CSEA SLAMS STATE PLAN

ALBANY — The 165,000-member Civil Service Employees Assn. has served notice on Governor Rockefeller that it completely rejects an Administration determination as to which State personnel are to be considered management and thus excluded from the Civil Service system. CSEA president Theodore C. Wendt told the Governor his organization intends "to use every legal means at our disposal to fight this unreasonable action."

The focal point of the strong CSEA reaction is a recently released document prepared by the State's official negotiating committee, comprised of Alton G. Marshall, secretary to the Governor; T. Norman Hurd, State Budget Director, and Mrs. Elsa Poston, State Civil Service Commissioner, listing more than 7,000 positions in the State service which would be removed from the large general bargaining unit.

Whole Agencies Excluded

According to Wendt, CSEA antagonism stems not only from the scope of the exclusions, which include many higher level jobs potentially non-managerial, as well as including a number of lower grade positions completely uninvolved in the management function, but from the fact that certain entire agencies have been excluded.

(Continued on Page 16)

ALBANY — The State Legislature has given its approval to the new pension plan for State employees won last March by the Civil Service Employees Assn. in negotiations with the State Administration. The new plan will provide a half-pay retirement benefit to workers whose accumulated contributions, coupled with the State's pension share, would not have added up to the necessary amount in order to provide a half-pay retirement allowance.

The new bill is a big improvement to the existing 1/60th pension plan which now is reenacted only to 1900 and which has been non-contributory since 1938. Retirement will continue to be on a non-contributory basis under the CSEA-negotiated plan.

The CSEA plan, hailed by many as the finest for public employees of any State, was won in mid-March and accepted overwhelmingly by the CSEA-delegates on a March 14 meeting in Albany. The pension plan is the second CSEA-negotiated item to pass the Legislature—the first being the recent 3% minimum pay raise, already signed by the Governor who is expected to sign it into law shortly. It was after 20 years of legislative negotiation that CSEA reached this level of agreement with the Governor's administration.

SEN. EDWARD S. LENTOL

ed by the Governor and in effect

since April 1.

Small changes in the current retirement options are noted in the plan. (Continued on Page 16)

CSEA And PBA Joined Forces

Troopers Win 20-Year Retirement

ALBANY — A 20-year retirement bill for members of the State Police, jointly sponsored by the Civil Service Employees Assn. and the Police Benevolent Assn. — State Police employees had passed both houses of the Legislature and is awaiting the approval of Governor Rockefeller.

CSEA and PBA recently joined forces to ensure that the bill, which would guarantee half-pay retirement after 20 years, regardless of whether no 36 would be passed by the State Legislature and signed into law this year.

Both CSEA and PBA were highly pleased with the Legislature's introduction of the bill and promised to push it through their respective chambers. Signed out by the employee representatives were Senator John Flynn and Representative Ronan Stapfand and Assemblymen Harold Colin and Victor Wayars.

Besides being non-contributory, the new pension bill would provide an additional benefit over half pay of 1/60th final average salary for each year of service after 20 years and before 30 years. With a compulsory retirement age of 62, the new bill would also guarantee credit for eligible military service at the present rate and provides a pension for those State Police members who have been 20 years at the mandatory retirement age. Pension credit also would be given, in the case of the latter, for each year of service in the system other than as a trooper, not to exceed half-pay.

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(Continued on Page 16)

SEN. JOHN E. FLYNN

Sign into law shortly. It was sponsored for CSEA in the Sen-

by John E. Flynn (R-Bronx) and Edward S. Lentol (D-Bronx).

Together, the new plan, virtually all State employees are guar-

anteed a pension at age 55 after 30 years service.

The main provision of the new plan is that it is made retrospective to 1938 which erases a pension disparity among many of the long-time state employees. In other words, the new plan guarantees half-pay after 30 years to those workers whose accumulated contributions, coupled with the State's pension share, would not have added up to the necessary amount in order to provide a half-pay retirement allowance.

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SEN. EDWARD S. LENTOL

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Small changes in the current retirement options are noted in the plan. (Continued on Page 16)
**School Guards Unit To Meet**

A general meeting of the Nassau County School Crossing Guards Unit, Civil Service Employees Assn. will be held at Police Headquarters in the Assembly Hall, Wednesay, May 20, at 8 p.m.

Presentation of the nominated slate of officers and representatives and voting will take place.

**DON'T REPEAT THIS**

(Continued from Page 1) the State's Upper House would soon show that Brydges was one of the seamy iron men in the Legislature.

As the 1968 session of the Legislature drew to a close, this image was more pronounced than ever. Senator Brydges, these past few months, has taken some of the strongest and most controversial leadership stands in the Legislature — and has come out not a winner on most of them.

