Council 50 Protests Elections; Cites Bendet Role In Crushing Defeat

The Leader learned at press time that Council 50, APS-CSEA, which was crushed by the Civil Service Employees Asn. in Statewide elections earlier this month, to the surprise of almost everyone, has requested that the State Department of Labor to review the election results. The CSEA, which won the vote, has announced that it will file a complaint with the Department of Labor on the grounds that the elections were unfair.

The Elec tion Board of Statewide workers have been one for 38 years," said President Theodore C. Wenzl, chairman of the CSEA's Board of Directors and the Statewide delegates.

CSEA Group Asks Clerical Career Ladder

ALBANY—The establishment of a career ladder for clerical employees would be a boon to all personnel in the state, said Irving Fisher, chairman of the CSEA's Special Committee for Resolution of Office and Clerical Workers, last week.

The committees met last Mon.

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Impasse Declared In Broome County; Mediator Requested

(From Leader Correspondent)

BINGHAMTON — Negotiators for the Broome County Civil Service Employees Assn. and Broome County have declared an impasse in their talks concerning wages and working conditions for the coming year. Representatives of both sides declared the impasse Thursday night after more than five weeks of talks.

Richard Petrosko, president of the Broome County chapter of CSEA, said shortly after the announcement that the impasse was the result of the failure to offer alternatives to CSEA's proposals or to clauses on those issues submitted for consideration by CSEA negotiators. While Petrosko declined to elaborate on the specific proposals involved in compliance with the rule governing Taylor Law negotiations, a source close to the talks said the dispute centered on a wide range of items.

The next step will be for the Broome County Public Employment Relations Board to call a mediator to attempt to resolve the differences preventing an accord between the two factions. Petrosko indicated this would likely lead to a time of two or three weeks. He said despite the present situation, he was "hopeful of a quick settlement."

The Broome County chapter represents all county municipal employees except those within the county's Highway and Transit Department. With more than 1,500 members, this chapter is the largest single employee representative in the county.

Nassau Set To Meet

A board meeting of the Nassau chapter, Civil Service Employees Assn., will be held at 5:30 on Wednesday, August 29, at Salisbury Restaurant in East Meadow.

Naval Command Needs Construction Rep;
Salary Set At $8,462

One construction representative (C), GS-1649-9, at a starting salary of $8,462 to $11,000, is needed at Eastern Division, Naval Facilities Engineering Command, 99 Church Street, New York, N.Y.

The man appointed supervises construction operations, methods and equipment to ensure that work meets authorized plans and specifications; also reviews plans during bidding period and conducts prospective bidders on visits to construction site.

Further information and application forms may be obtained from the Consolidated Industrial Relations Office, Room 1501, 90 Church Street, New York, N.Y. 10007. Applications will be accepted until the needs of the service have been met.

Did You Ever Turn An Island Upside Down?

We Did...

We searched the South Seas and turned over a few enchanting islands to bring you authentic Polynesian romance and splendor.

LUAU DINNER/EXOTIC DRINKS/
After Theater Fun

Natve Entertainment In The
Lozung Of The Seven Pleasures

Hawaii Kai

Broadway at 50th Street
World's greatest Polynesian Restaurant
Open daily from 5, Sun 1 P.M.
Res: 7-6900
No Cover—No Minimum—Major Credit Cards
Bring Ad And Receive A Free Hawaiian Gift

Down To Earth Problems

NOW THAT we have put two men on the moon—and Earth-civil servants can expect to hear a new approach to citizen complaints, all of

two men on the moon—and Earth-civil servants can expect to hear a new approach

which will now begin:

"WE CAN put a man on the moon—"

WHICH DECLARATION will be followed with any of the following, or words of close similarity:

1. "BUT WE STILL have big potholes in our roads!"
2. "But we can't keep our streets clean!"

Navy Needs Construction Rep;
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Civil Service Leader, Tuesday, August 12, 1969

VACATIONERS — Members of the Civil Service Educational and Recreation Assn. are shown on their arrival at the Honolulu Airport, Hawaii, as they began a 15-day vacation at the Mid-Pacific State. Mrs. Julia Duffy of Central Islip State Hospital was leader of the tour.
Among Other Demands

Ten Percent Pay Boost, Full Hospital Payments Sought By Oneida CSEA

(From Leader Correspondent)

UTICA—A bargaining unit of Oneida County employees will seek a 10 percent across-the-board pay hike, a miniumum salary of $4,586 up from $2,948, and full county payment of hospitalization, in negotiations that began August 1.

The county chapter of the Oneida CSEA met with county officials last week for the first session of substantive negotiations. They resolved agreement two weeks ago on ground rules for the exchange, said Harold Guild, CSEA representative, said the chapter would seek a one or two-year contract to replace the one expiring Dec. 31. The proposal for a $4,586 annual minimum would, if adopted, increase the pay level of the present 44-grade salary schedule.

Key Proposals

In other key proposals, the unit will seek to have Sheriff’s Department lieutenants and lieutenants under Civil Service competitive classification and renamed County Awarded CSEA

Solons Make A Hit At Monroe Picnic

(From Leader Correspondent)

ROCHESTER—More than 3,000 persons attended the sixth annual Solon picnic sponsored by the Monroe chapter of the Civil Service Employees Association and the Genesee County Labor Council.

