CSEA DECLARES IMPASSE IN THRUWAY NEGOTIATIONS; PERB MEDIATION SOUGHT

(Continued on Page 14)

ALBANY — The Civil Service Employees Assn. has declared an impasse in its negotiations with the New York State Thruway Authority on behalf of more than 2,200 maintenance, toll and clerical employees, and has asked the State Public Employment Relations Board to assign a mediator to the dispute.

CSEA collective bargaining specialist Joseph P. Reedy, speaking for the CSEA bargaining team, said the impasse was reached last week over "the intransigent attitude of the Authority in refusing to provide a basic work-week for its maintenance and clerical employees."

CSEA and the Authority have been negotiating for several weeks on salaries, retirement and other improvements, including provisions for a guaranteed basic work-week, which would become effective in 1970, the second year of the two-year contract.

Basic Contract

Reedy explained: "The Authority now insists that it alone has the right to arbitrarily change the work-week of all maintenance and clerical employees. CSEA cannot, and will not accept this. Establishment of a set work-week is basic to any union contract."

CSEA also charged the Authority with refusing to guarantee the present Monday through Sunday work-week of all maintenance and clerical employees. CSEA cannot, and will not accept this. Establishment of a set work-week is basic to any union contract."
Easter Festival Tours

Grand Bahamas — March 27 to April 4. Only $305, including transportation, hotels, gourmet breakfast and dinner. Write Sam Emmett, 1060 East 28th St., Brooklyn, N.Y., 11210. After 5 p.m. telephone (212) 253-4488.

Greece — March 26 to April 4—Six days in Athens, two days in Rhodes, one-day cruise to Hydra and Aegina. Only $399. Write Mr. Emmett.

Spain — March 27 to April 4 on the Costa Del Sol. Only $298, including hotel, breakfast, dinner and excursion to Granada. Write Miss Noni Kepner, P.O. Box 275, West Sandlake, N.Y., 12196. After 5 p.m., telephone (518) OR 4-5539.

And Coming Up

Memorial Day In London — Only $229, including champagne jet flight, hotels, sightseeing. May 27 to 31. Air Fare Only $169. Write Mr. Emmett.

Hawaii and the Golden West — Only $459. San Francisco, Honolulu and Las Vegas, July 18 to Aug. 1. Write Mrs. Julia Duffy, P.O. Box 43, West Brentwood, L.I., N.Y. After 5 p.m., telephone (516) 273-8633.

All tours available only to members of Civil Service Education and Recreation Assn. Travel arrangements by Knickerbocker Travel Service, Inc.

Journeymen in Skilled Trades

Journeymen in the skilled trades are needed by the U.S. government to fill vacancies in the New York City area.

New Justice — Mayor John V. Lindsay, left, congratulates Justice M. Marvin Berger following the new judge's installation and appointment to the Queens County Criminal Court last week. Justice Berger retired as an associate publisher of the New York Law Journal, an associate publisher of The Leader, to assume the judicial post.

Trades included are: automotive mechanic, carpenter (all specializations), diesel engine mechanic, electrician, electronics mechanic, elevator mechanic, engineering equipment mechanic, general mechanic, heating equipment repairman, iron worker, and machinist (all specializations).

Also, mobile equipment body and frame repairer, office equipment mechanic, offset press operator, painter, plasterer, plumber (all specializations), power generating equipment mechanic, powered ground equipment mechanic, refrigeration and air conditioning equipment mechanic, sheetmetal worker, and welder.

To apply, obtain announcement number NY-8-09 from the Federal Job Information Center, 26 Federal Plaza, Manhattan. A post card application is attached to this announcement. Return it, and when a Federal Agency has an opening they will contact you. Applications are rated according to training and experience.

Municipal Engineer Wanted

City of Beacon, New York, population 14,000. Salary $7,000. Must be at least 25 years old and hold New York Fire Engineer certificate issued under general law. All work done for the City Works all work done for the City. Training and experience must be of the professional type. No salary required or useful, such as city work, supervision, and construction of streets, sewers, and storm sewers, plant facilities, etc.

Civil Service and Civil Service Employees Association endorsed.

Base Salary $5,000. For information, write: Mr. Emmett, Commissioner of Public Works, Ralph M. Flenn, 427 Main Street, Beacon, New York 12508.
Tables Showing Effects Of CSEA Negotiated Pay Raises

