Civil Service Leader
America's Largest Weekly for Public Employees
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CSEA Wins Historic Thruway Pact
See Page 13

Bread And Butter Items Of Election Detailed By Wenzl

BY THEODORE C. WENZL, President
Civil Service Employees Assn.

ALBANY—In the next few weeks you will be voting for an employee organization to represent you in all negotiations with your employer. This could be the most important vote you cast in your whole life—because your entire future is at stake in this election. Make no mistake about it—the organization you choose in this election could determine whether or not your family will suffer economically if you get sick or old.

Conditions are right, the union you select could determine whether or not your children will go to college, whether or not you ever pay off the mortgage on your house or other benefits for you, whether or not you pay your retirement fund, whether or not you suffer in poverty, sick or unable to work. The union you select could determine, by its expertise in winning solid, realistic, permanent health insurance and life insurance coverage, whether or not your family will suffer economically if you get sick or old.

You must make up your mind as to which union will get you the most out of your time on this earth and protect your economic stability. The union you choose represents you in the public employment field, whether your job is in prisons, in mental hygiene, in hospitals, in correction, in mental hygiene, anywhere in the state of New York, this union could determine who represents you.

This union is the militant organization now—the Thruway election proved that—and continues the militant struggle.

(Continued on Page 15)

Repeat This!
Democrats Girding For 1970 Battle To Win Legislature

UNDER cover of the tumult and shouting of the City's Mayoral primary, the opening salvos were fired in the 1970 campaign, sponsored by the New York Labor Union. The Mayoral primary was won last month by a fund-raising dinner to replenish the State Committee at the New York State Convention, sponsored by the State Committee at the New York Convention.

(Continued on Page 9)

EDITORIAL
Give A Damn—Use Your Ballot

OF all the liberties enjoyed by Americans, the right to choose representation by secret ballot in elections ranging from union to the Presidency of the United States is one of the most cherished. Yet, this unique, democratic privilege goes unexercised every year by millions of well-intentioned persons who, for some reason or another, fail to vote even when their own interests are very much at stake.

The result, a good many times, is that those non-voters awaken the next day to find that their fates are now in the hands of a kind of leadership to which they are violently opposed. These same non-voters are further horrified to learn that victory was gained by only a few votes. In other words, it was the non-voters who handed the game to men whose ideas, philosophies and methods of doing things are in direct opposition to those of the man who failed to cast his ballot.

State workers will soon receive ballots in the mail by which they will be asked to choose the organization they wish to represent them in future bargaining with the State. The choice lies between the Civil Service Employees Assn., which for more than 50 years has led State employees higher and higher up the economic ladder with stable, member-elected leadership, or one of two or three other organizations with outsized dues and no record of accomplishment except the mark of a cruel strike against mental patients in the State's hospitals.

Militancy has its place in the labor movement, but the strike called against the Mental Hygiene Dept. by Council 50 of the American Federation of State, County and Municipal Employees, accomplished only two things—the delay of negotiations with the State to the point where workers would have gotten none last year, and for representation, for the heroic efforts of the Employees Association and, secondly, the passage of unbelievably harsh amendments to the Taylor Law which now provides strong, individual punishments for workers who break the law.

Intelligent, aggressive leadership such as the Civil Service Employees Assn. offers is one thing. Chaos and anarchy are the alternatives offered by Council 50, AFSCME. We believe the vast majority of State workers—from Mental Hygiene attendants to Correction Officers to clerks, lawyers, engineers and nurses—are more dedicated to their jobs than to the scheming political and financial ambitions of inept organization leaders, most of whom are not even acquainted with the civil service field.

We believe the most stable, enlightened direction in public employment has come from the Civil Service Employees Assn., which has long since earned the right to represent State workers. This leadership could be endangered, however, by the failure of thousands of employees to vote, even though Council 50 offers no choice in representation. Show you really do give a damn about your own future. Use your ballot—vote for CSEA.

(Continued on Page 18)

In Mental Hygiene:
Another Council 50 Local Official Quits, Joins CSEA, Says AFSCME Fails Employees

MINEOLA—Withdrawals from Council 50 of the American Federation of State, County and Municipal Employees in New York City and Long Island, the latest to leave the hale, are blamed by the Civil Service Employees Assn. for more than 20 years. They have gotten nothing for employees but for overpaid officials.

"There is no Council 50 anymore," he declared, asserting that the unanimous resignation had led to a takeover of the council by New York City unions. "CSEA is the militant organization now—the Thruway election proved that—and continues the militant struggle.

(Continued on Page 18)
CONTRA COSTA COUNTY EMPLOYEES ASSOCIATION
2739 Alhambra Avenue — Martinez, Calif.

April 22, 1969

Dear Brother and/or Sister:

The Board of Directors and Membership of our union has voted, at meetings held on Monday, April 21st, to disaffiliate from International AFSCME (American Federation of State, County and Municipal Employees) as of the above mentioned date.

