CLERKS' APPEAL — Sere being with Mrs. Ersa Pessin, president of the State Civil Service Commission, is Ted Wenzl, CSEA first vice president, who last week met with Mrs. Pessin to urge action—mediation and positive action—on a two-grade realization for State clerical workers that was mapped and argued for by the Employees Association. A hearing is expected soon.

CSEA Urges Dr. Miller

Give Mental Hygiene Aides Time On Overtime Options

ALBANY — The Civil Service Employees Assn. last week urged the State Department of Mental Hygiene to delay any action on implementation of new institution work-period options, under the Federal overtime law, until all employees have had an opportunity with the Federal statute and the State law governing people.

In a letter to Mental Hygiene Commissioner Alan Miller, Theodore G. Wenzl, first vice president of CSEA, which represents Mental Hygiene workers, said: "It would be impossible at this time for employees to make informed judgments on this important matter without knowing what provisions are contained in the pending State overtime legislation which would come into effect immediately.

Erie CSEA Asks Raises For Buffalo Employees

BUFFALO — Erie County officials of the Civil Service Employees Assn. again have called for salary increases for all Buffalo city employees.

In a statement, president Joseph Drao, president of the chapter's Buffalo City unit, said last week in a joint statement that "the salaries of employees of the City of Buffalo have fallen considerably behind salaries of similar positions in private industry and other local governments." They called for "prompt action to remove the handicap and sacrifice forced on Buffalo city employees and their families by the lack of attention to this matter by the City government.

In addition to the city employees generally low salaries in comparison with private industry and other local governments, the CSEA officials said: "their salaries have been eroded by the ever-increasing cost of living, higher social security taxes, and other expenses experienced by all working people."

"The City government and its citizens should take the action necessary to make the funds available to do justice to the Buffalo City employees," they said.

Also Asks 1/60th Plan

Drago, whose unit represents hundreds of city employees, said: "in addition to the 1/60th provision, we urge that the 1/60th non-contributory retirement plan be made available to city employees."

He said: "In communications and discussions with responsible city government officials I have stressed the importance and necessity of providing to our city employees this much improved pension plan because of the provisions in the law."

The CSEA Civil Service Employees Assn. has a membership Statewide of more than 147,000, including some 15,000 residents of the County of Erie and the City of Buffalo.

One of the most important of the CSEA legislative goals — enactment of a non-contributory retirement system plan back to 1960 — said that there was "great hope that this legislation will be approved further before the session ends."

Health Insurance

Another major benefit expected to be contained in the new law is one that will give all state employees a non-contributory State health plan. This benefit is one of the items contained in the CSEA salary resolution.

Hope For Improved 1/60th Bill Seen As Legislature Heads For Closing Days

ALBANY — As the 1967 session of the Legislature approached its final days of activity, Civil Service Employees Assn. leaders of both houses to provide State workers with a salary adjustment before the Senate and Assembly adjourn for the year. A letter-writing campaign mounted by the Employees Association is still underway on the pay bill and other vital public employee legislation.

Disagreement between Democrats and Republicans on adding the 1/60th supplement to the Rockefeller supplemental budget makes a salary adjustment unlikely. A plan should be no benefits contained in the CSEA salary resolution appeared to be moving toward a successful conclusion.

One of the most important of the CSEA legislative goals — enactment of a non-contributory retirement system plan back to 1960 — was certain to be contained in the pension plan, according to an association spokesman, citing the fact that the CSEA had managed to liberalize the original 1/60th proposal to provide retroactive credits for present members of the system.

Another bill introduced last week would result in a major goal of the Employees Association. This legislation would provide automatic cost-of-living increases in many cases are both larger and more intelligent."

The trend, CSEA pointed out, is one that has changed in such a manner that it has become increasingly difficult for us to manage them and rehabilitate them."

CSEA said that amount those schools inmates, who are called children although their ages range up to eighteen years, many cannot be rehabilitated and many of the boys are physically equal to a prisoner in Correction Department institutions. In many cases are both larger physically and more intelligent."

This trend, CSEA pointed out, calls for the allocation of titles in the cottage program series.