Brydges pictures himself as a "responsible" leader in the Senate, and because of that holdout for action on a tax program this year, although the thought was ineludable to most of his colleagues who dearly wanted to avoid this sticky issue in an election year, the dire need for new State finances. He get his way.

**Backed Employee Programs**

Following the announcement that taxes would be increase, Brydges was put under considerable pressure not to give State employees either a pay raise or a fully-retroactive guaranteed retirement plan. Said Brydges: "I gave my word to the Civil Service Employees Assn. on supporting these measures and I intend to support them," Both important pieces of legislation were passed.

Deentralization of New York City schools is one of the hottest items in the Legislature and, at this writing, the Assembly had become passivie on the issue and turned over responsibility for initiating legislation in it to the Senate — that is to say, Brydges. He has taken most of the brunt of trying to find an acceptable solution to this thorny problem which would satisfy teachers, parents and all other interested parties and whatever happens will bear his stamp.

In another area, Brydges filled a promise made to voters when he urged defeat of the proposed new State Constitution as a single unit but then declared he would support legislation for a Constitutional amendment allowing for repeal of the Blaine Amendment, which forbids State aid to private educational institutions. That amendment passed the Senate recently.

Medicaid was another hot topic of debate in the Legislature this year and the Majority Leader, according to Brydges, thought the program was too overextended. He brought down the storm of criticisms from all areas for his stand — but he did prevail in getting the program cut down.

This column does not intend to detail Brydges' total score of votes and votes against, for the purpose is to illustrate the new Brydges, the unrelenting, strong leader and man of action, has emerged stronger than ever and even more of the same in 1969.

**Governor Names Leader**

Gov. Rockefeller last week announced his appointment of a 33-member committee to explore ways of bringing minority-group persons into the news industry.

He named State University Chancellor Samuel B. Goldmark as chairman of the non-salaried committee. Vice-chairmen will be Bill D. Moyers, publisher of Newsday, and Robert J. Malm, chairman of the State Commission for Human Rights.

Also appointed a member of the committee was Paul Kever, editor of the Leader since 1965.

Earlier this year, Rockefeller said he would set up such a committee, "if the need arises." There was a need for "an examination of our own educational systems to make sure that the minority groups of this country are given the same educational opportunities that the majority has been given and that it has always enjoyed." Rockefeller said he had named the unit "to make recommendations in four major areas: helping more young people from minority groups enter journalism schools, helping more jobs for qualified minority-group persons, newspapers and in radio and television.

The committee includes representatives from the fields of print, broadcast, education, city and urban affairs, and the arts.

For further details and itineraries — "Developing a deeper and more realistic understanding of the inner city and minority group problems, so that the public and whatever happens will bear his stamp.

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FOR FURTHER DETAILS & ITINERARIES WRITE OR PHONE

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Central Conference Installation Set For June 21 In Syracuse

SYRACUSE—New officers of Central Conference of the Civil Service Employees Assn. will be installed at the group’s summer meeting, June 21 and 22, in the Hotel Syracuse Country House.

Nominated for president of the conference is Arthur F. Kasson of Syracuse, now first vice-president. He would succeed Mrs. Clara Boone of Utica.

Other candidates nominated at the Spring meeting in Oneonta are: Charles Ecker, Syracuse State School chapter, first vice-president; Floyd Puehse, State University at Oswego chapter, second vice-president; William Flency and Henry Mielnik, both of the St. Lawrence State Hospital chapter, third vice-president.

Also, Florence Drew of Binghamton chapter, incumbent, and Irene Carr, Oneonta chapter, secretary, and Tom Ranger of the State University at Syracuse chapter, and J. Arthur Trembl of Utica State Hospital chapter, Inc.

(Continued on Page 14)

Air Fare Only—$125

4-Day Las Vegas Tour Set June 20

A four-day tour to Las Vegas is now open for booking by members of the Civil Service Employees Assn. Departure date is June 20 and the low price of $189 will include round trip jet transportation, most meals, sightseeing and many extras.

Space on this popular trip is quite limited and immediate application should be made by writing to Sam Emstock, 1009 East 28 St., Brooklyn, N.Y. telephone (212) 253-4488.

CIVIL SERVICE LEADER

Tuesday, May 28, 1968

**Rochester State Hospital Chapter Installs Smith**

(Special To The Leader)

**ROCHESTER —  R o b e r t  S m i t h was installed as president of the Rochester State Hospital chapter, Civil Service Employees Assn., at the group’s 18th annual dinner dance here recently.**

The affair, recently held at the 5th Avenue House in Rochester, coincided with the presentation of the “Psychiatric Aide of the Year Award,” to Barbara Jones for her exceptional work at the hospital.

