CSEA ‘Truth Squad’ Puts A Damper On Creedmoor Strike;
PERB Saves Face For Union

A union attempt to call a strike at Creedmoor State Hospital last week for the purpose of interrupting negotiations for State employees being conducted between the Civil Service Employees Assn., and the Rockefeller Administration fizzled last week when a CSEA “Truth Squad” flew to Creedmoor and gave workers there the real reason behind the union action.

COUNCIL 50 of the American Federation of State, County and Municipal Employees, obviously in a panic over reports that CSEA was on the verge of negotiating a handsome contract with the State, attempted to stall the negotiations by calling a series of strikes in State Mental Hygiene Dept. Institutions. The union also demanded that the Rockefeller Administration deal with them, although the CSEA is the legally recognized bargaining agent for nearly all State employees. The union has no recognition status whatsoever.

A CSEA “Truth Squad,” composed of CSEA president Theodore Wenzl; executive director, Joseph D. Lochner and Solomon Bendet, chairman of the CSEA salary committee, in a two-day session with employees at Creedmoor State exposed the union’s motives for the phony strike call.

The trio made these points:
- CSEA made major strides for State workers last year and is on the verge of making new major gains in current contract talks.
- The Rockefeller Administration has recognized CSEA as the sole bargaining representative for most State workers and this recognition was upheld by the Court of Appeals, the highest court in the State.
- Council 50, which has never managed to gain more than slightly under ten percent of State employees as members, has no official status at all as a bargaining and cannot produce any negotiated gains for workers.
- Council 50, fearing two good years in a row on behalf of employees by CSEA would put the union out of business, attempted to force recognition by calling a strike.

The Employees Association termed the strike “not an attempt to

Pay Hikes Top Fringes Won
By Phillipstown CSEA In Pact

PHILLIPSTOWN—Meditation efforts have resulted in the end of an impasse situation and approval of a two-year contract by members of the Phillipstown unit of the Westchester County chapter of the Civil Service Employees Assn.

Topping the list of benefits won were a 30 cents an hour raise for laborers and a 45 cents an hour hike for operations plus an additional 30 cents per hour for employees with ten years of service.

William J. McGowan, Board of Education president, and Steve Caruso, unit president, Standing: Stuart M. Pearis, city corporation counsel; Gerald J. Demareo, school district business administrator; Matthew Vitanza, unit attorney; Frank Muecke, second vice-president, and Martin A. Heiber, superintendant of schools.

Erie Library Unit
ELECTS NEW STATE
BUFFALO—Mrs. Thomas M. Koshen was elected president of the Buffalo and Erie County Library unit of the Erie chapter of the Civil Service Employees Assn., at a meeting here recently.

The unit, which has 167 members, includes the Buffalo and Erie County Library unit of the Erie chapter.

The unit held a meeting at the Buffalo Public Library, the Library Board, was instrumental in securing the contract.

Members of the unit felt the contract to be fair and equitable, Emmanuel Vitale, CSEA collective bargaining specialist, said “without the help of CSEA these employees would have been denied the many long overdue benefits guaranteed them in the contract.

Besides the pay hikes, CSEA also won: the higher pay for employees temporarily assigned to work in a higher grade position; time and a half pay for all work outside regular hours.

The Employees Association termed the strike “not an attempt to
On the vagaries of women will be
Theatre will perform MsMart's
director Karoly Kope.

Arte, 780-5291.

production of the 1968-69 season,
formances, Friday and Saturday
 evenings, Dec. 13 and 14, in the
S ervice C om m ission  for p o sitiot*  grad e lev els G S-5 ($5,732) a n d  G S -7  ($6,981).

"Gosi Fan Tutte"
"Cosl Paji Tutte" as the second
th e F ed era l S ervice E n tran ce E x a m in a tio n  (F S E E ), h a s b een  rev ised  b y th e U .S . C ivil

general examination and Indicate
positions, and applicants will m eet
the Revised Requirements By FSEE
At Two Job Levels; GS-5, GS-7

The main avenue through which college caliber personnel) enter the Federal service,
the Federal Employment Examination (FSEE), has been revised by the U.S. Civil
Service Commission for positions at grade levels GS-5 ($5,732) and GS-7 ($6,981).

The examination, which is used to fill over 200 different types of career positions,
has several important improvements. There is no longer a separate examination for management intern positions, and applicants will meet the written requirements if they receive a very high score on the general examination and identify an interest in the management intern program.

Applicants with scores of 1,000

"Gosi Fan Tutte"
The Brooklyn College Opera Theatre will perform Mozart's

Kope has scheduled two per-

9 Days—Only $349

Easter In Rome
And Florence

The 1969 Easter trip to Rome for members of the Civil Service Employees Asn., and their immediate families will be longer, including a side visit to Florence and will be less expensive than the 1968 trip with no reduction in quality, it was announced by Irving Flammuboom, tour leader.

