CSEA Officials Meet
In Buffalo To Act On Employee Problems

BUFFALO — Civil Service Employees Assn. officials representing more than 6,000 employees of Erie County met last week with a task force of CSEA staff members from Albany and the Western area to discuss the recentdirname of employees into two collective bargaining units and the problems that had resulted from this decision.

Although many issues were taken up, heavy emphasis was placed on the lack of representation and negotiations for the year 1970. The decision handed down by a hearing officer designated by the Erie County Personnel Relations Board has resulted in the halting of negotiations between CSEA and the County, thus ending any hope of improving county employees' newly negotiated benefits until 1971.

"County employees should not be made to suffer because of technical delays in administering a law (the Taylor Law) which was designed to help employees and avoid the very thing we currently are fighting," said Joseph D. Loochner, CSEA executive director, who headed the staff task force. "We are here to see what can be done as far as negotiations are concerned and to handle whatever other problems Erie County employees might have," he said.

Besides Loochner, Albany staff members included the following: Patrick G. Rogers, director of field services; Joseph J. Dolan, director of local government affairs; Marilyn N. Nallor assistant director of public relations; James J. Powers, regional field supervisor; Bernard J. Ryan, collective bargaining specialist; Henry J. Gdula and Thomas H. Clark, regional councilors; and Charles Band, regional attorney.

Newly-elected President of CSEA's Erie County chapter, and Charles Guarino, member of CSEA's Statewide Board of Directors from Erie County, headed the delegation representing CSEA's members in the meeting in Lynbrook, which included the following unit presidents: George H. Clark, Sr., Erie County Home and Infirmary; Bernard J. Ryan collective bargaining specialist; Charles Band, regional attorney.

CSEA Scores Landslide Win In Long Beach

LONG BEACH — The Civil Service Employees Assn. has won by an overwhelming margin in an election to represent non-seasonal employees in the City of Long Beach, following a long and bitter campaign by CSEA in their landslide victory in the recent Statewide election among State workers.

Of the 397 eligible Long Beach employees, most of whom are lifetime employees, 341 voted. CSEA received 280 of these, with Local 361 Service Employees International, AFL-CIO (SEIU) getting only three votes. SEIU also challenged three votes.

"The elections were conducted by the New York State Public Employment Relations Board with authorized observers present from both employee groups," Irving Wenzl, president of the Nassau County chapter of CSEA, praised Thomas Stapleton, president of the City of Long Beach unit, CSEA for the outstanding job he did in bringing about the victory, and also commended CSEA field staff.

The CSEA delegation was notably absent by choice, according to Edwin Plaumenbaum noted, "but it comes as no surprise to me. It is just another verification of the public employees' faith in CSEA as the one that can do the best job for them."

CSEA Scores Landslide Win In Long Beach

By 20-1 Margin

AFSCME Troubles Are Mounting National News Report Manifest: Independent Organizations Gaining

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"CSEA has won a clear mandate in the recent elections. There are delegations to be made about how to represent the four units, comprising 94 percent of State employees. There are decisions to be made on our 1969-1970 legislative program, regarding negotiations and matters.

"In order to get all of this important work accomplished in the best way possible," he continued, "we will need every brain and every heart working with us at this meeting, which will be the most important gathering of CSEA members and delegates in the history of our organization.

"As every delegate and every attending member to come with mind open and his hands ready to do some real work for CSEA. It won't be easy, but it will be the most rewarding work our organization has ever done."

The devotion and hard work of the delegates and staff, said Wenzl, "will be the most rewarding work for the delegates and staff, said Wenzl, "will be the most rewarding work for the public employees of Erie County."

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State Scans Eligibles For Crime Identifying Oral Test In October

An oral test has been set for October to find and qualify candidates for a criminal identification job with the State of New York.

The actual title, principal administrative analyst, passes in the

range of $15,500 to $18,500, for which New York State residence isn't needed.

What is required, however, is a bachelor's degree from a regionally accredited college or university; and four years of progres-

sively responsible work in systems analysis and planning. Two of the years must have been in a super-

visory capacity within a criminal justice agency.

In fact, the successful applicant will identify, define, and establish priorities for potential systems applications and carry out research to develop and continually update long-range plans. He'll develop initial estimates of programs, resource and information needs for NYNADL and criminal justice agencies and guide the work of consultants.

Applications are accepted up to September 29 by the State Department of Civil Service, Albany 12226.

Further data and entry blanks can be obtained by writing or calling the department's regional offices. Those wanting to get the bulletin are advised to ask for Notice No. 25-716.

Find out today how you can finish high school at home in spare time.

If you are 17 or over and have dropped out of school, write for FREE LESSON and FREE BOOKLET, TELLS HOW, APPROVED FOR VETERANS TRAINING.

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Send me your free High School Brochure.