BULLETIN

Threatened strike action by New York City firemen and policemen, preceded by an earlier action of the 147,000-member, Statewide Civil Service Employees Assn., to abandon that organization's no-strike clause, appears to have filled the scales in favor of repeal of the Cordano-Wadlin anti-strike law and its replacement by the Legislature with a new public employee labor relations bill, it was learned at Leader press time.

CSEA's Erie chapter and available to do justice to the Buffalo City employees," they said.

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Long Battle Over For State Institutional Clerical Aides!  
Shorter Week Starts April 1

ALBANY — The long fight by the Civil Service Employees Association to win equitable work hours for the office staff of the state institutions near the announcement that a 37 1/2 hour work week had been approved exclusive of the period of time taken for lunch. 

1) The amount of time taken by employees for a lunch period is a matter of administrative discretion.

2) It is expected that no additional positions will be required at this time in order to establish the shorter work week.

3) Following is a list of affected titles:

- Account clerk, cashier, chief account clerk, chief, clerical, driving machine transcriber, file clerk, head account clerk, head correctional clerk and head store clerk.

Key punch operator, library assistant, mail and supply clerk, mail and supply helper, mechanical stores clerk, principal account clerk, principal clerk, principal clerk (cash accounts), principal clerk (payroll), principal correctional clerk.

The Tahiti portion of the journey will not only include a tour of the Tahitian islands, but also offer a full day cruise to the nearby island of Moorea for sight-seeing, swimming, fishing and other activities in the evening.

While in Fiji, sightseeing, native entertainment, sailing and other activities are scheduled.

The main cities and some of the countryside of New Zealand and Australia are also featured and the tour will end with a two day stop in Hawaii. There will be a one night stop in Los Angeles and in San Francisco going and returning.

Total price for the 26-day trip is $1,260 and includes round trip air transportation, hotel room most meals, sightseeing, swimming, sailing and other activities. The itinerary may be made by writing to Celeste Rosenkrain, 35 Sweezy St., Buffalo, N.Y.

Krager On State Board of Examiners

ALBANY—Arthur Krager, New York City was named to the State Board of Examiners by the Court of Appeals. He will replace Professor John A. Blake, of New York University. The appointment to the three-man board will run through Jan. 1969.
Civil Service Television

Television programs of Interest to civil service employees are broadcast daily over WNYC Channel 31. This week's programs are listed below.

Sunday, April 2
4:00 p.m.—City Close-up—Solomon Hobeman interviews leading governmental figures.
6:00 p.m.—Human Rights Forum—William H. Booth, City Human Rights Commissioner, moderates discussion.

Monday, April 3
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
6:00 p.m.—Community Action—Ted Thackrey moderates program.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Tuesday, April 4
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
4:30 p.m.—Profile (live)—Paul Manacher interviews people in the news.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Wednesday, April 5
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
4:30 p.m.—Profile (live)—Paul Manacher interviews people in the news.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Thursday, April 6
3:30 p.m.—Teacher Training—Mr. Smith State Office Building and the Chambers Street stop of the Chambers Street line to use is the Chambers Street stop of the Chambers Street line. For more information, call the Personnel Department at least five days before the closing date for the filing of applications.
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
4:30 p.m.—Profile (live)—Paul Manacher interviews people in the news.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Friday, April 7
3:30 p.m.—Teacher Training—Challenges in Sexual Education Teaching.
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
4:30 p.m.—Profile (live)—Paul Manacher interviews people in the news.

Saturday, April 8
7:00 p.m.—Community Action—Ted Thackrey moderates program.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Offers Steno Jobs
Several provincial stenographer vacancies exist with the New York City Department of Real Estate starting at $40.00.

There are no formal education or experience requirements for the jobs. Candidates, however, must be able to type at a speed of 40 words per minute and take dictation at a speed of 80 words per minute.

Interested persons should contact the Personnel Office of the Department of Real Estate at 2 Lafayette Street, Manhattan, telephone 566-7520, weekdays between 9 a.m. and 5 p.m.

Where to Apply
For Public Jobs

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

CITY

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

Applications: Filing Period—Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday when filing is from 8 a.m. to 6 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated otherwise in the examination announcement.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue line and the IND Rye Avenue Line. The IRT Lexington Avenue line stop to use is the Chambers Street stop and the BMT Brighton local's stop is City Hall.