**Installation**

Claude E. Rowell, fourth vice-president of CSEA, was toastmaster for the event. Joseph H. Roulier, director of public relations for CSEA, was the principal speaker. Roulier spoke on the new retirement plan for State employees negotiated by CSEA and about the tax-free maintenance case which involved members of Rochester State Hospital chapter.

**Installation**

CSEA Opens Higl

**NYACK — George Celentano, president of the Rockland State Hospital chapter, Civil Service Employees Assn., has announced the inauguration of a high school equivalency class, for employees of that institution.**

Celentano singled out the members of a chapter committee who generated interest in the program among the employees and investigated various sources of financing, composed of Martha Most, Oceana LaBert, and Rosalyn Shuerman.

Celentano said it was the CSEA committee’s fast finding that convinced the Education Bureau of the Department of Mental Hygiene to allocate funds for the project.

**CLASSES SET**

George Celentano beams happily after his announcement of a high school equivalency class to be conducted at Rockland State Hospital. With him are Martha Moss, left, and Rosalyn Shuerman, right, members of the Civil Service Employees Assn., committee who spearheaded the drive for the program, and Mrs. Naomi Coleman, RN, center, who will be as chairman of the screening and policy committee.

**Partake**

Celentano also noted that the chapter will hold its annual dinner dance on June 15, at Singer’s in Spring Valley. Tickets are $7.50 per person.

**Job Requirements**

**ROCHESTER — City personnel officials are preparing to lower minimum requirements in an effort to fill vacant posts especially in the clerical and technical fields.**

City Manager Seymour Bicher said recently he asked for a lowering of standards because of the City’s tight labor market and competition from other governments and business and industry.

"In the difficult labor market which the City and all other public employers in our area face," he said, "it is essential that the employing agencies of the city, particularly those which are having difficulty filling vacancies, do all in their power to meet the minimum requirements essential to getting the job done.”

**In my conversations with ap­pointing officers I have found that some specifications being used toward are not being included in the list of in-demand positions. That is a danger true today.”

"I am asking department heads, particularly those with long­standing vacancies in clerical and technical fields, to consult with Raymond Croup of the Civil Serv­ice Office and Stanley Thomas of the Personnel Department to ex­amine the minimum requirements which may prevail to determine whether they might be adjusted downward without serious injury to the operation of the depart­ment."
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We're Just Across the River And The SAVINGS Are Worth The Trip.
Harlem Valley Hosp. Honors Its Retirees

WINGOLA—Harlem Valley State Hospital conducted its annual reception in Smith Hall recently in honor of employees who had retired or attained 25 years of service. Approximately 300 persons attended.

Dr. Lawrence P. Roberts, director of the hospital, spoke and introduced the members of the Board of Visitors including Lloyd Hale, the hospital's business officer; Mrs. Wende Aldrich, personnel administrator; and Rooney Mason, president of the hospital's chapter of the Civil Service Employees Assn.

Judge Reuben Frith and Mrs. Thomas Boyce presented retirement scrolls, 25-year pins were presented to the ladies by Dr. Robert Elliot and buttons to the men by Mrs. David Quick.

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Mis-management

I

In the creation of a management class within the State Civil Service, the perpetrators of the proposed list of excluded employees show an ignorance of some of the basic aspects of good labor relations and an appalling lack of knowledge of what constitutes the Merit System. The Rockefeller Administration has asked the State Public Employment Relations Board to accept as management personnel one entire department—Civil Service—and hundreds of other titles, most of whose duties have little or nothing to do with genuine evolution of management policies.

What we object so strongly to is not the creation of a management class but the creation of a special group of State employees who will receive that classification without any of the normal prerogatives that go with such a privilege. Of the roughly 7,500 employees who will be declared "managers," some 6,000 are currently excluded. If not more, will continue to stay in the graded salary schedule. This means they will continue to move along by competitive examinations in most cases and will receive wages benefits according to schedules and negotiated successes for the entire title. A true management class is appointed at will, without regard to any system of job protection; is removed at will, and is paid according to performance. Of the supervisors, the majority of their fellow workers in State service and their salaries compare in the same ratio as similar employees in the private sector.

Above all, this proposed class is a direct blow at the civil service employees which started last year as the idea of Oscar Dealey, Jr., City Editor

Carol F. Smith, Assistant Editor
N. H. Mager, Business Manager

ALBANY—Joseph T. Bellows—333 So. Manning Blvd., IV 2545

(450 words)

Page Six

CIVIL SERVICE LEADER

Letters to the Editor

Letters to the editor must be signed and addressed. They are subject to publication upon request. They should be no longer than 250 words and we reserve the right to edit published letters as seems appropriate. Address all letters to:
The Civil Service Leader
570 Madison Ave.

