Cost-of-Living Supplement

Levitt Hails Renewal Of Pension Benefit

ALBANY—State Comptroller Arthur Levitt expressed pleasure that legislation will extend for another year cost-of-living pension supplements for retired public employees in the State. "Payment of this supplemental benefit for another year will help alleviate the plight of retired persons who must cope with fixed income in an inflationary era," Levitt said.

The legislation, originally proposed by the Civil Service Employees Assn. and sponsored by the Comptroller as administrator of the State Employees' Retirement System and the Policemen's and Firemen's Retirement Systems, was enacted on the basis of changes in the Consumer Price Index between the year of retirement and 1967.

The sharp rise in the index during 1967 made enactment of the extension particularly imperative," Levitt noted.

Under the law now in effect, the average monthly consumer price index figures for the determination of the supplement are those of the month in which the retirement was granted. The December 1967 cost-of-living index is 144.3.

The legislation, sponsored by Arthur M. Klein, director of the Personnel Board, was enacted at the request of the Civil Service Employees Assn. (CSEA) which had protested to the State Comptroller the cutbacks in the retirement benefits that had resulted from the steady inflation during the past year.

Levitt said that pension benefits will receive additional benefit beginning October 1. The supplement applies to the first $7,000 a year of retirement benefits. Eligible are all pensioners 65 or older and those, regardless of age, who receive disability pensions.

The extension provides supplements for the first time to a small group of retired persons not previously covered.

Pay Bill Is Signed; Action Due on 1/60 Retirement Measure

The first contract negotiated between New York State and the Civil Service Employees Assn. moved toward conclusion last week as it was reported Governor Rockefeller had signed the 13 percent, $900 minimum, pay bill into law, and as the Legislature readied for final approval of the 1/60th, guaranteed half-pay retirement legislation this week.

Both bills are retroactive to April 1. The $900 minimum salary increase affects only persons presently employed. The retirement bill affects those leaving State service on or after April 1.

The Leader will print the retirement measure in its entirety when it is available.

Tentative Decision

Troopers To Be Divided Into 3 Bargaining Units

An official of the New York State Public Employment Relations Board last week announced the first negotiating unit determination for State employees. The employees involved are members of the State Police.

Paul R. Klein, PERB's Director of Representation, said he has made an intermediate determination, subject to State PERB review, that there shall be three negotiating units among members of the State Police.

The employee negotiating units determined by Klein are:

1. All majors and captains;
2. Bureau of Criminal Investigation (BCI) Bureauen, senior investigators, and investigators;
3. All members of the State Police below the rank of captain and exclusive of BCI personnel.

Klein emphasized today that this determination is considered "an intermediate one, because it is subject to review by the State Board on appeal from any of the parties."

Because three competing organizations are seeking certification from PERB as negotiating representatives, elections will be conducted among employees in each unit—unless the organizations can comply with the Board's requirements for certification without an election. The Board's Rules of Procedure (Section 261.6(b)(1)) permit certification of an employee organization without an election if it can "demonstrate by due diligence authorizations and other evidence that a sufficient proportion of the employees in an appropriate unit have designated it as the negotiating agent."

The organizations competing for the right to represent State Police Personnel are:

• The Civil Service Employees Assn.
• Council 50, American Federation of State, County and Municipal Employees, AFL-CIO;
• The Correctional Personnel Association of the New York State Police, Inc.

In petitions filed by each organization and in subsequent

(Continued on Page 19)

Recognition Delay

By Suffolk School Professed to PERB

SMITHTOWN — The Suffolk chapter, Civil Service Employees Assn., has protested to the State Public Employment Relations Board a six-month delay by the Bayport-Blue Point School District in acting on a demand for recognition.

The petition to the PERB charges the district with deliberate procrastination in an effort to place non-teaching employees in a poor bargaining position, according to Suffolk field representative Richard D. Corcoran Jr. A hearing is expected within two weeks. Corcoran noted that the district is also a laggard in salary schedule negotiations.

This is not the only (Continued on Page 19).

Don't

Repeat This!

As A Voting Bloc

Taylor Law Repeal

The Taylor Law, passed by the New York State legislature in 1945, was intended to foster stable labor-management relations in the State by assisting employees in selecting their own bargaining agents. The law has been the subject of much criticism, particularly from labor organizations, who have argued that it has often been exploited by management to thwart the selection of union representatives by employees. The law was a response to the labor movement's struggle for the right to organize, and it aimed to balance the power between employers and employees. It required a majority of employees to sign a petition for the formation of a union and granted the employer the right to meet with any union the employees might choose. The Taylor Law has been a subject of ongoing debate, with proponents arguing for its historical significance and opponents calling for its repeal to allow for more democratic selection of bargaining agents. The debate surrounding the Taylor Law reflects broader discussions about workers' rights and the role of labor unions in society. (Continued on Page 19)
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At Stony Brook U.

