CSEA Demands Role As Sole Bargainer

As Sole Bargainer

Asks Gov. Rockefeller For Exclusive Representation

Would 'Cripple' Local Aides

CSEA Battling Proposal To Limit Legislature's Right To Mandate Benefits

Dues Increase Will Be Urged At Convention

CSEA Tags Council 50 As Compulsory Insurance Union

HERE'S THE PROOF — Statewide officers of Civil Service Employees Assn. are shown on State Capitol steps holding certified IBM listing of 181,300 State employees who belong to CSEA. The listing, in support of CSEA's claim that it represents an overwhelming majority of State employees, was delivered to the Governor's office along with CSEA's official request for designation as exclusive bargaining agent. From left are John J. Hennessy, treasurer; Irving Fassenthal, acting second vice president; Joseph F. Felly, president; Theodore C. Wendl, first vice president; Hazel Atkins, secretary; and Fred Case, fifth vice president.

ALBANY—Governor Rockefeller has been asked by the Civil Service Employees Assn. to be named the "sole and exclusive bargaining agent" for all State employees. As exclusive representative, CSEA would negotiate with the State for terms and conditions of employment and the administration of grievances. The Employees Association would also be the sole bargaining agent for all State workers.

In submitting proof that CSEA represents 101,300 members in State service, the Employees Association pointed out that "no other employee organization in the State has within remote distance of the membership in the CSEA who is our member." CSEA is now asking for formal recognition as the State's sole bargaining agent as the result of the new Public Employees Fair Employment Act, which provides for such recognition.

Felly's Request

In a letter to Governor Rockefeller, CSEA president Joseph F. Felly said:

Under the provisions of Article 14 of the Civil Service Law entitled, "Public Employees' Exclusive Representation" (Continued on Page 2)

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A spokesman for the Employees Association pointed out last week that membership in the organization's group life insurance plan is purely voluntary and that costs per thousand dollars protection range from 99 cents in the lower age groups to a maximum of $1.39.

CSEA Extras

In addition, the spokesman said, members of the CSEA plan receive 10 per cent additional insurance coverage at no extra cost. In contrast, the CSEA spokesman said that Council 50 members have coverage at $1.39.

BULLEIN

At Leader press time it was learned that Governor Rockefeller has appointed a special committee headed by Secretary to the Governor Alton G. Marshall to represent the State in all matters concerning employee relations. The committee, which will also include Director of the Budget, Dr. T. Norman Hubbard and the president of the Civil Service Commission, Mrs. Erna Potter, will act in the State's interests during the initial period after the implementation of the new Public Employees Fair Employment Act, due to become effective Sept. 1, according to the Governor's announcement. For further details see story on page 11.

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Government Employees.

Save money on your next visit to New York.

Check into the Sheraton-Atlantic Hotel in the heart of Manhattan. All hotel employees and their families will save you up to 10%. Call 390-16 Sutphin Boulevard, Jamaica 35, N. Y. 

Wasting Money!

"Wasting Money!" is a two-week course that I'm running alongside the Adult Education Program of the New York City Department of Education.

The program focuses on the importance of financial management and budgeting. Participants will learn how to create and stick to a budget, understand the importance of savings, and make informed financial decisions. The course will be held at the adult education center in the city starting next month.

Nassau County Needs Medical Stenos

Nassau County is recruiting stenographers for the Medical Office of the County. The position will involve clerical duties and the preparation of reports for the County Medical Director, as well as other officials.

MEDICAL SECRETARIES NEEDED TO MEET GROWING DEMAND IN U.S.A.

The growth of new health programs and the expansion of health care facilities has created a need for more medical secretaries. The demand for these professionals is expected to grow in the coming years, and I believe this could be a great opportunity for you.

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

Back To School

THE TIME IS now for all in civil service to choose the school in which they will enroll and the subjects they will study beginning next month.

FOR THE CIVIL servant, as good health. Regardless of one's age and length of service, continued education should be at the top of the "must do" list of everyone on the civil service roster.

THERE ARE far too many radical changes in the world, far too many technological developments, far too many social complexities for anyone to sit out the normal schooling one has received. AND THIS goes doubly for the civil servant, who has the responsibility for bringing order out of the chaos we would most certainly face without government.

JUST LOOK AT what has happened in our own backyards during the last 12 months. Can any of our civil service readers honestly say that all our intelligence, experience, know-how, and training resulted in solutions to these problems?

WE ARE all too aware that the answer is a loud "no."