<p>| Table: EFFECTS OF PAY INCREASES ON SALARIES OF STATE EMPLOYEES WHO WILL BE HIRED FROM APRIL 1, 1970, THROUGH OCTOBER 1, 1970, INCLUSIVE |
|---|---|
| These salary rates will be effective April 1, 1970, if the negotiated contracts are approved by the CSEA membership |
| (Rates below include annual increments to be received on February 1, 1971) |</p>
<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Increment</th>
<th>Percent</th>
<th>Dollars</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account clerk, stenographer</td>
<td>1</td>
<td>$4,170</td>
<td>$5,901 ($6,000)</td>
<td>40.7</td>
</tr>
<tr>
<td>Floor clerk, bank clerk, occupational</td>
<td>1</td>
<td>$4,460</td>
<td>$5,730</td>
<td>89.5</td>
</tr>
<tr>
<td>Elevator operator, laundry operator</td>
<td>1</td>
<td>$4,711</td>
<td>$5,901 ($6,000)</td>
<td>40.7</td>
</tr>
<tr>
<td>Psychiatric assistant, janitor, laborer, housekeeper</td>
<td>1</td>
<td>$4,991</td>
<td>$6,289</td>
<td>126.2</td>
</tr>
<tr>
<td>Printer, nurse, nurse clerk, occupational</td>
<td>1</td>
<td>$5,297</td>
<td>$6,594</td>
<td>126.5</td>
</tr>
<tr>
<td>Maintenance man, canal structure operator, atomic fireman, engineering technician</td>
<td>8</td>
<td>$9,620</td>
<td>$11,493</td>
<td>20.9</td>
</tr>
<tr>
<td>IP technician, tailor, baker, electrician, cook</td>
<td>9</td>
<td>$9,908</td>
<td>$11,804</td>
<td>20.9</td>
</tr>
<tr>
<td>Painter, photographer, executive officer, F, tax collector</td>
<td>11</td>
<td>$6,721</td>
<td>$7,971</td>
<td>19.7</td>
</tr>
<tr>
<td>Institution teacher, electrical factory inspector, institution inspector</td>
<td>12</td>
<td>$7,125</td>
<td>$8,375</td>
<td>19.7</td>
</tr>
<tr>
<td>Economist, employment interviewer, research assistant statistician</td>
<td>14</td>
<td>$10,151</td>
<td>$11,401</td>
<td>14.4</td>
</tr>
<tr>
<td>Bank examiner, research analyst, purchasing agent, scientist</td>
<td>18</td>
<td>$10,135</td>
<td>$11,401</td>
<td>14.4</td>
</tr>
<tr>
<td>Attorney, assistant civil engineer, parole officer, rehabilitation counselor</td>
<td>19</td>
<td>$10,135</td>
<td>$11,401</td>
<td>14.4</td>
</tr>
<tr>
<td>Senior civil engineer, institution steward, youth parole supervisor, associate accountant</td>
<td>23</td>
<td>$13,279</td>
<td>$15,329</td>
<td>13.3</td>
</tr>
</tbody>
</table>

An employee on the payroll on March 31, 1971, who has completed 26 bi-weekly payroll periods (approximately one year) as a full-time employee, shall receive a minimum salary of $6,900 on April 1, 1971. An employee who completes 26 bi-weekly payroll periods as a full-time employee on or after April 1, 1971, shall receive a minimum annual increment of $1,000 unless completing that term of services.

NOTE: Rates In The Above Table Do Not Include Any Salary Differentials For Work Location Or Shift Work.

NEXT WEEK: Because of the many variations in salary, which now exist among State employees hired prior to April 1, 1969, particularly those who were affected by the minimum raises won in 1968 and 1969, it would be impossible to produce a single table such as the above to reflect their new rates. To help clarify their situation, however, a special article next week will present an explanation and illustrative examples showing the effects in general of the newly negotiated pay raises on the salaries of these longer-term employees.

**Syracuse City Employees Win $870 Pay Boost**

(From Leader Correspondent)

**SYRACUSE**—City employees will receive increases totaling $870 over a two-year period under a contract negotiated by the Civil Service Employees Assn.

The contract ends more than four months of negotiations for the white collar workers unit of the Onondaga chapter, CSEA.

Another chapter City unit has agreed upon a 1970 contract, but the pact has not been formalized. A third unit is still stalling on talks with the City.

Andrew C. Placito, Jr., chapter president, and a City employee, said that the white collar unit contract basically also retains all the fringe benefits the employees have now — with only minor changes.

The agreement was reached by a vote of 72 to 10. There are about 350 employees in the unit.

The City's Common Council is expected to approve the contract this week.

Placito said a contract has been agreed upon between the City and the Syracuse Housing Authority, which also has been negotiating more than four months. Talks between the City and Syracuse Public Library unit are continuing.

John R. Corcoran, CSEA field representative supervisor, headed the CSEA negotiating team that reached an agreement on the white collar and SHA contracts.

**E. Rockaway Aides Wins 5-Day Week**

(From Leader Correspondent)

**EAST ROCKAWAY**—A five-day week has been negotiated for the East Rockaway Village Department of Public Works.

The village unit of the Nassau chapter, Civil Service Employees Assn., gained the Monday through Friday work-week effective Jan. 12 through the efforts of the unit negotiating committee and Nassau field representative Frank Quaquin.

"We were told it was impossible . . . unheard of. But, believe us, it can be done," Rockaway, said in an interview on Line 6.

"The contract will provide for the settlement of all grievances existing between the agreement and the present contract, and will extend to all employees of the Village Department of Public Works, including those employees who are not members of the CSEA.

A grievance, filed by the Village Department of Public Works, on behalf of employees, was dismissed by the Civil Service Employee's Board on the basis that the grievance was not filed within the time limit prescribed by the grievance procedure outlined in the agreement.

The grievance procedure outlined in the agreement provides for the settlement of all grievances existing between the agreement and the present contract, and will extend to all employees of the Village Department of Public Works, including those employees who are not members of the CSEA.

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H.I.P. is the only medical insurance plan that maintains its own special emergency service for the benefit of subscribers.

This unique service enables the plan to cope with medical emergencies occurring at night, on weekends and on holidays.

By using the combined resources of its affiliated medical groups, H.I.P. has been able to set up a centralized emergency system at its main office that takes over when medical group centers are closed. A call to a medical group during these hours is electronically transmitted to a master switchboard.

This makes it possible for H.I.P. members to talk directly to H.I.P. physicians on special duty when problems arise during off hours. These doctors are available for consultation and advice. When necessary, they arrange for home visits, for hospital admissions and for treatment at specially designated locations.

The H.I.P. emergency service handles an average of 2,000 such calls a week, with the demand rising to a peak during the winter months.

The knowledge that medical protection is available round-the-clock seven days a week makes for peace of mind for H.I.P. families.