Aides & Attendants

Editor, The Leader:

It is immorality to me that R.N.'s and we P.N.'s can work on the same floor with aides and attendants without feeling any discomfort. While we are getting a fair differential in our pay scales for evening and night work, they receive none whatever in their pay scale.

How in the world will we get our job done and the patients get full care without the aides and attendants? I've been to a ORSA meeting, I'm ashamed to say. But I certainly will go now if I can prompt this.

J. VAN DEUSAN, P.N.
Hawthorne, N.Y.

Correction Marks

Editor, The Leader:

The New York State Narcotic Correction Officers took a promotion examination Feb. 7, 1968. Less than 2,600 officers took the examination, and as of date the results of this examination have not been released.

It's rumored among the different facilities that the result were so low that nearly all failed and it was stated that the results are known only to the administration of the various centers.

The Civil Service Commission has proven itself capable of framing reliable examination questions and it is shocking that old questions are reused to such an extent. Moreover, the practice of denying the candidate the right to retain his examination booklet handicaps him in exercising his clear discretion. The Court of Appeals in Gruner v. McNamara and other cases.

The Civil Service Commission's justification, above quoted, for its policy toward examination questions satisfies the Court of its reasonableness. In the case of Burns v. Suffolk County Civil Service Commission (New York Law Journal, May 15, 1968, page 19). The proceeding was brought because fifteen questions out of seventy-five comprised a promotional examination for Sergeant in the Suffolk County Police Department were identical with those in an examination six months earlier for the position of Detective Investigator for the Suffolk County Attorney's Office. Many of the patrons who took the earlier examination also participated in the Sergeant's examination. The petitioner, participants in the Sergeant's promotional examination, argued that the examination which was taken the earlier examination, sought judicial annulment of the examination on the ground that competitors who had taken both examinations had the unfair advantage of familiarity with the fifteen reused questions.

The Suffolk County Civil Service Commission correctly moved to dismiss the petition. It pointed out that forty-five candidates competed in both examinations. Of such applicants, many who failed the first examination also failed the second examination but only two scored lower on the second than on the first. Moreover it seems that the petitioners would have failed the Sergeant's examination if it allowed full credit for all of the fifteen repeated questions.

Justice Jack Stanislaw held that the repetition of the fifteen questions was not an improper exercise of discretion and that the petitioners were not unreasonably aggrieved in such a repetition. In the words of Justice Stanislaw:

One cannot expect examinations to be given in a vacuum. Respondents' judgments as to the repetitiveness of repeated questions on examinations appears not only practical but reasonable and within the proper exercise of their discretionary powers.

BE THAT AS it may, the convenience to the Commission of reutilization of old examination questions should perhaps yield to the inconvenience visited upon the civil service employees desirous of exercising his unquestioned right to attempt a competitive examination. Moreover, the framing of new questions for each examination is not unduly burdensome for the experienced examinees of the Civil Service Commission and would eliminate possible error to those candidates who have become familiar with repeated questions.

Martin Honored

POUGHKEEPSIE—James Mar

The Civil Service Law & You

Test Booklet Retention

In accordance with the policy of the State Department of Civil Service, an examinee may not retain a copy of the test booklet. As the following notice in this policy was published in the State Personnel News for October, 1967, a periodical distributed to State employees.

First, the value of a test question as a measure of an applicant's capabilities cannot be accurately appraised until the question has actually been used in one or more tests and exposed to appraisals by candidates. As each new test question is used in civil service examinations the results are carefully analyzed to determine whether the question is free of defects and—more importantly—whether or not it has served to separate the more capable from the less capable candidates. Because candidates are not allowed to take away or copy test questions, those which prove effective in actual competition are available for reuse. Approximately 80 percent or more of the questions from State civil service examinations have been used before.

However, it is obvious that the competent personnel of the Civil Service Commission has proven itself capable of framing reliable examination questions, and it is shocking that old questions are reused to such an extent. Moreover, the practice of denying the candidate the right to retain his examination booklet handicaps him in exercising his clear discretion. The Court of Appeals in Gruner v. McNamara and other cases.

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**This Week's Civil Service Television**

Television programs of Interest to civil service employees are listed below. For complete details, see your local program. Programs are broadcast daily over WNYC, 10 a.m.–3 p.m.; 5 p.m.–9 p.m.; 10 p.m.–4 a.m.

**Monday, June 3**
- 1:30 p.m. – Around the Clock – N.Y.C. Police Department training program: "Crowds–Psychology and Tactics."
- 2:30 p.m. – On the Job – N.Y.C. Police Department training program: "Crowds–Psychology and Tactics."

