CSEA Adds Welfare Fund
Demand To 20 Per Cent
Wage Increase Resolution

BY JAMES F. O'HANLON

Acting with boldness and determination, some 1,000 delegates attending a special session of the Civil Service Employees Assn., not only approved a resolution calling for a 20 percent salary increase for public employees but also favored a demand for a welfare fund that would be administered by the employees association.

Solomon Bendel, chairman of the Salary Committee, told the delegates at their meeting in the Commodore Hotel that "the demand for a welfare fund should come as no surprise to the State New York City organizations get welfare funds from the City for their membership. We aren't asking for anything more. It's one of those so-called normal benefits."

Delegates Stamp OK On Dues Hike

Delegates debated the financial future of the Civil Service Employees Assn., at a special meeting in the Commodore Hotel last week and came to the conclusion that a dues increase of 25 cents per week was necessary.

The new price of admission to the 151,000-member organization will now be $2 per year, or about (Continued on Page 11)

Says The Future Of Civil Service Must Be Protected

By PAUL KYER

Sen. Robert F. Kennedy told a crowd of cheering Civil Service Employees Assn. delegates that public employees in New York State need a pay raise "right away—this year" in order to maintain a quality civil service which can help solve the enormous problems facing the nation.

Senator Kennedy, principal speaker at a dinner in the Commodore Hotel where a special CSEA delegates session was held last week, described public employment as one of the reasons by which the poor, the disfranchised, the underprivileged could travel to a "decent level of prosperity."

"If you people now working for government are not paid adequately, if your working conditions and retirement benefits are not of the best, then we are offering these fellow Americans a goal that will have disappeared by the time they reach it. We must protect you now so that your children will be protected in the future."

Senator Kennedy drew thunderous applause when he said to his audience: "Our schools may not of the best, then we are our children will be protected in the future."

The Senator then pointed out that "this increase in necessary public employment "will mean

(Continued on Page 3)
DON'T REPEAT THIS

(Continued from Page 1)

On both occasions, William van den Heuvel, vice president of the Convention, led the floor fight against the measure for the Democrats and Earl Brydges, Convention minority leader, carried the battle for the Republicans.

The fact that van den Heuvel is one of six Robert F. Kennedy's closest associates and that Brydges is Majority Leader when the State Senate is in session certainly didn't escape notice of fellow delegates, who beat down the second proposal by a margin of 128 to 46.

Peter J. Cecile, Erie County Democrat who is chairman of the important Committees on Labor, Civil Service and Public Pension, fought the measure because, he said, the new Constitution already takes away the right of public employees to strike and the new amendment would have set a double penalty on civil servants by denying them the right to petition the Legislature for redress of grievances.

The proposal in question essentially would have required the Legislature to provide the money for any mandated benefits for local government employees or else make such legislation subject to approval of two sessions of the Legislature.

Double Jeopardy

It was this double jeopardy that caused van den Heuvel to oppose the measure the first time around. "The Legislature has not made public employees liable to take suits and pass lawsuits in one session. It would have been incredible to deny public employees to ask them to accept a double-jeopardy situation when dealing with the Legislature."

Former New York City Mayor Robert F. Wagner, Jr., a convention delegate, went to bat for civil servants on this issue and said that caused van den Heuvel to make such legislation subject to approval of two sessions of the Legislature should prove to be one of the most successful in the history of civil service. Most of the "big guns" will be in action there, too, and their concern for civil service new is sure to be evidenced again next year.

Think of the price of a false alarm. It could cause death to a firefighter...

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In the meantime, if there is any way you can think of, be sure you will have a new column that can be of service to you in individual or group travel please don't hesitate to call or write. The name is Jerry DeLaUise. The address: 711 Eighth Ave., New York, N.Y. 10036. The telephone: (321) 7-2786, The editor.

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At County Meeting

PERB Head Helsby Outlines Role Of Public Employees And Employers Under Law

"The public is the third party at the bargaining table in dealing with civil service employees." This is how Dr. Robert H. Helsby, chairman of the newly created Public Employees Relations Board, described his role in his opening address to the Civil Service Employees Association at the Commodore Hotel last week.

