Let's Get It Straight

COUNCIL 50 of the American Federation of State, County and Municipal Employees has been engaged in a strike action for over a week, that has no purpose other than seeing the union survive. Council 50 is not calling a strike to get better wages and working conditions for Mental Hygiene Department employees. Council 50 is not calling a strike to get an election.

Council 50 is calling a strike to pressure the State Public Employment Relations Board into dividing the State employees into as many bargaining units as possible in hopes that the union can survive in one or two little pockets of employment.

Any responsible union leadership knows that the bigger and stronger the membership, the greater power at the bargaining table. No union that has the welfare of public employees at heart could honestly work for breaking employees down into weak, powerless units for negotiating purposes. Yet that is exactly the major effort that Council 50 is exercising, an effort designed only to keep the dues coming in, not the benefits going out.

Many New York cities learned this lesson, to their regret. After fighting to get individual units, many of them were forced to banded together after all in order to make any negotiating gains.

So let's get it straight. Council 50 is calling a strike to break up the bargaining power and strength of public employees in New York State. The Civil Service Employees Assn. is fighting to keep employees unified and under one forceful banner so they can continue to make strides similar to those made by CSEA in past years. It's that simple.

Syracuse School Aides
Sign One-Year Pact
With 8% Pay Boost

SYRACUSE—Both the Syracuse School District and the Office Personnel Unit of Oneida chapter, Civil Service Employees Assn., have signed a contract that includes an eight percent increase in wages and improved fringe benefits for the accountants, clerks, typists, stenographers and similar workers.

Also a feature of the one-year contract is a new step-salary schedule (with higher increments at each step) that will give each worker a raise of at least $125.

Increases are provided in the most popular titles that are higher or equal to those of county employees in those titles.

Mrs. Neil Mathews, unit president, said other benefits included:

- A longevity increment of $200 every five years after completion of the 10th year of service; the 1/80th retirement plan retroactive to 1938; non-contributory health insurance plan for employees; double and one-half time for holiday work, double time on Sundays, and time and one-half for overtime after 40 hours, and a vacation or compensatory time off for 10-month employees.

(Continued on Page 3)

Niagara Chapter
Eliminates Provision
Against Striking

(From Leader Correspondent)

LOCKPORT—The Niagara County chapter, Civil Service Employees Assn., voted last week to eliminate a no-strike clause from the chapter's constitution and by-laws.

"Every CSEA member," said Mrs. Ruth Heacox, the chapter president, who are dedicated to uninterrupted government service.

But Mrs. Heacox said removing the no-strike pledge paves the way for a walkout under "extreme provocation."

The chapter represents about 80 percent of Niagara County's 1,200 employees and is negotiating now with county leaders on a 1969 contract under the Taylor Law.

CSEA Field Rep
Hurt, Hospitalized,
Won't Stop Work

AUBURN — Louis Shaw, Civil Service Employees Assn. field representative for the large Central-New York field area, is conducting business as usual from his bedside in Mercy Hospital in Auburn.

Shaw, who recently underwent knee surgery, is recuperating at the hospital but is still on the job, giving advice and other assistance daily to various CSEA chapter and unit representatives in his area.

The former Cayuga County CSEA chapter president who negotiated the first contract for CSEA under the Taylor Law has a phone installed on one side of his bed and his working files on the other side.

Shaw is expected to be incapacitated but nevertheless working (at his own request) for at least four weeks.

On the spot assistance to chapter and unit will be given by CSEA staff representatives from adjacent field areas. Cards and letters would be appreciated.

(Continued on Page 3)

Negotiations Failure
Could Lead to Aides' Withholding Of Services

(Special To The Leader)

ALBANY—Delegates to the Civil Service Employees Assn., meeting here in special session today (Nov. 26) are expected to determine whether or not State employees have enough leverage to make possible actions of the State Liquor Authority to hold up the sale of liquor.

If the two sides cannot reach an agreement, the State Liquor Authority could be asked to act to help the union's strike, or the State employees' organization could be called in to help the union.

Neither the State Liquor Authority nor the union has been able to hold up the sale of liquor for any length of time, and the union is not sure whether or not State employees have enough leverage to make possible actions of the State Liquor Authority to hold up the sale of liquor.

State Liquor Chaf.
Elects New Officers

The State Liquor Authority chapter of the Civil Service Employees Assn., at Albany, N.Y., recently elected the following new officers: Edward L. Reynolds, president; Dorothy Futscher, vice-president; Harla M. Davis, secretary, and Angela M. Farina, treasurer.

(Continued on Page 3)
Don't Repeat This!

(Continued from Page 1)

employee Asn., which has already granted a non-contributory, guaranteed half-pay pension after 30 years' service. There are over 20 years and 25-pension plan in existence now in both State and New York City, and major difference in the New York City plans, however, is that the employee will make contributions to the various retirement plans in effect.

It can be expected that City groups will certainly press hard, therefore, for non-contributory systems while shooting for the 30-year plan.

What all this could mean is that no matter what well-negotiated agreements go between government and labor on wages and other benefits, failure to make any real gains on improving pension plans could bring about a whole new batch of labor disturbances. Most public employee groups feel that there is no way the Legislature could legislatively deny civil servants what they voted for themselves.

