INTERNAL AFFAIRS DOMINATE CSEA DELEGATES' CONVENTION

Ballots Out This Week
ALBANY—The language has been settled! The contracts have been approved as to form! The printer is now printing them. And if the Postal Office employees cooperate, ballots will be mailed out by March 25 by the Civil Service Employees Assn. to its members in the Tour State employee bargaining units it represents for voting on the two-year benefit packages recently negotiated by CSEA.

Each ballot is a different color. So, too, will be the envelopes. Each package will contain, in addition to the ballot, a copy of the actual contract, a summary of the contract, and a return envelope. This envelope must be used for the ballot to be counted.

Deadline for return of ballots is 6 p.m., April 1.

"If no ballot is received by March 25," Joseph D. Lochner, CSEA executive director warned, "members must call either CSEA headquarters, 518-434-0191 or the New York City office 212-WO-2-3090, collect."

"If the Postal strike continues," Lochner advised, "public announcements will be made through the communications media in the local area. Please do not call for a ballot if the strike continues," he added.

Luncheon Speaker — Louis Lefkowitz
Dinner Speaker — Arthur Levitt

CSEA Explains Goals Of University Professionals
ALBANY—Representatives of the Civil Service Employees Assn., which will compete with three other organizations to win representation rights for a collective bargaining unit of teaching and non-teaching professionals employed by the State University of New York, visited University Chancellor Samuel B. Gould to present a statement outlining their goals for members of the unit.

Joseph D. Lochner, CSEA executive director; Paul T. Burch, collective bargaining specialist; and James Hoerner, counsel, delivered the statement to Dr. Gould in behalf of CSEA president Theodore C. Wend, who at the time was attending a CSEA special delegates meeting at Grossinger.

Wend's statement emphasized that CSEA wished to achieve "salary and work benefit goals that will enhance the professional and economic status of all employees in the State University system—both teaching and non-teaching."

Goals Explained
"Our presentation ... has as its goal the upgrading of the entire professional staff in economic matters as well as related work conditions, recognizing at the same time the so-called non-teaching professionals' desire and necessity for equal professional status in terms of appointment, tenure, professional leave, salary and full equation to the teaching ranks to those serving the university in administrative capacities."

Points covered by the CSEA statement included a minimum salary increase of 25 percent for all unit members as "an absolute necessity in order to maintain the quality of the professional staff."

In addition, CSEA called for:
• A re-evaluation of the

Lefkowitz And Levitt Speak
GROSSINGER — For the first time in nearly two years, the Civil Service Employees Assn. held a special delegates' meeting in an atmosphere that was not crisis-laden. At a three-day session in Grossinger's Hotel last week, the hundreds of delegates who represent the CSEA's 180,000 members were able to devote nearly all their time to the internal business affairs of the organization.

Previous sessions had been devoted mainly to actions that ranged from near strike votes to battle strategies for dealing with union attempts to vie for CSEA members in a tough representation fight.

At last week's meeting, things were quiet on most fronts. With the Employees Association now officially representing the large majority of State workers, attention on non-organization items was largely turned on informal discussions of four work contracts negotiated for members whom CSEA represents. Delegates did not accept or reject (Continued on Page 3)
**DON'T REPEAT THIS!**

(Continued from Page 1)

real champions with these qualities are Attorney General Louis Lefkowitz, a Republican, and Comptroller Arthur Levitt, a Democrat.

Their appeal to voters in both parties was very much in evidence this past week when both appeared as speakers during a meeting of more than 1,000 Civil Service Employees Association delegates being held at Grossinger's Hotel.

It was amazing to see how

**Bahamas Memorial Day Tour—$172**

A five-day tour to the Grand Bahamas over Memorial Day is now open for bookings by members of Civil Service Education and Recreation Assn.

The price of only $172 includes round trip jet fare, deluxe breakfast and dinner and hotel rooms. The tour is from May 27 to May 31.

Remaining space may be had by writing to Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y. Telephone after 5 p.m. is (212) 263-4488.

**Scandanavian Tour**

New Open—Only $696

A 17-day tour to Scandanavia is now available for bookings by members of Civil Service Education and Recreation Assn.

