assn., told the Assembymen who attended the annual dinner of Syracuse chapter, CSEA, in the Hotel Syracuse Country House.

The dinner climaxed the two-day winter meeting of CSEA's Central Conference and County Workshop.

In an interview following his talk, Dr. Wenzl said that "something happens along the job action line" during the Albany session made by the assemblymen who attended the dinner, saying "That is the way it looks to me, this is the way it is."

The Taylor Law was "supposed to provide for, or preserve, harmonious relations between the parties," he told the dinner, saying "Now we have a more complicated monstrosity as a master."

CSEA has represented employees for more than a half century, he noted, hinting at the new "master" who has treated CSEA in the manner it has.

"The new 'master' which has replaced the State in the old relationship (of master and servant) is a combination of the executive, the judiciary and the PERB," (Public Employees Relations Board)." (Public Employees Relations Board). (Continued on Page 11)

Long Beach Library Aides Win Contract
(From Leader Correspondent)
MINOLA—A fact-finder's report, upholding almost all the demands made by the employees of the Long Beach Public Library has been accepted by the Civil Service Employees Assn.

Affirmative action was awaited from the library board of trustees. The report by fact-finder Joseph Orzech was called for a $1,000 pay boost over two years and a pay increase every six months during this period. The State continued to refuse to bar negotiations with the State, saying "This is the way it looks to me, this is the way it is."

The new "master" which has replaced the State in the old relationship (of master and servant) is a combination of the executive, the judiciary and the PERB." (Public Employees Relations Board)." (Public Employees Relations Board). (Continued on Page 11)

CSEA Defeats Nassau County Splinter Group
(From Leader Correspondent)
MINOLA—The CSEA Civil Service Employees Assn., bargaining unit in Nassau County, has withstood an attack by a rump group of employees in the Sheriff's department.

In a ruling last Wednesday, Supreme Court Judge Bertram Harnett denied a bid by the Sheriff's Office Benevolent Association to sever the department from the rest of the county's 12,000-member work force. The judge ruled there was "substantial evidence to support" the ruling of the county Public Employment Relations Board that there was community of interest among all county workers.

Among the invited guests was John J. Hennessey, president of the Civil Service Employees Assn. The case was handled for CSEA by regional attorney Richard Plaumenbaum.

City Chapter To Meet On Planning For CSEA Strike
The New York City chapter of the Civil Service Employees Assn. will hold a delegates meeting Feb 27 at Gainer's Restaurant, Diana Ct, to map action for an expected strike of State employees on March 13.

Among the invited guests is John J. Hennessey, treasurer of the Employees Association.

Delegates will hear a full report of action that led up to the strike call by CSEA.
From Civil Service Travel Club

The Wonderful World Of Travel!

Book now for remaining space on these low-priced, high-quality tours.

S. S. Regina Cruise — April 4 to 11—Jet to Curacao via KLM—cruise to Antigua, Georgetown, Manaus, and Guayaquil. $281. Write Miss Giulia Thien, Civil Service Travel Club, 1212 Sixth Ave., New York, N.Y., Telephone [212] Plaza 7-5400.


+ Grand Bahamas — April 4—Eight Days—Jet, Hotel Rooms, Deluxe Meals—Only $223. Write Sam Emmett, 1065 East 28th St., Brooklyn, N.Y. Telephone (212) 253-4488 after 5 p.m.

Alaska & Canadian Rockies — May 26 for 21 days. Includes boat trip part way to Alaska and features Fairbanks, McKinley Park and Anchorage in Alaska, and British Columbia, Jasper, Lake Louise and Banff in the Canadian Rockies. Only $1,078. Write Miss Delores Furst, Worldtrip, 1206 West 200th Ave., Albany, N.Y., 12201. Telephone evenings (518) 42 V-3597.

+ London Memorial Day Jaunt — May 31 to June 1—via Air India—hotel rooms, continental breakfast and supper—only $169. Write Sam Emmett. (See Bahama trip above.)


+ Scandanavia — July 18—17 days—via Pan American—hotels, most meals, sightseeing, visiting Copenhagen, Stockholm, Oslo, the Norwegian fjords, etc. A few seats still available, Only $675. Write Miss Celeste Rosenkranz, 50 South Pierce St., Telephone (716) 823-3929. New York area, write to Sam Emmett.

To Be Announced — An exciting, low-cost summer program of trips to the Caribbean and Europe. Details will appear around March 15 in this newspaper.

High School Business Diploma

A combination of training in bookkeeping, typewriting, shorthand, and typing.

Veteran Training

The high school business diploma plus a new program of practical training for veterans.

Monroe Business Institute

C. Theodore Wyley, 603 Columbia Rd., Rochester

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 at the New York University Graduate School of Public Administration.

Police Public Relations

TRUE PROFESSIONAL status has finally been achieved by New York City's police and their new contract with the City.

IT IS A GREAT public relations victory for these services, both as critical to the public safety of eight million people.

This COLUMN has insisted again and again that the professional status of a civil servant is inestimably tied to the salary and benefits he receives for his skilled services.

NOW THAT THE police and firemen have a salary value of $1,060 annually, they are equivalent in salary with the City University's community college faculty.

The $1,060 figure for the police and five-borough budget is confirmed in several articles. One was admittance that the figure was too high.

INCLUDED IN THE $1,060 are such substantial and costly fringe benefits as a $2,500 annual cash payment by the City into the pension account of each police and fireman. For police pension contributions, the annual contribution in N.Y. City taxes alone. N.Y. City taxes contribute about $3,600 to each every single week.