"There are new possibilities of promotion and advancement for you," he said. "We will need guidance—you can supervise them. They will need education. The State is looking for new ways of employing the results of public service employment. . . ."

Helsby's introduction was followed by a formal discussion on the new law which will be effective in the State's new employees' Fair Employment Act

"The government of a country— from the political subdivisions to the national scene—is that public employees do not have the right to strike. The new law repeals this policy and this, for the most part, the most controversial section of the law.

"The policy of government — from the political subdivisions to the national scene—is that public employees do not have the right to strike. The new law repeals this policy and this, for the most part, the most controversial section of the law.

"The policy of government — from the political subdivisions to the national scene—is that public employees do not have the right to strike. The new law repeals this policy and this, for the most part, the most controversial section of the law."

Helsby outlined the use of local Non-Teaching Aides Request Recognition From Buffalo B. O. E.

BUFFALO — A unit of the Civil Service Employees Association petitioned the Buffalo Board of Education for recognition as the "sole bargaining agent" for the 1,500 non-teaching employees of the Buffalo City School system. The petition is necessary under provisions of the new Public Employment Relations Act. Section 106 of the act provides that the Board of Education must accept the position of the only recognized bargaining agent. The decision on the case will reach the Board at a later date.

Also on the dais were Jerry E. Patchin,at left, chairman of the Act of 1968, said that "we cannot—we must not—build the America of the future after eight years in office, said Tallcott will be responsible for the new head of the Public Employees Relations Board.

"All of you have helped me so much and I'm sure that you will help me. But the success of this effort depends also on an adequate supply of many more who are now in civil service, opportunity. You must help even further effort. We have to foster and provide new opportunities for those in civil service new skills and new possibilities of promotion and advancement for you."

"The same effort then, work must be very important since really effective bargaining should start at the bargaining table."

PERB, noting that they could be very important since really effective bargaining should start at the bargaining table. The composition, rules and regulations of the local boards must be the same as the board of the State. Many of the questions plaguing employers on the implementation of the Public Employees' Fair Employment Act and the PERB will be answered by the non-answer session that followed Helsby's formal discussion.

The following questions and answers follow:

"Are we employers all right?"

"To begin with, we're looking for a substitute for the Condon-Wadlin Act which governed public employees labor activities."

"To begin with, we're looking for a substitute for the Condon-Wadlin Act which governed public employees labor activities.

Since the public, in recent years, has stated that they are paying less taxes than they are worth it is bound to work to all of you."

"The policy of government — from the political subdivisions to the national scene—is that public employees do not have the right to strike. The new law repeals this policy and this, for the most part, the most controversial section of the law.

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S
sn Robert F. Kennedy warned last week that America's civil servants must be made less beautiful. His references were not only on the much-publicized urban decay affecting the nation's physical appearance but also on the stigma of the poor, the uneducated, of cities, education and welfare. Not all of them, however, are aware of their involvement in the future of their fellow, still-underprivileged people and for this reason, Senator Kennedy made it an even more sought-after field of work in the technical and managerial fields. This further improvement in solving the problems of air pollution, redevelopment, of cities, health, welfare and education, therefore, represents a high goal for many of our public employment, therefore, represents a high goal for many of our present civil servants. A grade eleven would be held on Nov. 4, have been re-

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

Arbitrary Test Answers

S
Supreme Court Judge Jacob Markowitz recently reviewed the precedents governing judicial review of civil service examinations. (Hoffman v. Hoberman, New York Law Review, 9, 748-772.)

The decision was based on the positions of the New York City Department of Welfare. He contended that his answers for which he was not given credit were as good or better than the official answers. He also contended that one of the questions was inappropriate to the position.

