CSEA Executive Director

Vol. XXXI, No. 31

IJEAPER

seeking a two-year contract that described the CSEA goals: "We are

last week.

basic ground rules for negotia-
tlois and CSEA submitted Its

Health Research, Inc.

For 750 Employees Of

improved benefits similar to

Contract Talks Opened

Albany U. Aides

waive the State's Attendance

the Civil Service Commission

vice Employees Assn., has

Rules and grant time

City Chapter To Honor Lochner

JOSEPH D. LOCHNER

CSEA Executive Director

Vol. XXXI, No. 31

Tuesday, March 31, 1970

Price Ten Cents

City Chapter To Honor Lochner

CSEA Executive Director

Hand Delivery Of Ballots Underway As Post Office Strike Forces Alternate Plan

(ALBANY — A massive emergency effort by the Civil Service Employees Assn., to distrib-
ute 90,000 ballots and contracts to members in four State worker bargaining units got underway last Wednesday, using facili-
ties other than the U.S. Mail to avoid the after-effect of the paralyzing postal strike.

The CSEA State Executive Committee, called to Albany Wednesday, approved counter-
procedures for the distribution ("Operation Ballots") of the individually-addressed contracts and ballots to the thousands of CSEA members in all parts of the State who have the sole au-

tority to ratify or reject the contract.

If the agreements are ratified, accompanying legislation must be passed by the State Legisla-
(tContinued on Page 14)

(Continued from Page 14)

CSEA Reports

Local Governments Taking Advantage Of 25-Yr. Pensions

(ALBANY—Some 143 local jurisdictions in New York State have opted to partici-
pate in the 25-year retirement system provide for under Section 75-G of the Retirement Law, according to officials of the Civil Service Employees Assn.

The CSEA, which represents 67,000 public employees of local jurisdictions in the State, was the organization that pushed for the system to become per-

ative to local government.

(Continued on Page 16)

For March 13

CSEA Demands Paid Leave For Albany U. Aides

ALBANY — The Civil Ser-
vice Employees Assn. has stepped in to request that the Civil Service Commission waive the State’s Attendance Rules and grant time off to em-
ployees of the State University of New York at Albany for Fri-
day, March 13, 1970.

CSEA’s request came when a student demonstration and take-
over of the Administration Building on campus forced em-
ployees to go home, even though they had been told to work in good faith. When they arrived at the building, the employees were not allowed to enter.

Joseph D. Lochner, executive director of the Association, sent the telegram off to Mrs. Eras H. Pashon, president of the commission, on March 13 after hearing of the problem.

At Leader press time CSEA had not yet received word from Mrs. Pashon. Other story, page 2.

Reappointed

ALBANY—Raymond J. Lee of Lockport has been reappointed to the State Athletic Comm.

(Continued on Page 2)
DON'T REPEAT THIS

(YOu can complete HIGH SCHOOL
now—At Home—Low Payments
All Books Furnished—No Classes
DIPLOMA AWARDED

If you have not finished HIGH SCHOOL and are 17 years or over
send for free Brochure. Approved For Veterans Training.

AMERICAN SCHOOL
Dept. SAP—New York—Phone 10:00—200:

Address

Phone

State Zip Code

CIVIL SERVICE LEADER, March 31, 1970

Mr. Margolin is Professor of Business Administration at the
Borough of Manhattan Community College and Adjunct
Professor of Public Administration at New York University's
Graduate School of Public Administration.

Human Potential

CIVIL SERVANTS, beset on all sides by mounting
external and internal problems, probably never stopped to
think about their potential as human beings.

CHANCES ARE that dedicated members of the civil
service corps have been so busy
handling the growing complexities
of their jobs that they have never had the time to consider in
depth the potential of their own human beings.

NEVERTHELESS, for the
information of our numerous
readers, we would like to report
that scientists have suddenly become
fascinated with the problem
of human potential.

IT MAY COME as a surprise
to all of us that some of the
most brilliant scholars subscribe
to the hypothesis that man is
constantly growing in his
potential.

MORE THAN 50 years ago,
William James guessed that the
healthy human being is functioning at less than 10 percent
capacity. Now, behavioral scien
tists are having a long, hard look
into the total hypotheses of human potential.

EVEN SO in the civil service
should ponder this problem

because it affects everyone in
the public service.

HOW CAN your human
potential be increased?

IF YOU ARE working at five percent of your potential and are professionally to be evaluated, you are doing a good job, per
haps consideration should be given to paying you five or 10 times as much as you're being paid now if you increase your potential by five or 10 times.

But this story may also illustrate the
Duryea character.

His great grandfather was a Democratic
Assemblyman from Long Island, 120 pounds,
six-inch, 200-pound dynamo. In 1864,
his grandpappy was defeated by six votes, but returned
next year to the chair at the
opening of the session, refus
ing to budge. Three sargent-
ates finally carried him out.

The next day, six sergeant-at
armas finally carried Charles
Duryea, chair and all, out of
the chamber.

