CSEA IS Pushing Ahead On Plans For March 13 Statewide Strike

Stiffer Taylor Law Draws Sharp Rebuke From CSEA

ALBANY—Reported intentions by State leaders to speed through the Legislature resolutions to the Taylor Law which would penalize individual public employees for striking drew pungent criticism from Dr. Theodore C. Wenzl, CSEA president, termed the move absurd and negative, and that further action to disfranchise the State's public employees of basic rights long enjoyed by employees in the private sector. "The move, repeatedly the focal point of legislators' attention for the past few days, is apparently intended to discourage a threatened strike or other job action by State workers represented by CSEA scheduled for March 13, rather than by individual employees. It is felt, presumably by levying monetary penalties against strikes the present Taylor Law provision which exacts fines and other penalties against striking labor organizations and their leaders." Wenzl's Advice

"My advice to the Legislature," Wenzl said, "is to give back to the public employees the right to representation in bilateral negotiations they have enjoyed for the past thirty years, rather than attempt to foist on them this pithful retaliation in the mistaken belief that the Legislature is afraid of what the State workers may do to gain their just rights, It seems utterly nonsensical to compound the existing injustice and drive employees to still further drastic action."

The strike or job action mandate laid down by CSEA's delegate body last week was triggered by the State's refusal to resume negotiations on that basis, (Continued on Page 2)

Printing Plant Workers Win Vacation Rights

ALBANY—The State Grievance Appeal Board has upheld the rights of a group of State Education Department employees to pursue their vacation periods.

In a two-page decision just handed down, William J. Issacson, chairman, and members Elmer A. Hoesch and Robert Docher, who make up the Education Department's unit, directed the State to reopen its order closing its printing plant during July. The department had decided to close the plant for a week in July and leave employees to take their vacations all at the same time.

A group of 28 of the 35 employees appealed the decision to (Continued on Page 18)

CSEA CONTRACT SIGNED — Frank J. Clark, left president of the Rome City Hall unit of the Civil Service Employees Assn., signs the collective bargaining agreement covering salaried city employees in Rome Mayor William Valentine looks on. The two-year pact provides pay increases of three grades this year and two in 1970, totaling an increase of 11.5 percent.
DON'T REPEAT THIS!

(Continued from Page 1) are now seeking assurances from legislative leaders that there will be no adjournment until civil service unions have had a fair shake.

Currently, it is caused by talk that when the Senate and Assembly tackle basic problems such as passing a final budget, the legislators want to get home and save the other jobs for 1970—an election year.

An early closing poses a threat to both City and State employee unions. The Civil Service Employees Association, for instance, has not even been able to get back to negotiations with the Rockefeller Administration and are on the verge of a strike as of March 12 because of a lack of bargaining.

Another issue at this writing is how and when these contracts will be resolved but assuming that it is negotiations are not going to be completed in just a few days and anything worked out between the unions and the Administration still needs final approval from the Legislature.

One New York City union has made a major concession from Mayor Lindsay, the so-called agency shop, but to be effective the Legislature still has to pass its bill.

Everybody's Deal

Almost all employee unions have ambitions to improve retirement systems both State and locally and three ambitions in particular: to pass a bill that would allow the State to get through the Legislature.

The paradox here is that some members of the Senate and Assembly are anxious to toughen up the Taylor Law, which it seems certain to do to some degree, and sufficient time will not be allotted to debating the new measure and rocking service legislation. The State labor law every employee union is together on this one because to date all that has been heard is talk of increasing the penalties of the law. Civil service unions are trying to build up a strong front on this issue and needs time to do so.

The paradox here is that some members of the Senate and Assembly are anxious to toughen up the Taylor Law, which it seems certain to do to some degree, and sufficient time will not be allotted to debating the new measure and rocking service legislation. The State labor law every employee union is together on this one because to date all that has been heard is talk of increasing the penalties of the law. Civil service unions are trying to build up a strong front on this issue and needs time to do so.

The paradox here is that some members of the Senate and Assembly are anxious to toughen up the Taylor Law, which it seems certain to do to some degree, and sufficient time will not be allotted to debating the new measure and rocking service legislation. The State labor law every employee union is together on this one because to date all that has been heard is talk of increasing the penalties of the law. Civil service unions are trying to build up a strong front on this issue and needs time to do so.

The paradox here is that some members of the Senate and Assembly are anxious to toughen up the Taylor Law, which it seems certain to do to some degree, and sufficient time will not be allotted to debating the new measure and rocking service legislation. The State labor law every employee union is together on this one because to date all that has been heard is talk of increasing the penalties of the law. Civil service unions are trying to build up a strong front on this issue and needs time to do so.

The paradox here is that some members of the Senate and Assembly are anxious to toughen up the Taylor Law, which it seems certain to do to some degree, and sufficient time will not be allotted to debating the new measure and rocking service legislation. The State labor law every employee union is together on this one because to date all that has been heard is talk of increasing the penalties of the law. Civil service unions are trying to build up a strong front on this issue and needs time to do so.

The paradox here is that some members of the Senate and Assembly are anxious to toughen up the Taylor Law, which it seems certain to do to some degree, and sufficient time will not be allotted to debating the new measure and rocking service legislation. The State labor law every employee union is together on this one because to date all that has been heard is talk of increasing the penalties of the law. Civil service unions are trying to build up a strong front on this issue and needs time to do so.
Lancaster DPW Aides Pay Up 12%

(Continued from Page 1)

negotiations with CSEA on behalf of 124,000 employees in the main bargaining unit of State workers. The bargaining talks had been abruptly halted last November, when an order of the State's Public Employment Relations Board (PERB) which called for a splitting up of employees into five separate negotiating units.

CSEA claims that the PERB order is currently not in effect because of a Supreme Court ruling on February 7 and that there is no legal bar to present a resolution of negotiations. "The Legislature might better focus its attention on PERB and deal with the administrative bungling of that body rather than waste further injustices to the State workers who have already suffered more than enough as the victims of circumstances beyond their control," the CSEA leader said.

As to the effect of possible legislative moves to alter CSEA contracts on March 13, Wenzl said: "As long as the Governor remains in continue negotiations, CSEA is committed to its course of action and we intend to go forward through." Drago explained, "If anything, this further unfair threat to our members can only make us more resolute than ever."