STILL ANOTHER feature the public relations experts of the police and fire rank and file have is that they are making a new bid for public relations ties in any municipality.

THE URGENT necessity of establishing professional status in the police officer was emphasized in the 203-page report of Task Force on the Police (1936) by The President's Commission on Law Enforcement and Administration of Justice.

THE COMPLEXITY of the police and fire rank and file is in the modern and highly complex world, the report declared, calls for the greatest professional skill.

THE REPORT emphasized that the modern policeman was an expert technician, social service specialist, community relations expert, knowledgeable in law, both criminal and civil, man relations student, expert in human relations, skilled technologist, identification, identification, etc., etc.

ONE OF THE most important factors was the modern policeman's own attitude toward his job. In most instances, the report stated, the policeman is a negative influence.

WITH THE HIGHEST possible degree of police officer in any city in the world, the police of New York City, the police of this nation, has come for the policeman to take an affirmative view. The police officer is inextricably tied to the safety of eight million people.

SUCH ATTITUDE is the police public relations in the world's finest public held job in the world.
IRATE DELEGATES VOTE 'NEGOTIATE — OR ELSE'
An Important Announcement for CSEA Accident-Sickness Insurance Policyholders

Many policyholders are now eligible for increased benefits under their CSEA disability insurance. If you are not over 59 years of age and were issued less than the maximum insurance to which your present salary entitles you (as shown in the following table) you may apply for an increase in your basic monthly indemnity benefits.

<table>
<thead>
<tr>
<th>ANNUAL SALARY</th>
<th>MAXIMUM BASIC MONTHLY INDEMNITY INSURANCE*</th>
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<tr>
<td>$1000 or less</td>
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<td>$1001 to $1500</td>
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<td>$2001 or over</td>
<td>$150</td>
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*For years under 60, actual benefits paid are approximately greater than the basic benefit stated above.

Take advantage of this opportunity to increase your insurance benefits.

How To Apply:

1. Please print your name, address, place of employment and employee number in the spaces provided on the coupon below.
3. Or, call your nearest Ter Bush & Powell representative for details.

Federal Clerks
In Rego Park, NY

The Rego Park office of the U.S. Social Security Department needs several file clerks and will pay at the rate of $4.601 a year after the first 30 days of employment (during this time the pay is slightly lower).

The Interagency Board of Civil Service Examiners in making the announcement, declared: "Effective immediately, applications will no longer be accepted under announcement NY-32.6. Persons interested in working as a file clerk should apply under announcement NY-32.6."

Applicant must have either six months office or clerical experience or a high school diploma and pass a two hour written test achieving a minimum mark of 70 out of a possible 100.

Many policyholders are now eligible for increased benefits under their CSEA disability insurance. For assureds under 60, actual benefits paid are appreciably greater than the basic benefit after one year of participation.

STATE

ALBANY — Millon Koerzer of Queens County is the newest member of the State Labor Com- mission, succeeding the late Samuel E. Lepley.

On Tax Commission

ALBANY — Milton Koerzer of Queens County is the newest member of the State Tax Com- mission, succeeding the late Samuel E. Lepley.

LEGAL NOTICE

Preliminary of Cert. of Ltd. Partnership duly signed by all the partners, are on file at the County Clerk’s Office, Feb. 6, 1969. The name of the partnership is "TerBush and Powell, Inc."

On Tax Commission

On Tax Commission

FEDERAL

FEDERAL — Second U.S. Civil Service Region Office, Federal Field, Plainfield, New Jersey, closed at 5:00 p.m. on Saturdays. Applications are also obtainable at mail post offices in New York City. Postal Service, Federal Field, Office of Personnel Actions at the post offices. Applicants are requested to have applied for the Forms 793-101.

To apply for public jobs, the following directions are to apply for public jobs, and to reach destinations, New York City by bus or train.

CITY

NEW YORK CITY — The applications are now being accepted for the position of a file clerk at the Seamen’s Bureau, 432 Dite St., New York, N.Y. 10036. It is located in the blocks north of City Hall, and is open from 8 a.m. to 5 p.m.

Applications: Filing Period

Applications are now being accepted for the position of a file clerk at the Seamen’s Bureau, 432 Dite St., New York, N.Y. 10036. It is located in the blocks north of City Hall, and is open from 8 a.m. to 5 p.m.

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ICTORS — Happy Albany-area Thruway employees, enjoy the victory party given by CSEA re-lection after defeating the Teamsters in the Thru-way election to become sole bargaining agent for the main unit of maintenance, toll and clerical employees.

Applications For Cashier In Peekskill

The City of Peekskill has openings for cashier and has scheduled an examination for April 26. Applications and further information can be obtained from the Civil Service Commission, City Hall, Peekskill, N.Y.

Enroll Now For Delehanty Institute's Intensive Preparatory Course For NEXT EXAM APRIL 5th

PATROLMAN $191

A WEEK AFTER 3 YEARS Increased Salary

Just Negotiated

Applications now open for New York City Transit Authority

Car Maintainer

Ninety-six candidates for car maintainer, group E, New York City Transit Authority took the written examination last week.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. MARIA V. WITT, Plaintiff, against MARY S. MURTON, Defendant. Notice is hereby given of an action for a divorce to be held April 19th, 1969. No formal education or experience necessary. Age 21 years up at appointment. Mfn. height 54.". Applications now open for New York City Transit Authority.

Applications now open for New York City Transit Authority.

Applications for Bus Driver Wanted by the New York City Transit Authority $149.80. Week to start after 1 year. 40 hour week—Full Civil Service Benefits.