Mayor Lindsay may be in a little better position, however, for New York City has not made any move in the direction of such a pension system for new York City employees since 1940. At any rate, what happens to retirement goals this year may well determine the pattern of labor politics in this very large de
tree in 1960.

In the course of the week, this paper will continue to pursue this new and in some ways very literal sense, are a real home away from home, not just a mere shelter of mere shelter of quality. Why not prepare a trip to your

State Sets Professional Career Test
For College Graduates And Seniors

New York State expects to hire more than 1,000 college graduates in 1968-69 as professional trainees. The State Professional Careers Examination is the gateway to approximately 170 State government positions of special merit, as State agencies, which have not been in the past, are to be filled only by individuals with degrees or qualifying course credits. The exam will be held only in New York City, and in any case, it will be held on Saturday, June 15, at 9 a.m. There will be no charge for the exam.

The exam will consist of two parts: 1) an objective test of general information, and 2) a practical test of professional skills. The exam will be administered by the State Education Department.

The exam covers the following areas:

I. General Information

a. Social Studies
b. English

II. Mathematics

a. Algebra
b. Geometry

III. Science

a. Biology
b. Chemistry

IV. English

a. Grammar
b. Composition

V. History

a. United States
b. World History

The exam is designed to test the knowledge and skills of college graduates in the fields of business administration, mathematics, statistics, computer programming, and professional careers.

Applicants will have the opportunity to determine the areas in which they wish to be tested. They will be given a sample exam for each area, and they will be able to choose the areas in which they wish to be tested.

College graduates interested in taking the exam should contact the State Education Department or visit one of the State University System locations.

5 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, include a side trip to Florence, and will be less expensive than the 1968 trip with no reduction in quality.

The nine-day trip will leave New York April 4 and return April 12.

In order to present a clear picture of what these professional career opportunities in State government offer to the college graduate, the State has produced a special beginning professional careers brochure, complete with detailed explanations of the testing procedures and the computer rating system utilized by the State Civil Service Commission for selecting the right applicants for the right jobs. Also included in the brochure is a simple application for admission to the test and a sample of test questions.

Many of the jobs available can be filled only by individuals with degrees or qualifying course credits. The exam will consist of two parts: 1) an objective test of general information, and 2) a practical test of professional skills. The exam will be held only in New York City, and in any case, it will be held on Saturday, June 15, at 9 a.m. There will be no charge for the exam.
Central Conference Winter Meeting To Feature Workshop On Public Relations, Insurance

(From Leader Correspondent)
SYRACUSE—Public relations, insurance and other topics will be among the featured discussions during the two-day Winter Meeting of the Central Conference, Civil Service Employees Assn., beginning Feb. 14, 1969, in the Hotel Syracuse.

Another highlight will be the presentation of a trophy for the best scrapbook on chapter public relations.

Closing the meeting Feb. 15 will be the annual dinner dance of the Syracuse chapter, which will host the meeting.

An educational session on public relations will be held at 8 p.m. the first day, with Floyd Penney, CSEA officer, as moderator, and Joseph Routier, CSEA public relations director; Gary Perkin of the State Tax Department, in handling tickets for the dinner.

Syraucuse School

(Continued from Page 1)

Also, 12-month workers will earn 15 days of sick leave annually, cumulative to 180 days; 10- and 11-month employees will receive pro-rated sick leave; one day of personal leave; improved emergency leave provisions, and a clause clarifying the legal liability of the employer and the school district when the worker serves in the role of "school nurse."

Members of the CSEA negotiating committee included Mrs. Matthews, CSEA field representative John J. Ray, and Margaret Young, Evelyn Smith, Georgia Turner and Margaret Kaufman.

Conserv'e!

Paul J. Bonnell, a 37-year veteran conservation officer for New York State, has been appointed chief conservation officer. The apointment, announced by Conservation Commissioner R. Stuart Kilborne, is part of the reorganization of the Bureau of Law Enforcement in the Division of Fish & Game, which previously saw William J. Goodman promoted to assistant director for law enforcement and field services.

Grievance Procedure

Also a grievance procedure and reciprocal rights; work security under which an employee assigned to duties in a higher class in an emergency would be compensated under the higher rate provided in the regular job; and non-contributory health insurance coverage for the employee where the employer also pays 35 percent of the cost for dependents.

CONTRACT SIGNING — Columbia County chapter, Civil Service Employees Assn., recently ratified a salary and benefits contract providing other new benefits.

Hudson — Pay raises, retirement improvements and an agreement to conduct a job study are among the numerous benefits contained in a contract negotiated by the Columbia County chapter of the Civil Service Employees Assn. and the county government.

The new members bring the chapter's rolls well over the 20,000 mark. It was announced by chapter president Irving Pluma- baum, who is also State second vice-president, "We are driving for 20,000 members by mid-1969" Flummaus asserted.

The influx of members came from county employees, evidently alerted to the necessity for solidarity. Some came after the chapter negotiated pay boosts averaging more than $1,000 for all county employees in a new contract providing other new benefits.

Meanwhile, growth continued in units of the chapter and new units were added.