CSEA Joins Groups Against State Aid Cut

(From Leader Correspondent)

BUFFALO—City workers represented by the Civil Service Employees Association have joined other groups in protesting Governor Rockefeller's plan for a five percent cut in State aid to localities.

Joseph V. Drago, president of the Buffalo competitive unit, Erie chapter, CSEA, said his group acted after an appeal from Buffalo Mayor Frank A. Sedita.

"We had a representative in Albany on Feb. 24," Drago said, "to make Mayor Sedita's position known to the Legislative leaders and to the chairman of all the final committees."

Mayor Sedita said the governor's plan to trim the budget would present an "impossible situation" for Buffalo.

He said that in the three months between the end of the legislative session on March 24 and the City's fiscal year June 30 Buffalo will lose nearly $3.5 million in various forms of State assistance.

"That only if the Governor's plan is given some extra consideration," Drago explained, "and there is some word now that it will be revised."

Mayor Sedita "made no mention" of pay cuts in the event Buffalo gets less money from the State.

CSEA Waterfront Talks On Employee Problems

(From Leader Correspondent)

WATERTOWN — Assemblyman Donald L. Taylor, R., Watertown, discussed problems affecting State and municipal employees at a meeting held here recently.

The meeting was attended by members of the Jefferson chapter, CSEA, and the Watertown (State) chapter, CSEA. It was held this past February at the Italian American Civic Association clubhouse. Arrangements for the session were made by Thomas Oddi, chairman of the county chapter's legislative committee.

Van Lare In Urban Post

Governor Rockefeller has appointed Barry L. Van Lare of Staten Island as Deputy Director of the new Office for Urban Innovation.

Mr. Van Lare is currently a deputy commissioner in the Division of Human Rights. Before he was a program associate on the Governor's staff.

Mrs. Moulton Named

Mrs. Horsie P. Moulton of Staten Island has been named manager of the board of visitors to Willowbrook State School for a term ending Dec. 31, 1973. The post is unpaid.

UTICA AREA CHAP ER

Set Joint Meeting

UTICA—Regional Civil Service Employees Assn. attorney John Scholl will explain the Taylor Law at a joint meeting of CSEA chapters from area State agencies at 7:00 p.m. March 6 in the Maennerchor Hall. Philip J. Chiaruso, Utica chapter president, will preside.

Frank Martello, local CSEA organizer and Robert Gould, field representative, will also attend the special meeting. A question period will follow Scholl's talk. Refreshments will be served under the chairman's supervision.

Mayor Sedita's Position

Mayor Sedita's position to trim the budget would present an "impossible situation" for Buffalo.

He said that in the three months between the end of the legislative session on March 24 and the City's fiscal year June 30 Buffalo will lose nearly $3.5 million in various forms of State assistance.

"That only if the Governor's plan is given some extra consideration," Drago explained, "and there is some word now that it will be revised."

Mayor Sedita "made no mention" of pay cuts in the event Buffalo gets less money from the State.

The bulletin which is stamped "Approved for Posting," attacks Glaub, and thus, clearly violates the department's rules on posting of union material on institution bulletin boards. It was put up by Council 50, APSCME, AFL-CIO.

Wenzl told The Leader that he had written to Dr. Alan D. Miller, Commissioner of Mental Hygiene, and Abe Lavine, director of employee relations for the State protesting the controversial bulletin. The department has a rule that no bulletin from employee organizations naming other organizations may be posted. All bulletins must be checked with the heads of institutions for approval for posting.

"This bulletin obviously violates your stated objective of assuring neutrality with reference to employee organization," Wenzl wrote in his letter to Miller. "The bulletin obviously is critical of our organization."

He continued: "If bulletin of this type can be posted by Council 50, then we (CSEA) will produce posts similar material and assume that this is satisfactory to your department. If employee organization," Wenzl wrote.

Wenzl charges discrimination against CSEA on allowing bulletin at Central Islip State Hospital to be posted in violation of the state's fiscal year March 30 and the City's fiscal year June 30.

CSEA unit president Harry Brown.

CSEA Is committed to its course of action and we intend to go forward through," Drago explained, "and there is some word now that it will be revised."

Mayor Sedita "made no mention" of pay cuts in the event Buffalo gets less money from the State.

The bulletin, which is stamped "Approved for Posting," attacks Glaub, and thus, clearly violates the department's rules on posting of union material on institution bulletin boards. It was put up by Council 50, APSCME, AFL-CIO.

Wenzl told The Leader that he had written to Dr. Alan D. Miller, Commissioner of Mental Hygiene, and Abe Lavine, director of employee relations for the State protesting the controversial bulletin. The department has a rule that no bulletin from employee organizations naming other organizations may be posted. All bulletins must be checked with the heads of institutions for approval for posting.

"This bulletin obviously violates your stated objective of assuring neutrality with reference to employee organization," Wenzl wrote in his letter to Miller. "The bulletin obviously is critical of our organization."

He continued: "If bulletin of this type can be posted by Council 50, then we (CSEA) will produce posts similar material and assume that this is satisfactory to your department. If employee organization," Wenzl wrote.

Wenzl charges discrimination against CSEA on allowing bulletin at Central Islip State Hospital to be posted in violation of the state's fiscal year March 30 and the City's fiscal year June 30.
Good Reasons for joining C.S.E.A.

1. Money for living expenses when you need it most.
2. Pays in addition to sick leave benefits.
3. Added protection to your other insurance.
4. Payroll deduction of premiums.
5. Pays in addition to other insurance.
6. 24 Hour coverage (on and off the job if desired).
7. 24 Hour coverage (on and off the job if desired).

We will be happy to send you complete information.

TER BUSH & POWELL, INC.

SCHENECTADY  NEW YORK  BUFFALO  SYRACUSE

FILL OUT AND MAIL TODAY...

TER BUSH & POWELL, INC. 146 Clinton St., Schenectady, N.Y.

Please send me information concerning the C.S.E.A. Accident and Sickness Income Insurance.