The ability to provide such a valuable service is another of the advantages for patients made possible by the prepaid group practice of medicine.
Eligibles

WATER USE INSPECTOR


COMPUTER SYSTEMS

ANALYST

1 Michael Rosen, Thomas F. Hallon, Laura Amkraut, Martha N. Dykes, Steven A. Handelman, Sidney Schwartz, Patricia A. Sade, Loretta M. Yettio, Richard M. Spind- l

ARLINGTON INTERNATIONAL

The name of the Limited Partner- ship shall consist of the ownership, construction, operation and management of two office buildings, 17 Battery Place, in the City, County and State of New York. Including the improvements which may be constructed and the personal property on the premises.

November 14, 1966

New York City

JOHN W. RICHTER

Limited Partner


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Phone A. C. 505 243-5519

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4/15/69 Edition 47/51

LEGAL NOTICE

CERTIFICATE OF LIMITED PARTNER- SHIP OF 17 BATTERY PLACE NORTH ASSOCIATES PURSUANT TO SECTION 91 OF THE PARTNERSHIP LAW. We, the undersigned, among ourselves, being the Limited Partners, do certify this 31st day of December, 1969, that the Limited Partnership is 17 BATTERY PLACE NORTH ASSOCIATES, Inc. Limited Partnership, pursuant to Section 91 of the Partnership Law and the regulations promulgated thereunder, to be the Limited Partners, an association existing under the laws of the State of New York, for the purpose of the ownership, construction, operation and management of two office buildings at 17 Battery Place, for the partners and associates of the General Partnership, 17 Battery Place Associates, Inc., and the 17 Battery Place Associates, Inc. is the successor in interest to the Limited Partnership. That Arthur G. Coberly, Arthur F. Coo- man, Robert W. Cutler, Mark R. Dibner, Arthur D. Cohen, Susan B. Berkley, Edward M. Silverman, Shirley Hayes, Will- iam H. Slater Jr., Arthur J. Cott, Bennett Libin, Michael J. Kim- nuc, Anthony F. Belfiore, David Lifson, Frances E. Deutsch.

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Here is the newspaper that tells you what is happening in civil service, what is happening to the job you have and the job you want. You will want to subscribe to this newspaper. The price is $5.00. That brings you 52 issues of the Civil Service Leader, filled with the government Job news you want. You can subscribe on the coupon below:

CIVIL SERVICE LEADER
11 Warren Street
New York 10007, New York

We, the undersigned, among ourselves, being the Limited Partners, do certify this 23rd day of December, 1969, that the Limited Partnership is 17 BATTERY PLACE NORTH ASSOCIATES, Inc. Limited Partnership, pursuant to Section 91 of the Partnership Law and the regulations promulgated thereunder, to be the Limited Partners, an association existing under the laws of the State of New York, for the purpose of the ownership, construction, operation and management of two office buildings at 17 Battery Place, for the partners and associates of the General Partnership, 17 Battery Place Associates, Inc., and the 17 Battery Place Associates, Inc. is the successor in interest to the Limited Partnership. That Arthur G. Coberly, Arthur F. Coo- man, Robert W. Cutler, Mark R. Dibner, Arthur D. Cohen, Susan B. Berkley, Edward M. Silverman, Shirley Hayes, Will- iam H. Slater Jr., Arthur J. Cott, Bennett Libin, Michael J. Kim- nuc, Anthony F. Belfiore, David Lifson, Frances E. Deutsch.

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If you want to know what's happen- ing to you, to your chances of promotion to your job, to your next raise and similar matters! FOLLOW THE LEADER REGULARLY!
Letters to the Editor

Seeking Support Veterans' Bill
Editor, The Leader:

Pending in the New York State Assembly after passage by the Senate is a bill introduced by Senator William T. Conklin that will benefit certain veterans in civil service. The purpose of the bill is to amend the military law to grant service credit for time spent in the service.

Conditions for such a benefit include, in addition to honorable discharge, that the veteran had served in the city or state retirement system, at least 15 years membership in the system and residence in the city or state at the time of discharge. Eligibility, of course, will be called on to make the appropriate contribution for the benefit.

Passage by the Assembly and approval by the Governor may well precipitate vetting by the Assemblymen. Since the City of New York has, obviously, a large stake in this matter, letters for John V. Lindsay would help.

EMANUEL FINKEL,
Manhattan

Civil Service Law & You

By WILLIAM GOFFEN

Employer Misconduct

SPECIAL INVESTIGATORS in the Department of Social Services were recently in New York questioning a Caseworker about a complaint by a client of the Department. Her complaint was threefold: (1) that the Caseworker had invited her to have dinner with him and after she refused he gave her a bottle of perfume; (2) that he told her he authorized a grant of $465 for furniture and expected her to go to bed with him if the grant was issued; and (3) that he asserted the accusations were false. The client had told him that the building superintendent objected to the numerous visitors to her apartment. With the client's permission, the Caseworker spoke to the superintendent who said the client was misbehaving with many men and that his young daughter was learning "dirty language" and observing the client's sexual promiscuity. The client was furious with the Caseworker after the interview with the superintendent and threatened that she would have her revenge.

THE CLIENT's friend, who was also a recipient of public assistance, joined in the complaint to the Division of Special Investigations. She charged the Caseworker with putting his hands upon her after asking to kiss her during an interview. This client received from the Department supplementation of her income as an employee of the Chase Manhattan Bank.

THE ANGER of the Caseworker because he insisted upon seeing her pay stubs to ascertain whether she had received a raise in salary warranted reduced public assistance. Also, she resented the address of the request that he requested for the woman and the man receiving $25 per week according to her building superintendent.