It is always unhappy when a relationship which started with high hopes and dreams should end on a note of distrust and, insofar as we are concerned, betrayal of the interests of the individual member by AFSCME.

Yet, for those of you who have been members for any length of time, this move will not come as any great surprise. Our relationship with International AFSCME and its leader, President J. Wurf, has been one of growing strain and tension over the past two or three years.

At one point, when they attempted to strip our local union of its autonomy, we fought them to a standstill throughout the state to the point where they finally conceded our point.

We should point out that since our fight over autonomy with Wurf and International AFSCME began over two years ago, we have made every effort to heal the breach. However, such efforts have consistently been either rejected or ignored.

In December of last year and February of this year we made final attempts to reach an understanding so that we might continue to function inside International AFSCME. On these two occasions representatives of our Board of Directors and Staff met with President Wurf in final agonizing efforts to speak sense and make peace. But Wurf didn’t even pretend to exhibit any interest in peace with us.

It was only a month after the last meeting with him that we received his directive which not only extends the old fight, but also would cripple us in doing the basic union job which must be done.

Throughout this period, as has been previously pointed out, we have been paying our $30,000 per year to International AFSCME, while futilely asking for some return on our members’ hard-earned dues.

It is in this context — growing harassment from International AFSCME, no return on our dues, and a directive that cripples our efforts to fulfill our function as a local union — that our Board of Directors and membership decided that if we were to survive, a break was absolutely necessary.

We feel that we have consistently lived up to the highest standards of unionism. We feel that it is intolerable to continue affiliation with an organization (which itself has been guilty of some of the most abominable practices and failures in California unionism) which openly orders us to stop pressing for Collective Bargaining, which is contrary to the standards and ideals all unions have been taught to live up.

We do not feel that in disaffiliating from International AFSCME, we are not breaking our ties with the labor movement and its ideals. On the contrary, we feel that it is International AFSCME which is breaking a sacred trust, not only with us but with the past and future of all working people, everywhere.

Legal justification for our disaffiliation is the fact that our Contra Costa County Employees Association was at the time of affiliation, and continues to be, a legally constituted and incorporated organization under State Law. Our affiliation was made by free choice; the same can be said of our disaffiliation.

We have from our start lived by one basic rule: The member is our reason for being, and it is to that member we owe our allegiance first, last and always. We feel that International AFSCME was attempting to block us from fulfilling this responsibility.

CONFERENCE ATTENDANCE:

Onagion has paid out $30,000 a year to International AFSCME in per capita dues, while constantly requesting organizing and other help from the International, we have received nothing whatsoever in return during these same past two years.

We have received nothing whatsoever in return during these past two years.

After more than a decade of disappointment, disillusion and frustration, The Contra Costa Employees Association was at the time of affiliation, and continues to be, a legally constituted and incorporated organization under State Law. Our affiliation was made by free choice; the same can be said of our disaffiliation.

We have from our start lived by one basic rule: The member is our reason for being, and it is to that member we owe our allegiance first, last and always. We feel that International AFSCME was attempting to block us from fulfilling this responsibility.

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STATE EMPLOYEES:

Read this story about AFSCME (the Big Daddy of Council 50) -- The organization that is looking for your vote. This is an actual letter sent by the officers of the Contra Costa County Employees Association of California to the Association members. READ THIS LETTER before you decide on what organization you will vote for in State representation elections.

If you read nothing else, read these crucial paragraphs of the LETTER THAT UNMASKED AFSCME ONCE AND FOR ALL!

And don’t forget, AFSCME is Council 50!
M. H. E. A. Endorses CSEA in Bargaining Agent Election

(Special To The Leader)

NEWARK—The president of the Mental Hygiene Employees Assn., Mrs. Marie Donaldson, last week called upon all 10,000 MHEA members across the State to vote for the Civil Service Employees Assn. in the upcoming elections in which State employees will choose their bargaining agent.

Endorsements from other groups are also pouring in to the CSEA of the Civil Service Employees Assn. said last week that CSEA welcomes votes from members alike in the coming election.

"You don't have to be a member of CSEA to vote for CSEA in the election," Theodore C. Wenzl declared. "There has been some confusion about this and now I want to make it absolutely clear that anybody can vote for CSEA, whether or not you are a member."

In her statement, Mrs. Donaldson said:

I sincerely urge all members or MHEA to vote for CSEA. In the coming State collective bargaining election and use every effort at their command to encourage all their fellow employees to do likewise. The future welfare of State employees can only be guaranteed through electing CSEA as our collective bargaining agent. It is ...
The Statewide Plan:

it's a nice, safe feeling.

Most of us don't have bags of money around just to take care of hospital and medical bills. Most of us just don't save the kind of money a serious illness can cost today. But Statewide Plan subscribers can enjoy that nice, safe feeling—just as if they had bags of money in their own bank vault.

Why?

Because the Statewide Plan is literally worth a small fortune. As a Statewide Plan subscriber, thousands and thousands of dollars are waiting, ready to pay your hospital and medical bill expenses.

The Statewide Plan doesn't have an option...it's a "no-nonsense" program that takes care of you and your family when you need it.