The nine-day trip will leave New York April 4 and return April 13, giving tour members Holy Saturday and Easter Sunday in Rome. Included are round trip transpor-
tation via Pan American jet; all hotel rooms, sightseeing tours of Rome (including the Forum and Vatican City) and its environs; a two-day visit to Florence with its great art treasures—only $349. Those wishing air passage only may buy round trip seats at only $239.

Space on this highly popular tour is strictly limited and immediate application should be made by writing Irving Flammuboom, 25 Buchanan St., Brooklyn, N.Y., 11205—Telephone (516) 868-7715.

THREE OF THE NATION'S TOP COLUMNISTS

New York Daily Column
and

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WHY PAY MORE?
Get our low rates on your car NOW!

State-Wide Insurance Company

that means you save $20 out of every $100 on your premium—AND THESE SAVINGS ARE APPLIED IMMEDIATELY!

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EFL. 11-30

Without obligation rush full information on your money-saving insurance.

Name

Address

City

Phone No.


S A V E  2 0 % OFF BUREAU RATES

Compare!
Broome County Aides Offered 10 Percent Salary Increase Plus 18 New Fringe Benefits

(From Leader Correspondent)

BINGHAMTON—Pay raises ranging from $150 to $800 plus 5½ percent increments will go to most of Broome County’s 1,200 employees under a 1969 contract negotiated by the Broome chapter of the Civil Service Employees Assn.

Under a new salary schedule included in the contract, the lowest increment is $100.

So the minimum raise-plus-increment will be $40. The average pay raise, including increment, will be 19½ percent. The chapter membership will hold a ratification meeting soon.

Fringe Benefits

Besides this pay increase, the contract includes 18 fringe benefits improvements.

County officials agreed to accept in total the salary schedule recommended by W. K. Williams and Co., Inc. of New York City.

The Williams firm was hired for a professional job evaluation after CSEA members for several years urged such a job study.

Study Updating

Edwin L. Crawford, Board of Supervisors chairman, has included $5,000 in the proposed 1969 budget for an updating of the Williams study. Another $3,000 was provided for a study of jobs and salaries at Broome Technical Community College.

The CSEA chapter represents most of the county employees.

Henry Walen, chief mediator and a part of the negotiations team, said the proposed contract contains these benefits:

• Overtime (time and a half) pay for those in certain departments who work more than 40 hours a week. Until now the county has given compensatory time off for extra work, or paid straight-time.

• A raise in the basic in-county mileage allowance for employees using their cars on county business from 10 to 11 cents a mile.

• Nightshift premium pay of 20 cents an hour for second shift workers and 25 cents an hour for third-shift workers.

• A fourth week of vacation after 20 years. Employees now get a third week after ten years.

• A third longevity payment. Broome County employees now get $100 payments after 15 and 20 years. The new system calls for payments of $100 after ten and 20 years and $150 or the grade increment, if it is larger, after 20 years.

• The 24-hour week for office workers in July and August will be protected in the

Arrangements to provide training classes for new Civil Service Employees Assn. delegates of the New York City chapter will be made by Sam Emmett, it was announced at the Nov. 14 meeting at Gannet’s Restaurant.

Emmett said that classes would start sometime after the first of the year. The course will teach new representatives the operations, procedures and functions of both the State CSEA and the local chapter.

Selma Cohen was appointed acting secretary because Mrs. Ann Collins resigned from that position; an election for a new permanent secretary will be held at the next meeting.

The chapter passed a proposal donating $100 for Christmas toys to be given to underprivileged children in the City.

Martha Owens, from the Workmen’s Compensation Board, is now part of CSEA’s State negotiating committee for pensions and benefits.

DISCUSSION — Representatives of the Civil Service Employees Assn. met with officials of the State Department of Agriculture and Markets at the State Campus in Albany, F. Henry Galpin, standing center, assistant executive director of CSEA, said “this meeting is the first of several workshops which will give us an opportunity to discuss employee problems with department officials on a regular basis.” Standing, from left, are Commissioner Donald J. Wickham; Bert Buss, president of the Department’s CSEA chapter; Galpin; John A. Conoby, CSEA Albany area field representative; and William F. Kuehn, CSEA chapter delegate. Seated is Robert Gl. Blayde, counsel for the department.

(Continued on Page 16)
Nathan Beckenstein

Dr. Nathan Beckenstein, 61, of the Brooklyn State Hospital, died Oct. 17 in Brooklyn.

Dr. Beckenstein, a charter member of the Brooklyn State chapter of the Civil Service Employees Association, graduated from Cornell University in 1925 and from that university's College of Medicine in 1928. He did his internship at the Brooklyn State Hospital and the Jewish Hospital of Brooklyn. At Brooklyn State, Dr. Beckenstein started as an intern and rose to assistant director of the hospital in 1941. In 1947 he became medical inspector for the State Department of Mental Hygiene and then was appointed acting assistant commissioner of the State Mental Hygiene Department. In 1950 he became assistant director of the Brooklyn Psychopathic Hospital.

Dr. Beckenstein was also a clinical professor of psychiatry at the State University of New York's Downstate Medical Center, and a visiting professor in psychiatry at the New York School of Psychiatry.