Name ____________________________

Home Address ____________________________

Place of Employment ____________________________

Date of Employment ____________________________

Age ____________________________

My age is ____________________________

P.S. If you have the insurance, why not take a few minutes and explain it to a new employee.

Examination Soon For Motor Vehicle Men

The job of motor vehicle operator for the City of New York, at $5,860 to $7,590 a year, open and examination will be in the near future, although exact date is not yet announced. Requirements will be about the same as previous exams.

For the last exam there were no formal educational or experience requirements. However the candidate's driving record was taken into consideration in determining his qualification for employment.

At the time of filing and at the time of appointment the candidate must have a valid New York State driver's license.

Chief Services Specialist

Twenty-six candidates for chief service specialist took the written examination last week.

FEDERAL


Applicants must be residents of the New York City area.

Information on filing and examination will be mailed to qualified applicants.

For further information, call the New York office, or write Mr. W. J. Repins, Room 1186, Federal Building, 147 Varick Street, New York, N.Y. 10013.

Where to Apply

For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

CITY

NEW YORK CITY - The applications Section of the New York City Department of Personnel is located at 35 Broadway, New York, N.Y. 10013. It is the central blocks north of City Hall, one block south of Union Square.

Applications: Filing Period - Applications issued and received Monday through Friday from 9 a.m. to 5 p.m. except Thursday from 9 a.m. to 12 noon. Application blanks are available free either by the applicant in person or by his representatives at the Application Section at the New York City Department of Personnel at 35 Thomas Street, New York, N.Y. 10013. Telephone 596-8720.

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

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

The applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. There are the IRT 7th Avenue Line and the IND 9th Avenue Line. The IND Lexington Avenue Line stop is used to go to Brooklyn Bridge and the BMT 4th and 5th local stops to City Hall. Both lines have exits to Chambers Street, a short walk from the Personnel Department.

STATE

STATE -- Room 1100 at 275 Broadway, New York, N.Y. 10007. Applications can be obtained at the New York State Employment Service, 300 Midtown Tower, Rochester, (Wednesday only). Application blanks are also available at the Department of Public Service, 270 Broadway, New York, N.Y. 10007.

Applicants must be residents of New York State.

Information on filing and examination will be mailed to qualified applicants.

For further information, call the New York office, or write Mr. W. J. Repins, Room 1186, Federal Building, 147 Varick Street, New York, N.Y. 10013. Telephone 596-8720.

Where to Apply

For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

CITY

NEW YORK CITY - The applications Section of the New York City Department of Personnel is located at 35 Broadway, New York, N.Y. 10013. It is the central blocks north of City Hall, one block south of Union Square.

Applications: Filing Period - Applications issued and received Monday through Friday from 9 a.m. to 5 p.m. except Thursday from 9 a.m. to 12 noon. Application blanks are available free either by the applicant in person or by his representatives at the Application Section at the New York City Department of Personnel at 35 Thomas Street, New York, N.Y. 10013. Telephone 596-8720.

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

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

The applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. There are the IRT 7th Avenue Line and the IND 9th Avenue Line. The IND Lexington Avenue Line stop is used to go to Brooklyn Bridge and the BMT 4th and 5th local stops to City Hall. Both lines have exits to Chambers Street, a short walk from the Personnel Department.

STATE

STATE -- Room 1100 at 275 Broadway, New York, N.Y. 10007. Applications can be obtained at the New York State Employment Service, 300 Midtown Tower, Rochester, (Wednesday only). Application blanks are also available at the Department of Public Service, 270 Broadway, New York, N.Y. 10007.

Applicants must be residents of New York State.

Information on filing and examination will be mailed to qualified applicants.

For further information, call the New York office, or write Mr. W. J. Repins, Room 1186, Federal Building, 147 Varick Street, New York, N.Y. 10013. Telephone 596-8720.
The Federal government is listing all positions in virtually all career fields. These positions have varying requirements and are located throughout the country. For further information on these positions, contact the U.S. Civil Service Commission.

Agricultural

Agricultural commodity grader (from fruits and vegetables), $4,734 to $5,734—Announcement WA-9-12.

Agricultural computer specialist, $4,054 to $5,734—Announcement WA-17-4.

Business and Economics


Attorney, $5,651 to $8,194—Announcement 192.

Auditor, $3,323 to $4,691—Jobs are with the Internal Revenue Service. Washington, D.C. area. Announcement WA-3-16-65.

Computer technician, computer engineer, GS-4 to GS-9—Jobs are with the Washington, D.C. area. Announcement WA-7-24.

CIVIL SERVICE TRAINING

ASSISTANT FOREMAN—Dept. of Sanitation Classes meet Manh. Tues. 6p.m., Thurs. 6:30p.m., Fri. Mornings.

POLICE LIEUTENANT (N.Y.P.D.) Classes meet Tuesdays; Wednesdays; Thursdays; Fridays.

BUS DRIVER Classes meet Manh. Thursdays;

BOAT DRIVER Classes meet Manh. Thursdays at 1 p.m., 2:30 p.m., 7:30 p.m. (except Tuesdays)

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

DEЛЕАНТЕЙ ИНСТИТУТ

MANHATTAN: 115 E. 15 St., New York City.
JAMAICA: 87-25 MERRICK BLVD., Box Jamaica M.H.1004.

BUS DRIVERS

Wanted by the New York City Transit Authority

$14980 $16610

Week to start

40 hour week—Full Civil Service Benefits

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

Applications now open.

No formal education or experience necessary. Age 21 to 50.

Over 1500 appointments in past 10 months already made from existing list.

CLASSES MEET

Manh.—115 E. 15th St., near 4 Ave.
Jamaica—87-25 Merrick Blvd. (Ex. Jamaica Iron Works).Tues. of 7 PM

Use our FREE guest at a class—Fill in and bring coupon

(Continued on Page 133)
State Should Learn A Lesson From Lindsay

I n announcing that the first so-called agency shop in New York City, a term applying to a concession to a hospital workers' union whereby all hospital employees not union members would pay the union a fee equal to dues through payroll deduction, Mayor Lindsay noted that the labor laws governing public employees had always provided carefully detailed penalties for union transgressions of those laws. Thus, we are to have peaceful progress in the field of labor relations, penalties must be matched by affirmative steps ... " the Mayor declared.