TO HELP cope with these new grave problems, and to keep our heads from being ground down, we must be prepared. We must adapt. We must go on, and on...

It is not easy to keep up with the rapidly changing field of government. The best place to do this urgent mental exercise is in a classroom with other people, similar to the group at the New York University School of Government and Public Administration.

ASIDE FROM the urgency of being prepared for new opportunities, there is a growing body of evidence that many civil servants of promotions, raises, and promotions.

Housing Teller Test

Two hundred and twenty-two persons who competed in the recent housing teller examination have been notified of their failure.
SALARY EXPERTS — The Salaries Committee of the Civil Service Employees Union, seen here at a recent meeting, includes, from left, seated, Sam Conte, Cornelius Rush, Frank Talenie, Henry W. Altich, Jr., associate counsel for CSEA; Solomon Bendini, chairman; Joseph F. Fole, CSEA president; Arthur W. Moss, and William D. Burkel, standing, same order. Emil Im- pressa, William L. Rhom, CSEA director of research; Max Weinstain, Theodore C. Wenzel, CSEA first vice president; and Raymond Cassidy.

CSEA Demands Role As Sole State Bargainer

(Continued from Page 1)

Fair Employment Act — This Association formally requests the recognition it as the sole and exclusive bargaining agent for all State employees for the purposes of negotiating collectively with the State in the determination of terms and conditions of employment, and the administration of grievances arising thereunder.

We also request, beyond the designation of the Association as the statewide bargaining agent, the immediate commencement of negotiations with the State administration for the purpose of entering into a written agreement defining the terms and conditions of employment as provided for under the new law.

We also submit for your consideration the certification by the Board of Directors of the Association of our current membership within State service of 194,130 employees.

Historic Role Cited

This is accompanied by evidence of membership dues deduction cards as provided for under Section 206 of the new law. The evidence we have submitted demonstrates that we represent, and have represented, the overwhelming majority of all State employees. The facts is there is no other employee organization within the State within re-

D’Ambrosio Reappointed

Governor Rockefeller has announced the reappointment of Nicholas J. D’Ambrosio, of Elms- tina, as a member of the Board of Visitors to the Elmira Reformatory, for a term ending July 18, 1967. The post is unexpired.

Pass Your Leader on to a non-

member.

Unions Planning To Organize in Buffalo

(From Leader Correspondent)

BUFFALO—Buffalo and Erie County promise to be an early battleground in the struggle that will begin officially in September for collective bargaining rights of public employees.

When the Pair Public Em-

ployees Act, a successor to the un-

extendable Johnson-Wicklunm law, be-

comes effective Sept. 1 it will mean that public employees, for the first time in New York State, will have the right under law to be represented by labor unions.

For many years the Civil Serv-

ice Employees Union has actually acted as the labor union for the vast majority of state workers and many other employees at the County, Town and City levels.

"The AFL-CIO is getting into act now," a CSEA area spokes-

man said this area, "and we face competition.

The organized labor groups presently the State, County & Municipal Employees Unit in the AFL-CIO, offer no immediate threat to CSEA units that represent State employees. In many other counties and political subdivisions in the State, CSEA has already won its battle to be named exclusive bargaining agent.

Drive On Now

Even before the new Public Em-

ployees Act becomes effective, AFL-CIO groups are attempting to get public employees in the Buffalo and Erie County area.

The Building Service Em-

ployees Union, AFL-CIO, sent its general organizer, Joseph P. Cimick, from Washington, D.C., last week to begin organizing efforts in the public sector with Reginald A. H. Wunderlich, head executive officer and business agent of the union's Buf-

falo Local 371.

"Our job," Kinneman said, "is to organize the unorganized,"-including a throng among govern-

ment employees where he said "their labor organization is funda-

mentally.

"Local 244, State, County & Municipal Employees, AFL-CIO, which has represented some Buf-

falo Street Department workers for several years, under a new or-

ganizing effort among all CSEA employees.

Council 50

(Continued from Page 1)

ship in the insurance plan compul-

sory but charges a flat $2.50 per thousand dollars coverage for all age groups.

"It is easy to see," said the Employees Association, "that Council 50 has become nothing more than a compulsory insurance company—or should we say business-

retiree under the new law in a detailed brochure released earlier this year.

The brochure pointed out that the new collective bargaining procedures will be considerably more complicated, will require additional specialized skills, and will consume considerable more man hours of staff time. It listed specific need for six or more collective bargaining specialists, a director of special services, a training and two additional specialists in research and public relations.