New units were formed for employees of the Mineola and Franklin Square Public Libraries. The Mineola unit elected Mrs. Diane Maslaris as temporary president. The Franklin Square unit elected Mrs. Margaret O'Grady as temporary president. About 95 percent of the class of employees represented as charter members of the units. Both units are expecting recognition shortly and are preparing for contract negotiations.

Two-year term recently ended for onondaga chapter — CSEA field representative watches Syracuse Mayor William F. Walsh sign 1969 labor contract with the CSEA unit.

Columbia County Aides Approve One-Year Contract Providing Salary, Vacation, Retirement Improvements

(From Leader Correspondent)
MINEOLA—Since winning a representation election by a 10-1 margin, the Nassau chapter, Civil Service Employees Assn., has added more than 1,000 new members.

The new members bring the chapter's rolls well over 16,000, it was announced by chapter president Irving Pluma- baum, who is also State second vice-president, "We are driving for 20,000 members by mid-1969" Plummaus asserted.

The influx of members came from county employees, evidently alerted to the necessity for solidarity. Some came after the chapter negotiated pay boosts averaging more than $1,000 for all county employees in a new contract providing other new benefits.

Meanwhile, growth continued in units of the chapter and new units were added.

New units were formed for employees of the Mineola and Franklin Square Public Libraries. The Mineola unit elected Mrs. Diane Maslaris as temporary president. The Franklin Square unit elected Mrs. Margaret O'Grady as temporary president. About 95 percent of the class of employees represented as charter members of the units. Both units are expecting recognition shortly and are preparing for contract negotiations.

Pass your Leader on to a non-member.

pass your Leader on to a non-member.

CIVIL SERVICE LEADER, Tuesday, November 25, 1969
UP TO $10,000

In the event of accidental death or dismemberment ALL NEW for members of the Civil Service Employees Association presently covered by the Accident & Sickness Disability Income Plan.

OFFER EXPIRES DECEMBER 31st

WORLD-WIDE COVERAGE
24 Hours A Day Every Day Of The Year

During an initial enrollment period of 90 days this benefit is available without underwriting to all CSEA Accident & Sickness policyholders under the age of 60.

No longer is it necessary to buy separate Travel Insurance.

BENEFITS: For Accidental Loss of:

<table>
<thead>
<tr>
<th>Life</th>
<th>$10,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Both Hands or Both Feet or Sight of Both Eyes</td>
<td>$10,000</td>
</tr>
<tr>
<td>One Hand and One Foot</td>
<td>$10,000</td>
</tr>
<tr>
<td>Either Hand or Foot and Sight of One Eye</td>
<td>$10,000</td>
</tr>
<tr>
<td>Either Hand or Foot</td>
<td>$5,000</td>
</tr>
<tr>
<td>Sight of One Eye</td>
<td>$5,000</td>
</tr>
</tbody>
</table>

RATES: Bi-weekly Premium

<table>
<thead>
<tr>
<th>MALE (Office &amp; Clerical Workers)</th>
<th>FEMALE (Office &amp; Clerical Workers)</th>
<th>MALE (All Others)</th>
<th>FEMALE (All Others)</th>
</tr>
</thead>
<tbody>
<tr>
<td>35c</td>
<td>57c</td>
<td>28c</td>
<td>41c</td>
</tr>
</tbody>
</table>

$25,000 Available to Office & Clerical Workers

$10,000 Available to All Others

The exclusions of this rider relate to suicide, war, service in the Armed Forces and certain aircraft hazards.

TER BUSH & POWELL, INC.

SCHENECTADY NEW YORK

BUFFALO SYRACUSE

To have this valuable insurance added to your present policy fill out and mail today...

BELLIZZI ELECTED

ALBANY—John J. Bellizzi, director of the Bureau of Narcotic Control for the State Health Department, has been elected executive director of the International Narcotic Enforcement Officers Association.

Bellizzi, a founder of the organization, had served as its president for three years.

WHERE TO APPLY FOR PUBLIC JOBS

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

CITY

NEW YORK CITY — The Applications Section of the New York City Department of Personnel is located at 101 Centre St., New York, N.Y. 10013. It is off the blocks north of City Hall, across the street from Union Station.

Applicants: Filings Period Applications issued and received for filing through Friday next at 5 p.m. except Thursday and Friday from 9:30 a.m. to 5:30 p.m., and Monday from 11 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant or by the person representing the applicant at the Application Section of the Department of Personnel at 101 Centre St., New York, N.Y. 10013. Telephone 656-5720.

Mail requests for application blanks must be sent to the person designated on the application form. If an address is not given it will be regarded as less than the last day of filing or as stated otherwise in the examination announcement.

The Applications Section is open on the evenings, the Chambers Street stop of the main subway lines that go through the area. These are the IRT Times Avenue Line and the IND 42nd Street Line. The IRT Lexington Avenue Line stop to use is the 53rd Street stop and the IRT Lexington Avenue Line stop to use is the 34th Street stop.

STATE

STATE — Town of 110, 1st St., Broadway, New York, N.Y. 10006. Officers of Chambers St., 494-5000; Governor Alfred E. Smith State Office Building and the State Capitol, Albany; State Police Building 1 State St., State Office Building 1 State St.; State Office Building 1 State St.; State Office Building 1 State St.; State Office Building 1 State St.