Mr. Lindsay came to this viewpoint the hard way by suffering months and months of City labor disputes—but the important thing is that he got there. With a strike of State employees looming on March 13, members of the Legislature and the Rockefeller Administration were following Mr. Lindsay's lead and taking some lesson from his unhappy labor relations problems since his tenure in office. Unfortunately, the only talk on labor relations heard these days is how to stiffen the steps ... " the Mayor declared.

The achievement award Is announced that the first so-called agency shop in New York City, a term applying to a concession to a hospital workers' union whereby all hospital employees not union members would pay the union a fee equal to dues through payroll deduction, Mayor Lindsay noted that the labor laws governing public employees had always provided carefully detailed penalties for union transgressions of those laws. Thus, we are to have peaceful progress in the field of labor relations, penalties must be matched by affirmative steps ... " the Mayor declared.

Mr. Lindsay came to this viewpoint the hard way by suffering months and months of City labor disputes—but the important thing is that he got there. With a strike of State employees looming on March 13, members of the Legislature and the Rockefeller Administration were following Mr. Lindsay's lead and taking some lesson from his unhappy labor relations problems since his tenure in office. Unfortunately, the only talk on labor relations heard these days is how to stiffen the steps ... " the Mayor declared.

The immediate demand of State workers, represented by the Civil Service Employees Assn., is for a resumption of bargaining talks with their employer. Is that a punishable demand? Following renewal of talks, employees want a better retirement system, along the lines the Legislature voted to approve last week, and a four percent wage hike. The Employees Association is demanding a decent living wage. Is that a punishable demand? It appears that what is needed here is an application of both the Rockefeller Administration and the Legislature of the motto "Do Unto Others As You Would Have Others Do Unto You!"

Otherwise, deaf ears are going to produce a loud noise on March 13 throughout the State when CSEA Is on strike.

Civil Service television

Television programs of interest to civil service employees are broadcast daily on WNYT Channel 31. This week's programs are listed below:

Saturday, March 9
10:30 a.m. (color) — With Clock: New York Police Academy training series.
4:00 p.m. — Around the Clock: New York Police Academy training series.

Sunday, March 10
6:00 p.m. — Around the Clock: New York City Fire Department training series.

Monday, March 11
4:00 p.m. — Around the Clock: New York City Fire Department training series.

Tuesday, March 12
4:00 p.m. — Around the Clock: New York Police Academy training series.
7:00 p.m. — On the Job: New York City Fire Department training series.

Wednesday, March 13
4:00 p.m. — Around the Clock: New York Police Academy training series.
7:00 p.m. — On the Job: New York City Fire Department training series.

Thursday, March 14
4:00 p.m. — Around the Clock: New York Police Academy training series.
7:00 p.m. — Community Report: Dist. 8—Skills for Reading. The sixth program of a series on training series.

Friday, March 15
10:00 a.m. (live) — Staff Meeting on the Air—Officials of New York City's Department of Social Services answer phoned-in inquiries from the officers in the field.
4:00 p.m. — Around the Clock: New York Police Academy training series.
6:30 p.m. — Community Report: Dist. 8—Skills for Reading. The seventh program of a series on training series.

Personnel Awards

(Continued from Page 2) 

member literature awards include the background, education, experience and other pertinent information in the nomination. If possible, three copies of the published work, which will be returned, should accompany the nomination. The achievement award is granted to a member of the Eastern Region, 10, or who has done research in the field of public personnel administration and has completed outstanding promise and has evidenced a long-range commitment to public personnel administration. The awardee must not be fewer than 25 years of age, written within one calendar year prior to its submission as an entry and not have been published except in an agency member or chapter internal publication. Each nomination, made by letter to the award committee, shall include a copy of the paper and a summary of the background, experience, education and other pertinent and significant information concerning the nominee.

Rensselaer Judge

ALBANY—Governor Rockefeller has appointed Lawrence J. Blaisare of Troy as Rensselaer County Judge. He succeeds John T. Casey, who has been elected to the Supreme Court.

On Board of Visitors

ALBANY—Raymond A. Muth of Newark has been named a member of the Board of Visitors of Newark State School.

Civil Service Law & You

BY WILLIAM GOFFEN

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

Probationary Dismissal

UNTIL SUCH time as a probationary Civil Service employee achieves tenure he risks dismissal without a hearing on charges. Moreover, decisional authority holds that no reason need be given for the dismissal. However, if a reason is even though it was not on Civil Service Board and the employee may be reinstated with back pay on judicial review. If the dismissal was reasonable, it will be confirmed. These points were made by Justice Louis B. Heller in the workers' series (New York Law Journal, January 27, 1966, page 18).

The Petitioner was a probabilatory Transit Patrolman. He was dismissed on the last day of his probationary period upon the recommendation of the Chief of the Transit Police Department, who had demanaged from an effort of the annual salary of Estaban Rivera whom the petitioner charged with disorderly conduct. Rivera was tried and acquitted and thereafter filed a complaint against Garcia.

GARCIA'S SUPERIORS investigated the complaint. They determined that while Garcia was visiting the Club Caborro, he had been less cooperative than usual and that Garcia had pushed her. The investigators also decided that Mr. Garcia had given Mr. Rivera fictitious names when asked to identify himself and that he punched him in the face. It was stated that he made false reports oral and in writing to his superiors concerning the arrest. His judgment was criticized for becoming involved in an incident which could have been handled by special officers employed by the Club and not the police department. The charge was brought in the New York series. Guests: Bette Smith host interviews between City officials and visiting newspapers in cooperation with WOR-TV.

The Court sustained the Transit Authority's right to terminate the employee without a hearing. Such determination cited the earlier case of Douglas v. O'Grady. That case further held that when a reason is given by the appointing body the Court may act outside the determination. If the reason is arbitrary. Indeed, Douglass' dismissal was remanded to the Transit Authority for further proceeding because the Court humanitarian that isolated derelictions attributed to Douglass pertained to the penalty of dismissal which the Court regarded as so disproportionate to its infractions as to be shocking to one's sense of fairness. Such infractions included failure to present a required photograph and two failures of the requirements of his dismissal. Without reflecting at all upon the reliability of the investigation, one must realize that there is no substitute for due process rights if justice is to be assured.