Guests included CSEA President Theodore Wenzel; James F. Ayers, chairman of labor service; and service representatives: Harry Johnson, CSEA field representative in the Rochester area; and Terry Sweat, representative of Ter Bush and Powell, CSEA's health and accident agency.

Other guests included Manager Gordon A. Howe; Sheriff Albert W. Skinner and most area legislators.

The highlight of the picnic, held at Ellison Park in the south area, was the traditional game of hide-and-go-seek between county department heads and the legislators, which the latter won.

Entertainment included sky divers who from 10,000 feet up dropped peanuts and pop for the kids, and free beer for the adults. More than 200 door prizes were given away.

The Monroe County Park Band provided musical entertainment throughout the afternoon.

Chairmen were Alonzo A. Adamski, chairman of the Monroe County Labor Council, and Theodore Wenzel, CSEA president.

Mass Turnout At Installation

L.I. Groups Enthusiastic Over CSEA State Victory

MINOREA—A surge of enthusiasm as a result of the landslide victory in the State bargaining-agent election is stimulating Civil Service Employees Asn. units in the county and municipal service, State second vice-president Irving F. Flausenberg reported this week.

"CSEA is in the driver's seat," said Flausenberg. The unit for the first year and one added day for each year of employment, with the exception of the first two weeks of carry-over to a new fiscal year.

• Adequate parking for all employees at new building.
• Weekly pay checks instead of bi-weekly.
• 10 percent increase of base pay for Social Services personnel after 25 years of employment and disability insurance.
• Uniforms and cleaning allowances for uniformed personnel in several categories and $350 clothing allowance for sheriffs and aides.
• Upgrading of salary titles in five graduate classes, in which to date fewer than 10 percent of all employees are included.
• 100 percent success if the Public Employment Relations Board holds the wards of the hospital will be established in the Haymarket Room.

"The Governor and his staff have been told that we have the right to a large salary increase, we have the facts to support our contention, and we have the strength to enforce our demands," Bendit said, in calling the meeting.

Norman Cochran

Norman K. Cochran, institution steward of the New York State Rehabilitation Hospital, West Haven, was installed as president recently. He was 58 years old.

Mr. Cochran was born in Maine, reared in Albany, N.Y., and has been the mainstay of the hospital procedures can be obtained from the Personnel Services Division of the State Civil Service Department.

CIVIL SERVICE
BUFFALO—"Let's continue to give the State good service and to maintain a militant State employees' organization," John Adamski of Buffalo, president of the Western Conference, said Wednesday.

Adamski, who also is president of the Roswell Park CSEA chapter, was installed as chairman of the Western Conference.

Meeting Tonight

Bendit Pledges Tough Salary Pact This Year

Members of the salary committee of the Civil Service Employees Association of State and County Employees will meet to prepare the final salary proposal at a meeting tonight, August 12, at 3:30 p.m., at the Statler Hilton Hotel, Seventh Avenue and 32 St., Manhattan.

Solomon Bendit, chairman of the committee, said the committee received 5000 persons attended the dinner meeting.

"We have the undisputed support of the workforce base to be provided for the workers on holidays and vacation time to personnel on fixed shift.

United States of America and provide an honest day's work. Nas­ ticators who will speak for em­

and field representatives, who have aided the unit, will also be present.

The highlight of the picnic, held at Ellison Park in the south area, was the traditional game of hide-and-go-seek between county department heads and the legislators, which the latter won.

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"CSEA is in the driver's seat," said Flausenberg. The unit for the first year and one added day for each year of employment, with the exception of the first two weeks of carry-over to a new fiscal year.

• Unlimited accumulation of sick leave at a rate increased from one to 1.5 days per month.
• Redefinition of overtime covered in present contract.
• Added holidays for the Friday after Thanksgiving and employer's holiday.
• Payment of shift differential on holidays and vacation time to personnel on fixed shift.
• Minimum salary of $6,500 for all sheriff's deputies current in grade starting at $5,230.

But our job now," the Western Conference president said, "is to continue to CSEA's excellent tradition of good service to the State and to the employees.

New Health Plan I.D. Process to Reduce Unnecessary Delays

ALBANY—State director of personnel John J. Dermody has outlined a new procedure for preparation of Health Insurance identification cards.

The new procedure, requested by a member of the GHI Group, provides for the preparation of identification cards by the agencies rather than by the Health Insurance Section of the Civil Service Department. It is designed, said Dermody, to reduce the time lag between an employee's enrollment under the Health Insurance Program and his receipt of identification cards.

A supply of blank cards will be sent to an agency head conference.

Each enrollee in the Statewide Plan will be issued a Blue Cross identification card and a Blue Shield identification card.

Identification cards are provided for enrollees in the GHI and HIP plans.

Information on the new procedures can be obtained from the Personnel Services Division of the State Civil Service Department.
Good Reasons for joining C.S.E.A. Accident · Sickness Income Insurance Plan

1. Money for living expenses when you need it most.
2. Pays in addition to sick leave benefits.
3. Pays in addition to other insurance.
4. Payroll deduction of premiums.
5. Cost is less than standard individual policies.
6. Thirteen conveniently located claim offices throughout New York State.
7. 24 Hour coverage (on and off the job if desired).
8. World-wide protection.
9. Underwritten by The Travellers Insurance Companies and administered by its Insurance Representatives, Ter Bush & Powell, Inc. for 30 years.

Remember—60,000 C.S.E.A. members can't be wrong.
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.
148 Clinton St., Schenectady, N.Y.