Comprehensive Consumer program costs will occur in these areas, according to the committee, essentially in public relations and personnel assistance to members.

PUBLIC EMPLOYMENT RELATIONS BOARD—

Members of the new State Public Employment Relations Board, created under provision of the Taylor Law, are left to the left, D. Helby, chairman; and Joseph R. Crouder and George H. Fowler, members. The Board was sworn in to office on August 9. The Public Employees Fair Employment Act, which the Board will administer, becomes effective Sept. 1.
As a New York State resident, accepted at an approved college, you may borrow up to $7,500 with an Emigrant Student Loan. Your Loan is not payable until 9 months after you graduate and even then you have 10 years to repay.

Emigrant, in cooperation with the New York Higher Education Assistance Corporation, offers this Student Loan Plan to bring the ever-increasing problem of college tuition down to size. (Loans are also available to full time students at approved vocational schools.)

For more information on the Student Loan Plan, just call Emigrant, stop in at any branch, or mail in the handy coupon below.

STATE
STATE—Room 1100 at 210 Broadway, New York, N.Y. 10007, corner of Chambers St. (Telephone 75-0466; Governor Alfred E. Smith State Office Building and the State Capitol, Albany; Suite 170, Genesee Building 1 West Genesee St.; State Office Buildings, Syracuse; and 569 Midtown Tower, Rochester, Wednesday only).

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

FEDERAL—Second U.S. Civil Service Region Office, News Building, 230 East 42nd Street (2nd Ave.). New York, N.Y. 10016, just west of the United States building. Take the IRT Lexington Avenue Line to Grand Central, and take two blocks east, or take the shuttle from Times Square to Grand Central at the IRT Queens-Forest subway train from any point on the line to Grand Central stop. Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 212-632-4351.

Applications are also obtainable at main post office except in New York N.Y. Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.
College Juniors, Seniors – Foreign Service Calling With Exciting Careers

Applications for an examination leading to career appointments in the U.S. Foreign Service are being accepted until Oct. 31 by the United States Government. The examination, to be held on Dec. 2, should be of interest to young men and women who have special qualifications in international relations, public and business administration, economics, journalism, foreign commerce, political science, history, labor, or related fields. Depending on their age and qualifications, candidates may be appointed as Foreign Service officers of Class 6 ($6,451 to $7,729), Foreign Service citizens for posts abroad and in the United States, and as Foreign Service civilians for world wide service.

The Department of the Army, Navy and the Air Force have a large number of qualifications that may be available for world wide service. Each of these services has its own examination, and it is not possible to apply to more than one of these examinations.

For information on the services contact the personnel office at an Air Force base. Those recruited from within the United States for these services will be appointed to a grade and a quarters allowance or will be provided with quarters.

Air Force positions in the U.S. Foreign Service are being accepted for all categories of positions as listed below:

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For more information, contact the Personnel Services Officer, or write to the Personnel Services Coordinating Branch, Employment Agreement, Washington, D.C.

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O NE of the most dangerous proposals yet to come out of the State Constitutional Convention is one that would seriously curtail the rights of the Legislature to mandate benefits for local government employees.

The proposal, 1075-A, provides that no law requiring payment by any locality, however small, of any benefits for its employees shall be enacted: 1) Except upon request on each local government af-fected, or 2) unless such law is enacted in two successive years.

The proposal totally fulfills an earlier prediction of this newspaper that under the disguise of home rule, some local government officials would seek to amend the Constitu-tion in a manner that would enable them to legally avoid any necessity to keep local employees in the mainstream or at least minimum wage and retirement benefits.

This proposal, not surprisingly, is being most ardently advocated by the various local units of government who are seeking to avoid the cost of keeping their employees properly compensated. It is to be feared that this proposal may seriously weaken our local governments and the state as a whole.

The Legislature is the only branch of the state that has the right to levy taxes and it is through the Legislature that our state is able to provide for the needs of the community and the political expediency of staying in power. The Legislature, therefore, is the one branch of government that is responsible for the well-being of all the people of the state and it is through the Legislature that we can ensure that all local government units are properly compensated.

The Legislature must therefore be given the power to mandate benefits for local government employees. This is necessary to ensure that our local governments are able to provide proper compensation for their employees and to maintain the political expediency of staying in power.