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

STATE

STATE—Room 1100 at 270 Broadway, New York, N.Y., corner of Chambers St, telephone 227-1016; Governor Alfred F. Smith State Office Building and The State Capitol, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 300 Main Street, Rochester (Wednesdays only).

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

FEDERAL

FEDERAL—Second U.S. Civil Service Region Office, 250 Broadway, 2nd Floor, New York City 7, N.Y. Application blanks are obtainable free either by the applicant in person or by his representative at the New York Office, 250 Broadway, New York City 7, N.Y. (except West of the United Nations building, three blocks east, or the Hudson Club at City Hall). Board of examiners at the particular installations, after which tests are also applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.
Commission Inaugurates Financial Training Program

A center for training Federal employees in Financial Management and Planning-Programming-Budgeting Systems has been established by the Federal Civil Service Commission. The new center will operate under the Commission's Office of Career Development, and will greatly expand the Intergovernmental training already provided by the Commission in the financial management and PBS areas, according to a statement by CSC executive director Nicholas J. Oganovic. He continued:

The new center will offer courses in both basic and advanced techniques. A broad and progressively expanding curriculum designed to employees at grades GS-5 to 9 who have had less than a year of experience in the specific field, and are intended to supplement their professional academic training by specific application to Federal management. Advanced courses will include Managerial Economics, Use of Models in Management Decision Making, a Cost-Benefit Workshop, and others.

Personnel other than those directly engaged in financial management, e.g., operating executives, will also be introduced to the systems in order to gain an appreciation of how they may use them effectively. Eligible Federal employees may be nominated for participation in the training programs conducted by authorized training officers of the agencies. The Financial Management and Planning-PBS Training Center will coordinate its activities with the training programs conducted by the ten regional offices of the Civil Service Commission, to ensure that the training needs of field personnel are adequately met.

Other Intergovernmental Training Centers operated by the Civil Service Commission for Federal agency personnel include General Management, ADP Management, Personnel Management, Communications and Office Skills, and the Executive Seminar Centers at Kings Point, N.Y., and Berkeley, Calif.

Federal agencies will be able to offer higher starting salaries to those outstanding college graduates and holders of advanced degrees under a change in "quality graduate" criteria announced today by the Civil Service Commission. Grade GS-5, at a current starting salary of $5,051 per year, is the traditional entrance level for college graduates with a bachelor's degree, but candidates who have demonstrated superior ability in their studies may qualify at grade GS-6, $5,461 per year, to start. Superior ability is defined as graduation with a final standing in the top 25 percent of the class, graduation with a "B" average, or election to a national honorary professional field of study at least grades are if they demonstrate superior ability.

U.S. Service News Items

By JAMES F. O'HANLON

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U.S. Service News Items

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* Good any weekend of the year except Easter.
Letters to the Editor

The routing acceptance and unanimous adoption of the resolution by the Board of the Civil Service Employees Association marked a significant development in the strike negotiations. This resolution, which was adopted on March 15 and 16 at the Commodore Hotel, calls for the Civil Service Employees Association to mount an all-out campaign to have the strike reinstated. The resolution is a reflection of the strong determination of the unions to fight for their rights and to make the state pay for the costs of the strike.

The resolution calls for a full retroactive 1/60th law that will guarantee half-pay on retirement to all new members of the service. This is a significant step forward in the efforts of the unions to secure fair treatment for their members.

The time to act is now. It is imperative that the Legislature take immediate action to enact the 1/60th law. The strike has already cost the state millions of dollars and has caused unnecessary suffering to the employees involved. The Legislature must act to ensure that the rights of the employees are protected.

Yours sincerely,

[Signature]

[Name]

[Position]
Hempstead, Oyster Bay In
The Fold, Nassau Chapter
Tries For All Co. Workers

The Nassau chapter Civil Service Employees Assn., driven by a desire for exclusive recognition, has corralled the Townships of Hempstead and Oyster Bay—and is aiming for recognition covering about 750 civil service employees. Oyster Bay township voted most 2,000 civil service employes last Tuesday, in the nation's largest township, Hempstead, with almost 5,700 employees. Hempstead and Oyster Bay—and is aiming for recognition for exclusive recognition to CSEA in three-month old campaign directed by Nassau chapter's president Irving Plaumenbaum and CSEA field representative Arnold Moses. 