Two Appointed

ALBANY—Dr. Anthony Areo has been named director of the State Mental Hygiene Department's aftercare clinic in New York City. The salary is $31,000 a year. Dr. Areo has been director of psychiatry at Lincoln Hall School in Westchester County for the past year. He will have his office in the department's New York City regional office at 13 Park Row.

Dr. Frederick S. Williams is assistant director and will be in charge of the Queens Aftercare Clinic.

In 1961 and 1962, Dr. Areo served as physician at the United States Military Academy at West Point. He also has had experience in industrial medicine.

Clerk-Typists

The Veterans Administration Regional Office at 205 Seventh Ave., New York City, has a number of job openings for clerks-typographers and clerk-typists at $81.20 to $98.80 a week, depending upon education and/or experience. There is immediate hiring for these jobs. Phone 820-6534 for further information.

The DELEHANTY INSTITUTE

MANHATTAN: 115 EAST 15 ST., NEAR 4 AVE. (ALL SUBWAYS) JAMAICA: 89-25 MERRICK BLVD., BET. JAMESTOWN & HILLIDGE AVE. OFFICE HOURS: MON. TO FRI. 9:30 AM. TO 5 P.M. (CLOSED SATURDAYS)

55 Years of Experience in Promoting the Education of More Than Half a Million Students

CIVIL SERVICE TRAINING

ASSISTANT FOREMAN—Dept. of Sanitation Classes meet Manh. TUES EYES & WED MORNINGS. Jamaica THURS. EYES, FRI. MORNINGS

POLICE LIEUTENANT (N.Y.P.D.). Classes meet Manh. WEDNESDAYS; Jam. FRI.

BATTLECHIEF (N.Y.F.D.). TUESDAYS & THURSDAYS in Manh. Only

BUS DRIVER Classes meet Manh. THURSDAYS at 1 PM, 5:30 PM, 7:30 PM; Jamaica TUESDAYS 7 PM

MOTOR VEHICLE OPERATOR Classes Forming

HIGH SCHOOL EQUIVALENCY DIPLOMA CLASSES IN MANHATTAN and JAMAICA

PRACTICAL VOCATIONAL COURSES: Licensed by State of New York. Approved for Veterans. AUTO MECHANICS DRAFTING RADIO, TV & ELECTRONICS

DELEHANTY HIGH SCHOOL 91-01 Merrick Boulevard, Jamaica

- A college preparatory co-educational, academic high school accredited by the Board of Regents, New York State Department of Education, New York City.

- Driver Education Courses.

- Driver Education Courses for Information on all Courses Phone GR 3-6900

BUS DRIVERS

Wanted by the New York City Transit Authority

$149.80 $166.10

Week to start after 1 year

40 hour week—Full Civil Service Benefits

ATTEND DELEHANTY CLASSES FOR THOROUGH PREPARATION FOR WRITTEN TEST to be held April 19th, 1969.

No formal education or experience necessary. Age 21 years up at appointment. Min. height 5'4". Over 1500 appointments in past 10 months already made, out of 3163 eligible.

ATTEND DELEHANTY CLASSES FOR THOROUGH PREPARATION FOR WRITTEN TEST to be held April 19th, 1969.

No formal education or experience necessary. Age 21 years up at appointment. Min. height 54.". Over 1500 appointments in past 10 months already made out of 3163 eligible.

CLASSES MEET In Manhattan—115 E. 15th St., near 4th Ave., Teacher's, at 10th, on 8:30 AM. Meets In Jamaica—89-26 Merrick Blvd., Tues., at 7 PM

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CIVIL SERVICE LEADER

America's Largest Weekly for Public Employees
Member Audit Bureau of Circulations
Published every Tuesday by LEADER PUBLICATIONS, INC.
77 Duane Street, New York, N.Y. 10007
212-Skene 3-4019

TUESDAY, FEBRUARY 25, 1969

Why A Strike Call

UNLESS the Rockefeller Administration resumes negotia-
tions with the representative of the vast majority of State employees—the Civil Service Employees Assn.—a strike will be called for by CSEA on March 13.

The issue at hand is not what will be in the negotiations but the very fact that State workers are in the unheard-of position of being able to talk to employer on matters of maintaining a decent living standard in an inflationary period and providing protection in the future through an improved retirement plan.

As we said in an earlier editorial, no one would be surprised if General Motors employees walked off the job because management refused to negotiate a proper contract with their representatives. Yet, that is exactly what the State is imposing on its workers.

Governor Rockefeller is hiding behind a stay on negoti-
ations because the Public Employment Relations Board although this stay has been vacated by the courts while it is hearing arguments on other issues, such as the PERB order on separate bargaining units in State employment.

This same Governor, however, has justifiably recognized CSEA as the sole bargaining for most State employees because of the undeniable evidence provided to show that the Employee Association is the labor union that these workers chose to represent them. He has not withdrawn this recog-
nition—and still will not not talk.

As bad as the Taylor Law has been for public em-
ployees, it does provide that under extreme provocation civil servants can strike. There can be little doubt that the projected standing court restraining the responsibilities of the Rockefeller Administration, not the employees or their organization. They have, indeed, been provoked beyond reason.

New Booklet Issued

By State Describes

Research Careers

Opportunities in many re-
cent specialties are out-
lined in a new pamphlet titled "Research Careers with New York State."

The pamphlet, released by the Executive Director of Civil Service, describes typical activities of researchers in various State de-
partments and agencies. The pamphlet says the State service includes econo-
ie, statisticians, transportation analysts, educators, social work-
s, municipal research assistants, re-
search analysts, biostatisticians and many others.

"Research Careers with New York State" lists requirements for previ-
ous, N.Y.—Charles Groves, serv-
c, explains levels of informa-
ion on salaries and on-the-job training is also included.