AFTER THE VISIT to the Division of Special Investigation, the Caseworker acted intelligently to protect his reputation. He contacted the Department of Special Investigation of the Civil Service Employees Association. $5.00 to non-members.

The ANGER of the Caseworker was appeased by the Department's finding that the complaints were false. The Department of Social Services, he said, had knowledge of the client's sexual activities and complained to the Legislative Committee that the Caseworker had had knowledge of the client's sexual activities.

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THUS, ONE of the clients was angry because the Caseworker inquired concerning the source of the money the client used to pay a grossly excessive rental. Another was unfriendly to the Caseworker because he insisted that her husband contribute to her support.

IN SUPPORT of the Caseworker five supervisors testified. They all commended him for being a better than average worker. They confirmed that his behavior toward his co-workers, man and female, was exemplary. His telephone conversations were respectful and cordial.

JOHN H. LEWIS, Hearings Officer, properly observed that the determination of the facts depended upon the credibility of the witnesses for both sides. After scrutinizing the testimony of the witnesses and giving due weight to the impressions gained from his observations, he concluded that the issue of credibility, on balance, favored the witnesses for the Department. Mr. Lewis thus applied the substantial evidence rule applicable to quasi-judicial determinations of fact, concluding that the Department had substantial evidence to support its findings.

The DEPARTMENT of Special Investigation in the Department of the Comptroller concluded that the Caseworker had conducted himself in a proper and professional manner. All four, moreover, evidently resonated the Caseworker because he necessarily delved for information they paid to withhold from the Department. The Department of Special Investigation, therefore, concluded that the Caseworker's report was founded on substantial evidence.

The Department of Social Services has no more to say in the matter and has no more to say by the Department of Social Services.

Great numbers of people are watching television programs of interest to nurses, lesson 16.

New York City Fire Department Training Series.

Clock — "Accident Scene Tactics." New York Police Academy.

THE CASEWORKER asserted that the accusations were false. The client had told him that the building superintendent objected to the numerous visitors to her apartment. With the client's permission, the Caseworker spoke to the superintendent who said the client was misbehaving with many men and that his young daughter was learning "dirty language" and observing the client's sexual promiscuity. The client was furious with the Caseworker after the interview with the superintendent and threatened that she would have her revenge.

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Donors' Names Drawn in NYC Blood Program

Twenty-four City employees have gained security for themselves and their immediate families plus a night-on-the-town by donating blood in the Employee Blood Credit Program. Their names were picked at random from the pool of February donors, and their prize will be dinner for two plus tickets to either the theater, ballet, or the opera.

Housing Authority winners are:
Kenneth Bush,
Sheldon Forman,
Ruth Gaskins,
Dick Harvey,
Robert Maloney,
Mildred Moore,
John Panettieri, and Frederick Ruffy.

Transit donors are: Walter Lasky,
Frank Lopez,
Eugene Lorch,
James McShea, William Moore, John Panettieri, and Frederick Ruffy.

From the Board of Education are:
Lee Brooks,
Francis Maloney, and Bernard Weiss.

Public Works:
Henry Kletter and Robert Sanchez.

Licenses:
M. Taylor
donors, and their prize will be dinner for two plus tickets to either the theater, ballet, or the opera.

To Keep Informed,
Follow The Leader.

(Advertisement)

Course Offered To Prepare For Special Diploma

New York, N.Y. (Special) — Thousands of men and women are now preparing for a special High School Equivalency Diploma through short coaching course which may be completed at home as their spare time permits.

This special diploma is called a High School Equivalency Diploma. It receives general acceptance by colleges, universities and in business and Civil Service for employment purposes as the full equivalent of a regular four-year high school diploma.

The course which helps prepare you to pass the State Equivalency Diploma Exams is being offered by the National School of Home Study. National is registered with the New York State Dept. of Education. APPROVED BY VESTS.


We understand.

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Walter B. Cooke
FUNERAL HOMES
Call 528-6170 to reach any of our 15 neighborhood funeral homes in the Bronx, Brooklyn, Manhattan and Queens.

Sometimes we get the feeling we're being followed.

Everybody's getting into the act.
Everybody's making a small car.
And since we've made more of them than anyone else, we thought we'd pass along some things we've learned about the business over the years:
First off, there's no doubt about it, the only way to make an economy car is expensively.
So Rule No. 1, don't scrimp.
Get yourself the best engineers in the business and hire them to keep them on their toes.
Next, try to develop an engine that's not a gas-guzzler. If you can get it to run on oil instead of gas, great. If you can get it to run on air instead of water, fantastic.
Work on things to make your car last longer, like giving it 45 pounds of paint to protect its top and a steel bottom to protect its bottom.

Important: Make sure you can service any year car you make. There's nothing worse than having someone find out that a part they need to make their car go is no longer available.

Finally, spend less time worrying about what your car looks like and more time worrying about how it works.

Perfecting a good economy car is a time-consuming business. So far it has consumed 25 years of our time.

The Board of Education are:
Lee Brooks,
Francis Maloney, and Bernard Weiss.

Public Works:
Henry Kletter and Robert Sanchez.

Licenses:
M. Taylor
The Statewide Plan:

It's like having a fortune in your own bank vault.

That's a fact. Belonging to the Statewide Plan is like having a fortune in your own bank vault. Since no one knows how sick he might be, no one knows what a serious illness can really cost. Recently, Blue Cross covered a New York State employee's hospital bill of over $19,000. The patient didn't have to pay a penny. And the Statewide Plan didn't have an option... it paid substantial amounts for doctors and other medical bills under Blue Shield and Major Medical.