Dates are July 23 to August 7 and the tour will visit Denmark, Sweden and Norway.

The price of $696 includes jet air fare, meals, hotel rooms and sightseeing. Including a boat ride among the fjords of Norway.

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A renewed membership in the only “In” club founded exclusively for public employees—The Civil Service Education and Recreation Association.

Bigger and better than ever because it offers you in 1970—

- A $5,000 accidental death insurance policy for one whole year for only $2.00.
- Spectrum—a quarterly magazine of universal interest, exclusive for CSE&RA members.
- An exciting lecture-luncheon series.
- A fantastic program of travel at unbelievably low prices.
  (Would you believe a round-trip fare to London for only $217, for example?) All tours absolutely not available to any one but CSE&RA members.
- Charge privileges, if you wish, thanks to cooperation with Master Charge and the statewide Marine Midland Banks.
- One membership at $6.50 applies to all immediate members of a family.

If you haven’t received your exciting new copy of the CSE&RA newsletter, which gives full details on the above program, write to Civil Service Education & Recreation Assn., P.O. Box 772, Times Square Station, New York, N.Y., 10036.
CSEA Delegates Meet Held At Grossinger's

(Continued from Page 1)

the new contract will be determined by individual bargaining, the entire CSEA State employee membership.

In previous sessions, the negotiations with the State were held at Crossingers adjoining the entire CSEA State . The State and the negotiators did very well by you this year.

In referring to the contract negotiated by CSEA with the Rockefeller Administration, Levkowitz said: "We are looking forward to further negotiations with the State on the terms of the new agreement." The negotiations with the State have been very successful and the new contract will be signed by both parties.

CSEA delegates are scheduled to meet at Grossinger's Hotel in the Catskills from March 25 to March 28, pending the settlement of the labor disputes.

Panelists — John J. Feeney, deputy commissioner of the Department of Audit and Control, and Joseph Watkins, director of the Municipal Services Division, will preside at the meeting.

The meeting will be held at the State Office of Local Government at 8:00 a.m. on March 25.

State Role In Local Bargaining Aired

The involvement of State agencies in local government negotiations was discussed by a panel of experts during a meeting of CSEA State Agency Involvement in Local Government Negotiations at the CSEA's Spring Meeting at Grossinger's Hotel here last week.

Moderator of the panel was S. Samuel Borely, chairman of the CSEA's County Executive Committee. Irving Flumenbaum, first vice-president of the Employees Association, presided at the session.

Panelists included William E. Redmond, counsel to the State Office of Local Government; John J. Feeney, deputy commissioner of municipal affairs from the Department of Audit and Control; and Joseph Watkins, director of the Municipal Services Division of the Department of Civil Service.

Redmond explained that the OLG role under the Taylor Law has not yet fully emerged but pointed out that the agency is dedicated to service of municipalities. The OLG assists in the establishment of training programs for employees. Technical assistance to both sides is available through the office.

The role of the Comptroller's office, as explained by Feeney, is in the solving of constitutional questions on fiscal matters brought out in collective bargaining. Feeney urged these negotiating contracts to utilize the department's expertise in negotiating contract terms. "If contract terms are in opposition to opinions, I would suggest a meeting with the Comptroller's office to work out a solution," he said.

Watkins pointed out that the Civil Service Department assists local commissions to solve technical problems and acts as an impartial agency to assure the public that the local commission is abiding by the State Civil Service Law in all its actions. The local civil service commissions operate under authority of the State agency and State Law. "Since we cannot set standards, many complaints are dismissed for lack of evidence of improper action. I urge all employees feeling aggrieved, to come armed with facts to support their contention. Many of the complaints are based on standards for individual titles over which we have no control, it must be noted that most times public employees fall to take advantage of public hearings when these standards are set." It's a matter of "too late" in these cases.

Following the discussions, individual questions were answered by the panelists and by CSEA staff experts.

Fact-Finding Panel Named In Thruway Units Impasse

A fact-finding panel has been appointed by the State Public Employment Relations Board to hold hearings on an impasse in negotiations between the Civil Service Employees Association and the State Thruway Authority.