Flaumenbaum and Moses said the County government was the next objective and that it was expected to act shortly.

Ralph G. Caso, chief executive of Hempstead Town, and vice chairman and Republican leader of the Nassau County Board of Supervisors, observed that the three towns and the two cities, whose delegates comprised the board, all had previously granted sole recognition and exclusive bargaining rights to CSEA.

Caso, commenting on his town's action, noted that CSEA represented almost 90% of the town's employees and recently had soundly defeated a union in a representation election among employees of the Town's Sanitation Department. Caso said that the CSEA representation would prevent "fragmentation" of town employees into warring units. Also, Caso stated, fragmentations could lead to a situation in which drivers of the Parks Department and others in the Sanitation Department would be seeking different wage scales.

Following the recent representation election, 90% of the non-CSEA members in the Sanitation Department joined with their fellow Town workers.

The Hempstead action brought to about 5,700 the number of public employees brought under exclusive representation agreements since the start of the drive. In all cases, the workers had been traditionally represented by CSEA but without formal agreement on representation rights. Earlier, an agreement covered workers in North Hempstead Town, two cities, and six villages, an independent sanitation district and one school district.

Named Advisor

ALBANY—Charles T. Lanigan, the director of the State Office of Planning Coordination, has been named to the State Advisory Board for Local Government.

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Statewide Plan — Coordinating Office — 1215 Western Avenue, Albany, N. Y.
Leader Camera Reports On CSEA Annual Meeting And Dinner

All Convention Pictures by Whitestone Photo
Walk-In Testing Continues For Office Workers In Albany

ALBANY — The Civil Service Department has announced that plenty of job openings exist in the Albany area for beginning office workers in State agencies. Walk-in tests are continuing to be held to fill these vacancies.

Candidates will be tested Monday and Wednesday evenings at 6:30 p.m. in the Cafeteria, Building Number 3, at the State Campus at 1220 Washington Ave. Testing will begin no later than 6:30 p.m. on those dates. Candidates may take the test on any of the scheduled nights. They need no special background or education to qualify, except U.S. citizenship and New York State residence for at least one year. They should bring their social security number with them to the test. No prior applications are required.

Positions to be filled by these tests include clerks, file clerks, account clerks and statistics clerks, with salaries ranging from $3,535 to $4,735.

Estimator Jobs Pay To $10,670

New York State Department of Civil Service has jobs for architectural estimators at two levels: assistant, with an annual salary of $8,825 to $10,670; and junior, with a range of $7,065 to $8,825. Applicants for the junior position need two years' experience and an associate degree in architecture or engineering. Candidates with three years of appropriate college credit need only one year of acceptable work experience. Those with four years of experience can qualify without college study.

All candidates for assistant architectural estimator must have at least one year's experience in preparing and checking building construction cost estimates. Applicants with an associate degree need an additional three years' experience in architecture or engineering. Those with a bachelor's degree in architecture or engineering need only a year of additional experience. Five years of appropriate work experience will be accepted in lieu of college training.

For more information and application forms, write Recruitment Unit No. 326, New York State Department of Civil Service, the State Campus, Albany, New York 12220.

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DID YOUR MEDICAL PLAN PROTECT YOU AGAINST...

Out-of-Pocket Expenses for Doctor Visits? YES NO
Maternity Bills? YES NO
Extra Charges for Surgery? YES NO
Extra Charges for Specialist Care? YES NO
Confusion over panels of participating doctors? YES NO
Uncertainty as to services covered in full or in part? YES NO
Limitations on Certain Services? YES NO
Filling in claim forms? YES NO
Discussion of fees or income with the doctor? YES NO

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

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

*In H.I.P.'s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthesia and prescribed drugs and appliances.
Ten Televised Seminars On City Government Scheduled For Spring Over WNYC TV

Ten seminars on the New York City government, in which employees may participate, will be telecast over WNYC-TV beginning April 13. The courses, presented by Center for New York City Affairs, is designed to bring City employees up-to-date on basic City problems and changes in the organization and administration of government.