With the Statewide Plan you have it all — a "no nonsense" three-part program especially designed for you and your family. There's one hitch though, it's strictly to pay your hospital and medical bills. But on second thought, can you think of any time you'd need money more? We can't.

BLUE CROSS * BLUE SHIELD
ALBANY • BUFFALO • JAMESTOWN • NEW YORK • ROCHESTER • SYRACUSE • UTICA • WATERTOWN
THE STATEWIDE PLAN — COORDINATING OFFICE — 1215 WESTERN AVENUE, ALBANY, N.Y.

American Hospital Association * National Association of Blue Shield Plans
Has your family protection kept pace with today's inflation?

NOW!
Additional Life Insurance At Remarkably Low Cost Available To CSEA Members!

Supplements present group plan.
Up to $40,000 available.
Optional coverage for family.
Today's rapidly rising prices have made many a man's life insurance portfolio inadequate.

What about yours?
If your wife and children were suddenly deprived of your income, getting along on your present insurance in the face of today's or tomorrow's costs would probably be a tremendous hardship, if not impossible.

What You Can Do
With this in mind, The Civil Service Employees Assn. has arranged to make available to you additional coverage at remarkable low rates. premiums far below what you'd have to pay if you arranged for the insurance on your own. The table at right gives you the story at a glance. And low cost is only one advantage. There are many other wonderful features, which make this plan, we sincerely believe, one of the finest ever offered to any group.

Other Important Features
Members may apply for $5,000 to $40,000 in multiples of $5,000. However, the amount, when combined with the Association's Group Life Insurance Plan, may not exceed three times salary.

Optional Coverage For Your Dependents
If you are insured under this program you may also apply for coverage for your spouse and each unmarried child (including legally adopted children and step-children) who has not reach his 18th birthday.

In addition, you get WAIVER OF PREMIUM in certain cases involving total disability, plus broad conversion privileges and liberal renewal agreements.

Rates Guaranteed by MONY
The entire plan is underwritten by MONY (Mutual Of New York), one of the oldest and strongest insurance companies in the world. MONY guarantees the premiums for each age bracket. They cannot be increased as long as your policy remains in force. In fact, dividends, as declared, may further reduce your cost.

Who May Apply
Members of the Association who are under age 70 and regularly and actively at full-time work for at least 30 hours per week, and insured by the CSEA Group Life Plan, may apply.

Special Liberal Rules During Introductory Enrollment Period
There are extra advantages for applying during the Introductory Period. That's why we urge you to send for the pamphlet giving complete details—now! Just use coupon below.

Even if you are undecided, we urge you to send coupon now for full details. You have nothing to lose but a 6c stamp.

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<th>AMOUNT AVAILABLE</th>
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<tr>
<td>Spouse</td>
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<tr>
<td>Child age 6 months or more</td>
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<td>Child age 15 days to 6 months</td>
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LOW BI-WEEKLY COST FOR SPOUSE

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<th>Member's Age</th>
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*Convenient payroll deduction of premiums for state employees, and most political subdivisions.

Premiums increase as insured attains a new age bracket.

For Complete Details, Fill Out And Mail Today

TER BUSH & POWELL, INC.
Civil Service Department
P.O. Box 376
Schenectady, N.Y. 12301

Please send me information about the CSEA Supplementary Life Insurance Program.

Name ___________________________ Age ______

Home Address ________________________

City ___________________ State ______ Zip ______

Place of Employment __________________________

Employment Address __________________________

Schenectady New York Buffalo Syracuse
No Experience Essential

City Housing Caretaker Titles
Slahting Cutoff Date Next Week

Cutoff date comes next week for prospective candidates interested in the exam for housing caretaker, the City Personnel Dept. reminded eligibles. A considerable number of applications are expected to file before the Feb. 24 deadline, in view of the few requirements involved.

Neither experience nor education are among the qualifying criteria, which spotlight mainly the candidate's medical and physical status. Moreover, no age limitation was indicated in the job bulletin. These varied-duty positions, which will require various work like gardening as well as the general upkeep of public buildings, powers a beginning pay of $5,500 and the many extra benefits coming in the form of employee fringes. By annual increments, the salary can climb to $7,000. Additional promotional opportunities permit eligibles to seek advancement to the post of foreman, a supervisory title which starts at $6,000 per annum. Candidates for caretaker will be selected from those who do well on the coming written exam in March.

Fundamental job tasks call for custodians to sweep and mop public spaces and stair halls; clean and maintain apartment entrances; wash windows and walls of apartments; light and clean incinerators; collect garbage; clean ramps, drains, roofs, and canopies; and polish and wax as required. Additional duties may ask the appointee to perform general gardening work, including cutting lawns, trimming hedges, transplanting, reseeding, and spreading fertilizer and top soil.

If you plan to be a candidate, make sure you file at the City Personnel Dept. in person by the deadline date—Feb. 24—or via the mails by that cutoff point, one week earlier. General filing procedures as well as standard application hours are described in the job bulletin, found in the column called "Where to Apply for Public Jobs," found each week in this newspaper. Specific questions may be posed by telephone to the department in person or by telephone.

Bricklayer Exam

A written test was taken by 38 candidates for promotion to foreman of bricklayers in New York City recently.

Chief Engineer

Sills Honored On Retiring

Allan Sills, chief engineer of the Manhattan office of the City Lincoln, will be given a retirement dinner tomorrow, Feb. 18, at the Garden's Restaurant in lower Manhattan. The occasion will mark his departure following 38 consecutive years of City service.

Sills was noted for his ability to fulfill the intricate building and zoning codes, often said to be so outmoded that literally tarnation of them would have made building in the City completely impossible.