Memorial For Dr. King Draws 350 In Suffolk

(From Leader Correspondent)

STONY BROOK—More than 350 Suffolk County residents turned out, despite the Governor's declaration of a school holiday, for a campus memorial ceremony for the late Dr. Martin Luther King arranged by the Stony Brook University chapter of the Civil Service Employees Assn.

Chapter president Al Varricchio opened the program, which featured addresses by County Executive H. Lee Dennison, campus chaplain of all faiths and the Rev. Paul Morrison of the Bethel A.M.E. Church. The memorial was held in the University's gymnasium at noon Tuesday, April 9.

U.S. Classification Specialists Sought

Headquarters, Eastern area, Military Traffic Management and Terminal Service, is recruiting to fill the position of classification specialist, GS-9 or GS-11, starting salary $8,554 to $9,657 per annum. Career employees with civil service status may apply.

Full information and applications may be obtained from Civil Personnel Division, Eastern area, Military Traffic Management and Terminal Service, 1st Ave. and 56th St., Brooklyn, or telephone GE 9-5466, extension 2185.

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WHITE PLAINS—Michael Del Vecchio, president of the Westchester chapter, Civil Service Employees Assn., has announced that all 36 existing units of the chapter have now been officially recognized by their public employers.

Contractors have been signed in turn of the units and negotiations are nearing completion in all of the remainder.

The chapter has been requested by employees in numerous additional political subdivisions to attend to the remainder.

Del Vecchio has also stated that he will schedule meetings with his members and assist them in organizing under CSEA. Within the next two weeks these meetings will be followed up.

Del Vecchio has scheduled two meetings of chapter officers and board members, unit presidents, and their officers and board members on April 30, at 8 p.m. at the All Saints Church on Harrison Ave., Harrison. A representative of Travelers Insurance Company will be attending to inform the newer units of the group life insurance program.

State Tax Examiners' Dinner Is Due May 17

The State Tax Examiners' Association will have its annual dance-dinner Friday, May 17, at 7 p.m. at Riccardo's, 24th Ave. and 3rd St., Long Island City. A dance will begin at 8 p.m. and there will be other entertainment.

The Association has also announced its new officers. They are: David Kaminsky, president; Irving Blumkin, vice-president; Marvin Baham, treasurer and Ronald Monahan, secretary.

Cimino Re-elected By Transportation District 2 Chapter

(From Leader Correspondent)

UTICA — Nicholas J. Cimino was re-elected to his sixth term as president of the New York State Department of Transportation, District 2, of the Civil Service Employees Assn. at a recent meeting in the Diplomat Restaurant here.

Also elected for a two-year term were: Vito N. Serio, first vice-president; Kenneth E. Ward, second vice-president; Frank Rose- faro, treasurer; Evelyn Bell, secretary, and Gertrude McCally, financial secretary.

The executive board were Floyd White, Thomas Evans, Bruce Ketcham and Ray Smith.

Civil Service Employees Assn.

CIVIL SERVICE LEADER

Page Three

Flaumenzbaum Says Garden City Fails To Negotiate Properly For Non-Teaching Employees’ P&C

Irving Flaumenzbaum, president of the Nassau County chapter, Civil Service Employees Assn., has criticized the Garden City School Board for the lack of proper negotiations with the non-teaching employees of that School District under the Taylor Law.

Flaumenzbaum stated that, “The negotiating team of the CSEA has requested the New York State PEBB to declare that an impasse exists in the negotiations between the Garden City School Board and the CSEA.

Negotiations have continued for the past few weeks and the school district has taken a very hard and inflexible position. They have made one offer to the employees and the negotiations for the Civil Service Employees Assn., led by Arnold Moses, have made a counter offer. Unfortunately, the school district negotiators, led by Dr. Leo Casey, said the one offer made was the final offer.”

“We think it plain that the negotiators for the Garden City School District have, in truth, failed to negotiate at all. They are seeking to substitute the dispute settlement procedures of the law for the statutory duty to negotiate in good faith and conditions of employment,” continued Flaumenzbaum.

Under the Law, the duty to bargain requires a reasonable effort to compose differences. “This, the Garden City School District negotiators have failed to do.”

Mr. MacTavish Is Convalescing

ALBANY — Mrs. Dorothy MacTavish, Statewide secretary of the Civil Service Employees Assn., is convalescing as Albany Medical Center Hospital after undergoing surgery two weeks ago.

Mrs. MacTavish, a resident of Albany, is employed by the State Court of Claims in that city. Elected secretary of the State Association last fall, Mrs. MacTavish would welcome cards.