Dr. Beckenstein is survived by two brothers, Jack Beckenstein of Houston, Tex., and Julius Beckenstein of New York, and by two sisters, Anna Beckenstein and Mrs. Lester Hrenstein.

“DAZZLING! Once you see it, you'll never again picture 'Romeo & Juliet' quite the way you did before!” — Life

Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and the various destinations.

CITY

NEW YORK CITY—The Applications Section of the Civil Service Employment Service Region Office, Federal Building, 300 Midtown Tower, Rochester, (Wednesday only), is required with mailed requests for further information and application forms. No returns enclosing are required with mailed requests for application forms.

STATE

STATE—Room 1109 at 70 Broadway, New York, N.Y. 10005, corner of Chambers St., telephones 468-6606; Governor Alfred E. Smith State Office Building and the State Campus, Albany, Suit 706; Geneseo Building I Wolf Geneseo St.; Black Office Building, Syracuse; and 300 Midtown Tower, Rochester, (Wednesday only).

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 IR T Lexington Ave. Line to City Hall and walk two blocks north, or take another train to Chambers St. of 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 373-6100. After 5 p.m., phone 489-3767, give the job you apply for, your name and address. Applications are also obtainable at the Post Office. The New York, N.Y., Post Office.

Groups of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.
**TOAST as you like it!**

**PARTY LIGHT**

**AUTOMATIC TOASTER**

The automatic mechanism of this toaster is the simplest ever devised. Simply set the six-position control and press lightly on the lever. Before you know it, your toast pops up—piping hot and ready for spreading.

KELLARD CO.

108 FULTON STREET

New York City

DI 9-3640

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

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service. What is happening to the job you have and the job you want. Make sure you don't miss a single issue. Enter your subscription now.

The price is $5.00. That brings you all issues of the Civil Service Leader, filled with the government job news you want. You can subscribe on the coupon below.

CIVIL SERVICE LEADER

97 Barnes Street

New York 10009, New York

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

NAME

ADDRESS

ZIP CODE

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CIVIL SERVICE LEADERS, Tuesday, November 18, 1969

Seek Library PR Director

Anyone interested in being director of public relations for Suffolk County libraries may apply for the job up until Jan. 15, 1969. by contacting the Suffolk County Library at Riverhead, N.Y. The usual bi-weekly salary for the position is from $371 to $495. The test will be given Feb. 15.

Minimum qualifications are graduation from an accredited college or university with a degree in journalism, advertising or liberal arts and three years of writing or editing experience in newspaper, magazine or public relations work.

The director is in charge of the Public Information Division of the Suffolk Cooperative Library System and does related work as required.

The commission revealed that the written test will cover the ability to create, prepare and revise informational material; knowledge of public relations and publicity; and knowledge of modern methods of editing, illustrating and printing publications.

The eligible list established as a result of this examination will be used to fill present and future vacancies within the jurisdiction of the Suffolk County Civil Service Commission.

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N.Y. State Seeking Principal Planners

Applications for principal planner, paying a salary of $14,850, are being accepted up to Dec. 30, it was announced by New York State. Minimum job qualifications are: a bachelor's degree from an accredited college or university and ten years of planning experience, including one year in a supervisory capacity. Graduates study in a related field may be substituted for two years of experience on the basis of 30 semester hours for one year of experience.

The examination, to be held in February, consists of two equally weighted parts, an oral interview and an evaluation of the candidate's training and experience.

Applications may be obtained by mail or in person at the State Department of Civil Service, State Office Building Campus, Albany, N.Y. 12226. Specify the examination by the number and title 2214, Principal Planner. Mail your completed application form to the same address.

---

IMPORTED ITALIAN KNIT SHIRTS

Values to $25.00 each

OUR PRICE $14.00

$20.00 Famous Brand Hats

OUR PRICE $10.00

COME IN NOW, WHILE WE HAVE FULL SELECTION

ABE WASSERMAN

2 ELIZABETH STREET, Corner Bayard

New York City
PERB Helps A Loser

Early this year, disgruntled State clerical employees in some agencies staged a job action to protest the lack of upgradings in the clerical titles. At that time, the Civil Service Employees Assn., the recognized bargaining agent for nearly all State employees, asked the Public Employment Relations Board to settle the dispute.

PERB refused to act on that matter on the grounds that the issue was not in the province.

Last week, a union which has no official status as a bargaining representative called for meetings with the Mental Hygiene Department as a desperate play to interfere with PERB negotiations with the State — negotiations that promise to bring all State workers more benefits.

Whether or not this union, which has never been able to make any membership inroads into the State, could pull off a series of strikes is a moot point. PERB, who would not come to the aid of the recognized bargaining organization, called for a mediation session with the union, thus allowing the PERB to have their say and announce it was “postponing” the strikes because of the media's talk.

The Civil Service Employees Assn. has called for a Moreland Act Commission investigation of PERB on the ground that it has meddled in the acts and rulings designed to break up the CSEA. After last week's obvious move to help a faltering union survive, the call for an investigation of PERB appears more than justified.