**Tuesday, June 4**
- 1:30 p.m. – Around the Clock – N.Y.C. Police Department training program: "Crowds–Psychology and Tactics."
- 2:30 p.m. – What's New In Your School – Series on N.Y.C.'s Public Schools – "Police Department training programs."

**Wednesday, June 5**
- 1:30 p.m. – Around the Clock – N.Y.C. Police Department training program: "Crowds–Psychology and Tactics."
- 2:30 p.m. – What's New In Your School – Series on N.Y.C.'s Public Schools – "Police Department training programs."

**Thursday, June 6**
- 1:30 p.m. – Around the Clock – N.Y.C. Police Department training program: "Crowds–Psychology and Tactics."
- 2:30 p.m. – What's New In Your School – Series on N.Y.C.'s Public Schools – "Police Department training programs."

**Friday, June 7**
- 1:30 p.m. – Around the Clock – N.Y.C. Police Department training program: "Crowds–Psychology and Tactics."
- 2:30 p.m. – In the Law Library – Initial Representation of the Criminal Defendant."

**Saturday, June 8**
- 1:30 p.m. – Community Action – Examination of Health and Welfare Services.
- 2:30 p.m. – On the Job – N.Y.C. Police Department training program: "Crowds–Psychology and Tactics."

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**Dental, Hygiene Tests**

The City Police Department is offering examinations and tests for employees at the following locations: Tuesday, June 3, 9 a.m.–4 p.m.; Thursday, June 5, 9 a.m.–4 p.m.; Friday, June 6, 9 a.m.–4 p.m.; Monday, June 9, 9 a.m.–4 p.m.; Wednesday, June 11, 9 a.m.–4 p.m.; Thursday, June 12, 9 a.m.–4 p.m.

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**Women Easily Learn to INVESTIGATE ACCIDENTS and ADJUST CLAIMS**

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---

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Alas, the carburetor.

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So every now and then it would do thoughtless little things: Like get everything dirty. Waste gas. Shamelessly pollute the air.

"Our new computer would never behave this way."

In the first place, it's too educated to get everything dirty. It's always properly informed about changes in the speed, engine temperature and load. So it's always properly informed about what's improper.

And it's too shrewd to waste gas.

Since it knows everything precisely, it can decide everything precisely. And its decisions about how much fuel you need are so precise that you actually wind up burning less gas!

Finally, it's too prudent to shamelessly pollute the air.

(No unburnt fuel around the engine means no unburnt fuel to evaporate in the atmosphere, even the pollution from exhaust fumes is greatly reduced.)

Just think. When you get a carburetor-less VW, you don't only become the proud possessor of a sound body, but of a brilliant mind.

---

**Officer**

- Capt. B. Smith

**Department**

- N.Y.C. Police Department

**Station**

- 73rd St., H.V. (Tel. 673-4811)
Div. of Parade Chap. Elects Fitz-James

Robert A. Fitz-James has been elected president of the Division of Parade, Albany chapter of the Civil Service Employees Assn.

Other officers elected after the chapter's recent vote include: Harold Cannon, vice-president; Joan Little, secretary; and Ruth Lovegrove, treasurer.

Executive committee members elected were: Henry Basiloff, vacancy representative; Arthur McCabe, parole officer representative; and Paula Calcello, clerical representative.

News Media Committee Appointed

(Continued from Page 2)

Westphaltont Broadcasting Company Inc.: Miss Rosealine Mason, business manager, Parade Magazine.


Corrections Chapter

Names Chairmen

ALBANY—David Harris, president of the Civil Service Employees Assn. recently as Claude Rowell, vice-president, announced that the following chairmen were appointed to the respective committees for the current year:

Legislative, Anne Carey: Social & Recreation, Judy Salser; Education, John Gill; Membership, William Armstrong; Grievance, Ir- ene Dougherty; Auditing, Donald Maloney and Publicity, Marian Farrelly.

An Almost Perfect Record of Success By Delehanty Students

On May 17, 1968, the N.Y.C. Department of Personnel officially established a list of individuals who passed the examination held the day before for Promotion to the rank of CAPTAIN in the N.Y.C. Police Department. Since that examination, however, 6 of the 93 retired from the Department, and 7 of those promoted from the preceding list for CAPTAIN before it expired.

Thus, the 93 names actually result in only 80 being eligible for Promotion, of those 80...
Builder Announces Spring Opening Of Vacation Project

Hickory Hills on route 940, off exit 40, interstate 80, White Haven, Pa., had its spring opening over the last weekend. Donald A. Gerson, the developer, announced that engineering is under way to service some 1,500 lots and future homes along seven miles of roads with a central sanitary sewage plant throughout the entire five sections remaining. Pehar homes have been built; 36 are under construction or on the drafting board.