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If you or a 17 or over and have dropped out of school, write to AMERICAN SCHOOL, Dept. 9AP-65, 274 Fifth Ave. (30th St.) New York, N.Y. 10001 for FREE LESSON and FREE BOOKLET, TELLS HOW, APPROVED FOR VETERANS TRAINING.
CSEA Denounces Plan To Blacktop Lafayette Pk. For Legislators' Cars

ALBANY—The Civil Service Employees Assn. has taken a strong stand today against the State's plan to convert the historic Lafayette Park to a parking lot for State legislators, who are in town a bare three or four months a year.

"This move by the State is nothing more than a concession to the privileged few, to the detriment of the general public," declared CSEA President Frank A. Wenzl. "Why can't the legislators put up with temporary inconvenience in parking just as do hundreds of Albany citizens, many of who work for the State? How can they justify this xenon destruction?"

Wenzl, noting that CSEA had it planned that one job, that it proposed a year ago, asked, "If the need for legislators' parking is only temporary, as alleged, why not convert the present unused area and invite the possibility of its permanent utility?" He pointed out that for years many trees in the area will not be removed, but the likelihood re ceives solidly damaged and their root systems permanently impaired or severed if the parking lot is built.

Immediate reassurance to the workers came from Vincent A. Asles, president of the Monroe County chapter of the Civil Service Employees Assn., which represents most employees of the county.

Asles said he has been working closely with Fred A. Herrmann, executive director of civil service and personnel for the county, and Kerald Hill, assistant county manager, following the planning to implement the comeback. As a result, he is confident that every effort will be made to keep present employees in their jobs.

"It appears that most of the necessary cuts can be made by attrition," he said. "In other words, where vacancies now exist, or will exist in the near future, these jobs will simply be eliminated.

"In the ease of jobs that are now filled, the plan is to transfer incumbents, as much as possible, to other jobs at an equal level. In any case, Asles added, he has been given every assurance that the cutbacks will be carried out in strict compliance with the civil service rules and regulations.

Earlier Herrmann had said about 60 percent of the 82 jobs are filled at the moment and that about 46 people will be let go as a result of the Legislature's action.

The remaining jobs holdovers would be transferred to similar positions within county government that are now open.

Herrmann and persons were to have been released on the basis of seniority—their salary is a immediate jobless personnel, who are still holdovers, will be laid off first.
TRY THIS QUIZ!

DID YOUR MEDICAL PLAN PROTECT YOU AGAINST...

Out-of-Pocket Expenses for Doctor Visits?
Maternity Bills?
Extra Charges for Surgery?
Extra Charges for Specialist Care?
Confusion over panels of participating doctors?
Uncertainty as to services covered in full or in part?
Limitations on Certain Services?
Filling in claim forms?
Discussion of fees or income with the doctor?

YES  NO
□  □
□  □
□  □
□  □
□  □
□  □
□  □
□  □

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

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

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

Where to Apply For Public Jobs

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

CITY

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 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 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and from 9 a.m. to 12 noon. Applications blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone: 566-8728.

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 application blanks.

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 stated otherwise in the examination announcement.

The Applications Section of the Personnel Department is near the Chambers Street step of the main subway lines that go through the area. These are the IRT 1st Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT 8th Avenue stop to use is the Chambers Street stop.

STATE

STATE—Department of Civil Service, 1550 Ave. of the Americas, N.Y. 10058. Phone: 766-3161; Gov. Alfred E. Smith State Office Building and the State Office Complex, Albany 12226; Suite 126, 1 West Genessee St., Buffalo 14202; State Office Midriff, Syracuse 13202; 500 Midtown Tower, Rochester, 14604 (Wednesdays only).

After 5 p.m., telephone, (212) 766-5881, give the job title in which you are interested, plus your name and address.

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

FEDERAL

FEDERAL—New York Region. U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10077. 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 stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-3625.

Applications are also obtainable at main post office except the New York, N.Y., Post Office, Boards 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.
Death Doesn't Wait For Traffic Lights

BARRETT after barrier is being thrust in the way of New York City's hard-pressed firefighters, and the latest obstacle in the joint order by Mayor Lindsay and Fire Commissioner Lowery forcing fire-trucks to grind to a halt at every red light, yield or stop sign they encounter. In times of answering emergency calls, such an administrative blockade can be the cause of delay, added damage and death.

In a number of cities about the country, an electronic device called "Opticom" has been installed and is working out well. It links the vehicle to the traffic signal system, enabling a fire-truck driver to light the red light of the vehicles they encounter. By installing this device, time, lives and property would be more effectively saved, and the waning morale of our firemen could be given a new vigor.

We urge the Mayor to weight the value of these factors, and to supply the green light to an electronic light system instead of fiddling while New York City's firefighters are fighting traffic and being forced to permit our metropolis to go up in flames.

The Patrolmen's Loss

THE New York City civil service labor scene lost a great leader last week with the death of Louis Corson, first vice-president of Patrolmen's Benevolent Association. Lou was a familiar figure on the State's Capitol Hill as well as in the halls of the City Council and the Board of Estimate. He was a fighter for the rights of policemen as well as all civil servants.

Under his chairmanship, the PBA's Legislative Committee fared well. Legislators respected him for his ethical lobbying. Other civil service labor groups consulted with him on legislation. At any time, he worked for his constituents—the New York City policemen.