Copy of the pamphlet may be

CSEA Must Stick Together

Editor, the Leader:

If Rockefeller's PERB forces five unit

boundaries and line up on the same

demands, and respect each other in our job actions we will be

the one for New York. We all always remember that a house divided

against itself cannot stand, and

that the CSEA are well aware of this; therefore they in-

put the five unit

DAVE WALTER
Brooklyn, N.Y.

Civil Service Television

Televison programs of interest to civil service employees are broadcast daily over WNYC, New York's Supreme Court schedule. For a list of these programs, see page 2.

Salary Increases

IT IS NOT often that a Supreme Court Justice has occa-
sion to review a determination of the Appellate Division. The Appellate Division is a branch of the New York State Supreme Court. Five Appellate Division Justices sit in review of Supreme Court determinations on appeal.

THE UNUSUAL converse situation of review of an appellate division determination by a Supreme Court judge is presented by the case of Maricenda v. Procaccine (New York Law Journal, January 30, 1969). In that case, Judge Charles Marks reversed the Appellate Di-

vision to withhold any salary increases from two law sec-

aries to Justices of the Supreme Court. They are Joseph Maricenda and Morris J. Solomon, respectively law secre-

aries not appointed to Court by Governor F. C. Currie and George Postel.

AS PART OF unification of the Court system pursuant to Article VI of the Constitution of the State of New York and Article 7-A of the Judiciary Law, both effective July 1, 1962, the general second class was abolished, and Judges Currie and Postel of that court became Justices of the Supreme Court. Their clients, Messrs. Maricenda and Solomon, continued to serve as clerks to the Justices. They were reclassified as law secretaries, effective July 1, 1966.

THE DETERMINATION to freeze their salaries was made on April 8, 1964, in a letter signed by the Prov
ding the Appellate Division of the First and Second Departments in Article 7-A of the Judiciary Law, which provided that judges of the Appellate Division, and the Justices of the Supreme Court continued to serve as clerks to the Justices. They were reclassified as law secretaries, effective July 1, 1966.

THE ATTEMPTed exercises of authority was to effect the policy of the Administrative Board of the Justice Law, expressed in the operative and Section 223 of Article 7-A of the Judiciary Law. It continues the therefore existing authority of Judges to appoint personal assistants. Clearly, therefore, as far as the petitioners are concerned, Justices Currie and Postell, not the Appellate Division, are the appropriate appointing authorities.

ACCORDING to Chapter 69 of the Laws of 1962 effec-
tive August 1, 1962, one month before Court unification raises may be withheld from a non-judical Court employ-

By WILLIAM GOFFEN

(Mrs. Goffen, a member of the New York Bar, teaches law at the University of New York, is the author of many books and articles and co-authored "New York Criminal Law").
We didn't make it any easier to look at. Just easier to drive.

You'd never know it to look at it, but that's a Volkswagen without a clutch pedal.

What it does have is something called an automatic stick shift. "Automatic" because you can drive it up to 55 mph without shifting at all. "Stick shift" because you shift it when you go over 55. Once.

And that's just to help you save gas. (In keeping with a grand old Volkswagen tradition.)

As a matter of fact, this Volkswagen still gives you 25 miles to the gallon. It still takes only an occasional can of oil. And it still won't go near water or antifreeze.

If it were anything but a Volkswagen, you'd probably pay dearly for all this luxury. Instead, a Volkswagen with an automatic stick shift costs a mere $1930. All of which reinforces what we've been saying for 20 years. Looks aren't everything.

Looking for the New York County of New York:

New York County—The Surrogate's Court.

On April 17, 1963, the Surrogate's Court, New York County, dated May 9, 1961, gave writing dated April 17, 1963.

We understand.

Walter B. Cooke
Bus Maintainer Test
Is Practical, Not Written

Only a practical test will be held for the open competitive bus maintainer-group A exam, which begins May 12. Filing is from March 4 to March 26 and the job pays $4.65 to $4.85 an hour.

In conjunction with this test there is a departmental promotion exam, but it is clear of any vacancies so that the open competitive list will be used to a considerable extent as well. Many appointments will be made during the life of the list.

Application blanks will be obtainable at the City Department of Personnel, 46 Thomas St., New York, N.Y. 10012, from 9:00 a.m. to 5:00 p.m. until March 26.

Employees in the bus maintainer-group A are accorded promotional opportunities to the title of foreman times and shop

Research for Protection
... so more will live.

The heart and blood vessel diseases take close to a million lives in our nation every year, more than all other causes of death combined. This coming year, more than half a million will die of heart attacks alone. Their number will include more than 100,000 men in the prime of life—ages 45 through 64. In an effort to reduce this tremendous toll, the American Heart Association has, since its beginnings as a voluntary health agency in 1921, supported research programs to determine the underlying causes and improve the diagnosis and treatment of cardiovascular diseases. Through a wide variety of educational and community programs it has sought to alert both physicians and laymen to the steps that can be taken to apply new knowledge to the care and prevention of these diseases.

This month, the Heart Fund campaign, through more than two million volunteer workers, will ask the American public for support of the program to bring the heart and blood vessel diseases under control. Your support—and the part you play . . . however small—will help the American Heart Association march toward this goal.

Department of State New York State is looking for pharmacists and medical assistants. Pay for the former is $6,000 a year (the second figure after five annual increments); and for the latter is $8,000 to $14,000 on the same basis.