Both lines have exits to Davis Street, a short walk from the Personnel Department.

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

FEDERAL

FEDERAL — Second U.S. City Service Region Office, Federal Plaza, Federal Plaza at 28th St. and Broadway, New York, N.Y. 10007. The IRT Lexington Ave. Line to City Hall and walk two blocks north, or take another train to Chambers St. or Broadway Stations.

Hours are 8:30 a.m. to 6 p.m. Monday through Friday. Also noon to 3 p.m. on Saturdays from 9 a.m. to 1 p.m. Telephone 573-6191. After 5 p.m. telephone 488-3763, give the job number in which you are interested and your name and address.

Applications are also available at main post offices across the New York City, Post Office Board of examiners at the main post office board of examiners, and new examinations offering public tests also may be applied to the for further information and application forms. No return envelopes are required with mailed requests for application forms.
The DELEHANTY INSTITUTE
MANHATTAN: 115 East 15 St., Near 4 Ave. (All Subways)
OFFICE HOURS: MON. TO FRI. 9:30 A.M. TO 8 P.M.
(Closed Thursday, Nov. 28th and Saturdays)

55 Years of Experience in Promoting the Education of More Than Half a Million Students

CIVIL SERVICE TRAINING
Classes starting January 1969:

ASSISTANT FOREMAN—Dept. of Sanitation
POLICE LIEUTENANT (N.Y.P.D.)
BATTALION CHIEF (N.Y.F.D.)

Classes now meeting:

Carpenter
Classes meet MONDAYS 7 P.M.

Patrolman—TA—Trainees—Correction Officer

Classes Meet WEDNESDAY 5:30 or 7:30 P.M.

Administrative Associate
Classes meet TUESDAYS 6 P.M.

Senior Clerk-Steno
Classes Meet MONDAYS in Jamaica 6:30 P.M. and THURSDAYS in Manh. 6 PM.

Stationary Engg. Lic.—Mons 7 P.M.
Refrig. Mach Opr Lic.—Wed 7 P.M.
Master Elec Lic.—Thurs 7 P.M.
Master Plumbers Lic.—Fri 7 P.M.

High School, Equivalency Diploma
Classes in Manhattan and Jamaica

PRACTICAL VOCATIONAL COURSES:
Licensed by State of New York. Approved for Veterans

• Auto Mechanics
• Drafting
• Radio, TV & Electronics

DELEHANTY HIGH SCHOOL
91-01 Merrick Boulevard, Jamaica
• A college preparatory co-educational, academic high school accredited by the Nassau County Board of Education.
• Secretarial Training available for girls as an elective supplement.
• Special preparation in Science and Mathematics for students who wish to qualify for Technological and Engineering Colleges.

For Information on all Courses Phone GR 3-6900
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.")

Review Of Ratings
IT HAS LONG been established by the Courts of New York that a candidate for civil service appointment has the right to judicial review of the rating on his examination. Yet, examining agencies persist in making this right difficult by misleading candidates by the information necessary for meaningful judicial review.

A RECENT case of an agency's reluctance to cooperate with a candidate's efforts to obtain judicial review of his rating is Allen v. Board of Examiners of Board of Education of the City of New York (New York Law Journal, Oct. 31, 1968, page 14). The petitioner, an applicant for a license as chairman of Fine Arts Department in day high schools, passed the written and interview parts of the examination but failed the teaching test. Such test constitutes an actual class lesson under observation of the examiner.

IN HIS Article 78 proceeding, the petitioner demanded the right to examine the standard against which his performance was measured. He asserted that his teaching test lacked objectivity, that the results of the test was inadequate to ascertain whether the alleged weaknesses were supported by the record of his oral responses.

An examination cannot be classed as competitive unless it conforms to measures or standards which are sufficiently objective to be capable of being challenged and reviewed, when necessary, by other examiners of equal ability acting with equal experience.

THE TEACHING test assesses various capabilities of the candidate specified in rating sheets filled out by each examiner. The examiner makes running notes as an aid to his determination. The results of the examination are reviewed, when necessary, by other examiners.

THE CIVIL Practice Law and Rules expressly authorizes the Court to compel the Board to make available the rating sheets. Section 7804(3) states that after directing the agency to file its answer to the petition the Court may order the agency "to supply any defect or omission in the answers." In accordance with this statutory authority, Justice Multer directed the Board to serve copies of the rating sheets used in the petitioner's teaching test, as well as copies of the Board's written instructions or guidelines for the conduct of the test.

IN OUR opinion, the refusal of respondents to permit petitioner to examine the standard against which her performance was measured was unreasonable and substantially impaired her right of appeal. The results of the examination should be so stated that the applicant can "check up the conclusions by some objective comparison."

THE CIVIL Practice Law and Rules expressly authorizes the Court to compel the Board to make available the rating sheets. Section 7804(3) states that after directing the agency to file its answer to the petition the Court may order the agency "to supply any defect or omission in the answers." In accordance with this statutory authority, Justice Multer directed the Board to serve copies of the rating sheets used in the petitioner's teaching test as well as copies of the Board's written instructions or guidelines for the conduct of the test.