When you have the Statewide Plan you've got it all...Blue Cross, Blue Shield and Metropolitan's Major Medical...realistic coverage, especially designed for the expensive long-term illness.

You didn't realize you were so rich, or did you, money bags?

BLUE CROSS & BLUE SHIELD

ALBANY • BUFFALO • JAMESTOWN • NEW YORK • ROCHESTER • SYRACUSE • UTICA • WATERTOWN

The Statewide Plan—Coordinating Office—1215 Western Avenue, Albany, N.Y.

American Hospital Association

National Association of Blue Shield Plans

Where to Apply For Public Jobs

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

CITY

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

Applications: Filing Period—Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 9:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas St., New York, N.Y. 10013. Telephone 566-8720.

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 the filing of applications.

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

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the 2nd Ave. Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT QZ and RR local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

STATE

STATE—Department of Civil Service, 1350 Ave of the Americas, N.Y. 10018, phone 765-3811; Gov. Alfred E. Smith State Office Building and the State Office Campus, Albany 12226; SUITE 150, 1 West Genesee St., Buffalo 14238; State Office Bldg., Syracuse, 32202; 500 Midtown Tower, Rochester, 14604 (Wednesdays only).

After 5 p.m. telephone, (212) 765-1111, give the job title in which you are interested, plus your name and address.

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

FEDERAL

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

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 731-1610.

Applications are also obtainable at most post office except the New York, N.Y., Post Office. Boards of examiners keep the post office at the particular installations offering the jobs also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.
Treasury Dept. Taking Look For More Enforcement Agents

Green is beautiful because it's the color of money, but counterfeitors and others do create problems for the U.S. Government. In this context, the anti-crime force of Treasury enforcement agents remains vigilant to those who seek to undermine our monetary laws.

But more agents are needed, to challenge and stop rampant criminal activity. Throughout New York State, an intensive recruitment drive is now underway to close the gap and fill the openings in this anti-crime program. To qualify, you're urged to apply immediately.

The salary scales span the $6,725 to $8,013 categories, reachable by the path of annual increments, and raises can be anticipated.

Other incentives are the generous package of Federal fringe benefits, encompassing sick leave, personal leave, paid holidays, a liberal pension system and social security system membership, and certain other special privileges.

Treasury utilizes its agents throughout its various divisions, in Alcohol and Tobacco Firearms; in the IRS Intelligence and Inspection Unit; even in theược:

(Continued on Page 16)
Another CSEA First

BY gaining agreement in the State Thruway Authority that employee grievances would be handled by impartial arbitration, the Civil Service Employees Assn. last week added another historic "first" to its list of accomplishments for the benefit of public employees.

This important step creates a needed precedent for the same treatment of all public employees in the State. The Employees Association did successfully pass in the Legislature a bill that would provide independent hearing officers to handle disciplinary hearings for public employees throughout the State but, unfortunately, the bill was vetoed by Governor Rockefeller, supposedly on technical grounds.

The provision in the Thruway contract sets the stage now for the State to submit to impartial arbitration in other areas, a step that can eventually lead to government employees a battle.

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Another CSEA First

The New York City Police Patrolmen Benevolent Association has a new leader after 11 years.

John Cassese, who outlasted four commissioners including one who decided to test his power against him, is stepping down. He withstood bitter cold assignments, directing traffic at areas where there was no relief and no reason for it except for the drivers with whom he must deal when seeking benefits for the "enrolled" and handing Cassese a thermos of hot soup, during one of his banishments to the waterfront post.

The more punishment was heaped upon him, the higher went the respect of his membership and the general public.

One of the most memorable incidents in the career of John Cassese was the picture of the Park Avenue matron, bedecked with furs, stopping her chauffeur-driven limousine and handing Cassese a thermos of hot soup, during one of his banishments to the waterfront post.

Cassese's successor, Edward Kiernan, is no stranger to either the unions or the non-unions. He has worked for the Department of Social Services and the Police Department, as well as other departments. He is a daughter of Mr. Kiernan, who wanted to "get even" with the PBA leader for winning a battle.

Another CSEA First

Mayor Makes Appeal To City Employees: Boost United Fund

Mayor John V. Lindsay has urged all city employees to pledge full support to the newly-formed United Fund of Greater New York, the first United Fund in the City's history.

Emphasizing that the forma­tion of the United Fund was due to the merger of the Emergency Fund of 1968, the American Red Cross, and The American Red Cross in Greater New York, Mayor Lindsay urged each administration, department and agency to take advantage of the United Fund's special appeal.

The Mayor said: "The new United Fund has the enthusiastic support of business, labor and civic leaders who have joined together to make possible this major step forward in New York City philanthropy."

"One essential area of support for the Fund is employee on the job contributions. In this area, the support of City employees, like all others in the City, is vital to the success of this initial United Fund campaign."

"The Great New York Fund is the major service organization to hospitals, health and welfare agencies in the world. The American Red Cross provides general service to military families and veterans, disaster aid, blood programs, and youth and community projects. Together they expend 86 percent of the total monies spent on welfare and social services in the City."