Applications are being accepted even though the Department of State of State Department of Public Service in Albany, New York, Butler, 507-2600, and by the local offices of the New York State Employment Service. Medical assistants are employed in New York State hospitals; institutions of the Department of Correction, Health, and Mental Hygiene; in the Narcotic Addiction Control Commission; and the State Department of New York.

The examinations will cover pharmacy work and pharmacology, manufacture of standard preparations, procedures for effective control of alcohol and narcotics, preparation of records and resentment, and supervision.

Candidates must have a license to practice pharmacy in New York State or be eligible to enter the examination for such a license. Senior pharmacists candidates must have had four years of satisfactory experience.

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

BLUE CROSS
Symbols of Security

ALBANY • BUFFALO • JAMESTOWN • NEW YORK • ROCHESTER • SYRACUSE • UTICA • WATERPORT
THE STATEWIDE PLAN — COORDINATING OFFICE — 1215 WESTERN AVENUE, ALBANY, N.Y.

Benefits for Protection
... so more will be secure.

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. Medical research has given mankind more ways both to prevent illnesses and cure them when they strike. Doctors and dentists are far better equipped to effect cures than they were a few years ago. The benefits of the STATEWIDE PLAN are continually being expanded to meet the needs of those it serves—employees of New York State, other governmental units and agencies, and their dependents.

The Major Medical provisions of the STATEWIDE PLAN—provided through the Metropolitan Life Insurance Company—are important! When the total amount of covered medical expenses incurred by a member (or one of his or her dependents) is not covered through Blue Cross Blue Shield and/or exceeds the benefits under the basic Blue Cross Blue Shield contracts, the Major Medical expense benefits will cover 80% of the excess. This is valuable protection that all members should have.

The plan has two levels of protection. The first is a Basic Cover of $9,000 on the members and $1,400 on the families. This is in addition to the above mentioned benefits. THE STATEWIDE PLAN does not pay for medical expenses incurred while the member is employed by an employer who does not have insurance through the STATEWIDE PLAN. The State Department of Civil Service has an agreement with the State Department of Correction, Health, and Mental Hygiene.
City Pays Bus Drivers
$4.15; Conductors $3.80

The City is putting a large number of bus drivers and conductors in transit jobs during the coming year and will hold exams for them on April 19. Applications can be made until March 19.

Sr. Railroad Engineers

Applications are being accepted on a continuous basis for senior railroad engineer by the New York State Department of Civil Service. The position usually pays between $11,360 and $14,390 per year, but positions may rise to as high as $12,947 at the third year rate of $12,947.

These positions exist in Albany and New York and there are two vacancies in Albany, and an additional vacancy is anticipated in New York.

Candidates must be licensed as a professional engineer in New York State or must possess an acceptable professional engineer's license issued by a state or territory of the United States.

Successful candidates who are licensed outside New York State may be appointed but must obtain their New York State professional engineer's license within 18 months of the date of appointment.

Two years of satisfactory railroad engineering experience, preferably in the design, construction, and maintenance of railroad tracks and structures, is required.

An oral test will be given to all candidates and will be of equal weight with the candidate's experience record.

For further information write the New York State Department of Civil Service in Albany, Buffalo, Syracuse, or New York City, or consult one of the offices of the New York State Employment Service.

Civilian Repair Man

The Headquarters of the Eastern Area Military Traffic Management and Terminal Service in Brooklyn is looking for a repairman of telegraphers and cryptographic equipment. Three years of similar experience are required for this position which pays $3.47 per hour to start.

Further information can be obtained at the New York City Office of Employment Service, 26 Federal Plaza, New York, 10007.

Deckhands

The Interagency Board of U.S. Civil Service Examiners of the Greater New York City Area has announced that effective immediately, applications will again be accepted for deckhands.

No Written Test For U.S. Guard

Vets have preference for the job of Federal guard which is now open in New York City, Rockland, Westchester, Nassau and Suffolk counties. The job pays $4.231 a year to start.

Applications will be accepted until further notice. Competition in this examination is restricted by law to persons entitled to Veteran's Preference. Applicants for GS-2 must pass a written test but there is no experience requirement. There is no written test for GS-3 and GS-4, but applicants must have appropriate experience.

Apply to the Executive Interagency Board of U.S. Civil Service Examiners, Greater New York City Area, 26 Federal Plaza, New York, 10007.
FORECAST — Dr. Theodore Wenzl, president of the Civil Service Employees Assn., told CSEA members following the annual dinner of the Syracuse chapter, CSEA, that the ones of responsible ability for any job action by the Employees Association will be on the State Administration—not on CSEA. "This will be due to the Governor's failure to bargain with us on a fair contract," he said.

CSEA To Gov.: Your Choice! (Continued from Page 1, Board), Dr. Wenzl said.

In the interview, he also said that the CSEA "has touched all the bases except one—the Legislature. We wanted to go through the Legislature to make sure every base was touched before taking any job action." Guests at the dinner included Raymond W. Castle, Irving Flausheim, Halsey Abrams and Claude Rowell, first, second, third and fourth vice presidents of CSEA, respectively, John Bentenbaum, HazeJ Abrams and Raymond W. Castle, Irving Flausheim, Halsey Abrams and Claude Rowell, first, second, third and fourth vice presidents of CSEA, respectively, John Bentenbaum, HazeJ Abrams and Dorothy Mac Tavish, secretaries. More than 400 men, women and children attended.

During the affair, a "certificate of appreciation" was presented to Benjamin Roberts, retired CSEA Syracuse chapter's donation to the National Association of Retarded Children's building fund campaign. Earlier in the meeting, a discussion of public relations and news preceded the annual dedication of the Syracuse chapter's building fund campaign. Earlier in the meeting, a discussion of public relations and news preceded the annual dedication of the Syracuse chapter's building fund campaign.