TUESDAY, AUGUST 22, 1967

A Great Danger

They Ask No Questions

H EAT, smoke, broken glass, falling plaster, falling beams, building collapses and heavy calibres streams of water. These are the dangers faced every day by firefighters—be they members of a big city department or a village volunteer. Of course, there are few small fires, and the dangers faced by the brave men. We can add to the list—accidents and one half In actual time off in compensation. This time then we should be given time and not a half.

It seems that the many dedi-cations of the State employees could be treated much better than this. If we are not to be paid for the over-time, we should at least be covered by one and one half in actual time off in compensation.

Even if the petitioner were entitled to advice at the preliminary hearing that he had the right to representation by an attorney, it cannot be said that the dis-positions of the courts relating to interrogation while in police custody to questioning of civil service employees, the plea of guilty in the presence of his counsel meant that he waived earlier irregularities.

The petitioner's more successful contention was that his dismissal was too harsh and, therefore, reflected an abuse of discretion by his employer. If other employees were in fact involved in misconduct, he argued, the petitioner was victimized. However, the petitioner had not given evidence to support this claim. Presumably, such evidence would consist of personnel records or employee affidavits.

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TEN YEARS AGO, there actually was a trail involving a similar issue. The petitioner in that case had been denied promotion to police sergeant because of his disciplinary record, consisting of convictions of charges of misconduct on eleven different occasions when the officer was new in the police force.

In a Reply affidavit, the petitioner contended that three other candidates were promoted although they, too, had disciplinary records. He also contended that there were numerous other candidates who had been promoted despite their disciplinary records. Indeed, certain of such officers were found guilty of fairly serious charges. Thus, one had drawn his gun against a fellow officer and another had asserted himself in a clearly improper manner.

THE DECISION OF the Appellate Division is final, and the petitioner is currently pursuing his rights.

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Since the announcement of the 10 percent income tax surcharge by President Johnson recently, even more pressure has been exerted by the Administration and Feilt by Congress to not exceed the President's proposed 4.5 percent increase for Federal workers this year.

In fact in his 10 percent surcharge message, the President strongly urged Congress to make every effort not to exceed budget estimates of last January. It was in this budget estimate that the Administration allowed for the 4.5 percent Federal employee raise which has been branded as grossly inadequate by Government employee spokesmen and many Congressmen.

In his statement, the President made it clear that he was opposed to the combination Federal pay raise and Post Office reallocation bill now being considered strongly by Congress, saying that it would cost approximately $1 billion more than the $1 billion the Administration had planned to spend on pay matters this year.

The extra billion, the President said, "would amount to the yield of a two percent income tax surcharge and come directly out of the pockets of the American taxpayers."

This being a generally economy-minded Congress, with this kind of pressure being exerted more strongly than ever now, the President may get his wish.

Growing Community

There were a total of 1,947,000 government employees in New York State in July, including employees of Federal, State, local and military agencies.

Total employment in the State was 7,800,000, making government the employer of 13.4 percent of the State's workers. The figure is up 5.7 percent for the year compared with 1.3 percent for all employment.

Unemployment among former government workers was 1,875

Do you go to, or where were you born? before he goes to work.

The Uniformed Firemen's Assn. and the Uniformed Fire Officers Assn. are spending thousands of dollars to educate the public to the job that a fireman does. This is to lessen the number of assaults and other attacks as they go about their job.

Fire Commissioner Robert O. Lowery has ordered that all open-top apparatus be covered with a missile-proof material and that additional safeguards be furnished members.

The rest of the civil service community should help their brother public employees by supporting their public relations programs and spreading the word that, as Gerry Ryan, UFA president, says: The Fireman is Your Friend.

EDITORIAL

(Continued from Page 6)

We understand.

Walter B. Cooke

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BUILT TO LAST

BUT U.S. SAVINGS BONDS

Q U E S T I O N S  A N D  A N S W E R S

about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Medical Management

The Statewide Plan

This column will appear periodically. As a public service Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 1156 Western Ave., Albany, N.Y., 12205. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. I will be 65 in September and have signed up for Medicare Part B. Does the Statewide Plan still cover me after I am 65 even though I have signed up for Medicare?

A. The Statewide Plan is coordinated with Medicare benefits but does not pay the benefits available to you under Part B. However, certain items which Medicare does not cover are covered by the Statewide Plan. As a result, your premiums are reduced and you have no last of coverage from your present benefits.

Q. Does the Major Medical portion of the Statewide Plan pay for the salaries of privately-owned nurses while one is hospitalized?