Please send me information concerning the CSEA Accident and Sickness Income Insurance. Name ____________________________

Home Address ____________________________

Place of Employment ____________________________

Date of Employment ____________________________ My age is ________

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

Door Stop Maintainer Posts
Open Up Filing In September

The opening of filing for door stop maintainer arrives September 3 and the close-out date for applicants falls September 23. The future is wide open for those who qualify, with the beginning salary of $4.26 an hour.

To take on these titles, there are certain minimum requirements; they include three years of experience in the work outlined under job duties or a satisfactory equivalent.

These posts utilize skills to install and replace various kinds of door checks and door spindles; make adjustments; disassemble and replace worn parts; recharge door checks; and drills and tap required holes.

The exam itself has been slated for December 16, a practical in which 70 percent is required. Candidates will demonstrate their skills with machine and tools in the production of work samples. A written exam also may be required.

Address your requests for applications to the City Department of Personnel. Its doorstep is at 49 Thomas St., New York 10013.

Eligible Lists

FROM JUNIOR BUILDING CUSTODIAN WD
1 Michael Fontana, Joseph A Marcello, Jose Doneseen, Juan A Cruz, William Kroetz, David Lopez, James R Humphrey, Cornelius Adams, Alexander Marcillo, Jose M Rivas, Pasquale Monteleone, Richard D Brandon, Wilbert Rhodes, Eber L Powell

FROM JUNIOR BUILDING CUSTODIAN GENERAL LIST
2 Pasquale Monteleone, Vincent L Parico, Julia M Clark, Leslie L Sanidad, eGeorge J Martin, Lillian B Rhille, Cleveland A Perelli, Menel A Pelelizzi, Juan A Alonso, Nellie Battle, Roosevelt Allen, Evelyn Francis, William Boudreaux, de R Dodds, Thaddeus H Reynolds, Eber L Powell, Dennis R Hopkins, Adolphus A Williams, Gladys J Smallwood, Paul Perez, Louis Molloy, Adrian Rivas, Mary O'Conner, Herbert Ruben, Thomas J Abara

EXAMINATION NO. 7632

PROMOTION TO JUNIOR BUILDING CUSTODIAN HSA
1 Hipolito Espino, Henry J Mercado, Melvin Phillips, Otto W Brown, Vincent L Parico, Gladys V Smallwood, Joe N Dodds, Mary O'Conner

PROMOTION TO JUNIOR BUILDING CUSTODIAN PD
1 Max Gerber, Arthur A Clayjon, Willie J Morgan, George J Martinez, Leslie S Sanidad, David R Reynolds, Paul Perez, Adolphus A Williams, Louis Molloy, Herbert Ambrose, Ethelbert Shuler, Claude R Burroughs

DIRECTOR OF WATER QUALITY CONTROL

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 systems.

CITY

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

Applications: Filing Period—Applications issued and received Monday through Friday from 8 a.m. to 5 p.m., except Thursday 10 a.m. to 4 p.m., and Friday from 8 a.m. to 12 noon.

Application blanks are obtainable free either by the application in person or by his representative at the Application Section of the Personnel Department at 49 Thomas St., New York, N.Y. 10013. Telephone 866-5728.

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.

Completed 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 Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop is to use the Brooklyn Bridge stop and the BMT 47th Street stop is to use the Chambers Street stop of the main subway lines that go through the area. Both lines have exits at Duane Street, a short walk from the Personnel Department.

STATE


Applications Issued and received at the New York, N.Y., Post Office.

STATE—Department of Personnel. Its doorstep is at 49 Thomas St., New York 10013. Telephone 866-5728.

Applications are required with mailed request forms. No return envelope!

FEDERAL

FEDERAL—New York Region, U.S. Civil Service Commission, Federal Building, 140 William Street and Lafayette St., New York 10038. Take the IRT Lexington Ave. Line to Worth St, and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 6 p.m., and offices play open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-1541.

Applications are also obtainable at main post office except Corning, New York, and Peekskill. Applications are also obtainable at main post office except for the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the positions will be notified of further information and application forms. No return envelopes are required with mailed requests.
City Managers Offered Classes In Programming

Managers employed by the City of New York are being offered a new, low-cost evening course in elementary computer programming.

The course, which begins in the fall, will enable managers to do simple programming, and will indicate under what conditions they should do such programming themselves.

Norman Howard, director, Division of Electronic Data Processing, Department of Social Service, will instruct the class. Howard also teaches a survey course, "automated data processing for non-data processing managers," for managers and supervisors interested in the application of data processing to their operations.

These are two of the 33 courses offered by the New York City Department of Personnel in cooperation with New York City Community College and Long Island University Brooklyn Center. Courses include conversational Spanish, speed reading, law for the layman, essential principles of supervision, developing your memory skills, multiple dwelling law application for City inspectors, and writing in City government.

Most courses meet for ten weekly sessions, and the fee is $15. Spanish courses, which meet for fifteen sessions, cost $25.

Registration begins September 2 and classes start the week of September 20. For a free bulletin describing all the courses, contact an agency personnel or training officer, or write or call the Training Division, New York City Department of Personnel, Room M-4, 49 Worth Street. (Phone: 968-8315).

Patrolman Eligible List
To Increase By 103

The Department of Personnel has recommended the addition of 103 names to the patrolman, police trainee list resulting from examination number 8106.

These eligible subjects are to be interviewed, upon completion of written examination and qualifying medical and physical tests.