Judge Named

ALBANY—Washington County Attorney Julian V. D. Orton has been named Washington County Judge by Governor Rockefeller, succeeding John J. O'Brien who has been named to the Supreme Court.

Steno Promotions

A qualifying practical exam was given to 261 candidates for promotion to supervising stenographer recently.
April 7 Marks Deadline For Alternative B Teacher Tests

Last week, The Leader published a listing of teaching license examinations under Alternative A requirement. Those exams are for persons who will not meet all Board of Educational Staff Recruitment requirements by September 1, 1970, but are lower seniors in a college preparatory program for teaching.

Following are exams under Alternative B requirement for classes who on September 1, 1970 will have a bachelor's degree, specified number of credits in the professional study of education and in addition, in certain subjects a specified number of credits in the subject matter that the classes need.

Exams preceded by asterisk * are included under Alternative B and are the only ones for which separate applications will be required.

All applications must be received by the Board of Education by June 15, 1970, for the next set of examinations.

A test will be given for each major branch subject and each major branch subject for elementary school teachers.

Day Hours

Prospective high school teachers may take the following exams:

-**in preprofessional practice: mechanics, biology and general science, chemistry and general science, consumer science and household economy, geography, modern foreign languages, art, music, special education, applied science, business education, physical education, psychology, and social studies.

-Also in “interior decorating, Italian, mechanical drafting, music, nursing, occupational therapy, physics and general science.

-Related subjects: (biological and chemical, related technical subjects: mechanical, structural and electrical), related technical subjects: textile, sheet metal work, social studies, Spanish, speech, stenography, typing (Gregg), stenography and typewriting (Pittman), swimming and health instruction, and trade drafting.

JUNIOR HIGH SCHOOLS

Junior high school teachers are needed in the following areas: fine arts, French, German, health, history and physical education, journalism, industrial arts, Italian, mathematics, music, music appreciation, music education, swimming and physical education, and typing.

Other licenses tested under Alternative B are: library in elementary schools, and library in secondary schools.

For applications and further information contact the Bureau of Educational Staff Recruitment of the Board of Examiners, Room 422, Brooklyn 11201 (phone 506-8060), or write to the Board of Examiners, Room 422, at the same address.

**Teacher Eligibility Lists

Non-Teaching Exams Include Lab, Secretary

In addition to exams for teaching licenses under Alternative A requirement, the Board of Education will conduct tests for non-teaching substitute licenses. These exams will be offered May 15. It is advisable to apply as early as possible as filing has already begun.

In day high schools tests will be for laboratory specialist biology and general science, and laboratory technician (physical and general science). Lab specialists are also needed in the City's junior high schools. Laboratory technicians are needed for secondary schools. Lab technicians will draw up an examination for school secretaries for all level schools.

Exams are being held on an emergency basis for the following: attendance teacher, attendance teacher (Spanish speaking), bilingual teacher, special education teacher, multilingual teacher (Chinese, English, French and Spanish, bilingual teacher (Spanish speaking), social studies, social studies, consumer arts, psychiatric, school psychologist, and school social worker.

For information on any of the above and others, write to the Board of Examiners, Room 422, 118 Livingston St., Brooklyn 1, N.Y., or to the Bureau of Educational Staff Recruitment, Office of Personnel, Same Address.

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Grants Available for Summer Courses in International Studies

Teachers in New York State will be able to apply for Summer Institutes in International Education until April, the State Education Department has announced.

The programs are in Afro-American history, comparative development of India and China, and Indo-China studies at Columbia University, State University of New York at Albany, and Alfred University respectively will conduct the institutes.

The Columbia course, with six hours of graduate credit, will run from June 29 to August 14. It is designed for curriculum coordinators and teachers of social studies. District superintendents are invited to nominate a team of two to three teachers, a coordinator and a teacher of Black or Afro-American studies. Individual applications are also welcomed.

There will be no tuition or fees for summer institute students who will receive stipends of $450. The deadline for filing is April 1. Information about the Center for International Programs and Comparative Studies is available from the State Education Department.

Applications for the Summer Institute program from China and India will run for six weeks and also carry six hours of graduate credit. Course dates are the same as the Columbia course. Social studies titles are invited to apply. Selected participants living outside of Albany, Schenectady and Saratoga Counties and who are not employed within ten miles of Saratoga Springs will be granted a stipend of $225 to help defray campus living expenses.

Non-teaching courses will be offered at the Columbia University Institute.

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P.S. 48 Annex Sites Changes

P.S. 48, at 1290 Spofford Avenue, the Bronx, has been given an alternate site for a new P.S. 48. The building of 2100 square feet will accommodate an average of 300 children. A group of about 60 structures at the present school will be reduced overcrowding in the school. These semi-permanent structures will be used in a period of from four to six months to complete the 12 to 18 months required for a regular school.

The semi-permanent structures accommodate an average of 300 children and contain facilities as well as kiln rooms. The rooms are also air-conditioned and are equipped with modern fixtures.
THE BOARD OF GOVERNORS
OF THE
ASSOCIATION OF THE
NEW YORK STATE
BANK EXAMINERS
HAS RECOMMENDED TO ITS MEMBERS
A NO VOTE
ON CSEA-STATE CONTRACT

Because

INADEQUATE WAGE SETTLEMENT—Proposed wage settlement for professional, scientific, technical group does not even offset the 6.9% inflationary increase that occurred in Metropolitan New York during 1969.

NO WAGE RE-OPENER CLAUSES—In the event of more favorable settlement by other bargaining groups, or if inflation continues during the first year of the contract.

INADEQUATE EXPENSE ALLOWANCES—versus Federal levels.

EXCLUSIVITY CLAUSE—may eliminate present professional association representation.