TO THE EDITOR

Editor, The Leader:

Mr. Otter, a grade eleven with a background in politics, law and social work, is a natural success story. He has issued an equal challenge to government by insisting that a well-paid civil service must be created and maintained not only to provide a better future for their children by engaging wholeheartedly in the battle against a deteriorating American dream. He has issued an equal challenge to government by insisting that the discrimination of the past must be ended. This is so, they why is the Department of Mental Hygiene deciding to continue to enforce an examination that is outdated, grade 8 and 11? They should be uprated instead of dropped. Physical Therapists can certainly belong on a par with new attendants, grade 6.

OTTO KORNER
Deer Park, Ll.

P.D. Exam Reset

Patrolman examinations for both the Police Department and the Transit Authority have been announced. The Transit examinations (Hoffman v. Hoberman, New York Law Review, 9, 748-772.)

Judge Markowitz contributed brilliantly, the Court of Appeals held that the examination should have been, it would not be justified, as an examination must be brought. On the issue, however, of the propriety of examination questions, there are not many precedents. On principle, nevertheless, it is manifest that an examination must test mental and fitness for the position.

In THE Hoffman case, Judge Markowitz expressed reluctance to review this problem, stating:

"Even if the court were strongly persuaded that the petitioners are entitled to what the scope and content of the examination would have been. In sum, the petitioners were physicians on a civil service eligible list. The Court of Appeals held that the contract could not be upheld. It violated the competition of the State Constitution that merit an fitness as established by competitive examination shall determine the choice of public servants.

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Smithtown CSEA Requests Twelve Point Salary, Benefits Plan, Exclusive Recognition

Smithtown — The recently-formed Suffolk Cooperative Library System unit of the Suffolk chapter, Civil Service Employees Assn., has approved a 16-point program to be negotiated with the library board of trustees.

The program is headed by a call for a 15 per cent across-the-board pay boost effective Jan. 1 and exclusive recognition of CSEA. Other demands are for:

- Seniority system;
- Vacations earned at rate of one day per month for employees with less than five years service;
- Free agree from building after working overtime.

Suffolk chapter president Robert Villa, who announced the chapter's approval of the program following a meeting with this library unit at chapter headquarters here last week, commented: "This is an ambitious undertaking for a re-

Salamanca Chap. Requests Recogn.

Salamanca — The Salamanca Common Council is considering a request by the Salamanca County chapter, Civil Service Employees Assn., that the CSEA be recognized as the bargaining agent for all Salamanca City employees.

The request was filed under the New Public Employees Fair Employment Act, which became effective Sept. 1.

John Pasto of Olean, presi-
dent of the Cattaraugus CSEA unit, sent the letter to the Sal-
manca Council.

On Bd. of Visitors

Louis J. Mittlitzer of Hamburg, has been appointed by Governor Rockefeller, subject to Senate con-
firmation, as a member of the Visitors to Olean Collier School and Hospital.

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Candid Camera Report On CSEA Special Delegates Session
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Suffolk CSEA's Non-Teaching Luncheon To Be Held Sept. 16

PORT JEFFERSON—Legislators who supported a bill to protect non-teaching school employees from losing benefits when their districts go on austerity budgets will be saluted by the Nongraduates Committee of the Suffolk chapter, Civil Service Employees Association, at its annual legislative luncheon here Tuesday.

All Suffolk senators and assemblymen will be saluted for their efforts to pass the Smith bill, which failed to win action in the legislature last year.
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NEW SERVICE DRUG PROGRAM

For the first time under the City Health Program, H.I.P. now covers 100 per cent of the cost of prescription drugs and medicines* when obtained through the designated mail order pharmacy under contract with H.I.P. The drugs must be prescribed by H.I.P. physicians, or by non-H.I.P. physicians in covered emergencies. Prescriptions for drugs and medicines are filled and mailed without charge. There are no bills...no claim forms...no deductible...no limit on cost or number of prescriptions. 

IMPROVED INDEMNITY DRUG PROGRAM

For prescriptions not filled through the mail order service program described above, and for appliances, H.I.P. will pay 90 per cent of the cost after a $25 annual deductible per person. There will be no annual or lifetime maximum. The drugs and appliances must be prescribed by H.I.P. physicians (or by non-H.I.P. physicians in covered emergencies).