ONE MAY think that the Court's declarations in the Gassner and Schwartz cases would have made clear even before the Allen case that the Board of Examiners is expected to cooperate in the requests of candidates for full information. This has been the basis for the Court's opinions. As long as without court direction, an administrative agency ought not to be held to the difficulties of an employee who is attempting to enforce his civil service rights. Indeed, the agency should gladly offer its employees full cooperation in their legitimate efforts through approved procedures to protect their rights.
Parry will answer questions relating to the Statewide Plan. Please submit your questions to Mr. William T. Parry, Government Relations Manager, Blue Cross-Blue Shield, 1115 Western Avenue, Albany, N.Y. 12203. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

During a recent illness I had surgery performed — in the hospital, the doctor's office or the patient's home. If I should leave State service, can I convert my part-time coverage to an individual policy?

Yes. The Blue Shield portion (Part II) of your Statewide Plan will pay for surgery no matter where it is performed—in the hospital, the doctor's office or the patient's home.

If I joined the Statewide Plan two months ago, but have not received an identification card or insurance certificate. Please tell me where I can get them.

These are ours. And you don't have to figure out how much the extras will add to the price of the Volkswagen you buy. We already figured them in. Building them in.

Even the biggest Volkswagen, our boxy station wagon, averages 23.

Even the biggest Volkswagen, our boxy station wagon, averages 23.

These are our rates. And you don't have to figure out how much the extras will add to the price of the Volkswagen you buy. We already figured them in.

Building them in.

Even the biggest Volkswagen, our boxy station wagon, averages 23.

Things like heater/defrosters, windshield washers and adjustable bucket seats are part of the car. You can't own a VW without owning them, too. (Things like whitewalls are extra, as you might expect. But we tell you that in the *J*

A Volkswagen won't only cost you less to drive out in. It'll cost you less to drive around in.

VW sedans (even the 65hp Fastback and Squareback) average 27 miles to a gallon.
Over 200 State Vacancies
For Engineering Aide Jobs;
HS Grad Only Requirement

New York State has announced it is accepting applications to fill over 200 vacancies for engineering aides, with a salary range of $4,395-$5,485. Filing deadline is January 13.

Candidates must have graduated from high school by August 31, 1969, or possess a high school equivalency diploma. Applicants may substitute satisfactory experience in engineering or related work, for high school at the rate of six months experience for one year of schooling.

Typical duties of an engineering aide include: assisting in civil engineering work by doing basic technical tasks or manual work, with a field survey party or in a drafting room, office, or laboratory under the immediate supervision of an engineer or higher-ranking technicain; acting as a rodm en, chainman, or axeman under the engineer or technicain; reading notes, tracing maps and plans, making simple engineering computations, and assisting with observations, inspections and laboratory tests.

The written test, to be held Feb. 15, will test for knowledge, skills and/or abilities in such areas as mathematics, including geometrical figures and algebra; interpreting graphs and tables; understanding and interpreting technical instructions and drawings; and spatial relations.

Applications are available at the Elmira Civil Service Commission (11 Elmira St.) from 9 a.m. to 5 p.m. Candidates interested in taking the test should send $2.25 to $2.50 to cover postage and handling.

Elmira Wants Meter Readers

An examination for the post of meter reader in Elmira, N.Y., will be given on Jan. 11, 1969. Applications may be accepted at the Elmira Civil Service Commission in Elmira until Jan. 11. Hourly rate is from $2.25 to $2.56 an hour.

Candidates must be legal residents of the area served by the Elmira Water Board for at least four months immediately preceding the date of the written test. The position is with the Elmira Water Board.

Minimum qualifications are either graduation from a standard high school and one year of work experience involving public contact with a public utility or satisfactory completion of training and experience sufficient to indicate ability to do the work.

Candidates who are not high school graduates may substitute satisfactory clerical, business, industrial or military experience on a year-for-year basis.

Details of the job include reading water meters and recording water meter readings, and doing related work as required. The written test is designed to cover arithmetic computations, meter reading and mechanical aptitude.

Christmas Party Planned At Buffalo

Buffalo chapter of State employees of the Civil Service Employees Association will hold its annual Christmas Dinner Dance on Friday, Dec. 20. This year's annual party for chapter members will be held at the Hearthstone Manor, 229 Diefen Rd.

During arrangements are being made by chairman Joseph Volmar, first vice-president and his co-chairman, A. Samuel Notaro, past president, with Mary Can- nell, president, as honorary chairman.

Tickets may be obtained from departmental delegates or alternates and chapter officers.

Mediator

ALBANY—The State Public Employment Relations Board has named Joseph Shuster of Buffalo to mediate a dispute between the City of Jamestown and the Police Benevolent Association.

Many State Jobs For Engineering Techs.

A new nationwide announcement for engineers and scientists in grades GS-8 through GS-12 incorporating higher entry levels for candidates with graduate degrees, has been issued by the U.S. Civil Service Commission.

It replaces all current announcements issued throughout the country by various inter-agency boards of Civil Service Examiners for positions at the salary levels in engineering and architecture; copyright, patent, and trademark; physics, science, and mathematics and statistics.