A. Private duty nursing is covered under Major Medical as described in the booklet entitled The Statewide Plan. Private duty nursing benefits begin after the first 48 hours that the service is rendered.

Q. Kindly advise me if, as an employee of Civil Service should I have to leave before retirement age, for any reason, would my retiree insurance plan remain intact, including Major Medical coverage?

A. I assume from your inquiry that you are enrolled in the Statewide Plan. If you terminate your employment, you are automatically assured of being able to convert the Blue Cross and Blue Shield contracts. The Major Medical is not convertible.
The United Federation of Teachers and the Board of Education continued negotiations during the week under the aegis of a fact-finding committee appointed by Mayor Lindsay and Vincent D. McDonnell, chairman of the State Board of Education. The committee is composed of 30 members, including Archibald Cox, Chairman, Professor at Harvard Law School and former Solicitor General of the United States; Dean Russell Niles, Chancellor of New York University; and Dr. Homer Lea, President of Columbia University Law School. The fact-finding meeting met with the union and with the Board of Education on separate days last week. Negotiations were resumed on Thursday and Friday.

Present salary arrangements are $5,490 to $9,900 with a $2,000 differential for special education. The Board's best offer is to date is $10,200 to $15,350 with a $2,000 differential. Many of the minor items of 690-old presented by the union have been resolved or disposed of. However, the major items including salaries, special programs for disruptive children and a more effective school program remain open at press time.

Summer Programs End For 144,200

The 118 summer elementary schools ended their program of summer school studies last week. The 19 summer junior high schools closed for their 25,000 pupils on Aug. 23. The 41 summer high schools also ended their sessions for 73,200 students.

The four summer evening high school courses also closed Aug. 18 for 12,900.

The Board of Education recreational programs for 569,000 children, in addition to their classes, will continue all summer, as will summer programs of teachers' training and other special projects.

Consumer Education Added In 10 Schools

How pupils can get more for their dimes and quarters as adolescents and for their dollars in later life will be taught in a new experimental course in consumer education to be introduced in 10 high schools this coming fall.

Superintendent of Schools Dr. Bernard K. Dornpointel pointed out that young people are being encouraged to work in part-time jobs, groupwork, receive less guidance from storekeepers these days because of self-service and catalogue purchasing.

Consumer items as food, clothing, home furnishings, automobiles, time, merchandise, and living quarters, are included in this course.

A group of science teachers is working on an experiment for the City University of New York at Albany to learn about new materials and methods in science teaching. The $17 teachers are being aided by full or partial State tuition maintenance scholarships, and the institute were made available by the State Education Department through its Teacher Education Bureau.

Dr. Walter P. Palmer, chairman of the Science Department at the Milbank School on College Point, is director of the institute.

One of the summer institutes is to help high school science teachers prepare for the new courses in biology and chemistry.

In the mornings there are lectures, discussion, hands-on experiments, and in the afternoons there is a non-credit seminar meeting for acquainting participants with developments in those areas of science which they are not teaching.

Board Seeks B.A. For Statistician Job

A provisional appointment as assistant statistician is being offered by the Board of Education. There is a current vacancy in the title.

Requirements are a bachelor's degree in mathematics or statistics, or a satisfactory equivalent. Satisfactory performance in a mathematics or statistical work will be accepted in lieu of college education on a year for year basis.

Appointment will be at the rate of $6,800 per annum with the probability of promotion to higher education allowance and benefits.

Interested persons should contact Mr. Robert P. Marron, asst. to the superintendent of schools. Applications will be accepted by a City University research department.

Summer Institute On Consumer Education

A Summer Institute on Consumer Education has been scheduled in the New York State Department of Education.

The courses pay a tuition fee from two years of an undergraduate social science curriculum has been revised to emphasize the teaching of demonstrations and laboratory work.
The Veteran’s Counselor

By FRANK V. VOTTO

Benefits For World War 1 Veterans (Continued from last week)

Naturalization Preferences

NATURALIZATION FOR ALIENS who served with the United States Forces during World War I may be authorized and expedited by eliminating certain requirements such as naturalization examination, residence requirements, etc. To qualify, a veteran must also be a person who has been lawfully admitted for permanent residence, or a person who, at any time has entered the armed forces of the United States, the Canal Zone, American Samoa or Wake Island.

Correction Of Military Records

The authority to make corrections or to correct records in a service record sometimes results to making the veterans discharge or dismissal from certain veteran beneﬁts. The veteran, his survivors, or his legal representative may file a written application for the correction of an error or injustice.