GROUP LIFE INSURANCE—No provision by the State to provide group life insurance for employees.

THE ABOVE OBJECTIONS WERE REGISTERED WITH THE CSEA AND ITS PROFESSIONAL NEGOTIATING TEAM IN A LETTER DATED 2-4-70. A COPY OF WHICH WILL BE SUPPLIED TO OTHER INTERESTED GROUPS UPON REQUEST.

"Why do we fight their wars for them?"

Christopher Jones/Ralph Richardson/Paul Rogers/Antony Hopkins

Four doors
for sale.
$431.25 each.

For a mere $1,725* every passenger can have his very own door—which is fairly amazing when you consider a few things that come with the doors.

200cc.'s of power have recently been added to the Renault 10, but it still gets 35 miles per gallon. And has disc brakes all around. Which are simply more reasons to test drive our doors at your earliest convenience.

Your Greater New York/New Jersey Renault Dealers Association
Luby Chops Down the Chevy Tree...

So you can pick-up a '70 only bargain!...

BIG SAVINGS ON USED CARS!

SAVE UP TO $300 OFF REGULARLY LOW SPRING PRICES

Order your brand new 1978 or NOW from Luby’s tremendous stockpile of Monte Carlos, Chevelles, Camaros, etc. Winner is not the best time to drive a new car. Springtime time is more fun. But—Luby is loaded with new car inventory. You’re right now—CHOOSE YOUR OWN DELEVER DATE earlier than ever, plus—when you take delivery, Luby’s LOW SPRING PRICES and your used delivered when you want to drive it.

'70 Luby Chevrolet

Luby is One of America’s Largest Authorized Chevrolet Dealers.

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E or F IND SUB to 71st Continental Exp. 7:20
RETIREES HONORED — Three members of the West Seneca unit of the Erie County chapter, Civil Service Employees Assn., receive gifts of appreciation from CSEA officials at a dinner honoring their long service. Left to right are Thomas Christy, CSEA field representative; retirees Mrs. Emma Lyons, Frank Obi, and Lucetia Brandt; Erie County chapter president Neil Cummings; and West Seneca unit president Robert Dobstaff. The dinner was held at Werner’s Restaurant, West Seneca.

NEW OFFICERS — Standing to be introduced are officers of Meadowbrook Hospital unit of Nassau chapter, Civil Service Employees Assn., at recent installation. From left are: James Callan, president; Helen Walsh, secretary; John Remuzzi, Jr., first vice-president; Gertrude Callan, treasurer; Richard Erickson, third vice-president, and Leroy Marshall, sergeant-at-arms. Eleanor Wenz, second vice-president, was not in picture.

Suffolk Court Upholds CSEA Contract Benefits (Continued from Page 1) particular bargaining unit.

Rowland contended that when the night shift differential was adopted by the County Board of Supervisors he was told by his supervisor that he would not receive the differential. He was told again that he would not receive it even after CSEA had put the differential into the contract which covered the terms of his employment.

The County contended that Rowland apparently still wanted to work on the night shift even without the differential and that this constituted his waiver of his right to the differential.

In his decision, Supreme Court Justice George F.X. McIerney said that under the Taylor Law an employee organization duly selected to represent employees in a certain bargaining unit in collective negotiations on the terms and conditions of their employment has the sole right to negotiate on those terms and conditions, and that an individual employee may not agree to or negotiate terms of employment different from those in the negotiated contract which covers the bargaining unit he belongs to.

Joseph J. Delan, Jr., CSEA director of local government affairs, had these comments: “The Court’s act further substantiates the fact that since the Taylor Law provides for bilateral collective negotiations between the employee organization and the employer, individual negotiations between an employee or group of employees with the employer, outside the recognized bargaining unit, are no longer permissible.”

The Court set a hearing for Feb. 25 to determine the sum of money which would be paid to Rowland retroactively for the night differential he was denied.

CSEA regional attorney Lester B. Lippkind represented Rowland under CSEA’s free Legal Assistance Program for its members and that an individual employee may not agree to or negotiate terms of employment different from those in the negotiated contract which covers the bargaining unit he belongs to.

First Test Underway Of New Grievance System In Onondaga (Continued from Page 3) chapter and promised other chapter members that their grievances would also be championed by CSEA.

Robert L. Harder, attorney in the Department’s Office of the Counsel, presented the department’s case.

RECORD CONTRIBUTION — Jack Dougherty, right, chairman of the recent March of Dimes campaign in the State Department of Taxation and Finance at Albany, presents check for $1,479.95, the largest contribution recorded in any year from personnel of a State agency in the Capital District, to Thomas J. McInerny, chairman of Albany County chapter of the March of Dimes National Foundation. Dougherty, a tax examiner with the State, is president of the Albany Tax and Finance chapter of the Civil Service Employees Assn.

Thruway Impasse (Continued from Page 1) Friday work-week for the bulk of clerical employees, who, except in a few cases, traditionally work a 37½ hour work week.

“CSEA has shown a willingness to give and take. We recognize that in some cases, employees, such as watchmen, must work a schedule which differs from the basic work-week and we are willing to accept such past practices. But we cannot agree to a contract which fails to guarantee a basic work-week for the majority of the employees.”

He pointed to the instance of a group of bridge maintenance men in Syracuse who had been hired temporarily for summer bridge repair work and were laid off in the winter, and ascertained that they were performing other maintenance duties during the winter on a Wednesday through Sunday straight-time work schedule instead of a Monday through Friday work-week.

He also cited the case of several maintenance men who were working a 37½ hour schedule since their employment and then were transferred to another garage at the same pay rate and required to work 40 hours.