While Lou and his familiar trademark—the bow tie—will be seen no longer around the State Legislature, his impact is sure to be felt for a long time to come.

Social Security Questions & Answers

I just located a paid medical bill for services from my family doctor which were rendered in October 1967. I never filed a claim for reimbursement. I now know how they are paid for in my case. Is it too late for me to file my claim now?

No, it is not late. You now have a claim for reimbursement, which I believe must be filed within two years of the date of service, or the claim becomes uncollectible. The statute of limitations for filing a claim is two years from the date of service. If you are not sure, you should contact the Social Security Administration for clarification.

Early in 1965 I was injured and as a result have been unable to work since. I filed for disability benefits and the claim was denied because it was thought that I should eventually be able to return to work. My doctor feels that I am unable to work for another year. Is there any chance that I could now draw monthly benefits?

Yes. Amendments to the Social Security law changed the disability eligibility requirements to include persons who are unable to work for at least one year because of a severe disabling condition.

I am 24 years of age and blind. I have only worked about two years. Am I entitled to get social security benefits?

Yes, since he has worked at least one year. The fact that you are blind does not disqualify you from receiving benefits.

I'm 24 years of age and I began working in a factory at age 21, and before he became blind. You should check at your local social security office.

Our son is 24 years old and blind. He has only worked about two years. Can he get social security benefits?

Yes, since he has worked at least one year. The fact that you are blind does not disqualify you from receiving benefits.

I am 24 years of age and I began working in a factory at age 21, and before he became blind. You should check at your local social security office.

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Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC Channel 21. Next week's programs are listed below:

Monday, September 1

4:00 p.m. — Around the Clock — "The Citizen's Role in Crime Prevention." New York Police Academy series for in-service training.

7:00 p.m. — On the Job — "The Universal Surname." New York City Fire Department training.

Tuesday, September 2

3:00 p.m. — Return to Nursing — "The Problem of Infection." Refresher course for nurses, lesson 19.

4:00 p.m. — Around the Clock — "The Citizen's Role in Crime Prevention." New York Police Academy series for in-service training.

Wednesday, September 3

3:00 p.m. — Around the Clock — "The Nursing Team." Refresher course for nurses, lesson 20.

4:00 p.m. — Around the Clock — "The Citizen's Role in Crime Prevention." New York Police Academy series for in-service training.

7:30 p.m. — On the Job — "The Universal Surname." New York City Fire Department training.

Thursday, September 4

4:00 p.m. — Around the Clock — "The Citizen's Role in Crime Prevention." New York Police Academy series for in-service training.

10:00 a.m. — Staff Meeting of the AIR — Officials in New York City's Department of Social Services answer phoned-in inquiries from the public on the job.

Friday, September 5

7:30 p.m. — On the Job — "Search." New York City Fire Department training.

Civil Service Law & You

By WILLIAM GOFFEN

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

Immoral Conduct

THE ENLIGHTENED policy of the Civil Service Commission of the City of New York does not necessarily bar a homosexual conduct. The custom has been established that a homosexual conduct is not acceptable for a position only if he lacks personal qualities that are indispensable for the performance of the requisite duties. This humane practice has been codified by the United States Court of Appeals in Norton v. Macy (New York Law Journal, July 23, 1969, p. 1).

THE APPELLANT was dismissed from his position as a budget analyst with the National Aeronautics and Space Administration (NASA) for "immoral" conduct. As a veteran, the statute provides he may be dismissed for cause solely to promote the efficiency of the service. Chief Judge David L. Bazelon, writing the majority opinion, held that the appellant's discharge was unlawful because there was no connection between his conduct and the efficiency of the service.

THE APPELLANT, while driving his automobile early one morning, picked up another man, one Procter, and drove him around the block. The boy, who was later arrested, Procter, made an affidavit incriminating the appellant.

THE POLICE telephoned a NASA security chief who was permitted to monitor Ineognito a 20 minute police interrogation of the appellant.

Chief Judge Bazelon observed that the Civil Service Commission does not have unlimited discretion to determine whether the service musters should be dismissed. The government's obligation to accord due process precludes arbitrary and capricious dismissal. Due process further limits the government's discretion when dismissal involves an intrusion into the area of privacy which is increasingly entitled to constitutional protection. Ultimately the question for judicial determination is whether the employer acted reasonably enough to conclude that a discharge will promote the efficiency of the service.

CONSTITUTIONAL limits are greater when, as in the present case, dismissal disqualifies the employee from further government employment, officially stigmatizes his character, and damages prospects of private employment.

CHIEF JUDGE Bazelon rejected the Commission's contention that an employee's immoral conduct justifies dismissal. This contention was rejected because a label of immorality discourages careful analysis. A pronouncement of immorality "connotes violation of divine, Olympian, or otherwise superior unruly standards", and thus "impinges upon the constitutional right of the individual to control his own private life with whom he Is in communication in performance of his public duties" which is "protected by the Due Process Clause of the 14th Amendment.