MERIT AWARD — Theodore Werhe, center, museum exhibit designer with the State Education Department, is presented with a $50 check and a certificate of recognition post the Department's employee award program. Werhe, of Albany, received the award for his suggestion that clear Plexiglas be installed in the open rotunda of the State Museum, overcoming a hazardous condition. Werhe receives his citation from Hugh Flick, left, associate commissioner for cultural education as Carroll Lindusz, director of museum services, looks on.

John Lomano and Cave Seeking Presidency Of D of E Chapter

In addition, members are voting on regional representatives. The candidates for these posts are: Betty Herman, Charles Waldron and Julius Riedel, Manhattan; Theodore Newsom, Joy Gottschalg and Irving Sandler, Brooklyn; Edith Adams, Anne Bass and Joseph Novak, Bronx; Jerome Ramenker and Edna Baby, Queens; Anthony Brasacchio, Martin Sherman and Hugh O'Pray, Long Island and Frank Lorenzo, Thomas Crabbe and Pauline Oliver, Suburban.
The names of the award recipients — high former Commissioner of Internal Revenue and current president of the League.

Cigrant said that the League's Career Service Awards program honors the unsung heroes of the Federal service, inspires better performance by their colleagues, and encourages talented young people to make their careers in government — whether national, state, or local.

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Surtax Bill Would Cut 150,000,000 Jobs

The Senate-approved bill to adopt a 10 percent surtax and cut government spending by $6 billion also included a provision that would limit 150,000 jobs in the Federal Post Office.

The cut is to be accomplished—of the bill is approved by the House of Representatives—through a sharp decrease in new hiring and, thereby, the laying off of current employees. Under the bill, only half of the vacancies occurring in government agencies can be filled until total Federal employment reaches the level of Sept. 20, 1966.

The Department of Defense, Post Office Department and Federal Bureau of Investigation would be exempted from this new rule.

... The 800,000 retired Federal employees on civil service retirement rolls will receive a 9.9 percent cost-of-living increase in annuity payments for the year beginning with the July 1 check. The increase is an automatic cost-of-living increase for the consumer price index for December, January and February, and will be effective only upon the October 1966 base period. Federal employees who retire on an annual retirement basis will also be eligible for the increase. Retirees need not apply for the increased benefits if they are granted automatic.

The Civil Service Commission has reminded Wage Board employees that they will not all be paid under the new Coordinated Retirement System until the beginning of 1969. It will take about two years to bring wage employees in all areas under the new system. The changeover will be made on an area-by-area basis, CSC said, as a result of the surveys that are completed in each area.

'Because an area will not be brought into the new system for two years does not mean that there will be wage boosts during that period,' a CSC spokesman said.

... Postmaster General Lawrence O'Brien has appointed Emmett E. Cooper Jr. as chairman and William F. Sloan as a member of the Department's Board of Appeals and Hearings. The Board handles employee appeals which cannot be settled at individual post office or Postal System levels.

Cooper has been a member of the Board since 1966, while Sloan has just filled the vacancy created when Alfred Thomas retired as Board chairman.

O'Brien also announced the appointment of Paul Thiry of Seattle as a member of the department's research and advisory council. He heads a Seattle architectural firm and has been a member of the National Capital Planning Commission since 1963.

Policeman Jobs Opening Upstate

The Interagency Board of U.S. Civil Service Examiners for Upstate New York is receiving applications for policeman positions at GS-4 ($4,995) and GS-5 ($5,365) at Griffiss Air Force Base in Rome, N.Y. Candidates for GS-4 positions must have either one year's general and one year's specialized police experience or 115 years' specialized experience.

The GS-5 positions require one year's general and two years' specialized police experience or 215 years' specialized experience. General experience would include work that required a knowledge of general law enforcement methods and techniques, protection of property and enforcement of regulations.

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CONCLUSION of a work contract between the State and the Civil Service Employees Assn., in the form of negotiated and approved wage and retirement benefits, by no means marks the end of possible conflicts with the State Public Employment Relations Board.

In case no settlement is reached, the contract between the Rockefeller Administration and the Employees Association is good for only one year and must be renewed next November—if it is to be renewed. This means that competing organizations, as well as the state, are making hard work to keep State employees (and all this has a parallel on the local government level). PERB is continuing hearings on these bids for representation and can be expected to issue rulings that will not always be favorable to the present position of the Employees Association, which now represents the majority of State workers in a single bargaining unit.

We have argued in these columns that the strength of the single bargaining unit offers the best hope for the largest gains for all State workers and we still believe this to be true. Competing organizations, however, are more interested in retaining whatever membership they have among State workers than in any long range benefit available through the larger unit.

Therefore, the fight for survival and for representation has by no means ended. To stay on top means to stay alert. This is a message for every individual CSEA member to bear in mind.-----------------------

Your Public Relations IQ

By Leo J. Margolin

Mr. Margolin is Professor of Business Administration at the Metropolitan State Community College and Adjunct Professor of Public Administration in New York University's Graduate School of Public Administration.