Patrolman Physical
A rated qualifying physical examination was taken by 606 candidates for New York City patrolman recently.

Board Is Seeking Methods Analysts
Vacancies for methods analysts exist with the Board of Education, and are open to persons presently serving in that field and junior to junior administrative personnel division.

The DELEHANTY INSTITUTE
MANHATTAN: 115 EAST 15 ST., Near 4 Ave. (ALL SUBWAYS)

OFFICE HOURS: Mon. to Thurs., 9:30 to 8 PM, Fri., 9:30 to 5 PM

CIVIL SERVICE LEADER, Tuesday, August 12, 1969

CITY MANAGERS

OFFERED CLASSES IN PROGRAMMING

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Clutching At Straws

F INALLY, after two years of constantly proving their right to represent State employees in collective bargaining, the Civil Service Employees Assn. has won their point—that the overwhelming majority of State employees want CSEA and no other organization to bargain in their behalf.

Despite the evidence presented by CSEA in the form of dues deduction cards which the Taylor Law accepts as proof that employees signing the cards wanted the designation of the union as their representative, small splinter groups demanded that other proof be required in addition. So CSEA collected designation cards showing its clear legal right to represent State employees.

CSEA had proved again that it was the choice of the employees.

Then elections were demanded—with gerrymandered units set up to favor a conglomerate of small "councils" in some of the areas. CSEA won in four of the five units—as well as both units of Thru way employees—losing only to a cooperative conglomerate in the relatively small security division. CSEA again proved that State employees wanted CSEA again proved that State employees wanted CSEA after sincere discussion as their representative, small splinter groups demanded that other proof be required in addition. So CSEA collected designation cards showing its clear legal right to represent State employees.

The election results were—

Workers for CSEA: 25,410; CSEA: 20,316; an undercount of 1,300 was allowed.

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rochester Chapter
parks Vote Drive
With Massive Rally

ROCHESTER—As a prelude
to the recent Statewide elec-
tion which chose the Civil
Service Employees Assn. as
final bargaining representative
four out of five units, the
chapter, CSEA, conducted a
massive rally. With over 700
State workers attending, the rally was
described "a giant success.
"CSEA members indicated over­
whelming support for the Associa-
tion on the ballot. Nela Car-
son, chapter president, predicted

NELS CARSON
Handiald victory.

Other speakers at the rally
were Carmen Varriugta, Indus-
trial School chapter president;
James Reh, president of the De-
partment of Transportation chap-
ter; and Thomas Castelli, who
is the Brockport State Teach-
ing College chapter. James Pow-
er, supervising field representa-
tive, encouraged all workers to
continue get-out-the-vote activi-
ties.

The chapter also announced
its president, Carson, has
been appointed by statewide
president Theodore C. Wend as
member of the CSEA Salary
committee for the Western New
York area.

A Volkswagen dealer will gladly sell you one.

Obviously, What's not so obvious, however, is why
you would gladly buy one.

So we'll give you a little clue: See that sign by the windshield? That's
what you get for buying that thing.

A 100% guarantee.*

Don't touch. It's a beautiful thing in itself.
Because it covers the big things that can
plague you in a used car:
electrical system.

So if anything goes wrong with any of
these parts within 30 days or 1,000 miles
(whichever comes first), worry not.
The VW dealer guarantees 100% to re­
pair or replace it. And it doesn't cost you a
cent.

But not every car he gets in trade gets
that guarantee. Only those that
pass a tough 16-point Inspec-
tion earn his guarantee sign.
Which is your sign. Of a car
that's really beautiful.

*The dealer guarantees 100% to repair or replace the engine, transmission, rear axle, frame and suspension, brake system and electrical system for 30 days or 1,000 miles, whichever comes first.
Meet The Candidates For Department Reps

WILLIAM F. KUEHN
Agriculture & Markets

William F. Kuehn, representing Agriculture and Markets, has served continuously on the Board of Directors for the past 23 years. He has seen the Association grow from a cooperative of small organizations to the almost 200,000 members it represents today.

In his first year on the Board of Directors, he was responsible for the formation of the Agriculture and Markets chapter, and served two terms as its president. Also, through his efforts, the Board of Directors approved the charter making the Agriculture and Markets chapter the first chapter to represent its members on a Statewide level. He was also one of the original members of the small group that met and organized the Capital District Conference.

He has served on practically all of the Association committees, plus a number of special presidential committees. He was a member of the budget committee for 15 years, and spent 10 years as its chairman. He is a firm believer in the merit system, adequate salaries, grievance machinery and good working conditions for all State employees.

HAROLD J. RYAN, Jr.
Audit and Control

ERNEST WAGNER
Audit and Control

JOSEPH C. SYKES
Authorities

Joseph C. Sykes was born in Troy on February 22, 1915, the son of the late Joseph and Besale Van Hout Sykes. Following graduation from Troy Public Schools, he moved to Schenectady in 1934 and worked in several Schenec-

dady City Departments.

Prior to his appointment as mail room supervisor for the Thrway Authority in 1939, a job he presently holds, he had served as clerk in the office of Governor Thomas Dewey from 1948 to 1950 and before that, for one year as confidential clerk on the staff of the late Governor Al
dward D. Hicken.

He is widely known to political and legislative leaders at the State Capitol, and was Legislative Chairman for the CSEA Capital District Conference which comprises 42 chapters with more than 16,000 members.