The enforcement by a Federal bureaucracy of conventional codes of conduct in the private lives of employees "is at war with elementary concepts of liberty, privacy, and diversity." An agency cannot support a dismissal as promoting the efficiency of the service.

At the same time the jurisprudential was accepted by the Court. The case of Dew v. Halaby may be such an example. There, dismissal of an air traffic controller who committed a homosexual act was upheld over strong objection. The decision rested on the personal standards of conduct of the area of privacy which is increasingly entitled to constitutional protection. Ultimately the question for judicial determination is whether the employer acted reasonably enough to conclude that a discharge will promote the efficiency of the service.

In some cases, homosexuality in an employee might lead to objectionable overtures on the job required consideration for the reactions of other employees and of the public with whom he is in communication in performance of official functions. The potentiality for blackmail might jeopardize the security of classified information. Even so, such potential consequences need not necessarily justify the extreme results of dismissal. "It is to be hoped that courts have not become so sophisticated that they are now ready to "think the unthinkable" if the question is the efficiency of the service."
Eligibles
(Continued from Page 5)


J. Oontegni, Lester Kahn, Philip

(Continued from Page 8)

Special Discounts
for CSEA employees
Exclusive arrangements have been made to get you mass-purchasing discounts on the following items:

- NEW CARS
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Get a Volkswagen with automatic transmission.

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Best of all, the more you drive, the more

It can save you. The only question is which Volkswagen to drive. You'll find our automatic transmission in both the VW Squareback and Fastback. With either, it can save you on gas and a leg.
Entries Accepted In October
For Maintainer's Aide Posts:
Technical Training Important

As October rolls into view, observes the City Department of Personnel, set your signals for various posts as maintainers helper—groups A and C—which each run a 40-hour workweek.

Requirements virtually do not exist. Neither prior job experience or age appears to be a ground which will be needed in order to take the Nov. 22 exam.

An examinee can score well on the test and attain an appointment, here's the sort of specific duties you would find on the job duties horizon:

Receives, processes, and delivers mail. Maintains a file of installations, prints up, and sends out mail addressed to various departments and agencies. Maintains correspondence with personnel, both internally and externally.

Type Of Training Sought
Minimum requirements for the Transit Utility job include three years of recent satisfactory work experience in a similar capacity. The new employee must be able to work in the maintenance, repair, testing, construction, or installation of bridge and tunnel facilities of the Triborough Tunnel and Bridge Authority. The employee must also have a high school diploma or its equivalent.

Pay Raise
Superintendents of powerhouse operators work for the New York City Department of Water Supply, Gas, and Electric Light for a starting salary of $6,375, with raises to $6,750 after one year, $7,100 after two years, and $7,450 after three years. These jobs, along with other positions in the field, are being advertised in the New York Times and other newspapers.

Need For Nurses, Too

Dieters And Aides Sought In Nine Titles

Whether you'd like to sink your teeth into nice-paying dental service positions or the post of dietitian offers more appealing to you, the State of New York may just have what you're looking for.

And if you're patient-proven, there are numerous nurse aide jobs with State agencies that readily require some with a hospital background.

Nine titles are involved here, running the gamut from the nurse assistant to the dietitian, nurse aide, and dental assistant. Requirements for each title differ, of course, and the proper worker can help you determine if you qualify for the standards.

Hey, Hygienists!

Dental assistants position is open to all qualified individuals. Requirements: A registered dental assistant's license is required, along with two years of experience in a dental office. Pay ranges from $11,900 to $13,100.

No Experience Barriers
Posing Obstacles For
Bridge & Tunnel Jobs

Neither the barrier of having job experience or formal educational standards will stand in your way if you're one of the candidates expected to fill these posts, paying the starting wage of $6,375, will lead you to an April 11 exam.

As for filing, your passageway includes an application blank. The deadline is February 4 to February 24. Applications will be accepted on a first-come, first-served basis.

Whether to go for applying? Why, veer yourself in the direction of the Department of Personnel. Their location: 49 Thomas St., Manhattan. To bridge the mail barrier, you'll require a stamped, self-addressed envelope sent in a week in advance of the usual filing deadline.

For the one responsibility supported by the exam: Drivers must be able to pass a vision test and demonstrate they are above 18 (but below 35) and possess a valid driver's license when appointed.

Evening School Offers Courses In Trade Skills

Courses designed to provide training in various trades and occupations are being advertised in the New York City job listings.

The nine courses to be given this fall are: refrigeration, food service, domestic and commercial refrigeration, supervision, operation, and maintenance of hot water systems; the State Department of Labor; the United States Department of Agriculture; the New York City Department of Health; the New York City Housing Authority; and the Metropolitan Life Insurance Company.

Project No-Sneeze

Starting last week the City's "Project No-Sneeze," manned by a team of technicians operating large sprayer trucks, small knapsack sprayers, and grainssoners, has been fighting a war on rainfall which has been aggravating New York City since the recent heavy rains.
It's an increase amounting to annual paychecks of $4,360 to $4,917, the beneficiaries will be those qualifying for GS-2 and GS-3 level positions at the New York Payment Center of the Social Security Administration.