The formal declaration of impasse and request for a mediator was submitted to PERB immediately.

Impasse Ended

While things were at a standstill in unit I, negotiations on salary and retirement benefits for 1970 in Thruway bargaining unit II, which includes approximately 300 professional, scientific, and technical employees, are expected to reopen this week. The agreement to resume talks on certain items came about through informal mediation by the Public Employment Relations Board.

CSEA had refused to sign the two-year contract and declared an impasse over disagreement in contract language concerning the basic work week and work-week. The Authority subsequently filed unfair labor practice charges against CSEA. Both sides met last week with PERB officials, resulting in the Thruway’s withdrawal of its charges and the lifting of the impasse. The Authority agreed to remove from the contract a clause giving it the right to arbitrarily fix the work-day and work-week and insert a provision concerning the present work-day and work-week for all employees.
Party's victory prospects as ethical about the designation of a candidate for Governor and Vice-President of the Democratic Party. For Governor, the New Democratic Coalition, led by Rev. H. Carl McCall, a warm supporter of Governor Mario Cuomo, is insisting that a Black be nominated for Lieutenant Governor or Puerto Rican. For Vice-President, a demand is being made that a Black be included as a running mate for Governor or Puerto Rican. This demand is coupled with a demand that each declare publicly his willingness to accept a Black potential candidate for Governor or Puerto Rican running mate.

The Council of Elected Negro Democrats plans to enlarge its organization with the inclusion of Herman Badillo and Puerto Rican members. The Democratic Coalition scheduled for September 12th is insisting that a Black be included in the State's ticket. Herman Badillo and Puerto Rican organization with the inclusion of Democrats plans to enlarge its public officials of Democratic Party preference last year bothered their party's nominee for Mayor, former City Corporation Counsel, Anthony C. Provenzo, to support Mayor John V. Lindsay. Lindsay's sway in the minority group areas provided him with his margin of victory. They are prepared to bolt again if their demands for a Black or Puerto Rican candidate for Governor or Puerto Rican are not met. The Council met last week with Howard Samuelson to make their point and are scheduling similar meetings with Nassau County Executive Eugene Nickerson, William Ramirez Heuvel, and three New York City District Attorneys who have participated in one or more Gubernatorial forums for Governor. The State — Eugene Gold of Brooklyn, Thomas J. Mackell of Queens, and Burton Roberts of Bronx. Hard To Evaluate

State Democratic leaders are concerned over increasing militancy in the Black community. This score. Past elections have given no clue as to whether a minority group candidate for Governor or Lieutenant Governor would be a drag or an asset to the prospects of the candidate for Governor. Supreme Court Justice Mike Edward B. Duff, Manhattan's Borough President in 1962, is the only Negro ever nominated by a major party on the state level ticket. He was defeated for Attorney General by Louis Lefkowitz, but 80% was expected to win over Lefkowitz then or now. Nor are the top Democratic leaders certain that they can throw open the nomination of a minority group member for Lieutenant Governor over the opposition of up-state State Senator Basil Patterson, nominated for Lieutenant Governor over the objections of Senator Jacob K. Javits. Sutton is too proud a man to be caught tilting at windmills. Yet, it is very pride to which Democratic leaders look for an escape hatch from demands of Black legislators for a Black nomination for Lieutenant Governor. The Democrats hope to induce Sutton to take up the futile campaign against Lefkowitz for Attorney General with the commitment that he will receive bi-partisan endorsement for Judge of the Court of Appeals in 1972—a vacancy that will be filled by a Democrat as a result of an agreement with the Republicans. The Democrats are hoping that Sutton's desire to be the first Negro to serve on the State's highest court will solve their dilemma about a place for a Negro on the State-wide ticket.

To Keep Informed, Follow The Leader.
Southern Conference Members Hear Pact Explained

An overflow crowd of 300 Civil Service Employees Assn. members from the Southern Conference area jammed a special conference meeting last week at the State University of New York at New Paltz to hear CSEA professional staff members describe the intricacies of the CSEA-negotiated contracts in the four collective bargaining units represented by the Employees Assn. On hand for the discussions were: CSEA research director Thomas Coyle; and collective bargaining specialists John Conoby and Robert Guild. Moderator of the session was Nicholas Pazzolanti, conference president. Robert Jones, CSEA public relations counsel for the New York City Metropolitan area which includes part of the Southern Conference, was also in attendance.

New Grievance Setup Initiated In Onondaga County

(Continued from Page 1) The County Health Department in the Dental Office, Andrew Plaiaio, CSEA chapter president, filed the grievance recently. Corcoran said: “CSEA is seeking restoration of Mrs. Morse’s previously denied salary increment; her transfer back to the Health Department’s main office; an apology by the department for acts of harassment, and the County’s promise that this harassment will cease.

“CSEA has tried to resolve this matter on two previous occasions,” he continued, “only to find that Mrs. Morse suffered more harassment from the Department when CSEA intervened in her case.”

The third step of the new grievance procedure, negotiated by CSEA and effective as of Jan. 1, 1970, brings Mrs. Morse’s grievance to a Grievance Board for resolution. If the result is not satisfactory to the aggrieved employee, the grievance goes to the fourth step of final and binding arbitration.

Enzyme Study

ALBANY—Dr. William B. Lawson of Albany will direct a study concerning enzymes under a $355,538 Federal grant.

His assistants are T.N. Patrakaran and Sherman M. Yu.

Cooler Cars

(Continued from Page 3)

reasons, he contends air conditioners are essential.

The Office of General Service contends that allocation of funds for equipment or a study of the question is the responsibility of the Budget Division. The board upheld this contention.