"It is only fair to observe that the Department of Personnel often amends notices of examination with far less necessity. The failure to amend the notice reasonably led a large number of employees to interpret the notice as including all caseworkers regardless of whether they were formerly caseworker I or caseworker II. Such employees, as events transpired, devoted the usual hours of preparation and study for a written examination in which they participated in vain, simply because the Department of Personnel did not bother to amend the examination notice by limiting eligibility to employees in the title of caseworker II. The examination itself was not held until February 22, 1968, the Department of Personnel did not have the State to submit to impartial arbitration in any case; they had served in the Department of Social Services for a period of not less than six consecutive months immediately preceding that date. Eligibility for certification was limited to employees who had served in the Department of Social Services for a period of not less than six consecutive months immediately preceding that date. Eligibility for certification was limited to employees who had served in the Department of Social Services for a period of not less than six consecutive months immediately preceding that date.

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The Department of Personnel of the City of New York, by notice of examination published on December 7, 1967 for promotion to supervisor I (Welfare), provided that the examination be open to employees of the Department of Social Services who had served in the Department of Social Services for a period of not less than six consecutive months immediately preceding that date. Eligibility for certification was limited to employees who had served in the Department of Social Services for a period of not less than six consecutive months immediately preceding that date. Eligibility for certification was limited to employees who had served in the Department of Social Services for a period of not less than six consecutive months immediately preceding that date.

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This used car is guaranteed 100%.

How to spot a beauty.

It's easy.
Go down to your local Volkswagen used car lot. And look for a car with a big blue and white sign in the window.

Like the one shown above.

Only a car that's passed our rugged 16-point inspection earns our 100% guarantee.*

This states that for 30 days or 10,000 miles, whichever comes first, if anything conks out, we'll fix it free, including replacements, parts and labor.

So now you know how to spot a beauty.

The cream of the crop.

A car that won't turn into a beast.
CIVIL SERVICE LEADER, Tuesday, June 24, 1969

KEY ANSWERS

EXAMINATION NO. 8140
For Methods Analyst
Proposed Key Answers for Written Test Held June 7, 1969

Candidates who wish to file protests against these proposed key answers have until July 7, 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 day.


The following are the final key answers as adopted by the Commission at a meeting held on June 17, 1969. No protests to proposed key answers were received from candidates.

Section 1


Section 2


Section 3


Section 4


Proposed Key Answers for Written Test Held June 9, 1969

Candidates who wish to file protests against the proposed key answers must make a written request for permission to review the test in person. Protests, together with supporting evidence, may be submitted on the appointment day.


Use Zip-Codes to help speed your mail.
NOW-defer tax payments on your savings...

with Franklin’s 5\% PER YEAR Tax Deferred Bonds

If you anticipate that your tax bracket will be lower at anytime during the next 13 years, here’s important money saving news. Now, Franklin National Bank introduces Tax Deferred Bonds that afford maximum tax savings, and mature when you wish.

For example, if you are currently enjoying a good income, taxes are probably taking a large bite from the interest on your savings. If you are anticipating a lower income or are planning on retirement anytime during the next 13 years, you can defer payment of those taxes until after your income declines. By paying taxes on the accumulated interest at that time, you will retain a larger portion of your savings. And, you can even spread the maturity dates over a span of your retirement years, thus possibly reducing further the amount of applicable taxes.

Franklin’s Tax Deferred Bond’s 5\% interest is compounded continuously 24 hours a day and is guaranteed for the life of your bond. Minimum bond issued $1,000, and in multiples of $1,000 thereafter. You can pick the exact month and year you want your bonds to mature…from 24 months up to 13 years and 11 months. For example: A bond purchased in 1969 for the maximum term will mature in 1983. You pay no taxes on your interest until that time. The table below shows examples of your bond’s effective yield and value when held to maturity.

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<th>PURCHASE PRICE</th>
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(No withdrawals can be made until the maturity date. Bonds are neither negotiable nor transferable.)

ADVANTAGES:
• You may purchase your bonds now so they mature when your present income decreases.
• You have a wide choice of maturity dates…from two years to thirteen years and 11 months…whenever it benefits you most.
• You are guaranteed 5\% interest compounded continuously, 24 hours a day, for the life of your bonds.
• Your bonds will more than double in value in just thirteen years and 11 months.

Start planning to make your future more rewarding with the Tax Deferred Bonds that mature when you want them to. Come see us today about this newest Franklin Savings Bond, and save tax dollars, or just send us the attached coupon with your check.

TO: FRANKLIN NATIONAL BANK
P.O. Box 563, Westbury, New York 11590

Enclosed is my check payable to Franklin National Bank for $...for purchase of Tax Deferred Bonds.

Tax Deferred Bonds may be selected in any multiples of $1,000.