Each Saturday, beginning at 8:45 between now and the end of September, the Payment Center is conducting special testing. Those interested in being appointed to the over two dozen clerk vacancies that have been announced.

The air-conditioned facility currently employs in excess of 2,600 people in varied capacities—administration, clerical, field work, in a bustling suburban neighborhood, Repa Park, just minutes from famed Flushing Meadow.

Key To Qualifying

Skills count in this instance, as experience isn't essential. The key lies in keyboard proficiency, showing typing skill and accuracy. Both manual and electric typing, with a standard test.

The Payment Center stands in a six-story structure straddling the intersection of Junction Blvd. and the Long Island Expressway, a few blocks from the 63rd Drive subway station. The Queens IND lines take you to Your Ave. (transfer point from the Flushing IRT), where the local train can be caught, bringing you to Grand Central, Manhattan and the Bronx will be heading opposite the commuter in the afternoon.

Other openings at the new New York Payment Center are for various clerical positions and for claims examiners. More openings like this will be happy to supply you more information on any of these titles if you call the phone at 690-362, 690-360.

The payroll can start at $4,360 and rise as high as $4,917 — if you qualify for one of the 2,100 new vacancies as an engineering aide.

Your prospective employer is the State of New York Department of Transportation. As many state offices take in Albany, Babylon, Binghamton, Buffalo, Hornell, Poughkeepsie, Rochester, Syracuse, Utica and Watertown. There are also several openings within the State Health Department.

Engineering aides assist in civil engineering work by doing basic technical tasks or manual work, with a field record party in a drafting room, office, or laboratory under the immediate supervision of a more experienced ranking technician. They may set as rodmen, chainmen, or surveyors, draft drawings, lay out lines, map plans and so on.

Advance to positions such as engineering technician, and assistant engineering aide, where pay rising up to $11,740 is possible through competitive examinations given at regular intervals. The State of New York will pay 75 percent of the cost of any approved evening courses, you may take.

For further information write Engineering Recruitment, New York State Department of Civil Service, State Office Building Campus, Albany 12226.
A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

Telephone operators to handle incoming and outgoing calls from hotel guests can earn $9.35 per week. Some switchboard experience is necessary and applicants must be willing to work nights and weekends. Operators must be skilled enough with figures to compute charges for telephone calls. . . . Hotel secretaries who can take dictation and with good typing speed are needed for a 35-hour, 5-day work week. The pay is $68.35 per week. . . . Proft offe­cers can take dictation and with good typing speed are needed for a 35-hour, 5-day work week. The pay is $68.35 per week.

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ALBANY BUSINESS COLLEGE

120 Washington Ave., Albany, N.Y. 12210

CIVIL SERVICE LEADERS, Tuesday, August 29, 1969

THE JOB MARKET

By BARRY LEE COYNE

THE SCHOOLS OF SAINT ROSE

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REGISTRATION SEPT. 8 & 9

Classes begin Sept. 15
News Of The Schools

By A. L. PETERS

Workshop Teachers Bring Knowledge Of P.R. Home

A group of 28 teachers, of New York City public schools, completed a two-week Human Relations Training Workshop and found that having Puerto Rican populations.

The program, which began on July 21 is a series designed to bring about some understanding of the people of Puerto Rico, to provide teachers on this island city with means to improve their children's education.

A full week was spent in a weekend trip to Puerto Rico, and a community study in the city through July 25 preceded these weeks of study in universities and High School Construction Costs

$174 Million, Record High

An all-time high in school construction occurred in New York City's Board of Education in the last school year's contracts aggregating $174 million, with an average of $175 million.

School construction was attained by New York City's Board of Education on June 30. During the year, construction was awarded.

Teacher Eligible Lists

License as Teacher of Common Branch Subjects

In the New York City Board of Education, the most outstanding achievement was the addition of a new section in the Teacher Eligible Programs, under which 28 teachers were appointed for the first time. These teachers will be assigned to schools where they will be responsible for the improvement of the educational program.

Children born during the last year in the New York City public schools are eligible for kindergarten. Those born in 1965 will be placed in first grade, and the children born in 1964, who have had acceptable previous kindergarten experience, will be placed in registered non-public schools.

Poli Vaccine Required

Children at the time of registration, and bring them proof of the child's vaccination is required. Where no record of vaccinations is available, the parents should be advised to have the child vaccinated at the school free of charge. Children are being registered in kindergarten.

Registration begins today in New York City's more than 300 public schools for the new school year. Registration will begin Monday, September 8.

Previous years children will also receive promotions. They are Gareen N. Crump and Mirzce Priz.

Kingsborough Faculty Receive Promotions

Promotions of 19 faculty members have been announced by Jacob I. Hartstein, college president. The faculty includes:

Dr. Nathan Brown, Executive Director of School\Construction Costs

An all-time high in school construction was attained by New York City's Board of Education in the last school year contracts aggregating 174 million. The average of 175 million was awarded.

During the year, construction was awarded.