Two units are involved in the impasse: Unit I, consisting of toll collectors, is composed of technical, professional and supervisory aides; and Unit II, composed of technical, professional and supervisory aides.

The Irving B. Watkins of Syracuse has been selected chairman of the panel, and he will be assisted by Joseph D. Plantin, and Murray Blume of Nine Bush.

Markowitz is Professor and Director of the Industrial Relations at LeMoyne College and Syracuse University. He has wide experience in labor disputes, having been a arbitrator for 15 years and a staff member of the New York State Board of Mediation from 1953 to 1963. He is a member of the National Panel of American Arbitration Association and the Federal Mediation and Conciliation Service and the New York State Mediation arbitration panels.

An attorney, Doyle is chair- man of the Public Employment Relations Board, Town of Oyster Bay and a member of the Labor Panel of the American Arbitration Association.

Blimes is an attorney, also a member of the American Arbitration Association.

Director Published ALBANY—The latest edition of the official New York State Legislative Manual, a directory of State government, is ready for publication. The current edition, which contains 1,449 pages and costs $4, will be published by the Department of State in Albany.

(Continued from Page 1)

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Following the discussions individual questions were answered by the panelists and by CSEA staff experts.
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**Jobs In Urban Planning Offered**

Persons to assist in planning and reviewing plans for the prevention and elimination of urban blight are being sought by the State. The pertinent titles are for senior urban planner, at $9,600 to start, and associate urban planner, paying $12,885 at the entrance level.

State Job Bulletin No. 20-188 points out that while the associate post requires four years of responsible planning experience, the senior planner title will entail two years of job experience. Graduate training, however, in an appropriate field may be substituted for up to two years.

Interested Job prospects should contact the State Civil Service Dept. at one of its four regional offices, where continuous filing is presently in effect.

**Narcotic Posts Open**

Individuals who can undertake the task of maintaining liaison with various units in the narcotic aftercare programs, conduct seminars and organize and participate in in-service training programs are needed very vitally by the State. The pair of titles involved are those of associate and senior narcotic parole officer, beginning at $14,020 and $11,935 for each.

Sought among the requirements are 30 graduate credits in social work, education, correction administration or a related field plus two years of full-time experience in a counseling or casework role. State Job Bulletin No. 20-385 outlines the requirements more comprehensively.

To get that bulletin and take advantage of continuous filing, write or visit the State Employment Service office in your vicinity or the Narcotic Addiction Control Commission.

---

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The Post Office Strike

MARK Twaon once observed that while everybody talks about the weather, nobody seems to do anything about it. The same appears to be true of the mess in the United States Post Office system where endless talk and little or no action has now resulted in a strike by employees, the first of its kind in the history of the department.

Let no one doubt for a moment that these employees were provoked beyond belief. Talks have been going on about postal wage increases for months. But every proposal has been ruled out. Increased pay would add to inflation and in so saying, practically condemned the Post Office that not one true, single move has been made in years. Why? Because, he declared, it would add to inflation and in so saying, practically declared that government workers would have to undergo the Administration's anti-inflation program.

When workers are treated this way what else can the public expect from them? Post Office worker's strike threats can be eliminated at once—if Government will honestly live up to its own obligations here.

APPARENTLY, many strikes—justified or not—that have occurred in other parts of the public employee sector failed to serve as a warning to the Federal Government that civil servants have had it with the second-class citizen treatment.

Let's hope that the Post Office Strike will alert Congress and the Nixon Administration to action that will prevent further such disasters.

Your Public Relations I0

By LOE J. MARGolin

Civilian In Civil Service

CIVIL SERVANTS have a rare opportunity to prove that something as rampant in daily life as rudeness and incivility just isn't so in their dealings with various publics.

With very little study, civil servants can enhance their public relations considerably. Our experience is that, by contrast, a give-and-take way of dealing with such group rates many, many notches higher than the average New Yorker on the scale measuring politeness, helpfulness and civility.