Recently approved changes are in the grading of educational levels for engineering, allowing the acceptance of a master's degree or at least two years of graduate study to enter a research position at GS-12, regardless of class standing in graduate school.

Candidates applying for positions at GS-9 through GS-12 will be required to file applications with the Inter-agency Boards listed in the announcement. Those applying at the level of GS-14 and GS-15 will file only at the Washington office of the Civil Service Commission.

The commission emphasized that most vacancies are expected to be in the lower grades and government, like most employers, fills most of its upper level positions with employees who have demonstrated their ability to advance to greater responsibilities.

For further information, interested candidates should obtain copy of Announcement No. 11, which may be obtained from the Civil Service Commission in Washington, any Interagency Board of Civil Service Examination or any major post office.
P.O. Celebrates It's Own "Day"

A glimpse at the post office of the future, as well as some of the modern machinery already installed in large postal stations, was exhibited in the lobby of the General Post Office, Tuesday, Nov. 19, to celebrate "Postal Services Day."

John R. Brachan, Postmaster of New York City, conducted the ribbon-cutting ceremony which officially opened the exhibit at the 33rd St. & 6th Ave. building. He was assisted by Max Shirley Hamachke, a substitute carrier who was selected "Miss Postal Services Day."

Health Center

ALBANY—State Senator Edward J. Spence of Nassau County has called the American Public Health Association for support of proposed legislation to set up a health education center within the State University of New York.

The center would provide for professional preparation of health educators, Seno said, to help develop and serve as coordinators for a comprehensive Statewide education program for the alleviation of preventable health problems.

Representative

ALBANY—William E. Berley, a former president of the New York Farm Bureau, has been named Water Resources Agricultural representative for the State Conservation Department.
Today's announcement is that the State's Department of Health will be holding an examination in January 1969 for summer jobs as camp sanitary aides. This announcement is for employment during the summer months. The examination will be held on January 25, 1969. Names of permanent employees will be placed on a preferred list from which they may be reemployed the following year with further testing.

Aamp sanitary aide is usually required to furnish his own car, and all employees using their own cars are reimbursed at a rate of ten cents per mile. To qualify, candidates must meet one of the following requirements on or before July 1, 1969: (a) satisfactory completion of a two-year course leading to an associate degree, or one year of a four-year course leading to a bachelor’s degree, with specialization in engineering, sanitary science, agriculture or dentistry; (b) graduation from a standard senior high school (or possession of an equivalency certificate) and six months of cumulative experience as a sanitary inspector or investigator; or (c) one year of cumulative experience as a sanitary inspector or investigator.

Applicants are encouraged to apply for the position. Aamp sanitary aide inspections sanitary facilities of camps, hotels, bathing beaches, and other public facilities in resort areas in order to enforce the provisions of the Sanitary Code. In cases of minor violations, he advises the proprietor to make the necessary changes; in cases of repeated violations, or failure to cooperate, he records the matter to his superior for appropriate action. He also makes reports on inspection to the district public health engineer. Application forms may be obtained by mail or in person at the following State Civil Service Department offices: State Office Building, Albany, 12220; Room 1100, 270 Broadway, New York City, 10007; Suite 516, 1 West Genesee St., Buffalo, 14202; or Room 818, State Office Building, 333 East Washington St., Syracuse, 13209.

For more information or to apply, contact the State Office Building, Albany, 12220; or Room 1100, 270 Broadway, New York City, 10007; Suite 516, 1 West Genesee St., Buffalo, 14202; or Room 818, State Office Building, 333 East Washington St., Syracuse, 13209.

NYS Summer Jobs—Camp Sanitary Aides

Applications will be accepted up to Dec. 23 for a State examination for 1969 summer jobs as camp sanitary aides at a salary of $105 a week, it was announced recently.

In various district offices involving employment during the summer months, most jobs will begin in late May or in June.
Lindsay Praises College For Training Program

Mayor Lindsay has attached national significance to a program conducted by the New York City Community College for upgrading City hospital personnel.

In operation since Jan. 2, this year, the training will enable 700 low-skilled employees of the New York City Health and Hospitals System to overtake more advanced techniques and operating room technology.

The Mayor made his evaluation in a personal letter to the hospital personnel being unable to attend graduation ceremonies to be held later this week at the City College Center Auditorium in Brooklyn.

Released recently by president, mayor of City Community College, the Mayor's letter said:

"This, I am convinced a lesson for the entire nation in this program: namely, that in illiteracy-concealing and sound education is the key to solving the problems of poverty, that, given the education and the ability to make a living, a man can break the chains of hopelessness and despair and go on to better things, and that the poor who benefit when they do this, but all citizens are better off because of it."

In this case, the Chief benefits are the people of the City and the hospital personnel, the City Community College, the City hospitals.

Mayor Lindsay said the training project, budgeted at $58,000, has been financed by the United States Department of Health, Education, and Welfare.

The Methodist Vocational Hospitals and the City Community College, to which has been 700 high-trained technicians...

New to the Community College service for the patients in our City hospitals.

The Mayor's letter took note of the difficulties involved in preventing abstruse material to reach high schools and colleges, the courses of study and economic and social exigencies.