Prices of model homes run up to $8,500, but start with a 16 x 24 Alpine Chalet with land for $585 on easy terms. A home savings plan for $50 down is available.

Help Wanted - Male

COLLEGE GRADUATES.

What happens to people nobody hires?

Nobody hires alcoholic. Or the one who can't get around or alone. Work. Or the over 60 years old who can't see or get along in the manner and who you are in the group, a big group, that gets along in the manner, some of them have a million in the state. And then they are sitting and they can't do anything. That's what they do for themselves.

He's a Case Worker if that's what you're doing. Good salary. After 6 months $7200.

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If you call the number one, if you can't get one, do the number two. And you can do the number three.

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New York City

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Summer Workshops Listed For 1968

Seven summer workshops available for educational leaders staff have been listed by the Office of Personnel. The schedule is:

- National Council of Christians and Jews—Human relations workshops, Adelphi College, City College, on July 7-11, $37.50.
- Bethel College—Typewriting course, Kansas City, July 1-5, $25.

More details can be found in the schedule.

Computers To Teach 6000 On 2.5 Million Grant

The New York City school system is developing a $2.5 million computer program to provide instruction to 16,000 city students in 16 schools. The project is supported by a grant from the Ford Foundation.

The computer is a central control and servicing unit for a large number of students, and is designed to teach students in a second language. The computer, called the "TEACHER," will be linked with the school's main computer and is expected to begin operating next fall.

The student will be able to select the language and test his progress at any time. The computer will provide immediate feedback to the student, and the teacher will be able to monitor the student's progress remotely.

The program will be implemented at several schools in the city, and the results will be evaluated to determine the effectiveness of the program.

Two Vocational Ed Advisors Added

Two new members have been appointed to the Advisory Board of the Office of Instruction and Guidance to advise the Board of Education on matters affecting vocational education.

- Miss Betty Bentz, secretary-treasurer of Local 6 of the Hotel, Motel and Club Employees Association.
- Miss Alice S. Pangborn, director of the Food Trade Educational Advisory Commission.

The new appointees will serve as members of the advisory group from July 1, 1968, until June 30, 1970.

Teacher Eligible Lists

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Americans of Italian Descent, Inc.

AID is a national organization of thousands of American-Italians and friends united to combat defamation, discrimination and bigotry wherever they appear, and to maintain and enhance its proud dual heritage through programs of education, culture and social action.

American-Italians need apologize to no one. The United States has been enriched by our vast contributions to every aspect of its life and culture. It is an acknowledged fact that we are, and always have been, a productive and creative segment of the population.

However, we will not rest on our laurels. We will continue to strive toward greater heights, not only because of pride and confidence in our talents and capabilities but also because, as good citizens, we seek the betterment of the community. We firmly believe in self-reassessment and in positive programs that will further enhance our image as a counteraction to attempts to debase it. To achieve this objective, AID has set its sights on the following goals:

1. AID will focus on young people, particularly those of Italian background to assist and encourage them to develop their full potential through education and other programs.
2. AID's Youth Committee will involve our young people and their friends in programs of good citizenship and personal and civic pride.
3. AID will make every effort to raise funds to build youth centers where needed to take young people off the streets and to channel their energies into productive pursuits.
4. AID will strengthen and expand its Legal Committee to help the first-offender and to develop a system of moral and vocational rehabilitation.
5. AID will survey job opportunities and seek placement for American-Italian boys and girls at all times, but especially during school vacations.
6. AID will seek to nourish pride in our rich heritage so that our youth may be inspired to emulate the giants, past and present, of Italian culture.
7. AID will set aside, from its fund-raising campaigns, substantial sums to build homes for the aged, wings to hospitals and will foster programs for scholarships and the endowment of Chairs at leading universities.
8. AID will seek to work closely with all governmental and private agencies and with foundations whose purposes coincide with the above.
9. AID extends the hand of friendship and cooperation to all racial, religious and ethnic groups working toward similar ends.
10. AID will strive to make certain that American-Italians are given the respect, recognition and representation they deserve in government, in industry, in the professions, and in every field of activity in which they engage.

In implementing these objectives, AID will not retreat from its firm stand against those who have unfairly stigmatized American-Italians as a group. As we develop and project our program, we urge those who control the mass media and other channels of communication to publicize with greater emphasis the creative deeds and contributions of Americans of Italian descent and, indeed, of all other people who contribute to the welfare and progress of this nation.

We ask all American-Italians and all fair-minded people to join AID and help us achieve these worthy goals. Membership is open to anyone of any ethnic, racial or religious background.

*Formerly using the corporate name: American Italian Anti-Defamation League, Inc.