Smocker Changeover Needed

THE DRASTIC political events of the last four weeks point up some interesting public relations lessons for all civil servants, not the least of which is the fact of government life.

NO MATTER who is the elected leader—whether of the United States of America, or of a state, or of a city or county—the civil service corps working on operational levels continues its duties regardless.

THIS IMPOSES a heavy responsibility on all civil servants to carry on in such efficient manner as to assure orderly government continuation “without missing a single crisis.”

CIVIL SERVANTS who take this attitude are “shorthauling” the taxpayer, and are hurting civil service public relations.

THE TAXPAYER expects his government to continue operation with no letup whatever, no matter who is elected to top public office. Of course, the taxpayer-voter hopes that the new elected leader will do better—and, prayerfully, no worse than the previous elected official.

BUT THE taxpayer-voter also knows that he must still pay taxes and discharge all his obligations of citizenship. At the same time, he also insists that all normal government services must be continued.

(Continued on Page 9)
The Volkswagen for people who refuse to drive Volkswagens.

If you refuse to drive a Volkswagen because it's ugly, we can't help you.
If you refuse to drive a Volkswagen because you have eight kids and it isn't big enough, you have our sympathy.
If you refuse to drive a Volkswagen because it isn't fancy enough, that's for you to decide.
But if you refuse to drive a Volkswagen because you're used to an automatic transmission, listen carefully.
Now you can drive a Volkswagen all over town without shifting.

We call this new option the automatic stick shift, And in true Volkswagen fashion, a bug with an automatic stick shift will deliver up to 25 miles on a gallon of gas, use very little oil, and carry a drop of water or antifreeze.

But just because we've made it easy to drive, doesn't mean we're out to make it any prettier, or any bigger, or any fancier. So we imagine some people will still refuse to drive Volkswagens.
You can't win them all.
Police Admin. Aides
Are Sought By City;
Walk-In Test May 18

The City Department of Personnel has set a May 18 walk-in test for men 19 to 38 years old interested in Police administrative aide positions.

The written test will be Saturday, May 18 at 9 a.m.

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

More than 813,000 state and local government employees and their dependents are enrolled in the New York State program for health Insurance. All have the unique benefits of Blue Cross. Over 83.5% selected the STATEWIDE PLAN: Blue Cross-Blue Shield-Metropolitan Major Medical.

Why such overwhelming preference for the STATEWIDE PLAN? One important reason is that the Statewide Plan is backed by the pioneers in hospitalization and medical protection (Blue Cross-Blue Shield).

In addition to the broader basic benefits of Blue Cross and Blue Shield, there is the additional protection of a realistic Major Medical which protects against the day-to-day expenses of medical care, such as home and office visits, drugs, nursing, etc. In or out of the hospital.

Another important reason is that the Statewide Plan is tailored to the needs of public service employees.

Find out why eligible employees are choosing the STATEWIDE PLAN over other options by more than 5½ to 1. Get all the facts.

Write to: The Statewide Plan
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More than 45,000,000 Americans now living will develop cancer unless effective means of prevention are found. Only research will provide the knowledge necessary to allow saving the 50 percent for whom there is no cure at present. The American Cancer Society's national research program supports the work of hundreds of scientists who are endeavoring to learn how cancer starts, and how it can be halted, or even reversed or prevented.

Examination of the results of the research projects supported by the Society shows that: scientists are probing the biological and chemical processes that underlie cancer, ...the two established methods of curing cancer — surgery and radiation - are being constantly improved. ...new methods for certain detection of cancer are being sought. ...an intensive drive is being conducted to find a chemical effective against cancer.

When will the final conquest of cancer come? No one can tell. But it will come.

Your support of the American Cancer Society's program through a voluntary contribution will hasten the day when all of us may be protected from this killer. Support their campaign this month.
Your Public Relations IQ

(Continued from Page 6)

our system of transition from one political leader—and perhaps of a different philosophy—than was enjoyed as in Great Britain—governments have not yet been far enough and they continue to function in each department without the guidance and advice of government executives, each with the title of permanent secretary.

Every British government department has its own permanent secretary, who is a departmen
t top career civil servant. All permanent secretaries have come up through the civil service ranks to the top who is the minister of a particular government depart
t in Britain, the permanent secretary assures continuity of government operations—whether or not a new minister has been appointed by the incoming prime

In federal government, there is such a permanent secretary arrangement. What happens is that all secretaries of major govern
departments in America as a President leaves office and are replaced with secretaries appointed by the new incoming

Even advanced advancement of a cabinet minister could not help the smooth changes ever.

About the only transition that is some of the assistant secretaries or under secretaries stay on until replaced with polit
cal appointments of the new President and the new department secretary.