NATIVE! "THE QUEST FOR MONEY: FINANCING THE CITY" with Professor Robert Netzer, Graduate School of Business Administration, University of Chicago.

June 1—"THE QUEST FOR MONEY: FINANCING THE CITY" with Robert Netzer, professor of public finance, Graduate School of Business Administration, University of Chicago, director of research for the Temporary Commission on City Finance, which was appointed by Mayor Lindsay, report to the Board of Estimate and Apportionment of the City. The discussion will be held at 8:30 p.m. on WNYC-TV, Channel 9.

Tuesday, March 28, 1967

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The Job Market

By V. RAIDER WEXLER

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

There are many openings for

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A job bank is available for applicants to take State li

There is no charge for

JUNE 24—THE "MAYOR - Lower Royal Court. Wellington

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JUNE 24—THE "MAYOR - Lower Royal Court. Wellington

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proctors at

4th Ave. & Yonkers Ave.

ABC BOOKSHELF

205-207 W. 50 St.
The attendance rules committee met on the evening of Feb. 27 and recommended that CSERA press for an immediate amendment to the Civil Service Commissioners, Poston and Scelesl, as well as Commissioners Feltz so that our program for improvements in the attendance rules can be advanced.

The committee discussed at length the propriety of a lump sum payment for accumulated unused sick leave credits, on leave, and in arrears of death while in service. It was noted that with the advent of Medicare and Medicaid, the provision for unused sick leave, as provided for by the current CSERA rules, was largely watered down or wiped out entirely. In addition, CSERA and this committee, has always maintained that the employee should be treated fairly but a small step by the State toward our ultimate goal for a lump sum payment.

The Association also approved a resolution adopted by the State Civil Service Commission which would provide employees who have no transferable leave credits between the agencies covered by the State attendance rules and other branches of the State Government for the payment of all unused sick leave credits.

The committee urges the political subdivisions to embark on campaigns to bring their attendance rules in line with the State attendance rules. A step in this direction would be the separation of county clerks, supervisors, etc., from State service.

Followers are the points for the discussion CSERA will have with the Civil Service Commission on the Attendance Rules:

1. Provide for lump sum payment for accumulated unused sick leave credits upon death or retirement from State service.
2. Provide for 39-hour work week for all full-time employees.
3. Provide comparable work week for State institutional offices.
4. Provide for the removal of the present limitations for accumulation of sick leave credits.
5. Provide for mandatory leave with full pay to all employees for medical care of self or family member because of hospitalization or death, and to amend the attendance rules so that the appointing authority rather than the employee may have the right to appeal to the Civil Service Commission.
6. Provide Sabbatical leave.
7. Provide for equivalent time off for employees of the State and political subdivisions for holidays that fall on Saturdays and to provide that employees who are utilized to work on Saturday holidays be given credit for the time they work.
8. Provide that State vacations be increased by one day each year for two years for each two years of service after 10 years.
9. Increase personal leave to eight days per year and provide for payment of unused personal leave at the rate of $1 per annum for the right to exist at the end of the leave time.
10. Provide compensatory time for time spent on travel for official business.
11. Provide other work for non-teaching school district employees.
12. Provide that all time credits earned by an employee be transferred with him when he transfers to another branch of a government agency, or authority.
13. Provide that employees with 15 or more years service as State employees be given the right to a liberal pension plan.
14. Return all departments to the Rules and Regulations of the Civil Service Commission and repeal any rules that restrict an employee’s right to exist at its own attendance rules.
15. Provide that State offices be closed one hour from May through September.
16. Allow State employees to record all time and attendance and leave accruals on a hourly basis listing individual days.

This committee will continue to press for improvements in attendance rules which are such an important part of fringe benefits.

Membership

By SAMUEL EMMETT & IRVING FLAUMBAUM, Co-Chairmen

The CSERA has attained a new record high membership. The total is 146,445. The State division total is 101,236; the County divisions total is 44,809; the total for New York City is 2,908. Since the annual meeting last October, the State division increased 2,400; the County division increased 2,200. Total members increased 4,618, making a total increase of 3,100.

Congratulations are in order to our members, chapter officers and committees, regional conferences, state-wide council and staff, all of whom contributed to this progress.