Review Of Discharge

By FRANK V. VOTTO

VETERANS who have authority to change, correct, or modify any World War 1 veteran discharge or dismissal from service which was NOT the result of a general court-martial, and directly ensuing the issuance of a new discharge in accord with the facts presented. Application may be made by the veteran, or, in the case of a deceased or incompetent veteran, his spouse, his next of kin, or his legal representative.

GI Life Insurance

WORLD WAR I veterans were issued United States Government Life Insurance Policies (USGLI) (Policies numbers preceded by a “K”). This insurance is no longer available. However, those veterans who have not or who have not received their policies a Total Disability Income Provision, who would provide $15.00 a month for each $1,000 of insurance in force, if the veteran is determined by the VA to be totally disabled prior to age 65. Those veterans with USGLI Term Policies may exchange them for a Special Endowment, at age 96. This policy will not mature, nor reduce permanent disability of the insured.

Dependency And Indemnity Compensation (DIC)

DIC payments may be made to widows of World War 1 veterans, their unmarried children under 18 years of age, and to dependants of veterans who died after January 1, 1957 from a service-connected cause. Receipt of such payments does not bar the widow or children from receiving any death beneﬁts from Social Security.

Death Compensation

DEATH COMPENSATION payments are authorized for widows, unmarried children under 18 (or 23 if attending a VA approved school), helpless children, and dependent parents of World War I veterans who died before January 1, 1957 because of a service-connected cause. If they choose, the widows, children, or parents may elect to receive the

Welfare Police Elect Bella

The Welfare Patrolmen’s Benevolent Association, announced the results of the election for its new benevolents recently. Elected were Anthony Bella, president; Armando J. Del Guercio, first vice president; John Horlby, recording secretary and Edwin Jordan, treasurer. These officers and by-laws were amended to establish the officers of second vice president, executive secretary and financial secretary. These posts to be ﬁlled at their next meeting by appointment from Bella who is a member of the

Law Column

(Continued from Page 6)

Non-Service Connected Death Pension

IF A WORLD War 1 veteran dies of causes not related to service his widow and children may be eligible for a Death Pension. The veteran must have had 90 days service, unless discharged sooner for a service-connected disability, or, he must have been receiving or was entitled to receive compensation or retirement pay for a re-connected disability insured during the war.

(To Be Continued)

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Special Committee Will Represent Governor On Employee Problems

Governor Rockefeller this week announced that he has established a special committee consisting of the Secretary to the Governor, the Director of the Budget, and the Commission to act for the State in all matters concerning Employee Problems. This committee consists of the Secretary to the Governor, the Director of the Budget, and the following memorandum to all State department and agency heads:

I have asked the Secretary to the Governor, Mr. Almon G. Marshall, with other members of the above committee including the Director of the Budget, Dr. T. Norman Clark, and the Executive Director of the Civil Service Commission, Mrs. Vera Poston, during the initial period under the new Public Employee Fair Employment Act, which established a new era in public employee relations. In order to insure that the State fully meets its new obligations and responsibilities under the Act, I have asked the Secretary to the Governor, Mr. Almon G. Marshall, with other members of the above committee to include recognition of employee organizations, collective negotiations, and execution of any agreements.

Constitutional Convention

(Continued from Page 1)

I. The introduction furnishes estimates of the total number of people available to the public; and
II. A public hearing is held by the Committee as of the time the Committee thereof, prior to passage in each year.

On behalf of our members employed by political subdivisions, I urge the adoption of Proposition 1975 be defeated.

Our many years of experience have proven that the legislation as has been made by the local government bodies in this State and local government will not provide minimum educational standards for local service employees, including teachers, policemen, and firemen, as it would be a tax on the total community. This discriminates against local government employees.

For example, had this proposition been incorporated into the current constitution, the State Legislature would not have been able to provide social security in a timely way for public employees. The local government will not be able to provide minimum educational standards for local service employees, including teachers, policemen, and firemen, as it would be a tax on the total community. This discriminates against local government employees.

Proposition 1975 be defeated.

The duties of a senior offset printer are to be determined in the examination. The written test will include questions on:

- The operation and maintenance of offset duplicating machines and related equipment
- Office practices and supervision
- The duties of a senior offset printer and the offset duplicating machine operator in the production of offset duplicating machines and keeping production records and inventory of supplies and materials.

For further information, contact the State Department of Civil Service, Executive Office, Building 52, Washington Ave., Albany, New York 12231.