Civil Service Television Programs

Tuesday, Nov. 19

3 p.m.—American Experience in Human Relations: "Professional Effectiveness." United Hospital Fund of New York, Acacia, and Arlen Leonstein of the Baruch College of Business.

4 p.m.—"The Clock."—New York City Police Academy series for in-service training.

7:30 p.m.—"Human Rights in a Suburban Setting."—Timed in the storied offices of the New York University School of Law.

Wednesday, Nov. 20

3 p.m.—"Nursing: Professional Effectiveness."—New York City Fire Department.

3 p.m.—"The Crisis in Education."—At large.

"How to Break Into Print."—Discussion on writing successfully. Guests are former students at the New York University School of Continuing Education for professionals: Stella K. Herman, John H. McCoese, R.N., and Augusta Greenslade.

7:30 p.m.—"Health, Welfare and the Welfare State."—At large.

Saturday, Nov. 22

10 a.m.—"Crisis in Education, Part I."—At large.

11 a.m.—"Community Action."—At large.

4 p.m.—"Around the Clock."—At large.

7 p.m.—"Return to Nursing."—At large.

11:15 p.m.—"Crisis in Education, Part II."—At large.

8:30 p.m.—"Communique."—At large.

7:30 p.m.—"Around the Clock."—At large.

7 p.m.—"Return to Nursing."—At large.

Letters to the Editor

Benko Refutes AFSCME Ads
On Illegal Strike

(Cover Letter)

To the Editor

Dear Sir:

The following letter has been sent to The New York Times with the advice of the Department of the City of New York, the publisher of AFSCME.

We have recently been the subject of a number of advertisements appearing in various newspapers in this area. These advertisements, which are directed against the Civil Service Employees Association, are misleading and intended to create confusion among the reading public.

The fact is, the Civil Service Employees Association has always been the recognized bargaining representative for all State employees. The Labor Relations Law of the State of New York specifically provides that the Civil Service Employees Association be the exclusive bargaining representative for all State employees.

We urge you to not be swayed by these advertisements and to continue to support the Civil Service Employees Association, your recognized bargaining agent.

Sincerely yours,

ALFRED DAILY

Editor, Civil Service Employees Association
It takes a week to make the car.
And 3 years to make the mechanic.

Oh the difference between a bug and a man.
In just seven days a piece of steel evolves into a sturdy Volkswagen.
But only after three years does a raw recruit evolve into a bona fide Volkswagen mechanic.
It's not an easy process.
He starts with a lowly door knob and works his way up to the electrical system. (With an eagle-eyed supervisor over his shoulder.)
He takes every part apart. And puts it back working on him. At a Volkswagen training school.
He does it again.
Only after he passes the test twice do we feel he's mastered that part. And can go on to another.
But this is only part of the grind.
When this man's not working on the VW, we're working on him. At a Volkswagen training school.
There he spends seven hours a day in class studying about the car.
So by the end of his apprenticeship, he knows every nook and cranny in a VW.
For once, man counts as much as the machine.
CSEA 'TRUTH SQUAD' TELLS CREAMOOR AIDES THE REAL STORY

Solomon Benoliel, salary committee chairman, top left; Theodore West, CSEA president, bottom center; and John Mavrakis, CSEA executive director, in third picture down on right; are seen in these photos taken at Creedmoor State Hospital. The trio explained to workers that a union call for action was an attempt to interrupt CSEA negotiations on behalf of State employees.
Your Public Relations 10
(Continued from Page 3)

who are employed in the Federal
service but to thoughtful, sensitive,
sincere persons who simply believe
in the importance of making the
Government in general and their
and their co-workers in particular
can do a better job in these trying
times. They are

on other levels of government—
state, city and county. We can
so right down the line—teachers,
police, firemen, sanitationmen,
public welfare investigators, phy-
sicians, etc., etc.

WE DON'T think that govern-
ment generally is brushing off
these protests. But there is a
tendency among some government
executives to misread the
messages which the protests are send-
ing via non-electronic radar.

SOME of these executives blame
employees unduly. Some
point the finger at employees who
won't do their jobs. Still others

on the part of government—

IT IS HERE the lack of un-
derstanding jeopardizes the good
public relations of civil service. It
is every civil servant's duty to
explain this to his fellow citizens.

high fidelity
"... an unqualified success, a truly excellent and unimpeachable amplifier... harmonic distortion was among the lowest ever
measured... IM characteristics... the best we've ever seen ...
ampifier... harmonic distortion was among the lowest ever
measure... the best we've ever seen...

SOME of these executives blame
employees unduly. Some
point the finger at employees who
won't do their jobs. Still others

in a government service of

THE CRITICS' CHOICE

high fidelity
"... an unqualified success, a truly excellent and unimpeachable amplifier... harmonic distortion was among the lowest ever
measured... IM characteristics... the best we've ever seen ...

just say "troubleshooters" and
hope that all the protests—and
the genuine ones—will just go
away.