In 1945, he was elected to the State CSEA Board of Directors as the representative for Authorities and was re-elected in 1947. He is unopposed for a third term in this important post. During his first term he was a member of the Group Life Insurance Committee and the Special Human Rights Committee.

Sykes was the recipient of a special $500 merit award from the Thrway Authority in 1965 as the result of his efforts on behalf of the Authority. In 1966, he sponsored a safe driving campaign on behalf of the Thrway CSEA chapters.

He served at the two last annual meetings of the Statewide CSEA as Sergeant-at-Arms, and has been asked to continue in that position at the 1969 Convention, scheduled from September 2 through 5th at the Hilton Hotel in New York City.

He is active in religious and civic affairs in Schenectady.

JOHN J. OSLORSE
Banking

Born in Troy, N.Y. Osborne attended primary and secondary schools in Troy, and Siena Col-

cure.

He served in the U.S. Army Signal Corps during the Korean Conflict. He was employed by Marine Midland National Bank of Troy prior to entering State service in 1966 as a Banking Dept. Assistant.

VINCENT FESCI
Banking

Vincent Fesce has been employed by the New York State Banking Depart-

ment as a Senior Bank Examiner for the past seven years.

He has served two terms on the Board of Directors of the Department of Conservation and Recreation and has been re-appointed chairman of the Legislative Committee of New York City Chapter. A member of the Board of Directors of the Association of New York State Bank Employees, he is a graduate of Rutgers University.

DAVID KEITH
Civil Service

Photo and Biography not sub-

mitted.

IRWIN CAMERON
Correction

Photo and Biography not sub-

mitted.

EMIL J. SPIAK
Commerce

Spak is a 20-year member of the CSEA With 11 years as a member of the Commerce staff, previously having been with the

Thruway Authority and the Depart-

ment of Public Works.

He attended Rensselaer Poly-

tech Institute and Russell Sage College.

He is a member of the Hudson-Mohawk chapter of the Data Proc-

essing Management Asn., and is chapter secretary for the Associa-

tion of Computing Machinery and a member of the Leibman Council Knights of Columbus.

He served as a staff member of the Amplification Forces dur-

ing World War II and was re-

called for the Korean conflict with the U.S. Naval Reserve.

Spak resides with wife, Therese and three children in Latham.

LOUIS COLBY
Conservation

Loulis P. Colby of Cliftondale, is a candidate for re-election to the Board of Directors of the

State level, Colby has served three terms on the State Executive Committee for the Department of Conservation, and has been re-elected by the New York State Executive Committee of the CSEA for the past four years and is the newly-appointed chairman of the Legislative Committee of New York City Chapter. A member of the Board of Governors of the Association of New York State Bank Employees, he is a graduate of Rutgers University.

He has served two terms on the Board of Directors of the Department of Conservation, and has been re-appointed chairman of the Legislative Committee and one term on the union activity com-

mittee and nominating committee. He is serving as second vice-

president of the Conference.

Colby is the president of the Long Island-Queens-County State Park chapter in his third term and has been delegate to CSEA annual convention in his first term. He has served as vice chairman of the chapter and has served two terms as vice-president.

ROBERT CARRUTHERS
Education

(No Photo Submitted)

Robert Carruthers is an asso-

ciate in English Education with the State Education Department. Most of his work involves serving as a consultant for school districts, preparing State syllabi, and conducting rating service position as a result of hav-

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ally led the fight for the right of State employees to receive compensation for overtime, which was enacted into law with the mer-

SYSTEM in the areas of ratings, examinations, and seniority, he has been a par- iet supporter of moves for the reallocation of the Civil Service Employees Asn. for the past six years. Jack person-

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Candidates

(Continued from Page 3)

GRACE HILLERY

Labor

No Photo Submitted

Miss Hillery is a candidate for re-election as departmental representative of the Department of Labor, in Buffalo District, for a second consecutive term. Miss Hillery has been employed in the Buffalo chapter from that office.

A past president of the Buffalo chapter and a past president of the Watertown chapter of the Association, Miss Hillery has also served as treasurer of the chapter and vice-president of the conference. She is chairman of the education committee and the budget committee of the Buffalo chapter as well as a member of the resolutions committee of the Western Conference.

Miss Hillery has been a member of the State CSEA, nominating committee, CSEA insurance committee, social committee, as well as an officer of the association's legislative committee.

In addition to CSEA Interests, Miss Hillery is a member of the Board of Directors and Credit Committee of the Niagara Federation of Federal Employees Credit Union; serves on the board of the Business and Professions Women's Club of Buffalo and is a member of the Insurance Women's Association of Buffalo and Alturas International.

Miss Hillery was elected in 1967. She has been a member of the legislative and education committee and has served in that capacity for seven years.

NICHOLAS PUZZIFERRI

Mental Hygiene

Grace Hillyard, Sol Bendet has devoted himself to the service of his fellow laborers. He has been an attorney for more than 30 years and has been a member of the Association of New York State Court of Claims judges.

In order to gain the necessary skills, Bendet was appointed to the Family Court of New York State Court of Claims judge. He has been active in the affairs of this Association and has served as coordinator for the negotiations created when Moe Berenson was appointed to the Family Court. He has been active in the affairs of this Association and has served as coordinator for the negotiations created when Moe Berenson was appointed to the Family Court. He has been active in the affairs of this Association and has served as coordinator for the negotiations created when Moe Berenson was appointed to the Family Court.