Pettitioner contended that the Authority should not have relied on the reports of its subordinates concerning his conduct. However, this contention was considered and rejected in the precedent of Monaco v. Kennedy. In that case a probationary patrolman lost his job following a brawl with another officer.

The Petitioner raised the further issue whether the notification of his dismissal met the requirements of the rules of the Civil Service Commission. The notification was on plain paper without any identifying mark. The petitioner had signed it as an acknowledgement of receipt of notice of dismissal. The petitioner of the probationer that his employment is to be terminated at the end of the probationary period. As the notice clearly indicated that fact, it fulfilled the purpose intended and the petitioner should not have received a notice of dismissal which was not signed by any Member of the Transit Authority Board.

In the View taken of the case, Justice Heller confirmed the petitioner's dismissal.
May 25 is the closing date on applications to take the New York City Police Department exam for patrolmen. Candidates must file with the Department of Personnel at 230 Park St. to take the exam on April 15. 

The salary at the end of the first year is $551; at the end of the second year, $679. The starting salary will be $30 higher.

Westernport, Suffolk, Orange, Rockland, Putnam County is required. Candidates must also have a New York State driver's license at the time of appointment.

Candidates will have to pass a character examination, a qualifying medical test, and a qualifying physical test. The April 3 examination will be of the written multiple-choice type.

Questions occur to time

Applicants must be between the ages of 19 and 29 on the date of appointment.

Five per cent of applicants were required to have a high school education. The New York City Transit Police Department requires applicants to have completed four years of high school or any other educational institution.

In addition to the basic salary, housing is provided free of charge. A teacher's degree is required.

The starting pay for a teacher is $9,078 a year. The written exam is open to all persons interested in teaching.

A medical and rated physical examination will be required. Candidates must also have a New York State driver's license at the time of appointment. 

Candidates will have to pass a character examination, a qualifying medical test, and a qualifying physical test. The April 3 examination will be of the written multiple-choice type.

Job For Chemist

At VA Hospital

A research chemist can find a position at the Bronx Veterans Administration Hospital. 

Pacquin X-Dry Hand Cream

Reg. $1.00 Special $0.89

For look for this symbol, your assurance of SERVICE & SALES

Reduced 20 cents.

Questions & Answers

About Health Insurance

This Chart will appear without a public service, Mr. Parry will answer questions relative to the Nationwide Plan. Please submit your questions to Mr. Parry, Blue Cross Blue Shield Manager, The Nationwide Plan, 1215 Western Avenue, Albany, N.Y. 12209. Do not submit questions until after the application deadline.

Questions of general interest can be answered here.

Q. Readers continue to write this office for new identification cards. If you need a new I.D. card, the procedure for securing one is as follows:

A. Participating agency employees go to the appropriate officer in their own agency for replacement. State employees should contact the Health Insurance Section, New York City Civil Service Department, Albany, New York 12229, for their replacement cards.

Q. I am covered by the State Workers' Compensation plan. Where do I submit my Major Medical claim forms?

A. Use the following rules for submitting major medical claims. If you are an active State employee, submit your claims to your own agency of origin. Retired State employees should contact the Health Insurance Section, New York City Civil Service Department, Albany, New York 12229. Active employees in participating agencies submit claims to their own office. Retired employees and their dependent agencies should submit claims to the agency from which they retired. Remember, sign your claim form.

Q. My youngest son, who is attending college, will be 19 soon. Will he be covered on my family contract after age 19?

A. Full time students will be covered on a family contract between the ages of 19 and 25. By submitting the form to your insurance company this day before his 19th birthday. This will cut off approval of benefits unless delay at the time of a claim.

Police Trainee Exam Coming Up

$9,383 After 3 Years On Force

March 25 is the closing date on applications to take the New York City Police Department exam for patrolmen. Candidates must file with the Department of Personnel at 230 Park St. to take the exam on April 15. 

The salary will be $30 higher.

Westernport, Suffolk, Orange, Rockland, Putnam County is required. Candidates must also have a New York State driver's license at the time of appointment.

Candidates will have to pass a character examination, a qualifying medical test, and a qualifying physical test. The April 3 examination will be of the written multiple-choice type.
Now you can save hundreds of dollars on your purchases of all Major Appliances and Color Television.

Salmapk Appliance Distributor's being one of New York's largest appliance wholesalers is making available to you the members of your work-examining examinationget Group Discount Buying Service in New York.

Now you can buy all the leading brands of major appliances and color T.V. at a fraction of the price you would normally pay at any Discount Store.

Salmark suggests that you go anywhere, and choose the make and model of the appliance you want to buy. You will be amazed at the cash savings buying from Salmark Group Buying Service. All merchandise is fully guaranteed by the manufacturers. Salmark will be more than happy to handle any and all service problems. Cash savings and personalized service from Salmark Group Buying Service, instant credit plans are available.

CASH SAVINGS PERSONALIZED SERVICE INSTANT CREDIT

Fill out and return request for Salmark Group Buying Discount Card. By return mail Salmark Discount Buying Service send you your personalized numbered shoppers card.

SALMARK APPLIANCE DISTRIBUTORS, INC.
P.O. BOX 831, AMITYVILLE, N.Y.

NAME: 
ADDRESS: 
PHONE: 
DEPT NO: 
PAYROLL NO: 

CIVIL SERVICE LEADER, Tuesday, March 4, 1969

Printed for Buyers For State In Many Areas

New York State Civil Service has announced a number of openings for printing purchasing agents and assistant agents in several areas throughout the State. The purchasing agent job pays $9,200 to $11,400 a year and the assistant, $8,050.

Examinations for appointment to these positions will be held in various locations throughout the State on April 12. Applications will be accepted until March 16.

There are no formal education or experience requirements, however, in order to pass the written test, general knowledge and intelligence is necessary. Although there are no age requirements, the test will not be made until the candidate reaches his 21st birthday.