Contributions are tax deductible.
U.S. Government

CIVIL SERVICE LEADER

by

WILLIAM T. PARRY
Commissioner of the New York City
Municipal Transit Authority
BLUE CROSS-BLUE SHIELD

Albany, New York

This Column will appear periodically.

In answer to a recent question from Mr.
Mr. Parry will answer questions rela-
tively. As a public service, Mr. Parry
claims. Only questions of general
interest pertaining to specific
situations are answered.

Q. My husband is applying for
disability retirement from
New York State School. I would
like to know if he will still
receive disability retirement
from New York State Civil
Service?

A. The surgical procedures
involved in this type of surgery are
performed in your doctor's office.

Q. I reported an accident
at work. How long must
I wait before I can file
for disability retirement?

A. The process of filing for
disability retirement can vary
depending on the type of
accident and the specific
provisions of your employer's
insurance policy. It is advisable
to consult with an attorney
or an advocate familiar with
disability retirement
procedures.

Q. I have been injured
on the job. Can I receive
worker's compensation
benefits in addition to
disability retirement?

A. In most cases, workers
compensation benefits and
disability retirement benefits
are not considered叠加.

Q. I am applying for
disability retirement due
to a chronic illness. What
are the eligibility
requirements for disability
retirement?

A. Eligibility requirements
for disability retirement
vary by state and
employer. Generally,
applicants must demonstrate
that their incapacitating
condition prevents them
from performing any work
that is suitable for their
earnings capacity.

Q. I am considering
applying for disability
retirement. What should I
expect the retirement
process to look like?

A. The retirement process
involves a thorough
review of the applicant's
medical and employment
history, as well as a
consideration of the
applicant's capacity for
work. The process may also
involve a hearing with
a disability retirement
appeals board.

Q. I have been denied
disability retirement.
What are my options?

A. In the event of a denial
of disability retirement,
applicants have the right to
appeal the decision through
the appropriate
disability retirement
appeals process.

Q. I am considering
applying for disability
retirement. What steps
should I take to ensure
success?

A. To increase the likelihood
of approval for disability
retirement, applicants should
thoroughly document
their medical and employment
history, including all relevant
medical records and
work-related
information. It is also advisable
to seek professional
assistance from an
attorney or advocate
familiar with disability
retirement.

Q. I am preparing
to apply for disability
retirement. What is the
procedure for applying?

A. The specific procedure
for applying for disability
retirement varies by
employer and state. In
New York State, applicants
must complete the
Disability Retirement
Application Form and
submit it to the
Department of
Retirement Services.

Q. I have been
awarded disability
retirement benefits.
What are the
requirements for
receiving these benefits?

A. To receive disability
retirement benefits,
applicants must continue
to meet the eligibility
requirements.

Q. I am considering
believing for disability
retirement. What is
the timeline for
processing my application?

A. The timeline for
processing a disability
retirement application
varies depending on
the specific circumstances
and the state's
disability retirement
procedures.

Q. I have been
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What are my options?

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Flaumienbaum Discusses Taylor Law Before Jefferson Chapter's Installation Dinner And Dance

Tuesday, May 28, 1969

In Welfare Dept.
Nassau Chapter Wins Reduced Work or Aides

MINEOLA — Growing a long time out of the Civil Service Employees Assn. Nassau chapter, on behalf of 80 percent of the State workers in the Social Services Department, the caseworker positions will be filled by July 1 so as to reduce costs, it was announced Monday night in Mineola, by Edward A. Weisberger, Nassau chapter president, who has been urging a new round of negotiations to guarantee the caseworkers a living wage.

"We've been fighting for this for a long time," Weisberger said. "Flaumienbaum, chapter president, after receiving a memorandum from Social Services Commissioner Joseph S. Barbaro, several days before the caseworkers would refuse to accept new cases in excess of 80 percent of the total adult cases and 60 child cases.

"We have been working for this for a long time," Barbaro commented in his memo and promised to continue efforts to guarantee the caseworkers a living wage. Barbaro also said all new workers will be expected to work an additional 20 percent above the legal limits to cover the increased costs.

"We were and still are prepared to back the workers to their 100 percent," Barbaro wrote in his memo. "We need to adjust the limits accordingly in order to follow the clause."

Barbaro was also asked to meet with the Nassau chapter about the various issues and advantages addressed by CSEA.

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CSEA To Meet With MI Officers

ALBANY — The Special Mental Hygiene Committee of the Civil Service Employees Assn., will meet with State Mental Health Commission Commissioner Allan P. Miller and his staff at 10 a.m. Friday to discuss various issues affecting the working conditions of employees at mental hygiene institutions throughout the State.