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BONDS WILL BE MAILED TO REGISTERED OWNER AT THE ABOVE ADDRESS

FRANKLIN NATIONAL BANK
82 Offices in New York City and on Long Island
MEMBER FEDERAL DEPOSIT INSURANCE CORPORATION
Against AFSCME-Weddings

Craig Colony Nurses Will Support CSEA; Condemn SNA Action

SONYEA—Registered nurses employed at Craig Colony State School have voted unanimously to support and vote for the Civil Service Employees Assn. in the forthcoming State collective bargaining elections.

At a meeting June 9, the nurses joined the nurses at Syracuse State School who had previously condemned the State Nurses Association’s recent move to join with the American Federation of State, County and Municipal Employees—without consulting the Nurses Association membership—in the elections.

The Craig Colony nurses called this action “undemocratic,” noting that less than one-third of the total number of State-employed nurses are members of the Nurses Association while 80 percent of State-employed nurses are members of CSEA.

Many State nurses it was noted, refuse to support the Nurses Association because they claim the group is fighting against the promotion of nurses who do not have college degrees. The majority of State-employed nurses are professionally qualified and are State-licensed but do not have college degrees.

Letters of support for CSEA in the coming elections have poured in to CSEA headquarters from professional nurses throughout the State, praising the effective representation they have received from CSEA in the past and denouncing the Nurses Association’s move.

ROCHESTER — City refuse collections were back to normal after a two-day strike led by a trucker driver-foreman who seeks to throw out the union which represents the sanitation workers—the American Federation of State, County and Municipal Employees (AFSCME).

The strike was crushed when City Manager Seymour Reher threatened to invoke the Taylor Law, which could have brought fines, imprisonment, loss of pay and dismissal against the drivers and laborers.

The issue in the walkout of some 35 workers on the City’s east side was the City’s plan to cut back on the number of laborers on each refuse truck, which would have eliminated 35 jobs.

The strike halted trash collection in all residential neighborhoods and cut downtown pickups to a minimum. Cool weather and the short duration of the strike prevented a health hazard.

Angel Diaz, a truck driver-foreman, said he had collected more than 60 signatures on a petition calling for an election of another bargaining agent.

He said he sought support to throw out the AFSCME by taking a petition to the National Labor Relations Board. He charged that the AFSCME “doesn’t represent us.”

“This union is a City Hall union,” he said. “It doesn’t give a damn about the drivers and laborers, and we want an outside union to represent us. We never even see the union representative (Jack Cicotte).”

Cicotte met with city officials and, with Alfred Anselon, public works commissioner, issued a statement condemning the stoppage as unauthorized and stating that all workers were expected to be on the job immediately.

“Any grievances any members of the union should have been taken to the union leadership for discussion,” the statement read. “There is machinery through which the union and the City discuss such problems.”

Diaz said he had told Cicotte about the grievances last week, but received no satisfaction or hearing from the Civil Service Employees Association.

MH Ass’t. Comm. ALBANY—Dr. Judith Rettig of Delmar has been appointed as an assistant commissioner in the Division of Mental Retardation for the State Department of Mental Hygiene at $3,500 a year.

She will be responsible for the administration of medical activities of the division.

CSEA Demands Investigation Of Nurse Pay Cuts

(Special To The Leader)

ALBANY — The Civil Service Employees Assn. has called for an investigation of the status of geographic pay differentials for New York State registered nurses.

The majority of nurses who do not have bachelor’s degrees attend college degree programs and are State-employed nurses.

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At State School here have voted unanimously to support and vote for the Civil Service Employees Assn. in the forthcoming State collective bargaining elections.

At Leader press time it was learned that the AFSCME-Nurses Association alliance did not receive enough votes to get a place on the PREB election ballot for the professional-technical-supervisory unit. Both groups will appear separately on the ballot.

“Tiss proves,” said a CSEA spokesman, “that the nurses in New York State want nothing to do with the ‘unworthy alliance’ formed on them by AFSCME and the Nurses Association.”

Rochester Sanitmen Back On Job, Blast AFSCME; Seek New Representative

(From Leader Correspondent)

ROCHESTER — City refuse collections were back to normal after a two-day strike led by a trucker driver-foreman who seeks to throw out the union which represents the sanitation workers—the American Federation of State, County and Municipal Employees (AFSCME).

The strike was crushed when City Manager Seymour Reher threatened to invoke the Taylor Law, which could have brought fines, imprisonment, loss of pay and dismissal against the drivers and laborers.

The issue in the walkout of some 35 workers on the City’s east side was the City’s plan to cut back on the number of laborers on each refuse truck, which would have eliminated 35 jobs.

The strike halted trash collection in all residential neighborhoods and cut downtown pickups to a minimum. Cool weather and the short duration of the strike prevented a health hazard.

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She will be responsible for the administration of medical activities of the division.