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AN OPEN LETTER TO OUR CUSTOMERS

On August 31, we applied to the New York State Public Service Commission for a 15.3% average electric rate increase. Under the legal procedures we are following, it is anticipated that the application will not be acted upon until the Public Service Commission has held public hearings. If the application would be granted in full, our residential electric rates would go up an average of 14% and commercial electric rates an average of 16.9%. An illustrative table from which a residential customer can determine approximately how the requested increase would affect him is shown below.

Why We Must Request a Rate Increase

We must request a rate increase because the costs of providing electric service in New York City and Westchester Electric have increased faster than our ability to absorb them.

We have cut our payroll by the equivalent of about 2,500 employees in the past two years, and we plan further cuts in the months ahead. We have expanded competitive bidding on equipment and construction contracts to get the lowest possible prices. But large increases in state and local taxes, wage rates, material costs, interest rates, and other operating and capital expenses have greatly exceeded the savings we have achieved. We are experiencing the same type of inflationary pressures as other electric companies, TVA, telephone companies, apartment-house owners, hospital and medical associations, the City Housing Authority, the City Water Department, the Transit Authority—indeed, everyone.

Through improved technology, our Company has been able to hold the line on rates, with relatively small increases, while our expenses have skyrocketed. Since 1947, while our residential rates were rising only 16%, our state and local taxes have risen 430% per residential customer. In the same period, average weekly wages have risen 163% and interest rates on money we must borrow have risen 250%.

We now pay $147 million per year property taxes to the City of New York, which amounts to 8% of all the real estate taxes collected by the City. We pay another $29 million in other City taxes, plus $11 million in assorted charges. This total of $177 million is about twice as much as we earn for our common stockholders. Per dollar of revenue, our local and state taxes are double the average paid by electric utilities serving Chicago, Philadelphia, Detroit, St. Louis, Cleveland, Washington and Baltimore.

Con Edison not only pays its own way, it contributes heavily to the support of other vitally needed public services. It is significant that the subway system (which pays no property taxes at all) receives an annual subsidy which is now more than the $187 million we pay to the City. Some City officials are predicting that subway fares which were from 15 to 20 cents (up 58%) 5 years ago will rise to 25 cents (up another 25%) in the near future.

Why Our Rates Are Higher Than Those of Most Other Utilities

We offer first: Why are Con Edison’s electric rates higher than those of other utilities? Our rates are higher because the cost of providing electric service is higher in our service territory. We spend much more than other utilities for environmental protection—for example, by delivering 90% of our power underground and by installing expensive systems to reduce air pollution. Our state and local taxes are double those in other large cities. Construction costs in New York City are 25% higher than the average for the 20 other large cities.

We must import fuel from great distances, therefore our fuel costs are 3% higher than the average for the eight largest utilities. Because of electric usage patterns peculiar to New York City’s life style, we have high peak demands and low average use. Our plants are fully used about 50% of the hours of the year, compared to 65.5% for the nation’s utilities as a whole.

The plain fact is that almost everything costs more in New York City—rents, food, taxes, entertainment, etc. To provide services of all kinds to 9,000,000 individuals living in one of the most concentrated population centers in the world, and keep it a pleasant place to live, is inherently expensive.

Our objective is to keep electric costs as low as all these circumstances allow. Compared to the cost of everything else, electricity will continue to be the best bargain in town. While our prices have risen only 15% since 1947, the U.S. Labor Bureau cost index shows that the cost of living in New York City has gone up 66%, and the prices of many everyday items have risen even more.

Why It Is Important To Our Customers That We Earn a Fair Return

During the next five years we must spend about $1.8 billion to build new power facilities needed to serve our customers. Of this total, we must obtain more than half from the sale of stocks and bonds. We cannot expect the investing public to put their savings in Con Edison securities unless they can earn as much as if they put them elsewhere.

Since 1948, the price of our common stock has dropped from $49 to $39 per share, which is less than its book value. Last year, Con Edison’s earnings per dollar of investment were 5.6%, the lowest of the nation’s major electric utilities, which now earn an average return of more than 7%. The rate increase we have requested, if granted, would bring our earnings up to about 7%. In dollars, it would produce about $177 million additional revenue based on 1968 sales, or about $33 million million additional earnings after state and local revenue taxes and federal income tax.

Why Ask For a Rate Increase Now?

Because of unavoidable delays in the completion of our long-range programmed power projects, and equipment problems including the breakdown of our largest generator, we have had to ask our customers to conserve power severa1 days this summer. We are making every effort to avoid having to do so again.

We deeply regret being forced to make these requests. We have presented to various local, state, and federal agencies a program which will meet our load growth and increase our reserve capacity in the years ahead.

We have been asked: In view of these difficulties, isn’t this the wrong time to ask for a rate increase? The plain answer is we can’t wait any longer. We already have postponed this action for more than a year while we tried other possible ways to improve earnings. We are proud of our cost-cutting record, but inflation and higher taxes have outrun our efforts.