DOROTHY HONEYWELL

Labor

No Photo Submitted

A career employee with the New York State Department of Labor, Miss Honeywell has devoted himself to the service of his fellow laborers. She has been a member of the Association of New York State Court of Claims judges.

Miss Honeywell has been in the insurance business since 1941, she is presently a head statistics clerk responsible for industrial relations classification.

In addition to her work at the New York State Department of Labor, she has served as social and membership chairman, vice-president, and president of Albany Division of Employment chapter; has served as member of Capital District Conference as well as member of executive committees and various other committees.

She has also served on State, county, legislative and insurance committees; state and special division of Employment chapter.

HARRY GINSBURG

Law

Photo and Biography not submitted

August J. Petito

Legislative

Photo and Biography not submitted

ANNA BESSETTE

Mental Hygiene

Southern and Capital

Photo and Biography not submitted

CSEA's Annual Meeting

Will Open September 2

SUNY Chap. Growth

(Continued from Page 1)

of the committee is Charles Johnson, Co-Chairman; Don Kirkby, Co-Chairman; Jessica Keenan, Secretary and Charles Schuster, Treasurer. They are planning to arrive in New York on September 4 in an effort to hold down expenses and provide for a more organized arrival at the hotel. Members planning to arrive in New York in large groups should contact E. F. Falken at CSEA Headquarters in Albany who will ensure that adequate registration facilities will be available at the hotel upon arrival.

SUNY Chap. Growth

(Continued from Page 1)

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First president of chapter—six years, and president at the present time.

First vice president of chapter—four years.

President of conference—four years.

Member of the Board of Directors—seven years.

SUNY Chap. Growth

(Continued from Page 1)

Candidate (Continued from Page 1)

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First president of chapter—six years, and president at the present time.

First vice president of chapter—four years.

President of conference—four years.
Salary Can Soar To $8,892

Neither Experience Nor Education Required For Bridge/Tunnel Posts

Your best approach to the title of bridge and tunnel officer is to apply in advance of the February filing period at the offices of the City Department of Personnel.

To rule out getting there without being obstructed by any educational or experience requirements, there are medical, physical and age criteria needed for admission to the test for eligibles.

Signs will stipulate that the examination falls on April 11, whereas filing will be held between February 4 and 24, 1970. Those who succeed on this test run are promised a salary ranging from $4,735 to $8,892. Higher salaries, however, may well be on the horizon.

Pre-application forms are available at the department offices at 40 Thomas St., Manhattan. Mail requests will be honored only when accompanied by a stamped, self-addressed envelope, postmarked at least a week before personal filing.

Duties and responsibilities are diversified: to collect tolls, patrol structures and clear traffic lanes, direct traffic, remove snow and ice, attend to general maintenance work. These jobs are within the facilities of the Philadelphia Tunnel and Bridge Authority, now under the Metropolitan Transportation Authority.

Promotional Opportunities

Promotional opportunities are accorded to the title of Bridge Officer, and tunnel ser vant, now starting at $7,811 per annum, successive promotional expenses, contact the post of bridge and tunnel lieutenant. The latter post pays $8,571 to start.

Physical requirements state that candidates must be 5 feet 3 inches or more, have normal hearing and vision in each eye of 20/40. Additionally, they must be able to lift 100 pounds.

Candidates will be required to pass a rigid qualifying and medical examination. No certificates of employment will be issued until they are cleared. They shall be rejected for any deficiency, abnormality or disease of health or fitness.

For further information and application forms, contact the department's application section in person. The examination's code number is 07111.

In Police Impasse

CSEA Protests Refusal Of Corning To Negotiate

CORNING—The Civil Service Employees Assn., representing policemen in the city of Corning, today protested Corning Mayor Joseph J. Naso’s refusal to negotiate in good faith with the CSEA.

"Although a fact finder from the State Public Employment Negotiations Board was impaneled in the two negotiating teams reached an impasse, the Mayor discarded the mediation. He is also awaiting arbitration and will go ahead without a policeman. This is totally unjust," said Joseph J. Dolan, Jr., director of local government affairs for CSEA.

"The present starting salary for Corning police is a low $5,259," Dolan noted. "Many of the policemen are not in their proper salary steps, and a large number of patrolmen earn the base salary for better-paying jobs."

Negotiations, which began in May, reached an impasse in mid-June and the fact-finder, David R. Koebruch, was called into the town. The mayor, who was also recommended that the starting salary for patrolmen be established at $5,800, and that police personnel be able to reach $9,600 after five years and $12,500 after ten years. He also recommended a 2% yearly increment. He also recommended a $200 longevity increment for ten years, and a re-valuation of the entire salary structure to make the policeman at his proper salary step.

"The Mayor's negative reaction to the advice of the fact finder is totally unrealistic," Dolan declared. "The proposed raise is little enough to give men who protect the people their living wage."

"There are other legal recourses to this problem and CSEA will take them."

LETTERS

To THE EDITOR

LoMonaco Sends Thanks To Members

Editor, The Leader:

Allow me to express, through your paper, my heartfelt thanks to all my friends in the Leader who took the time to cheer me up with cards and telephone calls during and after my stay at the Harrington Pavilion at the Presbyterian Hospital. This demonstration of good will from so many friends has been particularly pleasant to me, for the Medicine is not as pleasant as the medicines.

I want also to express to all the members of my chapter, and especially those that I have been privileged to work with, our heartfelt thanks for all they have done and hard to help in achieving the great victory in the representation of nurses.