CYNICS would have a right to say: "That would be easy in a rat-race like New York City, where an elbow-in-the ribs existence, literally and verbally, is normal."

Well there is nothing normal about an elbow-in-the ribs existence, it is so abnormal—and critical—that "The New York Times" judged the situation bad enough to spread the unpleasant details before its readers in a recent story and picture layout six columns wide on the first page of its second section.

In a CONTINUOUS story a full column long, "The Times" reported incivility in London, (Continued on Page 15)
You And The Draft

By H. R. KOCH

Many readers of this newspaper, especially those vulnerable to the draft or parents of potential draftees, are eager to know more about just how the new random selection method and the threat of induction is affecting their lives.

What about (i.e., in the case of extended liability)

When Induction's Due

Any registrant classified in Class I-A or Class I-A-O who is subject to random selection, whose random sequence number has been reached, and who would have been ordered to report for induction for delays due to a pending personal appearance, appeal, preinduction examination, reclassification, or otherwise, shall, if and when found acceptable, and when such delay is concluded, be ordered to report for induction next after delinquents and volunteers.

Even if the year in which he would otherwise have been selected has ended and if (in case of extended liability) he has celebrated his 26th birthday, his induction into the service is at hand.

Civil Service T.V.

The Officers & Directors

Of The

Mental Hygiene Employees Assn., Inc.

Urge All Employees

Of The

Mental Hygiene Dept.

To Vote YES

On the Four Contracts Negotiated

By

The Civil Service Employees Assn.

Marie Donaldson, President

Rebbela Eufemia Irene Hills

Ted Brooks Salvatore Butero

Vice-Presidents

Dorris Blust, Secretary-Treasurer

Sam Cipola Consultants Nicholas Puzziferri

Youth Parole Posts

Job opportunities that involve working closely with delinquents residing in or released from State facilities are now available in four new titles—youth parole worker, trainee and parole worker "B", both in English-speaking and Spanish-speaking categories. Pay starts at $8,600 and $9,600 respectively.

In seeking more information, contact your nearest office of the State Employment Service or any regional office of the State Department of Civil Service. Applications are received there continuously.
LEADER CAMERA’S EYE VIEW OF CSEA STATE AND COUNTY MEETINGS

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This special diploma is called a High School Equivalency Diploma. It involves general acceptance by colleges, universities and business and Civil Service for employment purposes. Each eye. and glasses may be filled with full equivalency 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, Eastern School of Home Study, 721 Broadway, New York, N. Y. 10003.

Board Eases Requirements For License As Teacher Of Eng. As 2nd Language

In an effort to increase the City school system's staff of teachers of English as a second language the Board of Education has eased requirements for licenses at both the elementary and secondary school levels.

The requirements include a baccalaureate degree, no longer stipulate courses in the natural and social sciences and mathematics, although these are still acceptable. Other changes include a reduction of credits required in the humanities and experience offered as student-teacher or other classroom training.

About 125,000 children in all city boroughs are taught English as a second language by specialists trained under Title I of the Elementary and Secondary Education Act of 1965.

In addition, two entire schools, P.S. 20 and P.S. 111, both in the Bronx, are taught under Title VII of ESEA funds. All classes in these two schools are taught in both English and Spanish.

The program is coordinated at the Board of Education headquarters by David Krulik, assistant director of the English Department, which is headed by Jerome Carlin, director, under the general supervision of George Zwicker, assistant commissioner for secondary education.

Testing for English teacher license will be held May 5, and the exam for teacher of mathematics in junior high schools is scheduled for June 8.

Salary is $7,950 to $12,500 per year in 16 steps.