WELL, the protests won't go
away. The President of the United
States is under a lot of pressure,
and they and their co-workers
who are employed in the Federal
service but to thoughtful, sensitive,
sincere persons who simply believe
in the importance of making the
Government in general and their
and their co-workers in particular
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IT IS HERE the lack of un-
derstanding jeopardizes the good
public relations of civil service. It
is every civil servant's duty to
explain this to his fellow citizens.
New York's School Crisis

UFT, Board of Education, Ocean Hill Give Strike Views

UFT's View

A spokesman for the United Federation of Teachers, speaking on Nov. 13 that the UFT is "asking for suspension of those people known to have been involved in the threats and violence. We are asking for the suspension under due process, of law," the spokesman said.

"Those who have condoned violence in Ocean Hill-Brownsville, or have failed to have an agreement with the Mayor and the Board of Education than to do more than help children in our City schools."

The spokesman emphasized that the UFT is not seeking suspension of all of the principals involved in the current dispute, but rather to have the ones who have been involved in the Ocean Hill-Brownsville govening board meetings directly "condoned the violence brought on by the teachers' strike.

He said that the Board of Education had, in UFT's opinion, refused to bring up these individuals on charges of condoning violence and to set up hearings to determine who was responsible.

Board's View

Following is the text of a radio broadcast by Superintendent of Schools Dr. Bernard E. Donovan on Friday:

"I am interested in the one million children who have been attending public schools and whose education has been disrupted greatly. It is unconscionable for the children of this City to be denied for such a long period the education that is so necessary to their future."

"I am not interested in what some people term 'union-busting'. I believe that teachers and supervisors in the City have a right to be organized and protected in their interests. I believe that the Board of Education and I have been everything within our power to protect the legitimate interests of the staff...."

"I have no desire to crusade against a demonstration district. I want to see new approaches to the education of the children, to see new approaches to innovation in the districts. At the same time, such innovations and improvements can come only from within them. This is one thing that concerned-teachers, parents and students."

"The children of this City must not be the innocent victims of adult struggle over community involvements and job security."

"They cannot be solved by..."

Record Enrollment

At State University

Full-time enrollment within State University of New York in fall of 1968 is a total of 139,499. University Chancellor Gould announced early this week.

The influx of new students is the largest in the history of the University system. New York Student reported. Full-time enrollment for academic year 1967-68 is 123,986.

Total enrollment this year, including 100,390 part-time students, is 259,800. Total enrollment last year was 230,000.

Chancellor Gould said that the increase, resulting from new credit courses at the 63 University campuses throughout the State now conducting classes, was expected to be greater as the number of courses open during the second term will be increased.
Research for Protection
... so more will live.

Muscular Dystrophy has been almost certainly linked to a metabolic defect — some faulty link or links in the chain of chemical reactions by which the body breaks down food to produce energy and restore tissues. It is known that the initial “error” occurs in the hereditary materials within the cells, but just how this error gives rise to the metabolic defect has yet to be determined. Additional research is necessary.

Both basic and applied research continue. Basic research concerns itself with the study of muscle, its structure, cell components, metabolism and manner of functioning. Applied research tackles such tasks as comparing the structure of diseased and healthy muscle fibers, or substances found in the blood and excretions of MD victims and normal persons.

The Muscular Dystrophy Association of America sponsors a unique research facility, the Institution for Muscle Disease.

In addition, local chapters sponsor programs to help those who have been stricken by MD. Each November, MDA conducts its annual campaign to secure public support of its program to find the cause and cure of this dreaded disease.

Support your local MD fund drive this year.

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

A senior dog-warden supervises and participates in the enforcement of ordinances pertaining to the keeping of dogs, and performs other duties as required. The examination will cover the same subjects as that for dog wardens, with added sections on record keeping, dog ordinance interpretation and supervision.

Requirements for the senior dog-warden test are completion of six school grading and three years of experience in the care and handling of animals. Filing closes Nov. 29.

For applications for both positions, write to the Suffolk County Civil Service Commission, County Center, Riverhead, N.Y.

AGD Lauds Efforts
By Braseo For SS

Congressman Frank J. Brasco’s efforts to obtain Social Security in addition to Civil Service retirement for Federal employees has been recognized by the Affiliated Government Organizations.

The AGD has voted a resolution of commendation for Congressman Brasco who was in the forefront of the legislative campaign to obtain passage of this important legislation — checks benefit for Federal personnel.

Brasco not only introduced the bill, H.R. 6544, but personally intervened with several members of the Ways and Means Committee to expedite action on the measure.

BUY U.S. BONDS

NEW GUARDS

IMMEDIATE - TEMPORARY
$2.25 per hour
Up to $198 per week
(Ten labor 3216, others draft classification)

INTERVIEWS

Mon.-Fri., 9 AM to 5 PM
At the Geo. Washington Hotel
23rd & Lexington Ave.

W. J. BURNS

Dail Detective Agency
An equal opportunity employer M/F

NEW General Electric
CAN OPENER

Opens all household cans quickly and easily

Model KC-18

Cutter bar & magnet removable for easy cleaning

SEE IT TODAY AT ...

Alvic Appliances
523 NASSAU ST.
N.Y.CITY

We understand.