"This that was done so successfully," he wrote, "is yet another example of your college's competence and leadership in the area of career training."
Fire Unions Vs. City
For Additional Men; OCB To Settle Scrap

A policy dispute between two firemen's unions and the City over the questions of workload and manpower has resulted in an unprecedented ruling which could give the unions an indirect voice in deciding workload allocations for the Fire Department, and have similar ramifications for all other City departments.

In the dispute between the City and the Uniformed Fire Officers Association and the Uniformed Firefighters Association the unions demanded that 2,500 firemen and officers be added to the firefighting force to relieve what they asserted was an excessive workload. If not, the unions threatened "job action," a refusal to perform non-firefighting duties. The City maintained that manning of the Fire Department came under management's jurisdiction and was not subject to negotiation. However, the City did state it would add 500 men to the force.

An unanimous decision by the tripartite Board of Collective Bargaining held that any management decision that had "practical impact" on the working conditions of City employees may ultimately become the subject of collective bargaining if the City does not "act expeditiously" to relieve the impact.

A "practical impact" was defined by the Board to mean an "unreasonably excessive or unduly burdensome workload, as a regular condition of employment."

After an all-night session, mediated by the Office of Collective Bargaining, the Board was agreed with the following agreement. The 500 men would be added as soon as they could be trained and trained. Men already on the force would work overtime with compensation until the 500 men could be added. And the broader question of workload would be submitted to the Board of Collective Bargaining.

The Board held that it has the authority to rule whether an impact exists. If the Board finds an impact does exist, then the City has the "obligation to remove the cause of impact as quickly as feasible."

If the union alleges that the impact continues, then the Board will make recommendations for changes in workload or additional manpower.

Thomas J. Dilion, spokesman for the UPOA, told The Leader that the requested increase in manpower is logical and justifiable. "In the ten years since 1957," Dilion explained, "the number of runs made by the Department has risen over 200 percent. We are asking for an increase in men of 18 percent. The position of the City in refusing to accept the impact does exist."

In 1957 the Fire Department had a complement of 13,000 men. There are now 15,600 men. This slight increase has been offset by a reduction in working hours, Dilion asserted. As it stands now, the Board, having decided the policy question must now determine the factual question — whether a "practical impact" actually exists on the workload of the firemen.

Use Zip- Codes to help speed your mail.
Poughkeepsie Unit Installs Officers At Annual Dinner

(From Leader Correspondent)

POUGHKEEPSIE—Gerard Reilly was installed as president of the Poughkeepsie unit, Civil Service Employees Assn., at a dinner meeting Nov. 20 at Aloy's Garden Restaurant.

James Graham, CSEA field representative, served as installing officer. William P. Schryver, Dutchess County commissioner of personnel, presented a gift to John Colbert, who retired as president after two terms.

Other installed officers included Francis Crawford, first vice-president; Miss Lois Cunningham, second vice-president; Miss Katherine Olivo, secretary; Miss Carol Montross, treasurer; and Mrs. Harold Rodriguez, sergeant-at-arms.

Other guests included Ellis Adame, president of the Dutchess County chapter, and the Dutchess County unit.

Two Titles Upgraded In State Institutions

ALBANY—The State Civil Service Commission has approved reallocations sought by the Civil Service Employee Assn. for two titles in the State Institution Teachers series and recommended geographic pay differentials for four other titles. It was learned at Leader press time.

One-grade hikes were approved for Instructional Education supervisors and institution education directors, moving those titles to grades 16 and 17 respectively.

At the same time, the Commission action remanded reallocation appeals for Institution teachers and vocational instructors, as well as senior levels of both those titles, to the Division of Classification and Compensation, recommending that geographic pay differentials be granted instead of upgrading positions.

Retired

ALBANY—William F. Quinn, a career State Labor Department employee since 1942, has retired as a senior factory inspector of the State Industrial Safety Service.

Special CSEA Meeting

ALBANY — Starting on December 4, the Capital District Conference, Civil Service Employees Assn., will be able to attend full musical comedies and other theatrical productions directly from Broadway, at Proctor's Theatre, Schenectady, according to information received from Genoa Keiper and Virginia Long, co-chairmen of the conference activities committee.

The committee has made arrangements with the American Theatre League, producers of the presentations, for members to purchase tickets at 10 percent discounts starting with the show "You Know I Can't Hear You When The Water's Running," on December 4 at 8:30 p.m. Others available will be "Black Comedy" on February 4, 1969, "The Star Spangled Girl" on February 25, "The Apple Tree" on March 19, and "Piddler On The Roof" on April 23.

Interested Conference members should call Miss Keiper at 474-6242. Letters to Miss Keiper may be addressed to Genoa Keiper, 1312 Chestnut St., Albany. Mail inquiries may also be made to Miss Virginia Long, the State CSEA, New York, 12224.

To Keep Informed, Follow The Leader

Metro Public Service Character Elects State

At a recent meeting, the Executive Council of the Metropolitan Public Service chapter of the Civil Service Employees Assn. elected the following officers for the upcoming term:

President, Philip Weider; vice-president, Blaise Paterenjo; and treasurer, Mildred Carrier. Lelia E. Rivera will continue as secretary.