Among the comments were: Gary Parkinson, chairman of CSEA's public relations committee, suggested that the State organization and local chapters need to stress public relations work. "Public relations program" to present their position during bargaining under the Taylor Law—and to improve their public image. If the chapters don't "arm themselves with a good public relations program," he said, "you're not going to get any of the things you need." CSEA headquarters has been bringing the chapters into a public relations area.

correspondents and CSEA headquarters—and the work of correspondents—and complemented the Central Conference—Workshop for "arranging that public relations program."

Marvin Nailer, CSEA assistant director of public relations, discussed the staff and its work, and plans for adding another public relations man who would work in the New York City metropolitan area. This man would strive to get more information about CSEA in the New York Times and Daily News, and New York City radio and television stations, because "these are the newspapers the Governor and department heads read, and the stations they listen to and watch."

This latter comment brought some objections from several Central area officials, including Emmett Durr and Mrs. Clara Boons, former conference presidents, and R. Sam Borrelli, workshop leader, who felt the Central area needed a public relations staff member in that area, also. The reply was that one man could do little between Albany and Buffalo, but if he could educate officials of chapters, "that might do some good."

The lively session was presided over by Floyd Peasley.

Arthur Kassen Jr., Conference president, assisted and directed work at the business session on Saturday, Feb. 15, the final day of the meeting.

HONOURED — Benjamin Roberts, center, retired Civil Service Employees Assn. field representative, receives citation from Raymond Castle, first vice-president of the CSEA, left, and Mrs. Mary McCarthy, president of the Syracuse chapter, during the chapter's annual dinner which closed the winter meeting of the Central Conference and Central Counties Workshop in Syracuse last week.

Onondaga Chapter Sponsors Seminar On Pact Negotiations (From Leader Correspondent)

SYRACUSE — A six-week seminar on labor relations is being planned by Onondaga chapter, Civil Service Employees Assn., to help train its leaders on contract negotiations and other aspects of bargaining under the Taylor Law.

The seminar, slated to begin March 3 and continue for five additional Monday nights, will be conducted by the New York State School of Labor Relations at Cornell University.

The college agreed to the course at the request of Mrs. Hilda Young, Onondaga chapter president.

She said she has invited other chapters in the area—from both the Central Conference and the County Workshop—to participate. Some chapters from Oswego and other areas of the state will be represented.

Broome Chapter Scrapbook Takes First Prize Award (From Leader Correspondent) SYRACUSE—Broome County chapter, Civil Service Employees Assn., won first prize in the annual Scrapbook Contest judged during last week's Winter meeting of the Central Conference and County Workshop here.

Other winners are Onondaga chapter, second; State University chapter at Syracuse, third; and Utica State chapter, fourth prize, of the winners received a trophy. The scrapbooks are judged on the public relations efforts and clipping program, he said. Joe Denny, Jr., city editor of the Civil Service Leader, pointed out that the newspaper is the "official organ" of CSEA, "but it is not owned by CSEA." This is as it should be, he said. He also discussed the newspaper's sources of news-staff.

AWARDS — Winners of the annual scrapbook contest of the Central Conference of the Civil Service Employees Assn., are presented awards by Arthur Kassen, Conference president, left. Receiving the trophies for their respective chapters are: left to right: James Solimaco, president of State University chapter at Syracuse which was third prize; Ida M. Gianellas of Broome County chapter (first prize); Hilda Young, president of Onondaga chapter, second prize. Joe Denny, Jr., right, city editor of the Civil Service Leader and chairman of board of judges looks on.

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Buffalo Guard Fighting For Pay Differential

(From Leader Correspondent)
BUFFALO—A guard at the Gen. Donovan State Office Bldg. here is getting help from Buffalo chapter, Civil Service Employees Assn. in his determined fight for shift differential pay.

James Kelly, began his battle last July, requesting a 10 percent premium for guards who worked the 4 p.m. to midnight shift, and a 15 percent premium for the midnight to 8 a.m. tour.

He based his request, Kelly said, on a State Budget Division memorandum, inviting State employees to apply for premium pay if they could prove a claim.

Last December, the State Classification Office denied the request but Kelly claims the reasons for rejection were "a farce."

"The real reason," he said, "is a fear that if they pay the guards in Buffalo it will mean extra money for thousands of other State employees in similar circumstances."

With backing from his chapter, Kelly now has appealed to the Civil Service Commission, demanding a prompt hearing.

Career Ladder For Teachers

ALBANY—The Special Institution Teachers Committee of the Civil Service Employees Assn., met here recently to formulate plans for a career ladder for teachers and vocational instructors.

Committee members agreed to submit to the Department of Civil Service their own plan for the career ladder, and expect to meet once more to finalize their proposals before they are submitted. The Civil Service Department is currently considering another plan.

Attending the luncheon meeting, held at Schwart's Motor Inn, were George E. Bracey, committee chairman; William Deck: William J. Boone; Marion Spring; Ralph G. Offen; Joseph Cambrid; Robert F. Gibbs; Jeanne Sweet; Patricia J. Sullivan; and E. Riley.

Course For State Clerks

ALBANY—Albany Business College has announced that an eight-week course to prepare persons to take the State's principal clerk examination will begin on March 1. Fee for the course is $25.

The course, which will cover the basic rules of the principal clerk's test, is applicable to almost all principal clerk positions in State service. It begins at 8 a.m. every Saturday and lasts until 12 noon, where it will be a break the Saturday before Easter.

Persons interested in taking this course should contact Andrew Carroll, director of the Evening Division, Albany Business College, 121 Washington Ave., telephone (518) 465-3460.