Minimum requirements for the exams are one of the following:

- The completion of a five-year secondary program of study.
- The completion of at least 30 semester hours in graduate study distributed among the liberal arts, the social sciences, behavioral sciences, and professional study in education.
- Twelve semester hours in the professional study of education and a college supervised student-teaching experience of one year.
- Fifteen semester hours in the professional study of education. In a junior high school reorganized as an intermediate school, one of the following:
  - And academic preparation consisting of 36 semester hours in the study of English, or 18

TEACHER ELIGIBLE LISTS

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<th>TR OF COMMERCIAL ART — DAY HIGH SCHOOLS</th>
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<tr>
<th>TR OF MARITIME TRADE (ENGINEERING) — DAY HIGH SCHOOLS</th>
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<tr>
<td>Seymour Minkin, 7330, John B. Bochnik, 8070, Fred J. Beeman, 7740.</td>
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<tr>
<th>TR OF PLUMBING — DAY HIGH SCHOOLS</th>
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<tr>
<td>Howard E. Pension, 8070, Emanuel A. Troise, 6270, Marvin W. Wistan, 8020, Jack Kimball, 8090.</td>
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<th>TR OF WOODWORKING — DAY HIGH SCHOOLS</th>
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<tr>
<td>Robert A. Ansley, 7720, Harold K. Kendall, 7720.</td>
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<tr>
<th>TR OF AVIATION MECHANICS — DAY HIGH SCHOOLS</th>
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<tr>
<td>Robert W. Sullivan, 6870, Melvin J. Geiger, 6780, John A. McCallister, 6780.</td>
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<th>TR OF AUTOMOBILE MECHANIC — DAY HIGH SCHOOLS</th>
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<th>TR OF HEALTH &amp; PHYSICAL EDUCATION — DAY HIGH SCHOOLS</th>
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<tr>
<td>Nancy A. Christy, 7980, Joseph J. Boren, 7980, Joseph S. E. Kitzer, 7980.</td>
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<th>TR OF DRAPPING COSTUME DESIGN — DAY HIGH SCHOOLS</th>
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Other Licenses

Exams will be given for special services teachers as follows: classes for the blind and physically handicapped, classes for children with limited vision, classes for children with retardation and other handicaps, classes for the deaf and hard of hearing, physical education and health instruction, and trade dressmaking.

Junior High Schools

Junior high school teachers are needed for these subjects: fine arts, French, general science, mathematics, and physical education. Home economics, industrial arts, Italian, music, practical mechanical, Spanish, swimming, and physical education, and typewriting.

Other Licenses

Exams will be given for special services teachers as follows: classes for the blind and physically handicapped, classes for children with limited vision, classes for children with retardation and other handicaps, classes for the deaf and hard of hearing, physical education and health instruction, and trade dressmaking.

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<th>TR OF PHYSICS &amp; GENERAL SCIENCE — DAY HIGH SCHOOLS</th>
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<th>TR OF ACCOUNTING &amp; BUSINESS — DAY HIGH SCHOOLS</th>
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<tr>
<td>Samuel H. Liberman, 8405, Louis D. Schneider, 8405, Nicholas M. Karp, 8405, Rose M. Minutella, 6170, Harold Khan, 6140.</td>
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<tr>
<th>TR OF PRINTING AND PRESSWORK — DAY HIGH SCHOOLS</th>
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<tr>
<td>Jacob Gromda, 8300, Herman Frank, 8300, Seymour Minkin, 8300, H. Smith, 8300, Milan W. Svestok, 6720, Joel E. Borden, 6720.</td>
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<th>TR OF EARTH SCIENCE AND GENERAL SCIENCE — DAY HIGH SCHOOLS</th>
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<th>TR OF ELECTRICAL INSTALLATION &amp; ELECTRICAL — DAY HIGH SCHOOLS</th>
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REPORT TO THE PEOPLE OF NEW YORK CITY AND WESTCHESTER COUNTY

by Charles F. Price, Chairman of the Board, Consolidated Edison Company of New York, Inc.

Thirty months ago we began the job of rebuilding Con Edison: its organizational structure, its plant, and equipment. As a result we have publicly pledged for the first time to meet the challenges we face by expanding our untried efforts:

- To provide the best possible service at the lowest possible cost of doing business the public will permit.
- To protect the environment in every practicable way, and to design and maintain the system so that it can be used as efficiently as possible on the appearance of the community.
- To employ and promote without discrimination, and to take positive steps to underprivileged for useful jobs.

We are proud of the progress we have made toward these goals in the past 30 months, but with our special training program for the disabled we will have a long way to go. In this Report #4 I will try to summarize where we stand.