To Perry's fans, this illustrates
a family characteristic that
could be full-time, permanent em-
ployment in the Human Re-
nources Administration; alter-
some particularly interesting
subjects. Provisionally now call
for the agency list candi-
dates, those who have the greatest title, and deemed eligible to compete. Entries are accepted to

April 21 culmination point.

Now offering $6,000 at the start,
his first salary. The clerks
ships require candidates to first
be full-time, permanent em-
ployees in the Human Re-
nources Administration; alter-
nate, members of the Work
ers Joint Council, 만족
nator, City Manager, Office
Mayor, can qualify for these
posts. Filing and obtaining of exam notices may be accom-
plished through the City Per-
sonal Staff, Dec. 21, Thomas St., New York, at newsstands in
City News's regular guides.

"What to Apply for Public Jobs."

April 21 exam notice is to 10:00.

Certain occupational groups are accorded eligi
bility to vie for these titles, specified

--Clerical-administrative occupational
group (except senior clerks);

--Stenographic and typing occupational
group;

--Office-machine operator occupational

Announcement

Due to Post Office strike, the
MASTOA bus operators examination
which was scheduled for May 27-28 has been indefinitely postpon
ed. The examined applicant's application will be notified by mail in due course for exact date of examination.

CIVIL SERVICE LEADER

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CSEA Scores New Gains
For Employment Trainees

(St Able To The Leader)

ALBANY—The Civil Service Employees Assn. scored two new gains for a group of trainees in the State Division of Employment, Department of Labor, last week when its demands for increased leave and better increments were accepted by the State.

Joseph D. Lochner, executive director of CSEA, announced that he had received assurances from D of E executive director Alfred L. Green, that employment trainees will soon receive the new benefits.

"Employment counselor trainees who do a very important job for the State, were getting a raw deal," said Lochner. "CSEA stopped in immediately, taking our demands right to the top, and we got fast action on it."

CSEA representatives met with D of E representatives last week to demand an end to the inequities being suffered by trainees.

New Increments

He said that as a result of CSEA's actions, increments would now be paid to trainees each April 1, based on increment service of 160 days. The Division has agreed to request that an increment of $20 per year be added to the basic trainee salary of $7,500.

The increase, contingent on satisfactory performance during the previous calendar year, will bring the salary of $7,945 up to the first salary step of Grade-16, or $8,630 in three years.

In addition, employees whose traineeship left more than one year is now eligible for up to 20 days of leave for each year of the traineeship. This will not extend the total probationary period.

"When CSEA sees a problem like this one, where employees are getting an unfair treatment, we

(Continued on Page 11)

CLARIFIES CONTRACT
Speaking to members of the Binghamton chapter, Civil Service Employees Assn., State president

Theodore C. Wenzl carefully explains the intricacies of the proposed two-year contract hammered out with the State.

SUNYAB Aides Demand
Protection During Riots

BUFFALO — Physical protection of Civil Service Employees Assn. members during riots and demonstrations at the State University of New York at Buffalo was demanded last week by the president of the CSEA chapter there.

In a telegram to Governor Nelson A. Rockefeller, Wenzl said, "is needed with the utmost consideration for the safety of the total community of State University against the actions of a militant and totally irresponsible group of persons a positive firm policy must be planned now to avoid a situation which will unavoidably lead to uncontrollable chaos and irreparable economic and physical damage to our university."

Wenzl Statewide president Dr. Theodore Wenzl, also acted for following the student disorders. In a telegram to Governor Nelson Rockefeller:

"Our members and employees

of the State University at Buffalo demand that the State take all necessary measures to provide adequate protection for them against the intolerable conditions which have developed over the past five days. It cannot be expected of CSEA employees to remain in conditions which entail a direct threat to life and limb, and (2) we feel that the measures taken up to date are insufficient to safeguard the facilities and the total community of State University against the actions of a militant and totally irresponsible group of persons a positive firm policy must be planned now to avoid a situation which will un-

avoidably lead to uncontrollable chaos and irreparable economic and physical damage to our university.

Wenzl Statewide president Dr. Theodore Wenzl, also acted for following the student disorders. In a telegram to Governor Nelson Rockefeller:

"Our members and employees

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 breakfasts, meals in hotel rooms. The tour is from May 27 to May 31.

Remaining space may be had by writing to Samuel Emnet, 1600 East 38th St., Brooklyn, N.Y. Telephone 520-2449.

New York Hawaii Trip Now Open

Bookings are now open for a two-week trip to Hawaii and the Golden West, leaving New York City July 12 and returning there on August 1.

The tour price of $450 includes round trip jet transportation, two-week hotel accommodations in Honolulu, San Francisco and Los Vegas, hotel rooms and sightseeing.

In addition, special packages may be made by writing immediately to Mrs. Julia Duffy, P.O. Box 43, West Breunwood, N.Y. telephone (212) 273-5053, Upstate, write to John J. Hennessey, 275 Moore Ave., Kenmore, N.Y. telephone (716) 722-8961.

Scandinavian Tour

Now Open—Only $696

A 17-day tour to Scandinavia 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 for including all boat rides among the fjords of Norway. Air fare only is $232 to Copenhagen.

For remaining space write Irvin Flamenbaum, 25 Buchanan St., Fortprest, N.Y. 11253. Phone (212) 966-7115.