State Workers:

CSEA gives you the say in what’s right for you in salary and benefits.
Ijpite of the Governor, the Public Employment Relations
strength to be successful in the State Legislature and in
ury little membership among public workers outside of
of her
he pot with the Exective Branch which are of bene-
tive and legislative branches of government which it

A t L e a s t 3 2  R e a s o n s
i proved by their low membership among State employees.
statement was made by the executive director of Council

9. CSEA retains an outstanding legal firm to represent
members with several full-time attorneys in Albany and
district offices throughout the State. This firm
represents CSEA to assist in negotiations, for its

25. All these oganlzations named in the preceding para-

20. CSEA respects the intelligence of State employees

19. Each and every member of CSEA elects the officers
of CSEA as the chapter members elect its officers. CSEA

18. CSEA is the State employees' "own" organization
organized from within the State service by State employees
themselves with the knowledge and help of almost all
from outside the State service to impose themselves on
State employees for the purpose of "reaping a harvest
far broader than permitted by law."

17. CSEA has successfully bargained for State employ-
throughout the years whereas Council 50 has had little
or no experience along this line for State employees.
CSEA has bargained as a negotiating agent for employees
in hundreds of local government units in New York State
and has attained for the employees involved improve-
ments in benefits more liberal during the last two years
under the Taylor Law than they had ever herefore
enjoyed.

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themselves with the knowledge and help of almost all
from outside the State service to impose themselves on
State employees for the purpose of "reaping a harvest
far broader than permitted by law."

15. Council 50 cannot be confused with the AFSCME
International President, Jerry Wurf, who represents
employees in all matters. Its competitors referred

14. Council 50 and other small competitors have no
record of accomplishment and service to State employees which
proved by their low membership among State employees.

13. CSEA membership has been consistently opposed
by the State and government employees.

12. Council 50 and our other small competitors have
three or four of this

11. CSEA has well-qualified staff of experts including

10. CSEA Headquarters headquarters fully equipped
100 miles distance from the State Capitol which provides an
efficient and effective base of operations to represent
the employees in the same manner as the larger organizations
have second-class space far removed from the State
Government headquarters consisting of about 1/10th the
best and with far less staff.

9. CSEA retains an outstanding legal firm to represent
members with several full-time attorneys in Albany and
district offices throughout the State. This firm
represents CSEA to assist in negotiations, for its

8. Council 50 and the other small competitors have
little membership among public workers outside of
New York State, whereas CSEA has more than 1/10th the
membership in New York State.

7. CSEA has the respect of the State and local execu-
tive and legislative branches of government which it

6. CSEA offers legal representation and collective

5. AFSCME is a numbersome organization and
State government.

4. CSEA has an enviable record of accomplishment for
state employees for many years as to salaries, retirement,
health and sick leave, vacation, overtime pay, and in the protection of employees
as to recruitment, transfer, promotion and protection
gainst dismissal.

3. Council 50 and other competitors have no record of
accomplishment and service to State employees which
proved by their low membership among State employees.

2. CSEA bargaining know-how is amply illustrated in
those of the Governor, the Public Employment Relations
Board and Council 50, who cannot stop CSEA
negotiations last year and this year.

1. You can join CSEA without taking any group
innocence and you can never be asked to represent you. You

CSEA Wins Improved Sites For Paying Youth Corps Aides
ALBANY—Further Improvement was won last week by
the Civil Service Employees Assoc., in the location of payment
for Summer Neighborhood Youth Corps workers in
Albany. Mayor John LoMonaco, president of
the Metro Division of

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Vacation Home Sales Record Huge Success

Announcing average sales of $40,000 weekly since the middle of May, Donald A. Gerson, developer, also announces what the public may have guessed that History Hills, White Haven, Pa., located on Route 940 and Stillwater Lakes, Pocono Summit, Pa., located on Old Pa. Route 940 and Interstate 80, are both his projects. He states that he will shortly add one more community to his renamed—acquiring title Con- tracts have been signed. Four- season homes will be offered at less than surrounding prices to summer, spring, fall, and winter vacationists and to retirement-minded couples. Stillwater Lakes, Mount Pocono, adjoins the Pocono Manor Golf Club and the 22,000-acre Pa. Hunting and Fishing Preserve. History Hills is practically next door to Hickory Run State Park.

Both developments will be within easy driving distance of "Tocks Island," the huge Delaware River Federal-State Recreation Park enclosing a winding lake 37 miles "department store" of Pocono vacation home projects to be an- nounced on acquiring title. Con- tracts have been signed. Four- season homes will be offered at less than surrounding prices to summer, spring, fall, and winter vacationists and to retirement-minded couples. Stillwater Lakes, Mount Pocono, adjoins the Pocono Manor Golf Club and the 22,000-acre Pa. Hunting and Fishing Preserve. History Hills is practically next door to Hickory Run State Park.

Creegmoor Director

ALBANY—Dr. Irwin M. Green- brook is the new director of Creegmoor State Hospital in Queens. He succeeds Dr. Harry A. LaBurt, who retired.

A GLASS SPON? This mail-order exclusive is 30" long. It makes a color- ful decor conversation piece on any wall. Hand blown also — heat resistant means it is durable & can be used for display as the Swede- da, Grammar: National price is $214.95. 99c N.Y. civil service discount — $19.95 post. Order toll free (no phone orders) available at any retail store.