BUFFALO Guard Fighting For Pay Differential

ALBANY—Extra pay for all State employees who work other than the day shift has been requested by the Civil Service Employees Assn.

The application for a shift pay differential has been sent to Cornelia M. Hanrahan, director of the State Division of Classification and Compensation, by CSEA's director of research, William L. Bloom, who, at the same time, criticised the rules applicants must follow in making such requests.

Bloom said the State budget director has "placed unreasonable obstacles" in the path of employees. At the same time, he added, the rules applicants must follow are not "verging on a serious mistake ... which, up to this time, has benefitted no one."

The CSEA said "The State should bow its administrative head in shame because of the way it has treated its employees in refusing to establish Statewide shift differentials for all State employees who are required to work on a shift other than the normal day shift."

"This type of apathy on the part of the State ... should not and cannot be tolerated much longer."

The research director cited the Division's own "Report of Salary Survey of Selected Hospital Titles" issued last July which "demonstrates the common use of shift pay differentials in non-State-operated hospitals throughout New York State."

The figures contained in the survey, which covered 206 hospitals, "clearly indicated the need for a shift differential of no less than ten percent for all State employees working the evening, midnight or night shift," Bloom said.

"These differentials should be granted without prejudice because of the red tape and unrealistic conditions set forth in the budget director's rules," he added.

Bloom also told Hanrahan that the shift differential program should operate similar to that of the one for California State employees which is closely aligned with the procedures followed in private industry.
Many Areas Of NYS Need Printing Buyers

Printing purchasing agents and assistant agents are urgently needed by the State in several areas. The jobs pay $5,000 to $11,400 and $7,660 to $8,500 respectively.

Examinations for appointment to these positions will be held in various locations throughout the State on April 12. Applications will be accepted until March 10.

Qualifications, to be met prior to the examination date, are: for purchasing agent (five years), three of full-time, paid, responsible experience dealing with at least a large volume of printed matter, including the writing of specifications, to a large extent for a private agency. For assistant purchasing agent, two years of full-time, responsible experience in the purchase of a variety of materials, supplies or equipment for a large public or private agency.

College education may be substituted for experience at the rate of two years of college for one year of experience up to a maximum of two years of experience. Such college study must have been at a regionally accredited institution or one recognized by New York State.

Examinations consist in the actual purchase of items, by formal or informal bidding, in a variety of forms, in a specific field. Preparing and submitting order forms and processing purchase orders are not considered to be qualifying experience.

For applications and further information contact R-275, New York State Department of Civil Service, State Campus, Albany, 12266.

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- Exam To Be Held On April 5

Candidate Patrolmen for New York City's Police Department will be examined on April 5 and will have until March 26 to apply at the Department of Personnel, 49 Thomas Street, New York, N.Y.

Starting salary for the end of the first year, $352, third year, $532.

The salary reached through a $9,383.

Not in any (20) is uniform

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CSEA Strike Deadline

(Continued from Page 1)

BITTER MANDATE — Dr. Theodore Wend, Statewide president of the Civil Service Employees Ass'n, announces the result of the strike which mandates job action unless the State Administration resumes negotiations immediately with CSEA.

Rockefeller cited reference to the $350 minimum in his budget but claims funds have been set aside to finance this and other offers made to CSEA during negotiations. At the same time that the Governor refuses to divulge what the other offers are, on the grounds that the specific benefits to be provided "should if possible await the negotiations which will take place upon resolution of representational issues currently pending.

This thinking is absurd. Union negotiations are resumed immediately there won't be any at all, and State employees for the second straight year have been deprived of the right to representation. The whole purpose of the Taylor Law — to provide harmonious relations between New York State's public employees and their employers — will have been thwarted. By both the Governor and PERB.

1. Prior to the Nov. 27 unit determination by PERB, Council 50 (APSCMED) staged a series of strikes against several Mental Hygiene Institutions.

Council 50 claimed it struck because CSEA's negotiations were not a single unit, bowed to imfla­ tionary increases in the cost of living before the Appellate Division.

While the PERB order was issued, the State Executive Committee met last week here to lay ground­ work for conducting the expected strike. No details on action it plans to take on PERB's new determination and its order stopping the strike.

Reasons for Provocation

The Governor issued the following statement: The events and circumstances which led the Employees Association has suffered "extreme provocation." Dr. Wend issued the following statement:
The events and circumstances which led the Employees Association has suffered "extreme provocation.

1. Council 50 was negotiating with the State over a four percent across-the-board raise (with a $250 minimum) which was rejected by CSEA.

2. Governor Rockefeller, in early 1966 was reported by the Union as publicly stating that CSEA's recognition was for only one year and that elections would be held to determine a bargaining agent at the end of that year. Yet the Governor and CSEA, on Nov. 21, 1968: "By demanding that I call elections which I have no power to call in employee units which haven't even been designated, Council 50 is not dealing candidly with the mental patients who are the real victims in this strike.

Governor Rockefeller backed up CSEA's local position as bargaining agent in its Nov. 27 order, stating: "The Board also found that negotiations conducted to date (Nov. 27) between the State and Civil Service Employees Ass'n, entirely local and proper.

4. In an apparent attempt to end the walkout, PERB appointed an impartial "mediation" panel in which both Council 50 and State representation participated. When

Hence, basically the same situation exists now as was the case when Governor Rockefeller said, in a statement to the press on Nov. 21: "The State continued to negotiate with CSEA beyond the initial one year period which expired last Friday (Nov. 19) because the Board (PERB) still has not designated the employee negotiating unit. We believe the Governor's contention that the State is taking action in connection with its determination could not be agreed upon even after it was held.