Walter B. Cooke
FUNERAL HOME FROM $1250

Call 688-5700
to reach any of our 10 locations in Albany, Schenectady, Cohoes, Troy, Clifton Park, Latham, Colonie, Rotterdam, Schenectady, and Guilderland.
Deaeph. Fred O. McGrath of Brnswick has been appointed to the Temporary State Commission to Study the Problems of the Dead. He succeeds.

69 Luby Chevrolet

City, State & Federal Employees on 1969 RAMBLERS

Investigate!

TRIAD RAMBLER

4-door HT, PO, PS, RAH, WW, Parkwood. Immaculate, RAH. Sport Parry, Auto, PS, RAH. WW

$189 Down. $19 Per Week

Luby's Exclusive "Choose-A-Chevy" Plan!

CAR Down Per Month Per Week

69 Chevy II $189 $61.92 $14.30

69 Chevelle $189 $68.05 $15.71

69 Biscayne $189 $69.55 $16.06

69 Camaro $189 $73.03 $16.86

69 Impala $189 $76.68 $17.71

At Luby YOU choose YOUR accessories, YOUR price!

Foroggio. Add $1.50 per month for radio. $2.63 for Power Steering. $4.72 for Power Glide.

Any New Car... Exactly! '69 Down!

Price includes: 2 front headrests, new anti-theft lock system, heater, defroster, hazard switch, nonglare mirror, dual brake system, oil filter, locking front seats, 6 seat belts, back-up lights, emergency stopping 
shifting system, 2-speed windshield wipers and wipers, directionals, and all new 1969 safety features. Prices shown are based on monthly payments with a full 12 mos. to pay. The 1969 Chevrolet is the fastest selling car ever offered 35 models, 33 colors, option accessories... all for you to choose from at Luby. Lifting you foot, you keep Luby fast.

Luby Used Car Specials!

'66 OLDS

Catalina, ht. option. BAY, PW, WW $1777

'66 MERCURY

4-dr. Torino. ht. & dr. RHN. PW, WW $1718

'67 CHEVELLE

Sta. Wnn. BAY, PW, WW $1713

'67 CHEV


'67 FALCON

4-dr. Fairlane, PW, A/C, PW, WW $1488

'64 T-BIRD

3-dr. ht. mail. BAY, PW, A/C $1477

'64 BUICK

Lesabre, Conv. Conv. BAY, PW, WW $1466

'64 FORD

4-dr. Sunliner. BAY, PW, A/C, WW $1366

'64 CHEVELLE

Sta. Sta. Century, BAY, PW, A/C $1366

'64 PONTIAC

Tempo, 4-dr. BAY, PW, WW $1333

'64 VALIANT

4-dr. RHN. BAY, PW, WW $1333

'64 BUICK

4-dr. Special. BAY, PW, WW $1188

'64 CHEV

4-dr. Imp. BAY, PW, WW $1111

'65 PLYMOUTH

4-dr. Valiant. BAY, PW, WW $1032

'65 CHEV

4-dr. T/A. BAY, PW, WW $1032

'65 PLYMOUTH

4-dr. Satellite. BAY, PW, WW $1077

'65 CHEV

2-dr. BAY, BAY, A/C $993

'65 CHEVY II

Sta. BAY, RHN. estate/sedan. A/C $993

'65 CADILLAC

Fleetwood, Standard. BAY, PW, WW $888

SAAB '69's

ON DISPLAY—IMMEDIATE DELIVERY

NOW BELOW DEALERS' ORIGINAL COST!

'68 SAAB LEFTOVERS

UnGtkotted, genuine, as new, as sold, all options. Price of tires. Same low prices. ALL BUYING SERVICE AND OWNER'S MANUALS full. SALE. CALLING COUPON GROUPS WELCOME. NOLOVING—CERTIFIED. OVERSEAS DELIVERY

SALES/LEASE/PARTS

MARTIN'S

Authorized Saab Dealer

MURFREESBORO, TENNESSEE

216-700

BRONX: 753 River Ave. (120) 223-2100

AMPEX REALTY AGENCY

REAL ESTATE VALUES

10-7

New 80 pg. 'BUNSHINE ANNUAL' for vacating in Fl. Write "The Happy People Place."

40 pg. "LIVING IN ST. PETERSBURG" for this sunny healthful resort area.

Write C.A. Muffler, Dept. 11-19

ST. PETERSBURG, FLORIDA 33731

HOLLYWOOD BEACH, FLORIDA

Low monthly rates. Slpg on beach just steps from the ocean. From $30 to $65. Write for details. 1006 S. HATIONAL AVENUE. HOLLYWOOD, FL.

CAMERON HOMES $2,990 SUBURB AT ITS BEST.

Exclusive, quiet street. 1200 sq. ft., 3 bedrooms, 2 bath. Semi-det brk 2 fam. Live fee, $500 down. $150 per month. Good references. Call owner (914) DI 3-3549.

Hollywood Beach, Florida


LAURELTON $2.3.9 SOLID BRICK

And we mean BRICK all around! 3 bedrooms, 2 bath, living room, dining room, kitchen, 615 sq. ft. New, American modern style, just 5 miles north of New York. mid Price $3,900. Owner leaving 9 miles away. 3 per week. Full price $18,900. Owner moving. CALL NOW ON CONTACT.