Of course there are top civil servants in all government depart
ments of Federal government. But there is no such uniform civil

service morale. When employees morale suffers adversely, so does the public relations of the civil service corps.

It took Congress a long, long time to raise the salaries of gov

ernment civil service careers. We hope Congress will not take

25 years to correct this serious structural fault.

This may not seem urgent be

cause Federal government transition

ations are supposed to take place

only every four years. But we have

learned to our deep sorrow that our

Presidents have been Presidents of the United States are human, and human tragedy can make political transi

tions happen more often than once every four years.

Huntington School Unit Wins Time & A Half Overtime Guarantee

(from leader correspondence)

South Huntington — A formal contract has been signed giving the largest salary increases ever negotiated to members of the South Hunt

ington School District non-teaching unit of the Suffolk chapter, Civil Service Employees

Association. The agreement gives grade salary increases ranging from

nine to 20 percent it was an

ounced by Dr. Cleary, Suffolk field representative. The pact also provides free dental insurance, a 20 percent increase in the dis

ability insurance on medical and hospitalization insurance to 65 percent and a guarantee of recognition of a CSEA representative in each building to handle grievances.

Dr. Fehey Named

The appointment of Dr. Dan

iel J. Fehey of Buffalo as a mem

ber of the Council of State Uni

versity of New York at Buffalo for a term ending July 1, 1978 has been announced by Governor Rockefeller. Dr. Fehey succeeds Dr. William J. Orr, East Amherst, whose term expired.

Caseworker Promotions

The City Civil Service Commission has reduced the time for caseworker needed to qualify for promotion to senior case work

er from 18 months to six months.

Bloodmobile Sets Spring Visits to City Metro Area

ALBANY — Several more State and local government employee
groups in the New York Metropolitan area will now be included in the circuit of bloodmobile visits

istered by the State Employees Blood Program with the endorse

ment of the Civil Service Em

ployees Assn.

On April 20, prospective donors will be sought at the Balance

Union Free School District No. 7, with another stop at the Islip

Union Free School District No. 2 on May 3. After that visits will be made to the Pietskill City School District on May 8 and the

City of Rye on May 9. Solicitation will then continue at Mount Ver

non schools on May 10 and the City of Mount Vernon on May 13.

Volunteers will be contacted twice at the State Division of Em

ployment in the Bronx on May 29 and 24. The rest of the newly scheduled visits are restricted to Westchester County.

Six bloodmobile appointments have been scheduled for May 29 and they include: Elmford schools, Irving Union Free School

District No. 2, Village of Irvington, Mount Pleasant Central School District No. 1, Valhalla Union Free School District No. 5, and Hawthorne—Cedar Knolls School District No. 3.

Four more assignments will be completed on June 4, with visits to the following: Osceola Union Free School District No. 1, Village of Osceola, Town of Oas

ing, and the Oasing Public Library.

The bloodmobile will stop on June 5 at Yorktown Heights Central

School District No. 2, Westchester County BOCES, Town of Yorktown, and the Wiltwyck school.

End for a income tax refund? Why not take it in Savities Bonds—your money will grow and grow.

Flaumenbaum Urges Collective Bargaining College-Level Course

MINDBLA—Acting to arm neg

otiators with full knowledge, the

Nassau chapter, Civil Service Em

ployees Assn., has asked Nassau Community College to conduct a college-level course on collective

bargaining under the Taylor Law.

Chapter president Irving Flaum

ebaum, announcing the action, said the chapter would sponsor and underwrite the course and send key unit officials for train

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Policeman Jobs

(Continued from Page 5)

teaching life and property, maintaining law and order and pre-

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serenity will not normally be satisfactory as either general or
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St., NYC or call 2-6953.

SAFE LESSON — During an in-serv-

ice training safety class at Newark State School, instructor safety officer James Sleuth, back to

camera, explains the use of fire-fighting equip-

ment to ward attendants. In the first row are, from left, James C. Carlyle, chief insitutional safety

supervisor at Newark State School; Ed Brooks, safety supervisor, Syracuse State School; Clayton

Trabaganeh, chief safety supervisor, Willard State

Hospital; Thomas Connolly, safety director, New

York State Department of Mental Hygiene; Charles

Duffy, chief safety supervisor, Craig colony School

and Hospital; and Herbert Leake, safety supervi-

sor, Rockender State Hospital. During the past

year over 956-employees at Newark have attended

the fire safety classes.

Police Appointments

Police Commissioner Howard B. Leary today announced the ap-

pointment of Lieutenant Ellis-

worth A. Minahan, director of the department's Legal Bureau,

to be deputy commissioner in

charge of trials. Commissioner

Minahan supports Alphonse J.

Mella as trial commissioner. Mella

was recently appointed a judge

of the Criminal Court by Mayor

Lindsay.