Candidates for bus operator must have a motor vehicle operator's license for at least two years immediately prior to the date of establishment of the eligible list. A valid registration in a different state and a current driver record may be sufficient for disqualification. License suspensions for more than the two-year period immediately prior to the establishment of the eligible list will not automatically disqualify a candidate.

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

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

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

The price is $5.00. That brings you 52 Issues of the CIVIL SERVICE LEADER, delivered at your home or office. You can subscribe on the coupon below.

CIVIL SERVICE LEADER

P.O. BOX 531, AMITYVILLE, N.Y.

NAME: 
ADDRESS: 
ZIP Code: 

If you have a question about a posting or machine, send it in on a postcard to:

CIVIL SERVICE LEADER, 17 Dunn Street, New York 10012, New York

I enclose $5.00 check or money order for a year's subscription to the Civil Service Leader. Please name list below.

NAME: 
ADDRESS: 
ZIP Code:
College Secretarial Asst.

Applications Being Received

Applications for college secretarial assistant may be filed with the Examining Service Division of the New York City Department of Personnel, Room 216, 55 Thomas St. now for the $5,100 to $7,000 positions.

Persons in this title take dictation, transcribe notes, type letters, compose replies to routine inquiries, confer with faculty, students, and the public in person and by telephone, and furnish information on college rules and regulations.

There will be a practical test consisting of taking dictation at 80 words per minute, and typing at 40 words per minute for five minutes with no more than five percent errors.

After six months of employment a waiver of tuition fees will be granted for any course leading to an associate or bachelor's degree in a Board of Higher Education college.

Application may be obtained from the offices of the New York State Employment Service any day, or from the New York City Department of Personnel on Tuesday mornings only. They must be filed at the above address within one month after receipt.

Benefits include annual leave, sick leave, leave with pay for holidays, membership in the pension system, the social security system, a health insurance plan, and the blood credit program.

Promotional opportunities are to college secretarial assistant B at a salary of from $5,500 to $6,000 a year.

Candidates must possess a high school equivalent, or accepted G.E.D. certificate. Also they must have had two years of college education equivalent to 60 credits in an accredited college or university, or four years of experience in general office work, or an equivalent combination of education and experience.

University Trustee

ALBANY—Governor Rockefeller has appointed Hugh R. Jones of New Hartford to the Board of Trustees of the State University of New York. Mr. Jones is former chairman of the State Board of Social Welfare and an attorney.

CIVIL SERVICE LEADER, Tuesday, March 4, 1969

Ben Gay Greasless

Reg. 98 cts Spec. 79 cts.

Look for this symbol, it's your assurance of SERVICE & SAVINGS

CALL EV 8-0800 for the address of your local member of the:

RETAIL PHARMACY LEAGUE
EXAMINATION NO. 9665 FOR PROMOTION TO TRAINMASTER
New York City Transit Authority
Proposed Title: Trainmaster for Multi-Choice Questions of Written Test Held February 8, 1969
Candidates who wish to file protests against these proposed key answers have until March 10, 1969 to make a written request for an appointment to review the test in person. Protests, together with supporting evidence may be submitted on the appointment date, but not later than one week after the test date. The key answers are published now for information only.

No protests or appeals will be received after this date.

EXAMINATION NO. 8855 EXAMINATION FOR ATTORNEY TRAINEE
Rating Key Answers for Written Test Held February 8, 1969
Following are the key answers published now for information only.

No protests or appeals will be received at this time.

EXAMINATION NO. 8855 EXAMINATION FOR ATTORNEY TRAINEE (BARRIE OBSERVERS)
Rating Key Answers for Written Test Held February 8, 1969

TRAINER'S KEY ANSWERS
(1) A; 2, C; 3, D; 4, A; 5, D; 6, B; 7, D; 8, C; 9, A; 10, B; 11, D; 12, A; 13, D; 14, B; 15, B; 16, B; 17, A; 18, C; 19, A; 20, C; 21, A; 22, A; 23, C; 24, D; 25, C; 26, D; 27, A; 28, D; 29, A; 31, C; 32, C; 33, B; 34, Stricken.

Do You Need A
High School Equivalency Diploma
for civil service
for personal satisfaction
6 Weeks Course Approved by New York State
Write or Phone for Information
Eastern School AL 4-5029
721 Broadway, N.Y. 2 (at 8 St.)
Please write if interested in the High School Equivalency class.
Name __________________________
Address _________________________
City ________ State __________ Age ______
June ________ Summer ________ Fall ______
Sanitation Men
(Class 3)
Special Rates
P.O. Truck Practice
$10.00 per hr.
Tractor Trailer
Truck and Bus Instruction
For Class I - 2 & 3
LICENSE
College Trained Instructors. Private Instruction.
7 DAYS A WEEK
MODEL AUTO SCHOOL
145 W. 14th Street
Phone: CH 2-7547

State Investigators' Test
Scheduled For April 26

State Investigators typically serve in positions that require the investigation of various types of offenses, including fraud, theft, and corruption. These roles often involve gathering evidence, conducting interviews, and preparing legal documents. The test will assess candidates' knowledge in areas such as criminal investigation techniques, evidence collection, and legal procedures. Successful candidates will be well-prepared to serve in this critical role, ensuring the safety and security of the state's citizens.
The Board of Education has announced new steps to provide an educational park for the East New York section of Brooklyn.

Ernest R. Minott, Chairman of the Board's Committee on School Planning, stated that the Board has authorized the construction of a park at Lafayette Street and Atlantic Avenue.

"The Board recognizes the urgent need for these facilities and will insist on all possible speed in conducting this survey and in developing the necessary recommendations," Minott said.

The proposed location would replace the presently occupied Spring Creek Educational Park, which is for Brownsville area students. It has been an extension of the Lafayette Street project for Central Brooklyn.

"The survey must be completed and the report submitted to the Board at the earliest possible date," Minott said.

New Paraprofessional Title Added by Board

The Educational Career Ladder Program will be extended to a new title added by the Board of Education at its meeting March 28. This program will provide an educational park for students of the City University of New York's educational park.

The program is decentralized, with three to five educational parks to be set up in the City, all of which will be instruction in classrooms.

Dr. Bowker asserted that CUNY's role is to provide an educational program for students of the City University who are not eligible for traditional college education.