The issue was then brought before the Appellate Division which granted CSEA's request for a stay against PERB's unit determination and its order stopping the negotiations. Here again the Governor reversed himself by joining the legal fray on CSEA's side as an intervenor in favor of the single unit determination.

7. The latest Appellate Division decision means that neither the unit determination nor the order stopping negotiations are enforceable at this time. In other words, PERB legally has not designated the employee negotiating unit until new held elections.

Bowing To Press

5. Governor Rockefeller, who recognized CSEA as the exclusive bargaining agent for 124,900 State employees, who sought to throw out an earlier PERB six unit determination, held the State single unit, bowed to inflat­ ionary increases in the press brought on by the walk-out, and completely reversed his position by stating: "Though the next PERB determination is not the State's initial designation under the law of negotiating units, we must be aware that the cost of living is increasing and that a temporary order restraining PERB from taking any action in connection with its determination could not be agreed upon even after it was held.

The issue was then brought before the Supreme Court and obtained a temporary order restraining PERB from taking any action in connection with its determination. However, the stay was later thrown out on a motion by PERB on the grounds that the determination could not be appealed until after elections were held.

The issue was then brought before the Appellate Division which granted CSEA's request for a stay against PERB's unit determination and its order stopping the negotiations. Here again the Governor reversed himself by joining the legal fray on CSEA's side as an intervenor in favor of the single unit determination.

8. It is also significant that while bargaining talks were in progress the Governor officials promised CSEA that he would continue to negotiate until legally stopped. He has broken that promise to State employees. The State Supreme Court's Appellate Division by continuing CSEA's stay against PERB has said in essence that there is no legal barrier.

We Can Legally Bargain

We believe the Governor's con­ tention is that the PERB order must be vacated in order for the State to resume negotiations. Whether it is vacated or temporarily stayed is purely academic. The fact is, the order is currently unenforceable, according to the Court. Rockefeller is very much aware that whatever the Appellate Division decides, the issue will be taken to the Court of Ap­ peals, thus creating no more time which could be spent at the bargaining table. If he manages to avoid bargaining until April 1, 1969 he will be able to set away with giving State employees only the meager offers contained in his new budget.

Our delegates voiced their satisfaction with these offers and vented their frustrations with their near unanimous strike vote of Feb. 17.

The events and circumstances which led the Employees Association has suffered "extreme provocation."

Dr. Wend issued the following statement:

The events and circumstances which led the Employees Association has suffered "extreme provocation."

1. Council 50 has been negotiating with the State since Sept. 27, 1968 when a three-member PERB determined the employee negotiating unit.

2. The State Public Employment Relations Board issued a determination on Nov. 19 that State employees whether employed in five collective bargaining units and an order halting negotiations pending (bargaining agents) were determined for each of the units totaling 124,900.

3. Before negotiations were stopped the Governor's repre­ sentatives interfered with the employees (a percent across-the-board raise (with a $250 minimum) which was rejected by CSEA.

THE DOTTED LINE — New benefits for employees of Village of Freeport are won in contract recently signed by: rear, left, Freeport unit vice president William Williams, Nassau chapter president Irving Flaumenbaum and village negotiator Ed Consalvo; and, seated, from left, Freeport CSEA president Henry Skillington and Mayor Robert J. Sweeney. Past gives $600 pay boosts, time and one-half pay, health program, new seventh-year longevity step and other benefits.

DISCUSSION — George Koch, president of the Long Island Conference, Civil Service Employees Association, enjoys a humorous moment with Thomas Lappone, regional field supervisor, CSEA, left, and Natalie Zame president of the Kings Park State Hospital chap­ ler, CSEA, during a discussion prior to the recent meeting of the conference at Priole's Restaurant, Smithtown.

Long Beach

(Continued from Page 1)

short of what was demanded," said Nassau chapter president Irving Flaumenbaum in a letter to The Daily, "we would, in order to resolve this dispute, accept the recommendations."

Flaumenbaum asserted that the negotiations had been complicated by what CSEA considered provocation and unfair labor prac­ tices by the board. However, our position has been upheld, CSEA workers have negotiated themselves with quiet dignity in a struggle for fair treatment. Now it is up to the board to come to terms with reality.

Reappointed

ALBANY—Fredric J. Car-
Commercial Twy Rep.

At present there is one vacancy for an assistant Thru-way commercial representative, with more vacancies expected in the near future.

The salary is from $7,500 to $9,500. Minimum requirements include possession of a New York State drivers license and four years of satisfactory experience in a responsible position, which provided a thorough knowledge of all phases of the trucking industry, including traffic dispatching and business promotion.

Graduation from a regionally accredited college or university, or one recognized by New York State, and two years of satisfactory experience as described above.


Labor Relations

Lawrence H. Baer announced recently the appointment of Thomas A. Milano as labor relations officer of the United States Civil Service Commission's New York region, which covers New York and New Jersey.

Milano will provide technical advice and assistance to agency in labor relations matters and the coordinated Federal wage policy. He will also be responsible for providing information to unions.

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At this moment there is no legal obstacle to prevent the Governor from negotiating with CSEA. PERB’s actions on the five unit determination are legally at a standstill. Therefore, according to the Taylor Law, CSEA with 105,000 members out of 124,000 State workers is still the legal bargaining agent for the State unit.

So why doesn’t the Governor negotiate? Because he knows CSEA members will not hold still for the insulting 4% pay raise. In effect, by refusing to negotiate, he has made State workers the sacrificial goat in trying to solve his budget problems. State workers are tired of being made the goat.

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