I am sure that this victory will be reflected in better benefits that will take effect on February 1st. Sincerely yours.

JOHN L. LO MONACO
President, Division of Employment Chapter
Civil Service Employees Assn.
First Across Nation
City University Inaugurates Program To Upgrade Nurses

To ease the critical shortage of professional nurses, City University has started its first college-sponsored program in the country to prepare licensed practical nurses (LPNs) to qualify as registered professional nurses.

The New York City Health Services Administration will coordinate the new LPN-to-RN program. It is the first which allows students to attend classes on a released-time basis while earning a new degree to receive full-on-the-job training.

CUNY's Chancellor Albert H. Ellerstrom, who announced the inauguration at the Bellevue School of Nursing, 44 East 70th Street, last week, said the experimental project he asserted: "The number of Americans who require medical care is increasing each year; it's now in seven. Yet fewer and fewer are receiving direct, or even indirect, care from professional nurses during their stay in a hospital. This program is designed to help ease the critical shortage of RNs. If successful it will serve as a model for similar programs throughout the country. Through it we plan to demonstrate the training potential of our experienced personnel who want to advance in the nursing field."

Meeting Triple Goal

The program meets three requirements set by the university and the City. It trains nurses in all the sciences—two years of general education, and three years of professional education in two years. The program also provides for public elections for several schools beginning in 1971.
TRY THIS QUIZ!

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

<table>
<thead>
<tr>
<th>Out-of-Pocket Expenses for Doctor Visits?</th>
<th>YES</th>
<th>NO</th>
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<tr>
<td>Maternity Bills?</td>
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<td>Extra Charges for Surgery?</td>
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<td>Extra Charges for Specialist Care?</td>
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<td>Confusion over panels of participating doctors?</td>
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<td>Uncertainty as to services covered in full or in part?</td>
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<td>Limitations on Certain Services?</td>
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<td>Filling in claim forms?</td>
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<td>Discussion of fees or income with the doctor?</td>
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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.
Year-round recreational facilities and conveniences are available at Rainbow Lake. The community's beautifully maintained scenery may be enjoyed from nearly all the 400 homes at Rainbow Lake.:

**Rainbow Lake**

At Indian Lake, New York 12842

From New York City: Take the New York State Thruway to Exit 24, then to the northway at Albany to Exit 23 to Warrensburg and west on Route 26 to Indian Lake. Turn left on Route 30 and follow signs to property.

**For Information Write or Call**

**Brocher** - 15 West End Ave. - Brooklyn, N.Y. 11223

212-297-0921

**Name**

**Address**

**City**

**State**

**Zip**

**Phone**

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Business Opportunities

Too much for one couple to handle, 2 successful, rent & board operation.

- A & B; 27, D; 28, D
- C; 29, C

**RECREATION AND CULTURAL AFFAIRS ADMINISTRATION**

Final Key Answers for Written Test Held December 14, 1968

The following are the final key answers as adopted by the Commission at a meeting held on the 4th day of August, 1969. These key answers result from careful consideration of all protests submitted by candidates and include such modifications of the proposed key answers as were allowed by the Commission.


**MM Answers**

Albany—Kenneth V. Skrvanek, who is on the staff at New York Medical College, has been named a consultant to the State Department of Mental Hygiene. He will receive $18,910 a year.

Cooperative Lake

Home to the 13 Sale

Cabin for Sale

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Give the gift of language to Yourself—Your Family—Your Friends.

AMAZING VALUE ON COMPLETE...FAMOUS...

"Living Language" COURSES

help you to speak a foreign language in WEEKS!

Now Only $9.95

FOR COURSES THAT ORIGINALLY SOLD FOR $29.95

in French or Spanish and now available in Russian,

German, Italian or Hebrew

JAPANESE, CONTINENTAL PORTUGUESE, SOUTH AMERICAN PORTUGUESE, CHILDREN'S FRENCH (Ages 5-10), CHILDREN'S SPANISH (Ages 5-10), Each Only $9.95

Orders also accepted for English Language Courses for French, Spanish, German and Italian Speaking Peoples. Each only $9.95

Students, doctors, scientists, businessmen—all those who want to widen their cultural and social horizons—will find that the Living Language Courses are the most convenient, natural way to learn a foreign language.

The method finally devised by the Army is the basis of the method used by Living Language Courses. The Army Department Language section in the U.S. War Department Language section which developed the Living language Courses, by Ralph F. Warden is the same, the same who developed the English as a Second Language system that the Army can use freely for the training of the world's大军. The Living Language Courses are the first in the history of language courses to be developed and scientifically developed on a scientific basis.

SAVE $20

These famous Living Language Courses—first introduced to the public in 1946—are today purchased by many thousands at the price of $2,999. Today they have been reproduced in their entirety in a new, more convenient, more economical form—20 hours for less than the original price of $29.99.

LISTEN...RELAX...LEARN

Now, right in the privacy of your own home, you'll find yourself becoming fluent in the language of your choice. The method finally devised by the Army is the basis of the method used by Living Language Courses, and it is a natural, enjoyable way to learn French, German, Italian or Hebrew.

Why LIVING LANGUAGE is the Runaway No. 1 Best Seller in the language field

COMPLETE AND STEP-BY-STEP.

You learn progressively, the way you learned English. You just listen and you learn—via the instant aural association method. You learn even "brush up" at any time—on your own terms.