Federal Government Has Vacancies For Urban Planners

Applications are being accepted by the Federal Government for 18 urban planner positions. Qualified applicants are required to

- Advise, advise, or supervise professional work in the development or evaluation of comprehensive programs for physical growth and renewal of urban areas.

To compete, applicants must have completed a full four-year course of study leading to a bachelor's degree with major work in urban or regional planning, or a related field, or have the equivalent of such education and experience. In addition, they must have at least a B.S. degree in urban planning. The positions are located in various parts of the United States, including New York City, Washington, D.C., and other major cities.

Naval Hospital Seeks Medical Technicians

The Integrated Branch of the U.S. Navy is seeking Medical Technicians for the applications until Sept. 3 for the position of medical techni
cian on board the U.S. Naval Hospital, New York City. The starting salary is $10,927.

Interested persons who have graduated from high school and have six months experience in the medical field, or who have one year of college or a B.S. degree in a related field, and who are detailed to a medical technician in the integrated branch of the program - ISIS/ISTC, must be eligible for appointment.

The written test will include questions on:

- The operation and maintenance of offset duplicating machines and related equipment
- Office practices and supervision
- The duties of a senior offset printer and the offset duplicating machine operator in the production of offset duplicating machines and keeping production records and inventory of supplies and materials.
Ten State Promotion Tests Are Open Through August 28

One week remains in which to file for ten State Promotion examinations which will be held on Oct. 7. Filing closes Aug 28 for the exams, each of which is open only to permanent employees in the department or promotion unit for which it is announced. The exam follows:

- **Interdepartmental Service, Offset Printing:** Machine operator, exam number 32-676, G-6 position.
- **Assistant Offset Printing:** Machine operator, exam number 32-671, G-11 position.
- **Assistant Director of Administrative Analysis:** Exam number 32-672, G-25 position.
- **Associate Administrative Analyst:** Exam number 32-673, G-18 position.
- **Principal Administrative Analyst:** Exam number 32-465, G-12 position.
- **Correction:** Read clerk (pay scale), exam number 2-646, G-18 position.

**Health**

- **Institutional Hospitals:** Senior Engineer Technician, exam number 32-692, G-11 position.
- **Director of Cerebral Palsy Unit:** Exam number 32-745, G-19 position.
- **Assistant Director of Physical Therapy:** Exam number 32-656, G-21 position.
- **Dutchess:** Div. of Employment, Principal Office Machine Operator.

**Civilian Jobs Overseas**

(Continued from Page 11)

- **General:** 5G-12 (electronic engineer, electronics), 5G-12 (resources management specialist), 5G-12 (industrial engineer, public works maintenance), 5G-12 (electronics engineer), 5G-11 (industrial engineer), 5G-11 (test; physical test, GS-8 and survey supervisor; GS-4, $56,000 to $64,000)
- **Rota, Spain:** Tour of duty 30 months. Salary plus quarters or quarters allow.
- **Supervisory Engineer:** 5G-12 (supervisory industrial engineer, industrial engineer; 5G-12 [test, GS-8 and survey supervisor]; GS-6, $44,000 to $46,000 per hour)
- **Ras Tanura:** Saudi Arabia
- **Tour of duty 12 months. Salary plus 25 per cent differential and quarters allowance.**

**Petroleum quality control representative, GS-11.**

**Pitman:** Information concerning the above positions may be obtained by forwarding a P. F. 71 to the center or contacting Navy Overseas Employment Office (Atlantic), Office of Civilian Manpower Management, Washington Navy Yard, Bluffs, 206, Washington, D.C. 20280

**What Happens When A Tenant Calls For Help?**

The tenant calls the central police communication center on e. 721-7111. The communications officer records the call on a card. He places the card on a conveyor belt which drives it to a dispatcher handling that area.

The dispatcher, on a -status board, notes the patrolman on post in the area. He calls him by radio. The patrolman, as he knows the call and proceeds to the scene of the call for help. The dispatcher places the card in a slot which electronically changes the status information to indicate that this patrolman is handling an assignment.

After handling the assignment, the patrolman returns the dispatcher and gives him the disposition. The dispatcher records this information on the card and forwards it to the Statistics and Records section.

**Back Talk**

The walkie-talkie radio communication system in effect at Pleasant City Housing Projects. When the new system is fully operational next year, the effectiveness of the Authority's police force of 1,895 men will be greatly increased.