Hi Fidelity Center

will give you a fine DIAMOND STEREO CARTRIDGE with the world's finest Automatic Turntable

THE ONE THAT IS YEARS AHEAD FEATURE BY FEATURE, UNSURPASSED IN THE INDUSTRY

FOR JUST ONE PENNY

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Garrard®

SL95

Hi Fidelity Center

Select discounts for CSEA employees.

Exclusive arrangements have been made with Consumer Buying Service to enable all CSEA employees to purchase major items at the lowest prices. This is possible because the program provides you, as an individual, with the mass-purchasing power of a group. Items available:

- Furniture
- Major Appliances
- New Cars
- Carpeting/Tile

Travel Program

Special charter and group trips have been arranged on most major airlines. More of the vacations also offer you a special bonus GIF CERTIFICATE*. These certificates can be used at any time, at any place, for the same number of people, and for any number of days. They can be used towards the purchase of any vacation. Some of the vacations include:

- Mexico* / 15 days / $299
- Radio City Music Hall, Taj Mahal at the Hilton Hotels.
- Jamaica* / 5 days / $199
- Florida/14 days / $499
- Hawaii/14 days / $499

Call CONSUMER BUYING SERVICE, New York; (212) 886-4800, Long Island; (516) 248-1131

HOW YOU ARE PROTECTED

Besides cooperating in this program must first meet our high standards, before they can participate. And they must maintain those standards. This means you have full protection and assurance of Consumer Buying Service. Each dealer is responsible to us for every purchase made by our members. This guarantees you complete reliability and service.

Call CONSUMER BUYING SERVICE, New York: (212) 886-4800, Long Island: (516) 248-1131

MINDOLA—More than 350 members and supporters turned out as chairman of the Local CSEA unit of the Nassau Chapter, Civil Service Employees Ame, were installed by chapter president Irving Plaumann.

Long Beach Unit

Thomas Stapleton, re-elected president, headed the slate, which

CAREERS for YOUNG MEN

with the

NEW YORK CITY POLICE DEPT.

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You can be one of THE ONE THAT IS YEARS AHEAD FEATURE BY

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- Prestige
- Benefits

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If you will be 20 and less than 29 on June 28th, at least

You will have the opportunity for advancement on higher ranks (over $10,000 yearly), earnings

take written exam [no charge] SATURDAY, JUNE 28 at 9 A.M.

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- F Train to Delancey or S1/JJ to Essex St.
- BMT D Train to Union Square or F Train to Delancey.
- IND B Train to Woodhaven-Jamaica to 179 St.
-cher Into Union Street to Main Ave. New Lots-71 Ave. Train to Pennsylvania Ave.
- CHARTER TO RQONS:
Andrew Jackson High, 507-61 116 Ave., Courting Heights.
- For info call NYC Dojut of Personnel: (212) 566-8700

Special discounts for CSEA employees.

When you come to buy any item covered in this program call Consumer Buying Service at the number listed. Ask for Mrs. Kart. Tell her the name of your organization and what you want to buy. She will send you for Mrs. Kart. Tell her the name of your organization and the certificate to the dealer, you will be quoted the

CIVIL SERVICE LEADER, Tuesday, June 24, 1969

CREDIT MO 5-2424
TRY THIS QUIZ!

**DID YOUR MEDICAL PLAN PROTECT YOU AGAINST...**

- Out-of-Pocket Expenses for Doctor Visits?  
  - YES □  NO □

- Maternity Bills?  
  - YES □  NO □

- Extra Charges for Surgery?  
  - YES □  NO □

- Extra Charges for Specialist Care?  
  - YES □  NO □

- Confusion over panels of participating doctors?  
  - YES □  NO □

- Uncertainty as to services covered in full or in part?  
  - YES □  NO □

- Limitations on Certain Services?  
  - YES □  NO □

- Filling in claim forms?  
  - YES □  NO □

- Discussion of fees or income with the doctor?  
  - YES □  NO □

If you belong to a medical plan, we suggest you check the above list against your family’s experiences with medical care over the past year or so.

If you can check the “yes” box for every question, you are either an H.I.P. member or you haven’t had much need for doctors’ services lately.

*In H.I.P.’s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthesia and prescribed drugs and appliances.*

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**HEALTH INSURANCE PLAN OF GREATER NEW YORK**

635 MADISON AVENUE, NEW YORK, N.Y., 10022
fornia to serve as master of ceremonies, a circumstance that inspired Minority Leader Stanley In millions of dollars. The tax cut in 1970, State Chairman Burns organized a legislative conference that the only hope Rockefeller ever brought to the State of New York...
I determine whether or not you want to choose the organization that will represent you in your job and see how each one of the main contenders in the upcoming election differ. That a public employee union fulfills the grave responsibilities or above those paid by private employers—shift pay differentials, and all of the other little things that, added up, make your working years both profitable and enjoyable. The union you choose could also determine whether or not you keep your job, by its know-how in representing you if you are found on a compulsory discharge, by its power—or lack of it—to protect the existence of your job itself, and by how much it cares, or doesn't care, that you get a fair shake from your employer.