Power supply

With the 1969 additions to our building program we now have in various stages of construction a generating capacity of 4,000,000 KW together with the supporting transmission lines. This is equivalent to doubling the generating capacity of our present system. Within five years, we will have one of the most modern generating systems of any utility in the country.

Despite this huge building program, delays in completion of new projects, principally the 2,000,000 KW Cornwall hydroelectric project on the Hudson River and the 1,000,000 KW Indian Point No. 2 nuclear plant, have temporarily reduced our generating reserves below a desirable margin. Some customers could still be left without service when on a few occasions we reduced system voltage and asked our customers to conserve power.

The delays at Cornwall and Indian Point have caused important and costly changes in our building program. During 1969 we committed for the following additional generating units: 400,000 KW of oil-fired generation in Rockland County near Haverstraw for completion in 1972; and 1,600,000 KW of oil and gas-fueled generation at our existing Astoria station in Queens for completion in 1974.

In our special training program for the disabled.

The enthusiasm for the decennial is being given to possible development of air space over certain of our utilities, unlike the subways which are heavily subsidized by the taxpayers, we pay taxes: in 1969 approximately $240,000,000 to New York City, Westchester County and New York State, including some $12 million of special charges collected from us by New York City.

Con Edison received its most recent electric rate increase, averaging about 4%, in November 1966. Every cent of this rate increase will be used to reduce New York City tax increases and other charges collected from us by the City. The rate increase produces about $40 million additional revenue in 1970. We expect to have paid at least $40 million more in 1970 for City taxes and other charges than we paid in 1966—possibly even more.

We complete our reorganization

I think it accurate to say that in the past 30 months Con Edison has undergone one of the most far-reaching changes in its structure, of both people, and of any major utility in the nation.

With the help of management consultants, we made an intensive study of how to improve the performance and efficiency of Con Edison in the interests of better service and greater efficiency. Our conclusion: decentralize all customer-related activities at the county, division and company levels in the central office, and retain in the central office the functions which by nature should be system-wide, such as the construction and operation of generation and transmission facilities throughout the entire system.

In the past three years we have expanded our minority employment. It was 8% in 1966. Today it is almost 16%. We have increased to 800 the number who have been hired or are now participating in our special training program for the disadvantaged, and employed professional teachers to teach them basic English and mathematics.

We are happy with the results. Many of the young people have much New York initiative, and several have attained their high school equivalency diplomas. After the breakup of 60% of those who had been recruited, those who are still on board. Some have taken their first step up our promotional ladder.
KEY ANSWERS
(Continued from Page 10)
key answers as adopted by the Commission at its regular meeting on
the 20th day of March, 1970.
These key answers result from careful consideration of all pro-
tests submitted by candidates.

LEGAL NOTICES

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK—LYNDA M. LESLIE, Plaintiff,
against JUSTIN R. LESLIE, Defendant.

"LEGAL NOTICE
key terms
YORK—LYNDA M. LESLIE, Plaintiff,
appearing on the plaintiff's attorney
appearance or the plaintiff's attorney
appear, judgment will be taken against

vou by default for the relief demanded
vou by default for the relief demanded

March, 1970 at New York County, New
March, 1970, with the complaint, in the
March, 1970, with the complaint, in the

129-33 West 147th Street, New York,
129-33 West 147th Street, New York,

Date: March 18, 1970. NANCY J.
(Continued from Page 10)

Four doors for sale.
$431.25 each.

For a mere $1,725* every passenger can have his very own door—which is fair enough 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 36 miles per gallon. And has disc brakes
200cc's of power have recently been added to the Renault 10, but it still gets 36 miles per gallon. And has disc brakes

Lamy's
Mid-Winter Clearance!
93 Used Cars must be sold this month. Used cars that are LIKE
93 Used Cars must be sold this month. Used cars that are LIKE

To Keep Informed.
Write

to 71 St.


to 71 St.


to 71 St.


to 71 St.


to 71 St.


to 71 St.


to 71 St.


to 71 St.


to 71 St.


to 71 St.


to 71 St.
MHEA Delegates Unanimous In Support Of State Aides’ Pact

GROSSINGER—Strong endorsement of the four contracts negotiated by the Civil Service Employees Assn. collective bargaining negotiating teams was voted last week by delegates attending the Spring meeting of the Mental Hygiene Employees Assn. at Grossingers Hotel.