Customers 65 Years and Older

To assist senior citizens with fixed incomes who cannot escape the pinch of inflation, we are proposing that for a test period of three years their present minimum charge not be increased. This proposal is somewhat similar to the special consideration which the Transit Authority has accorded to senior citizens on a trial basis.

How the New Rates Would Affect Typical Residential Customers:

The new residential electric rate schedules would provide for a change from bimonthly to monthly billing as soon as possible after they become effective. The following chart therefore compares typical residential bills in New York City on a monthly basis.

In Conclusion

We, the 25,000 men and women at Con Edison, will continue to do everything within our abilities to provide the electric energy New York City and Westchester County depend upon. We will provide this energy in such a way as to protect the quality of the environment. And we will keep our electric rates as low as the cost of providing good service and protecting the environment will permit.
The paper contains multiple sections, including a list of names, a section about Nassau County Health Department, and various advertisements and real estate listings related to the Adirondacks and other locations. The text provides details about properties available for sale, including their locations, features, and prices. There are also advertisements for vacations, homes for sale, and real estate services.

For example, one section lists various real estate advertisements, including:

- Farms & Country Homes, New York State
- Capeoke Lake (Housekeeping)
- Farms & Country Homes, Orange County
- Capeoke Lake House for Sale
- Capeoke Lake Cabins for Sale
- Farms & Country Homes New York State

Each advertisement provides specific details about the property, such as location, type, price, and contact information. The text also includes a section about the Nassau County Health Department, highlighting various names associated with it.
YOUR PUBLIC RELATIONS IQ

BY LEO J. MARGOLIN

THERE IS a direct relationship between civil service public relations and President Nixon's plan to share the Federal Government's revenue with the State of New York.

OUR READERS are knowledgeable in the problems of tax revenues and the steep rise in the cost of doing business by all governments. Warnings have been sounded urgently that we are close to the bottom of tax barrel. After all, civil servants are taxpayers, too.

NOW PRES. NIXON proposes two methods of relief: (1) removing a substantial part of the fiscal burden for welfare from the backs of the states; and (2) direct revenue sharing with the Federal Government making $1 billion available to the states on Jan. 1, 1972 and increasing the local amount to $5 billion within five years.

TO THE STATE of New York the total amount for the first year would be $151 million—$371 million in revenue sharing and $43 million in local relief under welfare reform.

THIS DOES NOT seem very much in terms which constitute the largest amount of any of the 56 states in Federal tax revenues. But it is a step in the right direction.

FOR CIVIL SERVANTS this would have important implications. Most important is the new source of funds so that they can do their jobs properly. One key element in civil service efficiency—indispensable to good civil service public relations—is the availability of the tools with which to carry out their duties.

IT'S ONE THING to be an expert at running a highway snow plow. It's still another thing if the truck is ready for the junk yard, the plow assembly to work so as to push a snowball, and the gasoline supply low because the budget for that critical item is equally low.

THIS IS NOT as far-fetched as it would seem. Just talk to the budget officer of any upstate county in New York and he'll fill in the details with genuine laments.

THE IDEA of revenue sharing is not particularly new. It has been suggested many times before, but Pres. Nixon is the first Federal Secretary to recommend the implementation by Congress. The FACT is that the initial proposal does not come too soon. Our readers are well aware of an unhappy fact in the welfare area which can be undone if we have enough tax revenues to meet all the needs of urban dwellers.

 THERE IS NO telling whether Congress will accept the President's proposal. If they don't, Congress may very well find that it is legislating for a nation full of decaying bankrupt cities.

STUDY SET—Assemblyman Andrew Stein (D.-L. Manhattan) left accompanied by Jimmy Breslin, the author columnist, is shown as he leaves for Belfast, Ireland for a first hand inspection study of the riots and disorders that have shaken Northern Ireland for the past several weeks. Assemblyman Stein expressed himself as deeply concerned with the events that have torn Northern Ireland apart, leaving in their wake scores of dead and injured and millions of dollars in property damage. Mildred L. Bodnar, president of the Grand Council of Emerald Societies in Civil Service praised the visit of Stein to Ireland, "We of Irish descent in civil service are happy that we have a representative who cares for the welfare of our relatives in Ireland. We are sure that he will return to New York with a report to the people on what is actually happening there and the steps that are being taken to prevent further bloodshed," Mrs. Bodnar said.

DON'T REPEAT THIS!

(Continued from Page 1) The State has completed the first quarter of the Federal Government's revenue sharing plan. It has completely shared the State's $43.9 million Is from fiscal relief under Nixon's plan to share the Federal Government's revenue with the State of New York.

But it is a step in the right direction. The two methods of relief: (1) revenue sharing with the Federal Government making $1 billion available to the states on Jan. 1, 1972 and increasing the local amount to $5 billion within five years.

Wilson's ambitions have turned to Washington, a view that still involves dumping Senator Charles Goodell, now competing for the Senate seat of Robert F. Kennedy, by appointment to that Senate seat.

Wilson is the only candidate with a non-severable contract for these roadblocks, originating among Congressmen and Senators. He has been defeated, while be referred to Hoover as an ex-President, because he had been defeated, but he refused to be a former President, because he refused from the presidency.