PRIVATE DUTY NURSING

For the first time also, H.I.P. is including in-hospital private duty nursing as one of the optional benefits under the City Health Program. H.I.P. will pay 80 per cent of the cost of private duty nursing for a maximum of 504 hours after the first 72 hours of such care per confinement, when ordered by an H.I.P. physician or when needed in a covered emergency.

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H.I.P.'s complete package of expanded optional benefits now consists of:
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- In-hospital private duty nursing payments.
- Emergency care indemnities increased from $350 to $750.

The bi-weekly cost to you for H.I.P.'s new package is:

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<th>New Expanded Option</th>
<th>Present Limited Option</th>
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The new benefits will be provided for employees who authorize the payroll deductions for the new expanded option during the reopening and transfer period.

IF YOU WISH TO ENROLL FOR H.I.P.'S EXPANDED BENEFITS OPTION

If you now have H.I.P.'s Limited Option, or if you have no option and wish the new Expanded Option, please see your payroll clerk for a postcard authorization to be mailed to H.I.P. If you wish to keep the Option you now have it is not necessary to do anything. H.I.P. members, 65 and over, either active or retired, who are enrolled in Medicare Part B, are already covered for these benefits.

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To Keep Informed, Follow The Leader.
CSEA Demands Welfare Fund

WELCOME — Joseph F. Foll, CSEA president, right, seen as he welcomed Sen. Robert F. Kennedy to a dinner which ended the delegates session held in New York City last week. At left is Lea Lenox.

Nassau Chapter's Annual Dinner-Dance On Sept 30

MINEOLA — The 19th annual dinner-dance of the Nassau chapter, Civil Service Employees Assn., has been scheduled for Sept 30 at Carl Hopp's Restaurant in Baldwin, it was announced by chapter headquarters.

Chapter president Irving Slanezamem will act as master of ceremonies, with a program including dinner, dancing until 5 p.m., a Broadway floor show and brief remarks by invited guests, who include Governor Rockefeller, County Executive Eugene H. Nickerson, Hempstead supervisor Ralph G. Caso and legislative leaders. Tickets, at $6.00 each, may be secured from chapter headquarters here.

BUY U.S. SAVINGS BONDS

Jewish State Aides Set Meeting

The Jewish State Employees of New York State will meet on Wednesday, Sept. 12 at 6 p.m. at 20 Centre St., Manhattan in room 509, according to Mrs. Rose Strow, association president.

Plans for the Fall and Winter season will be discussed at that meeting. Executive members were also invited, Mrs. Strow, added. Because of the sell-out crowd attending past Chumash dinners, tickets for this year's affair, scheduled for Dec. 13 at the Sherman-Atlantic Hotel are on a first-come, first-served basis, according to Mrs. Strow.

CSEA Asks Recognition

Bridge Authority Adopts Unused Sick Leave Law

CAYETTE — The New York State Bridge Authority, meeting here recently, has voted to adopt the "Unused Sick Leave Law" which became effective Sept. 1.

Under this law, the employed unused sick leave will be convertable to dollars and cents basis to be used to pay health insurance premiums when they retire. The law to date, only covered State workers, and not political subdivisions and authorities.

The Bridge Authority chapter, Civil Service Employees Assn. has also requested recognition from the Authority as the sole bargaining agent in matters of negotiation, wages, working conditions and the settlement of grievances as provided for in the Public Employment Fair Emplomment Act, effective September 1, 1967.

Capital Conf. Names Kolothros Legislative Lead

ALBANY — Harry A. Kolothros of the State Office of General Services is the new chairman of the legislative committee of the Capital District Conference of the Civil Service Employees Assn.

Kolothros, active in CSEA affairs for 20 years, will be in charge of the committee research civil service measures and of its drive for State pay raises and other fringe benefits.

Serving with him are Wilma McConnell, Workmen's Compensation Board; Ana Malo, Social Services; John Mecconnewitz, Mt. McGorez and Donald Blake, State University.

Kolothros is a member of the board of directors of the General Services chapter and a member of the Statewide CSEA Education Council.