In addition, Commissioner

Leary announced the advancement

of Lieutenant John J. Sullivan to

become director of the Legal

Bureau.

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Joseph R. Slevin.

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the fire safety classes.

School Directory
Eighty-two employees of the State Education Department were honored recently for their long service to the department. At last year's Employee Commendation Day ceremony, held at the Schine-Ten Eyck Hotel in Albany, Commissioner of Education James E. Allen and Chancellor Edgar W. Cooper presented awards to employees who have served for 20, 25, 30, 35, 40 and 45 years. Awards were also presented to those who have retired and served at least 45 years.

Awards consisted of gold tie clips for men and gold charms for women, each bearing the inscription of the Education Department. Male employees who have completed 45 years of service, or who have retired after 43½ years, received a watch from the Regents. Women in the same category received watches inscribed "Gratified Regents Bowen. Both received a framed scroll in addition.

This year, 85 employees—including County employees— were honored for 20 years of service or more than 80 County employees who have completed 45 years of service, or who have retired after 43½ years, received a watch from the Regents. Women in the same category received watches inscribed "Gratified Regents Bowen. Both received a framed scroll in addition.

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Some 100 former employ­ees of the State Insurance Fund, now retirees, attended the first "Retirees Day" recently at the Fund. The day's program included a welcome to the retirees voted to organize a SIF Chapter.

The retirees voted to organize a SIF Chapter.

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**CIVIL SERVICE LEADER**

**Tuesday, April 23, 1968**

**Don't Repeat This!**

(Continued from Page 1) simply institutionalizing the title of schoo| workers but also an accompanying increase in the political strength of civil servants throughout the State.

Before the advent of the Taylor Law, an uncountable number of New York towns, villages and counties either dealt with their employees in a 19th century paternalistic fashion or not at all. In many of these local government areas employee organizing attempts were defeated by the mere expedient of firing the organization.

That is no longer possible and the Citizens Committee of the State, State officials to deal with their employees has caused some radical changes.

The Statewide Civil Service Employees Assn., for instance, now finds itself with local government chapters numbering nearly a hundred per cent membership in areas where, until a year or so ago, all attempts to get recognition had met with iron resistance. As a result, town and county officials who ignored civil servants with a disdainful air now find themselves courting these same workers as election time rolls around.

Needless to say, there has been a resulting increase in wage and fringe benefit for these workers as well as the result of organization membership.

**Affects Legislature**

This new attention to civil service locally also reaches into the State Legislature. Assemblmen and Senators from backward areas as far as a modern civil service system gives little or no support to civil service measures sponsored in the Legislature. Many of these have now taken an about face, because of concern over how the organized public employees back home is going to react.

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*Formerly Hunter College, Bronx Campus

This program will prepare you for teaching in the following fields only:

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Holders of any baccalaureate degree may apply for this Elementary program.

**JH. HIGH SCHOOL**

English • Mathematics • Social Studies • Home Economics • Health and Physical Education (women)

Applicants must pass a preliminary college examination and meet the following minimum contact requirements for the Initial License: English—24 credits, Mathematics—12 credits, Social Studies—12 credits, Health—12 credits, Physical Education (women)—24 credits.

Write for schedule of application and contacts.

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Jr. High School Program—Dept. CG-60

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The total civil service vote will be affected by this new strength, the New York City and State employees have been organized and recognized as a political force at some time. The wedding of civil service and politics is here, therefore, makes the power vote an all public employees in the State—estimated 20 per cent of the electorate—more formidable than ever.

**Retirement System Office Relocated**

**ALBANY—** The eleventh floor offices of the New York State Employees Retirement System, has moved to the northwestern corner of the Alfred E. Smith State Office Bldg. The new address of the New York State Employees Retirement System is 220 New York Ave., Albany. The entire administrative apparatus moved recently, vacating the old offices at 90 N. Swan St., Albany.

Emily Decker, an officer of the E.S.S. chapter of the Civil Service Employees Assn., noted that most employees are pleased with the new set-up, and that all financial communications should be sent to the new address, since the old building is to be taken over by a private concern.

**LEGAL NOTICE**

**SUPREME COURT OF THE STATE OF NEW YORK COUNTY OF NEW YORK**

**To: BARBARA SCOTT, Plaifaint, and Rev. HENRY C. CORRIGAN, Defendam: 1225 E. 203rd Street, Bronx, N.Y. 10462**

**Plaintiff demands of the Defendant, Rev. H. C. Corrigan, an answer to the complaint in this action and a summons to serve a notice of his answer to the complaint in this action.**

**At the Supreme Court of the State of New York, County of New York, to: NORTHERN ALBANY, JURISDICTION, New York County of the State of New York at the place and time of service, by the Sheriff of said County or other qualified person, in the manner authorized by law, to serve a copy of this summons and complaint, in the County Court of New York County to which the action is transferred by this court, in the manner authorized by law.**