Ways and means of strengthening our membership were reviewed at two meetings of our committee last October meeting. Our committee offered assistance to chapters in the conduct of their membership campaigns. We committed and guided field and headquarters staff on our overall effort. New attractive membership appeal material has been distributed to all chapters.

Our committee recommends:

1. Working together, we continue our efforts to attain our membership goal of 150,000 members by October, 1967.
2. We urge all chapters to assure that their membership committee is complete, active, well informed, and is canvassing and reenlisting all non-members in job categories.
3. Each chapter and regional conference emphasize the need for membership effort at all their meetings.
4. New employees be canvassed for CSERA membership promptly upon reporting for work—the first week of employment.
5. Chapter membership committees should organize systems to manage such canvasses.
6. CSERA dues be adjusted as necessary to assure sufficient funds to underwrite the cost for services needed by members, such as representation by members in chapter and unit activities, enabling effective representation of members relative to their terms and conditions of employment, and their active support in the more formal collective bargaining activities which will probably be secured by new statutes being considered in the present legislative session.
7. The CSEA will issue its own affiliation rules, subject to the approval of the Civil Service Commission.
8. CSERA dues be adjusted as necessary to assure sufficient funds to underwrite the cost for services needed by members, such as representation by members in chapter and unit activities, enabling effective representation of members relative to their terms and conditions of employment, and their active support in the more formal collective bargaining activities which will probably be secured by new statutes being considered in the present legislative session.
9. There is a need for the development of the reports of agencies that no conferences were held to discuss employee matters during that year.

This resolution is a carry forward from earlier similar resolutions. Almost immediately before the October delinquent committee meeting, the New York State division announced a negative decision. It is the feeling of this Committee that in light of continued expressed desire by the delegates and the membership at this meeting, the State division should request the Grievance Appeals Board to reconsider its earlier decision and request an opportunity to present their case. The committee recommends that all chapters send a delegation to CSEA and this committee, has always maintained that the employee should be treated fairly but a small step by the State toward our ultimate goal for a lump sum payment.
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(Continued from Page 1)

air and Assembly, New York could lead the way throughout the United States to the needed battle to clean up water pollution problems.

Greene, Rochester's Pure Waters Authority, if and when it is established by law, is conceived to solve water and sewage problems. Establishment of the Authority will accomplish several important aims.

First, it will set a pattern for other states—and achieve an important "first" for New York State. Second—and most important—it will enable local communities to obtain Federal revenues and match funds—estimated to be $450,000,000 in 1966 and rising to $1.2 billion by 1971.

Federal money, although important in solving the pollution problem, does not solve the problem. New Federal funds represent only 30 percent of the expenditures, and local communities are faced with the difficult task of raising additional money through taxes or bond issues.

New Financing Methods

The Rockefeller proposal and the new approach of the money, new methods of financing are necessary to conserve the reason of the Federal government.

The opportunity to achieve the goal of the Rockefeller proposal rests in the competent hands of the Assembly Speaker Anthony Travis, who heads the Assembly Rules Committee, and on the Senate side with Senator Warren Anderson, chairman of the Finance Committee, and ranking member Samuel Greenberg.

What establishment of the Authority will make possible is to enable local communities—across traditional county lines if necessary—to borrow money without eroding their credit and without absorbing the heavy burdens of the technical and administrative problems.

Summary of Bill

A summary of the provisions of the bill indicates that the Authority, subjects to a request by a municipality, construct sewage treatment works, sewage collection systems or solid waste disposal facilities; operate these facilities for the municipalities; make loans for construction to municipalities; to provide sewage treatment or solid waste disposal systems for municipalities in facilities owned and operated by the Authority; provide technical and financial administrative services to any municipality in connection with these activities.

Advantages to local government—and to administrators on the local level—include the avoidance of the technical and administrative problems.

The issue of general obligation bonds and the savings of substantial sums of interest because of the umbrella of the State Authority.

Not only will the State Authority have a higher credit rating—and lower interest rates—but it will be able to issue 40-year bonds to further flexibility in financial planning (general obligation bonds are presently limited to 30 years).

Passage of the proposal will be the fulfillment of the mandate issued to the people of New York State who approved the massive one-trillion-dollar battle to clean up the lakes and streams and rivers of the State. With the success of the bill the State will lead the nation—on the local level—in the avoidance of these types of trouble.