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**TOMTOM FARMS**

**FREE BOOKLET on Social Security Mail only, Box 8, 97 Duane St., New York, N. Y. 10013.**
A new "Social Work Career Ladder" which goes into effect this month will bring higher pay and greater opportunities for promotion to thousands of employees of the State Mental Hygiene Department, Governor Rockefeller said yesterday.

The new plan, which was developed by the Department of Mental Hygiene, will alleviate many of the career development and salary problems in that branch of State service, in which the Civil Service Employees Assn. has been pressing for changes in the last few years.

The new titles under the plan are psychiatric social worker trainee I ($4,676); psychiatric social worker assistant I ($5,071-$6,985); psychiatric social worker trainee II ($6,497-$8,133); psychiatric social worker assistant II ($6,897-$9,185); psychiatric social worker I ($8,113-$10,080); psychiatric social worker II ($8,385-$10,735); psychiatric social worker III ($8,795-$11,805); psychiatric social worker supervisor I ($10,805-$14,095); and psychiatric social worker supervisor II ($12,140-$15,365).

The career ladder in social work represents an effort to meet our social service needs through the employment of qualified professionals supporting in professional training of professionals trained social workers.

A psychiatric social worker can progress from an entrance level which requires two years of college, community college training, or a high school diploma plus two years of patient care, to the position of psychiatric social worker supervisor II, a grade 25 position.

Some State mental hospitals and schools are employing this summer persons who have completed one year of graduate training in social work.

Present personnel with permanent civil service rating will be granted permanent status without examination in new titles at their existing salary levels. Present employees may also be nominated for professional appointments to high-level jobs for which they are qualified, although they must compete in promotion examinations for permanent status in these titles.

Essentials of the plan are:

- Identification of tasks which can properly and effectively be performed by subprofessional employees under the training and guidance of qualified social workers.
- Assignment of such tasks to psychiatric social work assistants.
- Effective conservation and utilization of the training, skills, and experience of professionally qualified social workers.
- Achieving a balanced "mix" in each hospital or school social service department so that representatives persons with patient-care experience, community college, or four-year bachelor's degree training, and social work masters degrees.
- Careful planning and close oversight of training of psychiatric social work assistants.

The career ladder program allows for a retraining of job incumbents to use their specialized training to maximize advantage while the retraining work is done by people without this training.

Subprofessional may not be trained in juts, but will be able to return to school to increase their experience as well as practical ability as their responsibilities grow increasingly more difficult.

The State Mental Hygiene allows for financial reimbursements for educational leaves in the future, the State Department of Mental Hygiene is expected to apply the "career ladder" approach to other professionals such as psychologists, occupational therapists, and reception therapists.

Monroe CSEA Chapter Wants Unused Leave Pay

ROCHESTER—The Monroe County chapter of the Civil Service Employees Assn. has asked that retiring employees be paid for any unused sick leave.

County Manager Gordon A. Howe said a preliminary estimate of the cost of the plan is $10,000.

Vivian Kaufman Is Retired On Retirement

M. Vivian Kaufman, a medical social worker for the past 20 years, retired from the State Mental Hygiene Commission.

Vivian Kaufman was a member of the John Livingston Post, American Legion, and Thomas C. Cray, CSEA's assistant director of research.

Suffolk County Candidate Strikes Anti-Civil Service Pose

(From Leader Correspondent)

RIVERHEAD—Civil servants got another reminder last week that the merit system in public employment may not be as secure as the Rock of Gibraltar.

Suffolk County's opponents in the fall campaign for county executive took opposite stands on the recommendation of a Constitutional Convention committee that deputy sheriffs be brought under civil service regulation.

Gilbert C. Hance, chairman of the county Board of Supervisors and Republican candidate for county executive, was quoted in daily newspapers saying civil service protection "inmates" the performance of efficient public service.

Says Efficiency Improved

About his view of the recommendation, Deputy County Executive H. Lee Driscoll said that "the office of the sheriff is not so important or critical that any saving of $70,000 is worth the possible disorganization of the civil service system."

Driscoll was quoted as saying: "It is my experience that once an employee reaches civil service status his efficiency is immediately impaired because of the so-called protection. But it is just too fast to be able to peg deputy sheriffs in the civil service category."

Republican prosecutor for Suffolk County, Frank C. Front, a Democrat running for reelection to a third term, endorsed the proposal. "Wonderful," he said. "I've been looking for eight years for someone to take this step," he was quoted as saying. "I think it would have to be a person of the highest integrity."

To Keep Informed, Follow The Leader.