The resolution endorsing the package was offered by Mrs. Marie Donaldson of Newark State School, MHEA president, with all delegates going on record as seconders.

The MHEA convention preceded that of the CSEA and Mrs. Donaldson presented the written resolution to Dr. Theodore C. Wendt, CSEA president. The Association, composed of employees in all titles in the Department of Mental Hygiene, voted to enter into cooperation with CSEA during the recent representation election and support public legislative and contract proposals for inclusion by the CSEA bargaining team.

In urging ratification of the pact by its members within the CSEA, Mrs. Donaldson said: “A few weeks ago we voted to enter into cooperation with CSEA to achieve our common goals. We worked with them to assure their election as bargaining representatives since we were convinced only they could properly represent the ideals and goals of Mental Hygiene Department employees.

Our faith has been fulfilled. The negotiating team brought back an excellent package. It’s not perfect—nothing is—but one does not cut off an entire arm to remove a splinter from a finger.

Therefore, we are urging complete contract ratification by employees in the four units. In other action during the two-day session the delegates set their sights on future objectives.

“We must start working now to obtain those goals,” Sam Cupola, MHEA consultant noted. Included in these goals are:

RETIREMENT — A retirement formula providing 1/40 of final average salary for three years for each year of service supplemented by voluntary contributions if desired; fully paid health insurance for retirees and dependents; cash payment for unused sick time upon retirement; elimination of the 5-year final average salary limitation; a terminal leave of three days for each year of service; make permanent all temporary retirement benefits; and cost-of-living escalator clause.

CARER LADDERS — Early implementation of career ladders to provide for adequate promotional steps as well as incumbent protection.

FRINGE BENEFITS — Fully paid health insurance; fully paid dental insurance; increased death benefit; and longevity increase after five years of service.

The MHEA reaffirmed the continuation of its cooperation with CSEA in all matters affecting public employees.

In final action Mary Bill of Groswl State Hospital was appointed chairman of the MHEA nominating committee. The elections are slated for the Summer meeting tentatively scheduled for July 12 and 13 at Trinkaus Manor in Oriskany.

Officers of the MHEA in addition to Mrs. Donaldson and Cupola are: Rebella Eufemia, first vice-president; Irene Hillis, second vice-president; Ted Brooks, third vice-president; Salvatore Rizzo, fourth vice-president; Dorris Blust, secretary-treasurer, and Nicholas Puzziferi, consultant.

FulL Support — Dr. Theodore Wendt, president of the Civil Service Employees Assn., left, receives a proclamation issued by the delegates of the Mental Hygiene Employees Assn., support for the CSEA’s negotiating teams, from Marie Donaldson, MHEA president. The resolution was passed by the MHEA delegates at convention just prior to CSEA’s annual meeting at Grossinger’s Hotel last week.

Memorial Day Tour To London—$199

A Memorial Day tour to London with more "firsts" than any other London tour offered before is now open for bookings.

The trip is from May 27 to 31, which allows for practically four full days in London. The low price of $199, plus $14 tax, includes full breakfast and an evening meal from a choice of over 30 top restaurants every night, all for the first time. A comprehensive sightseeing tour, hotel rooms and round trip jet fare also are included.

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For remaining space, write to Samuel Emmett, 1969 East 28th St., Brooklyn, N.Y. 11210, telephone (212) 253-4688 after 5 p.m.