**In case of your failure to appear or answer, judgment will be taken against you.**

**This summons must be served on the Defendant, Rev. H. C. Corrigan, at his last known address, to wit: 1225 E. 203rd Street, Bronx, N.Y. 10462, or at the place and time of service, by the Sheriff of said County or other qualified person, in the manner authorized by law.**

**Dated, February 21st, 1968.**

**ROBERT M. WILLIAMS, Judge of the 59th District of the Supreme Court of the State of New York.**

**LEGAL NOTICE**

**SUPREME COURT OF THE STATE OF NEW YORK COUNTY OF NEW YORK**

**To: JOSEPH SCOTT, Plaintiff, and EUGENE M. KEAT, Defendant: 1225 E. 203rd Street, Bronx, N.Y. 10462**

**Plaintiff demands of the Defendant, Eugene M. Keat, an answer to the complaint in this action and a summons to serve a notice of his answer to the complaint in this action.**

**At the Supreme Court of the State of New York, County of New York, to: NORTHERN ALBANY, JURISDICTION, New York County of the State of New York at the place and time of service, by the Sheriff of said County or other qualified person, in the manner authorized by law, to serve a copy of this summons and complaint, in the County Court of New York County to which the action is transferred by this court, in the manner authorized by law.**

**In case of your failure to appear or answer, judgment will be taken against you.**

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**Dated, February 21st, 1968.**

**ROBERT M. WILLIAMS, Judge of the 59th District of the Supreme Court of the State of New York.**
ROCHESTER — Rights and responsibilities of public employees under the Public Employees Fair Employment Act as well as recommendations on how to operate under the law were discussed by Ernest Franke of the State Public Employment Relations Board at the bi-monthly meeting of the Western Conference, Civil Service Employees Assn., here recently.

Meeting at the Treadway Inn, the conference delegates heard Franke tell of the right to organize, the right to belong to an organization, the right to operate under the law. Franke gave some do's and don'ts on conditions of employment, the right to write contracts and the right to have their dues deducted from their salary automatically.

However, he said, employees do not have the right to a union shop or the right to strike. Franke said, employees do not have the right to a union shop or the right to strike.

After explaining the timetable for negotiations, and the different terms used in arriving at a contract — such as mediation, arbitration and fact-finding, Franke gave some do's and don'ts to the delegates.

The PERB officially stressed:

- Don't rely on third party to settle a dispute;
- Don't rely on mediation or fact-finding by aiming at an impasse;
- Don't expect the public to fully understand your position on matters under negotiation; and
- Don't neglect to practice good public relations.

The new director of education for the State-wide CSEA, Norm Zahm, explained his role on the recently expanded headquarters staff. He acquainted delegates with a new chapter officers' manual which is now in the planning stage. The new book will be of the loose-leaf type to insure each officer of an up-to-date manual at all times. Further, he reported on plans for an educational course for those officers involved in negotiations and collective bargaining.

Nominating Committee Report

The report of the nominating committee was made, naming Pauline Fitchpatrick, incumbent president, and Joseph Martin as candidates for election for the next term. John Adamski and George Kneuer, were the committee's choice for first vice-president. Others nominated were:

- Second vice-president: Virginia Halbert and Frank Talamie; third vice-president: Mary Cannel and Joseph Kovacs; secretary: Mary Gallagher and Therese Pietrella; and treasurer: Genevieve Luce and Robert Hunt.

Election of officers has been set for the interim meeting of the conference to be held in Batavia later this month.

Meeting concurrently was the Western Conference County Workshop committee, Joseph Dolan, Director of County Affairs for the Employees Assn., and Zahm led discussions on the expansion of the headquarters staff and the impact that the expansion would have on chapters in political subdivisions.

The meeting closed with a dinner hosted by the Rochester State Hospital chapter and the chapter's president, Mrs. Ellen Stillhard, CSEA field representative John Powers served as master of ceremonies for the dinner. Principal speaker for the occasion was State Senator Thomas L. Verne who commented on the Taylor Law and its effect on public employees and government.

Irene Kohls, former conference secretary, was presented with the conference's citation for service by Melba Binn, immediate past president of the conference. Mrs. Binn noted that the award was made in recognition of Mrs. Kohls' substantial contribution to not only the conference but to the CSEA on a Statewide level.

Among the guests attending the dinner were Dr. Theodore Wentz, CSEA Statewide president; Joseph F. Petry, immediate past president of the Employees Assn.; Claude Bowell, fourth vice-president of the CSEA; John Hennessy, CSEA treasurer; Dorothy Maritavich, CSEA secretary; Joe Deasy, Jr., city editor of The Leader; S. Samuel Borell, State chairman of county workshops and Randolph Jacobs, president of the Metropolitan New York Conference, CSEA.