The conference will be at the Department of Mental Health at 44 Holland Ave. Here. CSEA spokesman said the meeting would be held to discuss the various issues impacting the working conditions of employees at mental hygiene institutions throughout the State.

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State Dept. Chaplains

State Officers and delegates for the coming year have been elected by members of the Department of State Chaplains. The following are among the new officers:

Marguerite Albright was elected first vice-president; Richard Getman, secretary; Donald Gebo, third vice-president; and Barbara A. Coppola, secretary; Dorothy Grant, treasurer; and Dorothy Grant, secretary.

Kasich will discuss membership in the CSEA chapter at the CSEA chapter meeting at 5 p.m. on Thursday, June 13, to discuss the various issues affecting the working conditions of employees at mental hygiene institutions throughout the State.

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New Regulations Offer Federal Job Protection

New regulations have been issued by the U.S. Civil Service Commission to protect the jobs of Federal employees whose positions are downgraded as a result of a change in classification standards.

When a significant number of employees are affected by adverse classification decisions, the Commission will allow an agency to carry implementation for a reasonable period of time, up to 1 year, subject to its development of an acceptable plan that will bring jobs into compliance with governing standards.

When a position is downgraded as a result of a gradual change in duties, the downgrading will be treated as a reduction-in-force action, for the first time giving elected employee assignment rights commensurate with their retention standing.

When the downgrading is due to the issuance of new classification standards or the correction of a classification error, it does not follow that the employee occupying the position should necessarily be reduced in grade, because the classification determination relates only to the position, and not to the incumbent. Accordingly, when a position is to be downgraded, the agency must attempt to avoid demoting the incumbent.

The agency may be able to save an employee's grade through other means, the new regulations provide that an agency shall make a positive effort to assign the employee to a vacant position so as to minimize loss in grade and pay.

A special situation occurs when a position is being downgraded, that the employee is qualified to fill. When there are no inappropriate vacancies at the same grade, and the downward classification is more than one grade, the agency will consider the employee for vacancies for which it is recruiting in intervening grades.

Consideration for reassignment must continue until the effective date of the demotion. When it is necessary to demote the employee, in an agency, at its discretion, may give him special consideration for reemployment to a position at his former grade as an exception to the merit promotion program.

In the written notice of proposed adverse action, the agency must inform the employee why his position is being downgraded, and what efforts the agency made failed. He must also be advised of his appeal rights to the Commission or the agency or both. Normally, the employee may appeal the classification issue alone or the entire demotion action.

The new regulations cover all General Schedule, Postal Service, and Wage Board employees.
CSEA Hits Management Class

CARLSTADT — Newly-elected officers of the State Insurance Fund chapter, Civil Service Employees Assn., were installed recently by Claude Rowell, fourth vice-president of the State CSEA, at a reception in the Fund building in Manhattan. Left to right, are: John Georgi, sergeant-at-arms; Louise Hall, recording secretary; Vincent Rohane, first vice-president; Randolph Jacobs, president; James Gannem, second vice-president; Mary Wanner, treasurer; Reverlee Mann, corresponding secretary; Kenneth Boyce, financial secretary and Rowell.

Park Commission Will Talk Only With Employees Assn., Acting Superintendent Vows

JONES BEACH — Alton G. Marshall, executive officer to the Governor, sent a letter to Dr. Theodore C. Wenzl, president of the State Insurance Fund chapter, CSEA, stating that State Beach are covered by the agreement reached between the State of New York and CSEA for the general unit.

This is in line with the decision by the Governor of the State of New York to recognize CSEA as the sole bargaining agent for State employees with the exception of the State college professors and State police.

The CSEA emphasizes this fact because opposition labor unions in Long Island claim to represent the seasonal employees in the State parks, particularly life guards.

In fact, Local 381 of the Service Employees International Union has erroneously informed life guards, and intends to continue to represent these employees and continue to fight for the benefits they deserve.

Wallace Pledges Strong Support To Dr. King's Dream

Frank E. Wallace, co-chairman of the Special Human Rights Committee of the Civil Service Employees Assn., in a letter to CSEA president Dr. Theodore C. Wenzl, pledged the committee’s support to the Reverend Dr. Martin Luther King Jr.'s program of non-violence and civil rights for all races and colors.

He was referring to his letter to the Reverend Dr. Martin Luther King Jr., which expressed his desire to influence the everyday activities of Employees Association members throughout the State.

The letter of support is aimed at helping to influence the everyday activities of Employees Association members throughout the State and to ensure that their efforts are directed towards the goal of racial equality and civil rights for all races and colors.

Wallace thanked Dr. Wenzl and expressed his hope that the letter would be taken as a sign of the CSEA’s commitment to the principles of Dr. King’s program of non-violence and civil rights.