Eligibles

OPTION — EXECUTIVE OFFICER A

1 Eisenstein H Brooklyn 100.5
2 Newman H Brooklyn 99.0
3 Regan J W Babylon 90.0
4 Kelleher W P Staten Island 89.0
5 Freeman W Staten Island 84.0
6 Flanagan G Brooklyn 81.5
7 Schenker W Brooklyn 81.5
8 O’Neill W Brooklyn 80.5
9 Collarini O Dunkirk 79.5
10 Fitzgerald G Kingston 79.4
12 Moskowitzy L Brooklyn 78.5

DIRECTOR OF GENERAL ACCOUNTS G-31

1 Sorenson E Long Island 100
2 O’Connor J Albany 89.0

LaGrange Restaurant in West Islip. From left to right are: Mrs. Hilda Ferreran, secretary; Mrs. Ethelyn Stromme, second vice-president; Rose Davidson, treasurer; Acree Miller, president; Robert Spisak, first vice-president and Koch.

WATERTOWN—State employees who work in Watertown and who were unable to reach their offices there on Jan. 9, 1970, because of the hazardous weather conditions, will be allowed time-off without charge to their leave credits.

This announcement was forwarded last week to the Civil Service Employees Assn. which represents 39 percent of all State workers, by Erna H. Poston, president of the State’s Civil Service Commission, and James A. Derwood, director of the Personnel Services Division.

Employees in Watertown who did work on that day said CSEA president Theodore C. Wendt will be granted equivalent compensatory time off.

CSEA had requested time off for the Watertown employees and those in other snowstorm-affected cities immediately after the heavy snowstorm which hit most of the State.

SUFFOLK INSTALLATION — George Koch, president of the Long Island Conference of the Civil Service Employees Assn., was named by newly-elected officers of the Suffolk Psychiatric Hospital chapter, CSEA, at a dinner-dance at the
THIS GORs for police on the streets, in the subways, in the housing projects, and on the open highways. 

BUT WE HAVE witnessed equal civility and helpfulness in government offices, where a friendly word in the form of a polite greeting and a question, will elicit an answer in kind. 

"THE N.Y. TIMES" reports that in New York City rudeness, suriness, insolence and hostility are rampant. They added a few more descriptive words such as insolence, abrasiveness, insult, discourtesy, brashness, insensitivity.

THE NEWS story notes several postal workers, who give a variety of reasons for this breakdown in human behavior among the general populace in New York. One believes that the stresses and strains on New Yorkers are becoming greater and greater and people are reacting.

ANOTHER specialist says that more and more people are being rude and belligerent as a sign of power. 

STILL ANOTHER attributes the pattern of rudeness and incivility to social conflicts, which have grown out of the current society.

ONE EXPLANATION blames uncivil behavior on feelings of anonymity or "deindividuation," which makes a person feel, "if no one knows who I am, what difference does it make what I do?"

IN THIS crisis of human behavior, the civil servant can stand head and shoulders above the crowd to show his or her exemplary behavior as well as demonstrating by example that normality is politeness, civility and helpfulness.

Technical Test

A performance exam was taken by 28 candidates for audio-visual technician in New York recently.

Plumber Promotions

A promotion exam was given in the title of plumber to 55 New York City candidates. It was a practical test.

NEW YORK CITY for important business and leisurely pleasure

TIMES SQUARE for round-the-clock entertainment and city-wide convenience

HOTEL WOODSTOCK

William Howard General Manager

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singles: $8-12
doubles: $12-16

Low Weekly Rates Available

JUDSON 2-5000

for immediate confirmation of your Woodstock reservation
Convention Without Crisis
(Continued from Page 3)

Another bill would not only extend the guaranteed ordinary death benefit another year but would apply it to all members of the System. This benefit amounts to three times annual salary up to a maximum of $20,000—unless, of course, a death benefit under some other provision is greater," he said.

During the business session, education and information centers were set up in the hotel lobby to explain programs offered public employees in the field of retirement, compensation, civil service law and the various health and life insurance plans.

Centers were set up on the State Employees Retirement System, the Workmen’s Compensation Board, local civil service law, classification and compensation, State attendance rules, State health insurance plan, CSEA Travelers Life Insurance, Blue Cross and Blue Shield, Hospital Insurance (HIP), Group Health Insurance (GHI) and the Ter Bush and Powell CSEA accident and health insurance plans.

Another picture report on State department meetings appears on Pages 8 and 9.