Within the next several months, Wilson, Governor Rockefeller, and Senator Everett M. Dirksen, say he may have to decide whether he wishes to be known as an independent Governor or as a former President.

CSEA Specialist

Joseph Reedy Named
To Safety Committee
By Labor Department

ALBANY — Joseph P. Reedy, collective bargaining specialist with the Employees' Association, has been named as a representative of employees on the advisory committee to aid the Department of Labor in developing a code rule for the safety of employees on vehicular bridges and tunnels.

Industrial Commissioner M. P. Pisciotta announced the appointment late last week.

The advisory committee, composed of three members representing employers, three representing employees and three experts, will make recommendations for a new industrial code rule providing for protection of the lives, health and safety of persons employed on or in vehicular bridges and tunnels operated by bridge and tunnel authorities subject to the public authority law of New York State. The Labor Department's Board of Standards and Appeals must give public hearing before acting on the recommendations.

Reedy was chosen for his familiarity with the problems involved. He has done much work with the bargaining agents and employees of the New York State Thruway, whom CSEA represents. He has been working for his familiar issues. In the case of highway accidents, he has been able to negotiate a contract for these employees.

Trained as a computer systems analyst and with a background in accounting, Reedy is engineering a computer system to help the Thruway Authority.

JOSEPH REEDY

b目的地, president of the New York State AFL-CIO; Dr. Vincent A. Curtis, president of Fordham University; Dr. John Orin, director of the Center for Civil Rights and Religious Freedom at Sterling Memorial Library at Yale University; and Dr. Leon E. Greenberg, chairman of the theological committee at Albert Einstein School of Medical Research.

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City Eligible Lists

(Continued from Page 123)


511 Henry P Ellers, Sidney
 including telephones, intercoms, alarms, switchboards, rectifiers
 repair, testing and maintenance
 Increases to maximum
 Excellent promotion
 Opportunity
 A.C.B. Circulation Average For Per Issue For Four Weeks Ending March 31, 1969

Help wanted - Part-Time

Machine operators for 4 a.m. - 12 noon shift.

$176.70 after three years.

Schools, should contact Saul Solo­ ten Tatesure, Peter "P Parlna, Er­

City Eligible Lists

FRIDAYS, SATURDAYS, SUNDAYS.

ELECTRICIAN

Excellant promotion opportunities for communication Electrician with 3 years' experience in the electrical field.

uties: Construction, installation, repair, testing and maintenance of communications equipment including telephones, intercoms, alarms, switchboards, rectifiers and batteries.

Starting salary $139.00 -
$149.30 per week depend­ ing on experience.

increases to maximum $176.70 - $186.10 per week after 40-hour week.

May work night or evening shift.

Applicants must have high school diploma or equival­ ency certificate.

Liberal employee benefits include paid holidays, health insurance, and education refund plan.

We're hiring full time and part-time.

SPECIAL RATES

For employment opportunities. Reasonable rates for rates for senior shorthand report­ ers.

Classified Ads.

WE'RE ALL ELECTRICIAN!

$125-$150 to start.

Help wanted - Part-Time

For the Manhattan and Bronx Surface Transit Operating Authority.

BE A PARENTER FATHER

For the Manhattan and Bronx Surface Transit Operating Authority.

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124 West Houston St, in Sullivan St, OR 4-6868 -

212-356-2610.

124 West Houston St, in Sullivan St, OR 4-6868 -

IMAGES: Counters - Cocktails - Dinner. "Till 2 Midnight. Specials Monday, Tuesday, Thursday. 50% OFF OUR WHOLESALE PRICES.

Help Wanted - Part-Time

For the Washington Square Theatre. "Till 2 Midnight. Specials Monday, Tuesday, Thursday. 50% OFF OUR WHOLESALE PRICES.

BE A PARENTER FATHER

For the Manhattan and Bronx Surface Transit Operating Authority.

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OPENING 10 A.M. TO 9 P.M. SATURDAYS AND SUNDAYS.

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Eligibles on State and County Lists

STATE AIDES TO COMPETE FOR PROMOTIONS IN NOV.; FILING ENDS NEXT MONTH

State employees will have the opportunity to compete for promotions in December, 8 and 12, the Civil Service Department has scheduled examinations in 27 titles.

Applications for the first series of exams will be accepted through October 18. There are the following possible promotions: draftsman, G-4; executive assistant, G-1; executive secretary, G-2; firefighter, G-3; gasoline pump attendant, G-6; and accountant, G-2.

Interdepartmental—senior clerk, G-7; senior accountant, G-9; senior auditor, G-7; senior file clerk, G-9; senior statistics clerk, G-8; senior stenographer, G-9; and senior stenographer (law), G-8.

The September 29 cut-off date for those established for November 22 tests in these categories.

On Meeting Agenda

The September 29 final application date for the following November test is:

Interdepartmental—secretary, G-4; and stenographer, G-4.

Computer Post

(Continued from Page 3)

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Missing Issue(s)