Reading Upgrading Due To Reduced Class Sizes

Significant improvements in reading are the result of a Board of Education early childhood program which reduces class sizes to no more than 25 students. The program results to improve reading have occurred as a result of a Board of Education early childhood program.

The project sample pupils showed improvement, while the control group showed little or no improvement. The project group is 3.8 points higher than the control group.

The student sample was 245 students in Grades 1 and 2 and the Project Group 245 students in Grades 1 and 2.

The Office of Director of the Board of Education has increased the Bureau of Attendance staff for the district supervisor of the Franklin K. Lane High School in an effort to decrease the chronic rate of truancy there.

The project is expected to help students of the Franklin K. Lane High School to return to a more educational program.

If the bureau has not received the necessary steps will be taken to ensure the return of students to the school. It is in keeping with the superintendent's program to provide an educational program for the students who have been expelled from school. The special efforts in response to the special need of the students who have been expelled from school will continue.

The Board declared, "The very nature of our educational system is to provide an educational program for students who are lacking in educational needs."
Revised List Of U.S. Jobs

(Continued from Page 3)

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary Range</th>
<th>Agency/Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health scientist administrator and grants specialist</td>
<td>$9,957 to $18,604</td>
<td>in the Washington, D.C. area, Announcement WA-15-110.</td>
</tr>
<tr>
<td>Industrial hygienist</td>
<td>$16,700 to $18,900</td>
<td>in the Navy Department, Announcement WA-15-110.</td>
</tr>
</tbody>
</table>

General

Appointments and training representative. $18,900 to $22,600.

Positions are with the Department of Labor, Announcement 361 B.

Criminal Justice Inspector, $15,841 to $20,400.


Chief of Police, $15,841 to $20,400.


Firefighter, $15,841 to $20,400.


Physician, $15,841 to $20,400.


Veterinarian, $15,841 to $20,400.


General Practitioner, $15,841 to $20,400.


Nurse Practitioner, $15,841 to $20,400.


Registered Nurse, $15,841 to $20,400.


Medical Assistant, $15,841 to $20,400.


Radiologist, $15,841 to $20,400.


Research scientist, $15,841 to $20,400.


We understand.

Walter B. Cooke

Call 628-8700 to reach any of our sales representatives in the Bronx, Brooklyn, Manhattan and Queens.

What's your favorite tragedy?


The Red Cross is hard at work on all these fronts. It's Red Cross month. Help us help.
### Revised List of U.S. Jobs

(Continued from Page 12)

**Social and Educational**

Correctional officer, $6,137.—Jobs are in Federal penal and correctional institutions throughout the United States. Announcement WA-6-8-69.

Correctional treatment specialist, $6,137.—Jobs are with the Division of Indian Education, Public Health Service, in 24 States mostly west of the Mississippi River and in Alaska. Announcement 40-7.

Medical technologist in health research, $5,565 to $9,054.—Positions are with the Veterans Administration. Announcement 89-7.

Medical technical assistant, $6,137.—Jobs are with the Veterans Administration. Announcement 23 B.

Pharmacist, $6,734 to $8,054.—Positions are with the Veterans Administration. Announcement 212 B.

Veterinarian, $8,542 to $18,404.—Announcement 313 B.

Urban planner, $8,054 to $18,404; urban economist, $6,734 to $8,054.—For duty in the Bureau of Indian Affairs in various states, except California, New Mexico, and Oklahoma. Announcement 90-6-8.

### Filing Begins For College Office Staff.

College office assistants A are needed at a salary of $5,105; social worker, $6,734 to $18,404; most vocational, personal, and instructional positions in municipal colleges or offices in mid and upper Manhattan.

After six months of employment, office assistants are granted a waiver of tuition fees for any course in an associate or baccalaureate degree program of the Board of Higher Education.

Other benefits include annual leave, sick leave, leave with pay for holidays, membership in a pension plan, medical and hospitalization insurance, and the blood credit program.

Applications may be obtained daily from the office of the New York State Employment Service; or Tuesdays from 9:00 to 11:00 a.m. from the New York City Department of Personnel, 80 Thomas St., and must be filed at the Examining Service Division, 215 State St., Albany, New York, one month after receipt of application.

Minimum requirements include a high school equivalency or acceptable G.E.D. diploma, plus two years of college education plus at least 60 credits at an accredited college or university. In place of the latter four years of college instruction, 24 credits at the graduate level can replace 24 credits of an associate or baccalaureate degree.

### Social and Educational

- Correctional officer, $6,137—Jobs are in Federal penal and correctional institutions throughout the United States. Announcement WA-6-8-69.
- Correctional treatment specialist, $6,137—Jobs are with the Division of Indian Education, Public Health Service, in 24 States mostly west of the Mississippi River and in Alaska. Announcement 40-7.
- Medical technologist in health research, $5,565 to $9,054—Positions are with the Veterans Administration. Announcement 89-7.
- Medical technical assistant, $6,137—Jobs are with the Veterans Administration. Announcement 23 B.
- Pharmacist, $6,734 to $8,054—Positions are with the Veterans Administration. Announcement 212 B.
- Veterinarian, $8,542 to $18,404—Announcement 313 B.
- Urban planner, $8,054 to $18,404; urban economist, $6,734 to $8,054—For duty in the Bureau of Indian Affairs in various states, except California, New Mexico, and Oklahoma. Announcement 90-6-8.

### Filing Begins For College Office Staff

College office assistants A are needed at a salary of $5,105; social worker, $6,734 to $18,404; most vocational, personal, and instructional positions in municipal colleges or offices in mid and upper Manhattan.

After six months of employment, office assistants are granted a waiver of tuition fees for any course in an associate or baccalaureate degree program of the Board of Higher Education.

Other benefits include annual leave, sick leave, leave with pay for holidays, membership in a pension plan, medical and hospitalization insurance, and the blood credit program.

Applications may be obtained daily from the office of the New York State Employment Service; or Tuesdays from 9:00 to 11:00 a.m. from the New York City Department of Personnel, 80 Thomas St., and must be filed at the Examining Service Division, 215 State St., Albany, New York, one month after receipt of application.