Mayor Heads Planning

For State Health Dept.

The State Health Department recently named Robert F. Mayer, who had been its acting director, to head the Department's Office of Planning and Procedures.

Mayor succeeds Eugene Cahalan, who resigned to become director of finance for the State Narcotic Addiction Control Commission.

Mayer has been in State service since 1954, when he was assigned administrative internship with the State Liquor Authority.
Legal

By ABRAHAM KRANKER, Chairman

During the period covered by this report there were 13 disciplinary cases where legal assistance was approved to commence court actions under Article 79 paragraphs 5 and 8 to review adverse decisions; in ten cases the decisions are still unknown since the actions are still pending and undecided. In two cases the fees were unavailing in that the claims were denied and the fees paid under these Article 79 proceedings were $6,127.50.

Fees paid out for legal assistance in disciplinary proceedings were $11,945.00 in 42 cases of which ten were unsuccessful, that is, the members were found guilty and dismissed. In the remaining 32 cases the results are either unknown or not yet available to our committee. The rest of the cases, 27 in all, the decisions in these cases are still pending on our records.

In addition to the above 42 matters, we are committed for fees for legal assistance in about 10 or 12 more cases which are still pending and for which the bills have been submitted as yet. In all of these latter cases the fees would be within our fee schedule.

During the period number of actions were commenced in Court by our counsel under the retention agreement with our Association. Some are still pending. In two of them we have been informed that the filing of the state law requiring political subdivisions to pay higher salaries for certain welfare workers with higher degrees. This case was originally commenced by our counsel at the request of the New York City chapter against the Civil Service Commission to compel the appointment of such officers as required by the Civil Service Law and its rules and that their determination should be binding on the appointing authority which brought the charges. This Committee is informed that the civil actions may continue to utilize the services of such hearing officers.

The Committee's Intero 2131 by Senator Day and Assembly Interro 4437. Print 6391, the Committee urges you to contact your local legislators in support of this legislation.

Public Relations

By RAYMOND G. CASTLE, Chairman

The public relations committee is happy to report that our film, "Access On Service," which has been used in the State and the local chapters, is being released both theatrically and in the home at a significantly reduced rate in the same channels as previously, i.e., theater, TV stations, community groups. The committee feels that the educational value of the film and that it is worth the effort of any public official, and that their determination should be binding on the appointing authority which brought the charges. This Committee is informed that the civil actions may continue to utilize the services of such hearing officers.

The committee recommends that the Association be permitted at CSEA expense, to arrange a specialized training session for new delegates at the March 1967 meeting and then implement the "director" in the CSEA staff at New York State's School of Industrial and Labor Relations at Cornell. Over the last several years, it has been very difficult to attract young people into the field of public relations. The committee recommends that the Association be permitted at CSEA expense, to arrange a specialized training session for new delegates at the March 1967 meeting.

In connection with the latter, to prepare Association officers and staff to function effectively in the emergent new era of public employee-employer relations, the education committee recommends that high priority be given to the establishing of widespread training programs to train the officers and staff in this new role. For the training of chapter officers, specifically, the committee recommends participation on a regional basis, i.e., the regional conventions of the Industrial and Labor Relations School, as the service becomes available throughout the State.

Concerning the role of the county executive committee, the committee recommends that new officers be appointed on a regular basis, i.e., the regional conventions of the Industrial and Labor Relations School, as the service becomes available throughout the State.

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Union Activities

By VITO FERRO, Chairman

This committee met on Feb. 23, 1967, and discussed a variety of problems and opportunities for increased cooperation among public employees in New York State. It reviewed figures reflecting the growth of competing organizations, as well as the growth of the CSEA itself, and noted the importance of organizing new members and increasing the number of members in the organization. The committee also reviewed the efforts of the CSEA in recruiting new members and increasing the number of members in the organization. The committee recommended that the CSEA should be encouraged to increase its efforts in recruiting new members and increasing the number of members in the organization.

The committee believes that good publicity should be maintained with the public to acquaint the general public with the goals and objectives of the organization. It also recommended that the CSEA should be encouraged to increase its efforts in recruiting new members and increasing the number of members in the organization.