The responsibilities that you face in choosing an employee organization for representation in the years ahead are enormous and awesome. I am sure that you already want to choose an organization that can do the most for you and your family, and for the least money. Let us take a look at the two main contenders. In the upcoming election, you will find a choice which will define the grave responsibilities that a public employee union must undertake.

On the one hand, there is Council 50, a 20-year-old organization based on a downstate New York and drawing most of its membership from that area.

THEODORE C. WENZL

The union you choose could also determine whether or not you keep your job, by its know-how in representing you if you are found on a compulsory discharge, by its power—or lack of it—to protect the existence of your job itself, and by how much it cares, or doesn't care, that you get a fair shake from your employer.

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Retirees' City Hall Rally Called Complete Success

Gerard Palley, president of the New York City Civil Service Retired Employees Association, said this week that the City Hall demonstrations led to a "complete success." In a speech to the rally in City Hall on Wednesday, Mr. Palley said:

"During the course of several months, I have permitted a retired City employee to work for the City of New York and earn up to one thousand dollars a year without jeopardizing his pension benefits. Mr. Palley said." To quotes

"Also on their agenda was the question of late work for the school lunch managers. Several grievances submitted to the Interagency Board of Education officials that the provisions of the recently enacted Gleeo Law whereby school lunch managers could pension their employees, was a complete success."

In Five Districts

Nassau County Bunk School Austerity Budgets Winning Big Pay Boosts

MINELLA — Five more school district units of the Nassau county, Civil Service Employees Assn., have bucked the atmosphere of austerity by gaining significant pay boosts ranging to 15 percent. The moves were made after a series of protests.

Top boosts were gained by the Freeport School District unit, where the representative group got an eight percent boost in the coming year and an additional three percent over the following year, all in addition to any provided longevity increment.

Units in the School of Malverne and Plainedge-Old Bethpage achieved similar boosts for the coming year.

In Plainedge-Old Bethpage, where attempts had been denied by all union agreements, the school board, which had threatened to undermire the employees' bargaining, did not move that these men had unity that we can do," Plainedge Board President said.

In Freeport, the boost was gained by the Freeport School District unit, where the representative group got an eight percent boost in the coming year and an additional three percent over the following year, all in addition to any provided longevity increment.

In Malverne, the boost was gained by the Malverne School District unit, where the representative group got a seven percent boost in the coming year and an additional three percent over the following year, all in addition to any provided longevity increment.

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SAFETY OFFICERS MEET—CSA Security Unit addressed the Central Islip State Hospital chapter.

House Secured—A house with an alarm system has been secured for a new tenant.

CSEA Changes Rules

The Civil Service Commission is changing its regulations governing severance pay to avoid hardship to employees occasioned by a different amendment to its severance pay regulations. The changes are effective upon publication of the Federal Register, as expected soon.

The new amendment will allow severance pay for employees separated from the service in connection with a transfer of function or reduction in force when they decline reassignment to a position in another community area, even if the agency offers to pay transportation and household moving expenses in connection with a transfer of function.

Trainee Promotion Test

A written examination was given to the 427 candidates for trainee maintenance jobs at Maintenance Branch.

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Fight Continuing On OGS Firings

ALBANY—Civil Service Employees Assn. representatives are exploring every avenue to prevent the firing of 35 architects and nine chauffeurs in the Albany Office of General Services, the Leader learned last week.

John A. Conoby, CSEA's field representative, and representative with State Senator Walter Langley of Albany, and had scheduled a meeting over the Union with Senator Douglas Hudson and Assemblywoman Mary Ann Knupke to see what the Legislative leaders could do to prevent the firings.

Earlier in the week CSEA officials had met with OGS Commissioner C.V.R. Schuyler, CSEA President Theodore C. Wenzl said, "but if this arbitrary and shameful action is any indication, that kind of thinking has gone out the window." Senator Langley, according to CSEA officials, was very receptive and said he wanted to do anything he can to avert the firings. The Senator said he will contact the State Division of the Budget to get specific figures on just how the five percent affects the Office of General Services. He also intends to maintain close contact with the CSEA architects and chauffeurs committee.

In a related move the Licensed Professionals Committee of CSEA has sent a letter to Governor Rockefeller condemning the action. Chairman William Grossbeck, said, "The CSEA architects: and chauffeurs committee.

State Workers: Why is CSEA working for the future?

Because we'll all spend the rest of our lives there.

NEW MEMBER — Harry Raskin, center, former secretary-treasurer of the Council 50 local at Pilgrim State Hospital, is seen as he is welcomed as a new member of the hospital chapter of the Civil Service Employees Assn. With him are Nick Pollicino, left, CSEA field representative, and Roger Cilli, first vice president of the chapter. Raskin quit because of Council 50's failure to act on behalf of public employees.

Another Council 50 Defection

(Continued from Page 1)
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