Tribute to Dr. King

Jacobs, during the dinner, eulogized the late Dr. Martin Luther King following which the 350 persons attending spent a moment of silence in honor of the slain civil rights leader.

Jacobs said:

"It is my hope that Dr. King's death will be given meaning through the end of racism in our land.

"The cause of justice and human rights will have been served if we resolve now to end all words and acts of prejudice and hate in our homes, neighborhoods and churches."
TJ Reeser, who had joined the Tax Department shortly after Graw was given the position, received awards for 45 years of service.

Other awards were:

- 45 YEARS SERVICo:
  - Alice Frake, Sallie F. Abel, Frances P. Kelly, Thomas F. Price, Marlon A. Orrily, Dorothy Forrest, Alice F. Secor and Pauline P. Sheridan.

- 50 YEARS SERVICE:
  - Donald H. Gilligold, Solomon Bloome and George Anderer.

- 55 YEARS SERVICE:
  - George A. H. Gilhooly, Solomon Bender, Charles Farley, Ernest Fuchsmann, Henry LaBarr, Mary Lynch, Charles Poulson and Berenice M. Toutou.

- 25 YEARS SERVICE:

- 30 YEARS SERVICE:
  - George A. H. Gilhooly, Solomon Bender, Charles Farley, Ernest Fuchsmann, Henry LaBarr, Mary Lynch, Charles Poulson and Berenice M. Toutou.

- 35 YEARS SERVICE:

- 40 YEARS SERVICE:
  - George A. H. Gilhooly, Solomon Bender, Charles Farley, Ernest Fuchsmann, Henry LaBarr, Mary Lynch, Charles Poulson and Berenice M. Toutou.

- 45 YEARS SERVICE:

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Price: $269


Tour Chairman: Mr. Irving Flaumenbaum 65 Sweeney Street Buffalo, New York Tel.: (716) TX 2-2250

HAWAII—16 Days in Honolulu $469 plus tax Spend 16 days in Honolulu at the Reef or Reef Tower Hotel.


Second Departure—Leave Kennedy Airport on Saturday, July 20, morning. Return Sunday, August 4.

Tour Chairman for both Hawaiian Trips:
Mr. John J. Hennessey Mrs. Julia Duffy 376 Moore Avenue 376 Moore Avenue P.O. Box 43 P.O. Box 43 New York New York West Brentwood, L. I. New York Tel.: (718) 723-8933 Tel.: (718) 723-8933

LAS VEGAS

Price: $189

4 Days at the luxurious Aladdin Hotel Leave Kennedy Airport on Thursday, June 20, morning. Return Sunday, June 23, evening.


Tour Chairman: Mr. Sam Emmett

EUROPE

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Tour Chairman: Mrs. Grace Smith

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Price: $249

8 Days Leave New York on Saturday, July 27, evening. Return Saturday, August 12.


Tour Chairman: Mr. John J. Hennessey 11 Winthrop Avenue New York, New York 12203 Tel.: (212) 2-3597

Promoted

ALBANY — James R. Donovan, former information officer for the State University Construction Fund, has been named assistant to Chancellor Samuel B. Glavin of the State University at an annual salary of $40,000 a year.

Sets Three Units For State Troopers

(Continued from Page 1) hearings conducted by the State PERB's representation unit, Council 45 sought to represent a negotiating unit of troopers. There are about 2100 troopers in the Division of State Police, including the Thruway detail. Council 50 contended that, while other members of the State Police are represented under the Taylor Law, they should be in separate negotiating units.

CSSEA's Stand

The CSSEA originally sought unity consisting of all members of the State Police, exclusive of the superintendents, his deputies and counsel. In the hearings, CSSEA modified this position and argued for a unit that would exclude all members with the rank of assistant deputy superintendent and above.

The PBA's petition and testimony in hearings sought to establish a single unit consisting only of state troopers and an acting superintendent.

The decision by PERB's Director of Representation specifically excludes certain top State Police officials (superintendent, deputy superintendents, chief inspectors), and deputy inspectors. From representation rights afforded to other public employees, the decision is in harmony with the Taylor Law. In excluding the titles of any of the negotiating units, Klein contended that they are executives and "therefore in the employer category."

Regarding his exclusion of railroad workers from the negotiating units, the Director of Representation stated: "I also find that function and interest of the inspecting officers are directly related to the railroad's management, dealing with labor relations that are confidential to the railroad management. They are executives and 'therefore in the employer category."

The parties to the case utilized in the Taylor Law that the State Police shall be represented from any negotiating unit in the Division of State Police because they are included in the civil service of State and are employees of the State Police, exclusive of those determined to be management by PERB's decision of November 16, 1967, to exclude the State Police, in whole or in part, the Troopers from the Taylor Law.