BUTTERLY & GREEN

116-17 OCEAN AVE

Jamaica 6-6300

House For Sale - Bronx

1st Floor Apt. 1 Bedroom, 2 Bath, Open Kitchen, Eat-in Lr, 10x15 Lr, 15x18 Dr, 10x15 Br, 8x12 Kt, 7x10 Bth.

170-13 HILLSIDE AVE, JAMAICA 11417

Farms & Country Homes

Orange County

LONG ISLAND HOMES 18x12 Hillside Ave. Jamaica RE 9-7300

CAMBER HOMES $29,900

3 bedrooms, 2 bath, living room, dining room, kitchen, 615 sq. ft. New, American modern style, just 5 miles north of New York. MID PRICE $3,900. Owner leaving 9 miles away. 3 per week. Full price $18,900. Owner moving. CALL NOW ON CONTRACT.

LAURELTON $2.3.9 SOLID BRICK

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MANY OTHER 1 & 2 FAMILY HOMES AVAILABLE

QUEENS HOMES OL 8-7510

170-13 HILLSIDE AVE, JAMAICA

The women's publicity and research unit in the governor's office, and the Civil Service Commission President Mrs. Erm Poston. Members on the Council serve without pay.

Education Week

November 10 through 16 was designated American Education Week.
DON'T REPEAT THIS!

(Continued from Page 1)

zations could bargain with a divided house—the Republican Senate and the Democratic-dominated Assembly.

The reason for concern next year is not so much the desire of public employee groups as the fact that a good many upside lawmakers are still waiting to see what is happening to those problems are too often paid for at the expense of upside needs.

Former Assembly Speaker Anthony Travis, a New Yorker from Brooklyn, was naturally concerned about the goals and ambitions of blocs located in his home base, Senate Majority Leader Earl Brydges and Perry Duryea, Jr., expected to be named the new Speaker, are sophisticated men who have been sympathetic to civil service organizations throughout the state. It is not from these political organizations but from rank and file Senators and Assemblymen who feel they are being taken for granted who have staged resentment over this in the public eye.

Rypressing Lindsay

An important aspect of this is that City unions frequently turn to the Assembly to gain legislation which they feel would come to light on their own. Activists and many of them have staged resentment over this in the public eye.

Winter Caribbean Cruise Schedule Is ANNounced

Three air-sea cruises and a bridge cruise under the direction of famed master player Charles Goren are now open for bookings by Civil Service Employees Assn. members, their associates, employees of other regular S.U. agencies and friends. The air-sea cruises feature direct flights to the Caribbean and direct boarding on the S.S. Regatta that almost all the vacation time is spent in the sun. Prices begin as low as $256 complete.

Islands to be visited include Trinidad, Barbados, Martinique, and St. Vincent. All meals are included and jet transportation is via KLM Royal Dutch Airlines. Hotel accommodations will be reserved and the tour leaders to write to for reservations.

N.Y. Telephone: (516) 578-4639.

February 15—Mrs. Grace Smith, R.D. Box 1195, Waterford, N.Y., has returned from her trip to Europe.

March 1—Delores Fassell, 111 Whithorpe Ave., Albany, N.Y., telephoned.

Bridge Cruise

The bridge cruise, personally escorted by Mr. Goren, will be aboard the S.S. Olympia from January 11 to January 24, visiting San Juan, St. Thomas, Aruba, Curaçao, Antigua, and Guadeloupe. Master point games, tournaments and lectures will be held aboard ship. Prices start at $750 and bookings may be had by calling Miss There at Plaza 7-5400 in New York City.

TEST AND LIST PROGRESS N.Y.C.

NEW CERTIFICATIONS

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DON'T REPEAT THIS!

(Continued from Page 6)

Letter to the Editor

Nov. 12, 1968.

I am in complete agreement with the sentiments expressed by you and that legislation is long overdue due to mandate that the examination must be referred to the candidate following the examination.

I am instructing my bill drafting counsel to prepare such legislation and work for its enactment at the next legislative session.

With the support of our public position and the interested civil service groups, I am sure that we will be successful.

With kindest personal regards and best wishes for continued success.

Respectfully yours.

ALEXANDER CHANAN
Member of Assembly.

Less Optimistic

Editor, The Leader:

False Valera's letter which appeared in The Leader was optimistic regarding the outcome of the salary and pension negotiations now being conducted between the State and the Civil Service Employees Assn.

He added us to be "coolies" and to have faith in the "fairness and integrity of our system."

I trust that we shall be able to drive a 20-year half-pay pension plan into law. The plan is a just plan and worthy of your support.

No doubt Mr. Valena means well. These facts do not justify his optimism. We need more than faith, however.

I think we have reason to be suspicious of those we suppose to be our friends. They are evidently more equals than others.

MAGGIE MAGE

Kingston.
The need to cover the high cost of specialist care is greater today than ever before.
Nevertheless, H.I.P. is still the only plan in this area providing fully paid specialist services—in the office, hospital and home.