The Executive Council consists of the above officers and members of the following bureaus: Administration, Government Affiliates; Accounting, Charles Polahinshy; Executive, Julia Dreizinak; Meter Carrier, Mildred Carrier; Personnel, Edmund J. Hofmam; Railroad, Helen J. Young; and Telephone and Water, Helen D. Bergman.

Weider has appointed Lelia Rivera as chairwoman of the social committee and Mark Jackson as chairman of the chapter's publicity committee. The chapter is cooperating with John J. Logan and Victor Tiger who are arranging for a Christmas party to be held at 4 p.m. on Tuesday, Dec. 19, 1968, at Don Gusto's restaurant, 1624 Main St., New York City.
New Job

ALBANY—John Bonfiglio has resigned as labor relations inspector for the State Labor Department in Hempstead, Long Island, to accept an appointment as an associate construction inspector in New York City.

Key Monroe Aides Aides Big Salary Increases

(From Leader Correspondent)

ROCHESTER—The proposed 1969 Monroe County budget provides raises of up to $3,800 for 25 percent of top administrators, a comparison to the 1968 budget shows.

But many administrators' percent, and county officials only on a merit basis, according to county officials.

County Manager Gordon A. Averill. Averill put such a salary range for the new year. But according to county officials.

Big Salary Increases

Increase for 1969 is not so great, range of $11,870-$14,830 would be proposed for the counsel in Sur­

Is the principal engineer in the salary range of $14,700-$18,380 for those already m ak-

lems in drawing up the 1969 tight year like

count for only a tiny portion of the total budget. The salary range for the leadership among the stickiest prob­

County Legislature last June, opted to limit and delay any raises for those already m ak-

80 positions by $1,000 county employees was

new controller, Gordon A. Averill took over, so the actual salary of county officials

Wontjo Delta Medical Services $23,972, up $1,054; chief medical examiner, $22,334, up $1,054; chief public health engineer. $19,656. up $1,200; counsel to sheriff, $18,200. up $1,200; two clinic direc­

tor of medical services $23,972, up $1,142; director of mental health services $17,004. up $1,104.

Venezuela Tour

Six Days—Only $285

A new winter offering is being made to members of the Civil Service Employees Association. Eight families and friends in the form of any newspaper in the U.S?

In Caracas, the Hotel Avila is situated in the mountains, gourmet breakfast and dinner and sightseeing. The
tivities.

Eight Days—Only $285

Venezuela Tour Set for Feb. 8

A new offering is being made to members of the Civil Service Employees Association. Eight families and friends in the form of any newspaper in the U.S?

In Caracas, the Hotel Avila is situated in the mountains, gourmet breakfast and dinner and sightseeing. The
tivities.

Eight Days—Only $285

Venezuela Tour Set for Feb. 8

A new offering is being made to members of the Civil Service Employees Association. Eight families and friends in the form of any newspaper in the U.S?

In Caracas, the Hotel Avila is situated in the mountains, gourmet breakfast and dinner and sightseeing. The
tivities.

Eight Days—Only $285

Venezuela Tour Set for Feb. 8

A new offering is being made to members of the Civil Service Employees Association. Eight families and friends in the form of any newspaper in the U.S?

In Caracas, the Hotel Avila is situated in the mountains, gourmet breakfast and dinner and sightseeing. The
tivities.

Eight Days—Only $285
The Truth Squad Says:

Council 50's Strike Is Against State Employees!

The whole objective of Council 50's current strike in Mental Hygiene institutions is simply to stop CSEA negotiations in behalf of State employees — negotiations aimed at winning better pay, a better retirement plan and many other benefits for 124,000 people. Let's face it: A FAVORABLE CONTRACT WON BY CSEA WILL REDUCE COUNCIL 50'S INFLUENCE TO VIRTUALLY NOTHING.

"If we can't have it, nobody will," is the Council 50 battle cry! This "poor loser" union, to gain its own selfish ends and satisfy the wishes of several hundred misguided followers, is willing to sacrifice the best interests of 124,000 State employees.

More Facts To Remember:

- The State's highest court upheld the right of CSEA to bargain for State employees.
- The Taylor Law provides (in the first instance) for certification of CSEA as bargaining agent based on its proven majority membership — elections are held only when necessary.
- There are 50,000 employees of State mental institutions of which 37,000 are members of CSEA and less than 10,000 members of Council 50.
- 37,000 employees of State mental institutions vote for CSEA to represent them every payday when they pay their dues.
- An election will probably not be necessary because of the very small Council 50 membership.
- COUNCIL 50'S STRIKE IS AGAINST STATE EMPLOYEES (AND THE UNFORTUNATE PATIENTS IN STATE MENTAL INSTITUTIONS).
- COUNCIL 50 HIT THE PANIC BUTTON FOR ITS OWN SELFISH REASONS.

Many Have Heard The Truth...

John Clark, left, president of the Letchworth Village chapter, CSEA, shows handful of union withdrawal cards from employees of that institution. Council 50 members at Letchworth forbade strike action last week.

Council 50, striking where it thought it would have the most support, has been unable to muster enough support to make its walkout effective. The employees who have not reported for work are afraid of bodily injury or personal property damage. Only a handful of employees are behind Council 50 and even some of these people are actually quitting the union, as shown in the photo.