PRACTICAL GUIDANCE.

A More Beautiful Figure

In World War II, the Army had to teach over one million soldiers to speak another language—a difficult task. It was only through the Living Language way that the soldiers were able to become fluent in a foreign language. Now, many of these soldiers have returned for other languages in the same quarantined period of time. And their success is due to the Living Language way. Order your choices today!

Doubleday Book Shoppers have sold over 50,000 Living Language Courses. Many of these satisfied customers have returned for other languages in the same period of time. And their success is due to the Living Language way. Order your choices today!

LIVING LANGUAGE COURSES BASED ON U.S. GOVERNMENT COURSES. TEACH YOU QUICKLY, EASILY, PLEASANTLY!

In World War II, the Army had to teach over one hundred thousand soldiers to speak and understand foreign languages in a hurry. The method finally devised by the Army is the basis of the method used by Living Language Courses. The Army Department Language section which developed the Living language Courses is the same, the same who developed the English as a Second Language system that the Army can use freely for the training of the world's大军.

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SAVE TIME, MONEY, EFFORT

You can improve your mind by learning a foreign language. It's easy...it's proven. In long-playing hi-fidelity records, the Living Language way helps you achieve amazing results.

DRASTIC REDUCTION IN RECORD TIME

In no time at all, you'll find you can converse with your newly learned language with native skill. You'll be able to communicate with customs officials, order in a restaurant, do business in your newly learned language with native skill. You'll be amazed and delighted with the new social and business relationships the new language adds to your life.

No appointment needed. No rigid time limits. You learn even "brush up" at any time—in the privacy of your own home. Your appointment needed. No right time limits. You learn even "brush up" at any time—in the privacy of your own home. Your appointment needed. No right time limits. You learn even "brush up" at any time—in the privacy of your own home. Your appointment needed. No right time limits. You learn even "brush up" at any time—in the privacy of your own home. Your appointment needed. No right time limits. You learn even "brush up" at any time—in the privacy of your own home. Your appointment needed. No right time limits.

FREE RETURN POLICY

You're under no obligation to order or to purchase anything. Try all four Living Language Courses of your choice at no obligation. If you're not completely satisfied, return them for a complete refund of the purchase price.

For courses that originally sold for $29.95

Living Language Courses

Gorman, Italian or Hebrew

oshed make you a new man. It will change your figure . . . help you improve your body by reducing waist, hips, thighs, arms, legs, improving your figure . . . helps spot your secret and mystery muscles, to develop your figure . . . helps you improve your mind by learning a foreign language. It's easy...it's proven.

FRENCH SPANISH RUSSIAN GERMAN HEBREW or ENGLISH f.a.s.d.!

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Don't Repeat This!

(A Special To The Leader)

ALBANY—Without the exclusive services of the three busy state commissioners who heard the oral arguments in the long, hot days keeping a watchful eye on the ballot-counting for the election of New York state judges, gaining units at the New Scotland Avenue Armory in Albany and the state employee organizations participating in the elections were required to watch the counting of the ballots.

The direction of members such as those which have made CSEA great and will continue to serve CSEA in the future, Wendell Wishart, sr., president, and the thanks of CSEA members everywhere goes to them.

In Buffalo, Erie County employee associations served many years as a City Councilman from Buffalo's East Side he was as chief investing officer, James Began, sought a City Council seat after years of community service in the Bronx. He, too, lost by a small margin in a primary battle.

Behind the scenes, also, civil service employees are taking a hand in civic affairs.

When the Haverstraw Village police FBI started picking the locks of guardhouses, and conditions last month, they received strong support from the central organization of peace officers, either working or living in Rockland County. Most of the members are New York CI policemen residing in the county. The value agreed to discuss the demands of the village police and act favorably, hundreds of off-duty "brothers-in-blue" joined the demonstration.

A political action group is also in the planning stage in Rockland. Group of dissatisfied public employees from all jurisdictions, seeing that many State and local legislatures were talking in the public employees' behalf, are considering taking strong action in support of some of the officeholders who are keeping taxes down by their efficient service.

Wenzl praised the 54 observers —volunteer CSEA members from districts, unions and the former career policeman who are keeping taxes down by their efficient service.

Some of the officeholders they are preparing to go to the polls at public office — the Consti
tutional Convention and chaired the Statewide legislative, pension, monitions and labor relations committees of CSEA. Following his retirement from State service he became the City's Labor Commissioner by appointment of Mayor Lindsay.

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Twenty percent of the electorate is civil service. That's a lot of votes — either for or against.

(continued from Page 1)

and attained the office of deputy chief of the New York City Police Department. As a young man, he was a police officer. For many years, years many civil service career employees have aimed both posts within the State and the government.

Police Officers

Two of the newest in the New York City area are two of the nation's retired military policemen. The York City Police Department, was the founder of the Police Department. The City's decorated policeman, prior to retirement, was an officer in the Department since 1922.

Dwight D. Eisenhower was a soldier — a public employee — who received an excellent service job in the lend.

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...and to CSEA goes the top award of the year---The Victory Cup---awarded to CSEA for a sweeping victory in four out of five statewide election units. A result of the unity and hard work by members, delegates and leadership. CSEA completely overwhelmed its competition....

Accepting on behalf of all CSEA members is Ted Wenzl, President.

CIVIL SERVICE EMPLOYEES ASSOCIATION
33 ELK STREET, ALBANY, N.Y.