WHAT H.I.P. DOES

H.I.P.'s Medical Groups provide care and consultations by qualified specialists in fourteen basic specialties—in and out of the hospital.
There are no specialist charges...no limit on visits...no deductibles...no claim forms.
When needed in difficult cases, H.I.P. brings you the services of specially qualified specialists and surgical teams—also without cost to you!

AND THE OTHERS?

Compare H.I.P.'s broad coverage with the specialist coverage given by the other plans available to City employee families.

We repeat...

YOU BE THE JUDGE!
Broome County Contract

(Continued from Page 3)

contract. County officials had sought a 35-hour week year-round because they plan to air-condition the offices.

- Job protection for those in new competitive positions, re- place a two-year probationary period.

- Provisions for appointment of independent hearing officers in case of disciplinary action. A new three-member panel has been created.

- Provisions for lay-off notice to employees in case of disciplinary action.

- The county will pay for all hearing fees and costs to the employees.

- Automatic increments greater than "at the approval of the department head" as now given.

Phillipstown

(Continued from Page 1)

in the town's budget to the members of the conference for approval and adoption for the 1970-71 fiscal year.

All reservations must be made to Mrs. Mary K. Hart, chairman of the social committee, by noon on Nov. 22. Chapters will be held to the number of reservations made.

CSEA Dampens Phony Strike

(Continued from Page 1)

each benefit for employees but a move to shore up the sagging morale of the union was needed. Strikers should be called when negotiations are threatened or small, when they are making progress.

PERB Action

The CSEA and PERB convinced Creedmoor aids of the indiscretion of the union move but it appears that it was the Public Employment Relations Board which allowed the union to save face when it was forced to announce a "post-ponement" of the strike call. Although PERB had refused a CSEA request some months ago to mediate a walkout among State clerical employees on the grounds that the issues were not in their province, PERB last week called for a mediation session between CSEA and Council 50 on the strike call, even though Council 50 has no status at all as an employee representative.

CSEA officials told PERB that in view of the fact that it has called for a Moraland Act Commis- sion investigation on charges that PERB had engaged in a series of outrages apparently designed to break up the Employees Association, it could not consider such a meeting without the approval of its State Executive Committee, which may meet later this week. In the meantime, one CSEA spokesman declared: "This latest act of PERB should serve as final proof that this board (PERB) which is supposed to be non-par- tisan, is bending every effort to force resignation of a backbone union which has failed for over two decades to convince State employ- ees of its worth. We (CSEA) are recognized by law and the courts as the bargainers for these work- ers but PERB would not mediate a situation for us. A group re- jected by the majority of State workers would never have to face and get immediate action. You figure it out."

Capital Conference Meeting Set for Nov. 25 in Albany

ALBANY—The next meeting of the Capital District Conference, Civil Service Employee Assn., will be on Nov. 25, at the Ambassador Restaurant on Elk Street, at 5:30 p.m. according to the conference president.

The meeting will mark the in- troduction of the new "Mini- Conference" plan which will be fea- tured at each meeting this season and the first such program will be done in this membership as the subject.

Dorothy Honeywell, chairman of the conference membership com- mittee, will conduct the workshop. There will be a question and answer period to give employees an opportunity to receive advice on membership problems and mem- ber duties. Any member of the meeting will take part for 45 minutes.

A successful business will be con- cluded at the November meeting will be the run-off election to break the deadlock between Ernest Kaplan and Leonard, who are both candidates for membership on the Executive Committee. Both candidates have been tied on two previous attempts to break the deadlock and the committed membership will be completed until this unusual situation is resolved.

Other unfinished business will be discussed this annual budget to the members of the con- ference for approval and adoption for the 1970-71 fiscal year.

Two Appointed

Miss Laura Edna Tracy, Cooks Palle, has been appointed a member of the College of State University Agricultural and Tech- nical College at Delhi. Donald B. Meese was appointed to the council for the first time.

Venezuela Tour

Set For Feb. 8

A new winter offering is being made by the Civil Service Employee Assn., their families and friends in the form of a 12-day tour to the island nation of Venezuela. Feb. 8 from New York City.

The low cost of only $285 In- cludes round trip air transportation, luxurious hotels in Caracas and the mountains, gourmets breakfast and dinner, tips and other extras.

For remaining available space write to Samuel Emmett, 1000 East 96th St., Brooklyn, N.Y. 11216.

Two Days—Only $285

Corporation Counsel Meeting Heats Dolan Discuss Taylor Law

ALBANY—Joseph J. Dolan, Jr., director of local government affairs for the 170,000- member Civil Service Em- ployees Assn., and their immedi- ate families.

The vacation trip is from Dec.

The vacation trip is from Dec.

The vacation trip is from Dec.

Two 10-day, all expense tours to Miami Beach during the Christ- mas holidays are now available for members of the Civil Service Em- ployees Assn. and their immedi- ate families.

The vacation trip is from Dec.

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The vacation trip is from Dec.

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The vacation trip is from Dec.