To keep informed, follow The Leader.
DINNER PARTNERS — Lea Lemieux, left, chairman of the CSEA Social Committee, and Sen. Robert F. Kennedy are seen at the dinner which ended a special CSEA delegates' session last week.

TOASTMASTER — Gary Perkinson, right, toastmaster for the dinner which ended a special meeting of the Civil Service Employees Assn. He is escorting Mr. MacPherson of New York City.

HANDSHAKE — Sen. Robert F. Kennedy, right, and a hand-shake from Irving Flaumenbaum, CSEA second vice president, as he left a dinner for CSEA delegates at which the Senator spoke. Looking on are Jerry Finkelstein, Leader publisher, left, and Joseph F. Pelly, CSEA president in rear.

Crotty Lauds MacPherson & Finkelstein

Peter J. Crotty, chairman of the Constitution Convention's Committee on Labor, Civil Service and Public Pensioners, sent two telegrams to the special delegates' session of the Civil Service Employees Assn. last week. They were read at the dinner in the Commodore Hotel which concluded the event.

In a message to Joseph F. Pelly, CSEA president, he referred to Proposition 1909, which would have limited the power of the Legislature to mandate employee benefits. Finkelstein divided Lemieux and credited the work of Duncan MacPherson and the CSEA Committee on the Constitution for the "straight and effective" job they did in getting the proposal defeated.

A second telegram from Crotty congratulated Leader publisher Jerry Finkelstein for the "creative and imaginative" editorial support the newspaper and its staff have given to civil service goals in the Constitutional Convention.

Dues Increase

(Continued from Page 1) A third of the money demanded by labor unions.

Joseph P. Pelly, CSEA president, said the dues increase was necessary to pay for new headquarters building nearing completion in Albany for additional services that will be needed because of the ever-growing size of the Employees Association.

Opposition to the dues hike early in the debate was led by active members of the New York City chapter of the CSEA. They included Seymour Shapiro and William Herman.

Delegates accepted the recommendation of a special committee, headed by Irving Flaumenbaum, however, and agreed the new monies were needed. The increase is effective next April 1.

Sorry, Carl Gangi

The Leader apologizes to Carl Gangi, an employee of Gowanda State Hospital for having taken unusual liberties with the spelling of his name under a picture in the Aug, 8 issue in which he was being presented his third merit award in 31 years of service to the State from Gowanda State's director, Dr. J. Rothery Haight.

Syracuse Chapter Dinner on Sept. 18

The Civil Service Employees Assn. Syracuse chapter president, Mary L. McCarthy has announced a dinner meeting to be held Sept. 18 at Emil's Restaurant. Representatives of the twenty State departments are expected to attend and review the plans and programs of the coming year. The following chairmen of committee have been selected: Membership—Mrs. Ethel Chaplin; Public Relations—Helene Callahan; Insurance—Agnes Weiler; Civil Affairs—Elizabeth Pashley; Education—Margaret Obrist; Inter-Chapter Affairs—Christie Carroll.

Watertown Mayor Sees CSEA Receiving Bargaining Rights

(From Leader Correspondent)

WATERTOWN — Both Watertown City officials and leaders of employee organizations are forecasting that the City Council will, prior to the 1967-68 fiscal year, have recognized at least three worker groups for collective bargaining.

Mayor Theodore Rand said that, while it would be preferable to be able to do business with one employee organization, it appears now that "at least three will be in the picture." He identified them as:

The Jefferson chapter, Civil Service Employees Assn.
The Police Officers Federation, Watertown chapter.
The Fire Fighters union local.

Other City employees are expected to win CSEA recognition as bargainer for the rest of the Jefferson County Board of Supervisors.

Meanwhile, with the St. Lawrence County Board of Supervisors prepared to back the CSEA bid for employee representation, it is expected that the City of Ogdensburg Council might be faced with the same complications as Watertown's — separate bargaining groups including firemen and police.

The Jefferson County Board of Supervisors is also said to look with favor on the CSEA bid.

Pass your Leader on to a non-member.