Minimum requirements include a high school equivalency or acceptable G.E.D. diploma, plus two years of college education plus at least 60 credits at an accredited college or university. In place of the latter four years of college instruction, 24 credits at the graduate level can replace 24 credits of an associate or baccalaureate degree.

### Social and Educational

- Correctional officer, $6,137—Jobs are in Federal penal and correctional institutions throughout the United States. Announcement WA-6-8-69.
- Correctional treatment specialist, $6,137—Jobs are with the Division of Indian Education, Public Health Service, in 24 States mostly west of the Mississippi River and in Alaska. Announcement 40-7.
- Medical technologist in health research, $5,565 to $9,054—Positions are with the Veterans Administration. Announcement 89-7.
- Medical technical assistant, $6,137—Jobs are with the Veterans Administration. Announcement 23 B.
- Pharmacist, $6,734 to $8,054—Positions are with the Veterans Administration. Announcement 212 B.
- Veterinarian, $8,542 to $18,404—Announcement 313 B.
- Urban planner, $8,054 to $18,404; urban economist, $6,734 to $8,054—For duty in the Bureau of Indian Affairs in various states, except California, New Mexico, and Oklahoma. Announcement 90-6-8.
PINCH THE FUSE, ROCK – NEGOTIATE!

CIVIL SERVICE LEADER, Tuesday, March 4, 1969

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. 33 ELK STREET, ALBANY, N.Y.
CALL 438-6686

52nd ANNUAL INTERNATIONAL FLOWER SHOW
MAR. 6-MAR. 15—N.Y. Coliseum
Transportation, ticket to Show. Per Person

FLOWER SHOW or B’WAY SHOW WEEKEND
Mar. 8-9 — Choice of Flower Show or Broadway Show
“George M.” Hotel, Trans., Ticket, per person, Flower Show
Broadway Show
Combination — Flower Show and Theater Tickets

MARCH 8-20
MARCH 15-17


Miami — Daytona Beach — St. Augustine — Washington, D.C. VISIT THESE

TRANSPORTATION, ticket to Show. Per Person

MARCH DEPARTURES

20% OFF TO STATE WORKERS ON ALL MUSICAL INSTRUMENTS

EAGLE HOTEL
1482 EASTERN AVE.
ALBANY — NEW YORK 12208

A P

The store that cares about you!

FOR CIVIL SERVICE EMPLOYEES AND FAMILIES

Act Promptly To Assure Availability

MARCH DEPARTURES

JAMAICA $319

JET — TRANSFERS MEALS & SIGHTSEEING ALL TIPS & TAXES PARTY 9 DAYS

WASHINGTON, D.C.

Wells Heavy, 98th Street, one of the most exciting cities to visit. See the Capitol Building, the White House, the Jefferson Monument, and the Washington Monument. A trip to Mount Vernon is a beautiful Virginia.

MAR. 27-30, 3 nights, 4 days $60.00

JOIN OUR MAILING LIST FOR OUR 1969 BROCHURE

NATIONWIDE TOURS, INC.
1344 ALBANY STREET
Schenectady, New York 12304

For information—
Reservations—

Call 377-3392

DEPOSITS REQUIRED ON ALL TRIPS

Clip and Save

377-3392
Strike Looms For March 13

Employees, AFL-CIO, et al., Petitioners, and the Civil Service Employment Asso., Inc., Respondents. - Involvment, except such procedures as are necessary to allocate specific job titles to be included in any of its proposed units. (Emphasis supplied.)

The order of the Appellate Division is clear and specific. In fact, it prohibits the enforcement of PERB's order of November 27 which is the only binding decision made by the Public Employment Relations Board as regards these employees. No other order of the Appellate Division has been resumed at any time after February 7, when the decision of the Appellate Division was handed down.

Ten days later, frustrated CSEA delegates adopted a resolution to take drastic action on March 13 if negotiations are not in hand. This resolution is unprecedented because CSEA, throughout its entire history, has never encountered problems by legislation, litigation and negotiation, nor by strikes or threats of any sort.

This never before has any organization been confronted with such a situation.

Per the second successive year, PERB has issued an order barring strikes during the critical period when the Legislature is in session. Its first order was declared invalid by the Court of Appeals and we believe that its present order is also invalid.

This year, as before, CSEA appealed to the Courts for relief from PERB's order. The Appellate Division has denied our contentions and has prohibited PERB from enforcing it.

No Court can direct you to negotiate with CSEA but the PERB by its order has declared that nothing prohibits such negotiations at this time. Your present public statements to the effect that you are legally barred from negotiating with CSEA and that strike would be unfair to the employees of the State who have no representation, must be considered as the need arises.

We believe that the Court order is perfectly clear and that any doubt as to its meaning is self-inflicted. Nevertheless, we are convinced that in mind specific clarifications which cannot be misunderstood by anyone. Our position is that CSEA is in mind any specific clarifications that will serve to dispel any misconceptions and we hope that you will make them known to our attorneys or the Court.

We shall have at our disposal, should the need arise, the declared policy of the State to employ the best people for the job and to make the best use of their services. We believe that the State has a right to expect the best from the employees who provide it. We believe that the public is entitled to have the best service rendered by employees who are engaged in the public service.

We shall have at our disposal, should the need arise, the declared policy of the State to employ the best people for the job and to make the best use of their services. We believe that the State has a right to expect the best from the employees who provide it. We believe that the public is entitled to have the best service rendered by employees who are engaged in the public service.

We shall have at our disposal, should the need arise, the declared policy of the State to employ the best people for the job and to make the best use of their services. We believe that the State has a right to expect the best from the employees who provide it. We believe that the public is entitled to have the best service rendered by employees who are engaged in the public service.

We shall have at our disposal, should the need arise, the declared policy of the State to employ the best people for the job and to make the best use of their services. We believe that the State has a right to expect the best from the employees who provide it. We believe that the public is entitled to have the best service rendered by employees who are engaged in the public service.

We shall have at our disposal, should the need arise, the declared policy of the State to employ the best people for the job and to make the best use of their services. We believe that the State has a right to expect the best from the employees who provide it. We believe that the public is entitled to have the best service rendered by employees who are engaged in the public service.