Fellowships

ALBANY—A total of 645 faculty members will receive research fellowships and Grants-In-Aid totaling more than $1.1 million under the 1970 State University Research Awards. The program is administered by the University's Research Foundation.
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.

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625 MADISON AVENUE, NEW YORK, N.Y. 10022

Where to Apply

For Public Jobs

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

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

Applications: Filing Period —
Applications issued and received Monday through Friday from 9 a.m. to 2 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicants in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 666-6725.

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

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

The Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the IND 7th and 8th Avenue line stop is City Hall. Both lines have existes to Duane Street, a short walk from the Personnel Department.

STATE
STATE — Department of Civil Service, 1336 Ave. of the Americas, N.Y. 10006, phone 765-3811; Gov. Alfred E. Smith State Office Building and the State Office Campus, Albany 12226; Suite B-101, 1 West Genessee St., Buffalo 14202; State Office Bldg., Syracuse, 13202; 500 Madison Tower, Rochester, 14604 (Wednesdays only).

After 5 p.m. telephone, (212) 765-3811, give the job title in which you are interested, plus your name and address.

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

FEDERAL

Take the IRT Lexington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 1 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

Application are also obtainable at main post office except the New York, N.Y., Post Office, Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.
The new breed of super 8's

For the movie maker who wants something a little better, this new camera will give you a new breed of super 8's.

**Model 375**
- The newest, most advanced super 8 compact from Bell & Howell.
- Equipped with a high-quality lens and built-in flash.
- Features include autofocus, motor drive, and built-in sound.

**Model 372**
- A classic super 8 compact with all the latest features.
- Offers a choice of three speeds: 24, 18, and 12 frames per second.
- Includes a built-in flash and motor drive.

Both models are available at your local Bell & Howell retailer.

**For the Professional**
- High-quality, professional-grade super 8 equipment.
- Wide range of accessories and options available.
- Contact your local Bell & Howell representative for more information.

**New BELL & HOWELL camera line**
- A complete line of super 8 compact cameras.
- All with the B&H mark of quality.

**Contact us**
- For more information, visit your local Bell & Howell retailer or call 1-800-BELL-HO8.
- Find your nearest location at bellhowell.com.

---

*For more information, visit your local Bell & Howell retailer or call 1-800-BELL-HO8.*
An Imaginative Proposal

A proposal by the New York City Patroon's Benevolent Asn. to aid retired persons strikes us as one of the most sensible means for keeping pensioners' incomes on the proper level that we have ever heard.

To state it in simple terms the PBA proposition works this way. Assume that a public employee in New York State was earning $5,000 when he retired several years ago. His pension was based on that salary figure.

As the years go by, however, the $5,000 paid for that particular job goes up, let's say, $5,500. In essence, the PBA proposal asks that as the wage goes up for a particular title, the pension should be refigured on a $6,500 base instead of the original $5,000 base at time of retirement.

Unlock The Handcuffs

THE Transit Authority is scheduled to hear charges against a TA patrolman today for refusing to drop an arrest against a man accused of loitering, disorderly conduct and resisting arrest in the subway.

The patrolman was ordered—by a high ranking superior—to drop the charges but refused to do so, claiming that the offense was committed in his presence and that he was duty bound, by his oath of office, to take the required action.

When the officer refused the order, he was suspended and then he arrested the man as a civilian and obtained a conviction in Criminal Court.

Until this sorry exhibition by a police official, dumping of arrests was unheard of. In fact, had a civilian so interfered with the policeman, he would also have been liable for arrest.

Handcuffs are made for felons, not policemen and to interfere with policemen in the course of their duties—duties for which they have been well trained—is nothing short of putting handcuffs on them. A court of law is where arrests are dismissed, not on a subway platform.

The charges against the patrolman must be immediately dismissed, for if anyone is guilty of anything, it should be the superior officer for malfeasance—or nonfeasance.

And if the Transit officials in charge of the Police Division cannot allow the men to work unhampered, perhaps it is time to find someone who can.
Summer Jobs On Horizon
As Park Workers In City

Summer job season is but a matter of months away, as Spring has just officially arrived, but already preparations are being made to hire workers of different types for the City park system.

Should you select to seek any of these titles—parkman, park helper, playground attendant—be aware that your potential appointment entails only passing a physical exam. In this instance, education and experience in doing like work won’t affect your chances.

The age range required is 16 through 60 for parkman however, a park helper may qualify for that title at age 16. For those who continue to the outdoors, these may prove practical outlets as the job chores mainly involve maintenance work in open areas and occasionally workshop cabins. If hired, awaiting you are wages of $2.12 per hour.

Playground assistants must have a high school diploma and either experience in an organized recreation program or completion in park and playground supervision of these activities.

Applicants can be completed Monday through Friday beginning at lowing locations:

- Manhattan—Arman Building, 830 Fifth Ave., New York 10021
- Brooklyn—Litchfield Manor, 11218
- Queens—The Lookout, Union Turnpike and Park Lane, Forest Park, Kew Gardens 11419
- Staten Island—Clove Lakes Park, 1109 Clove Road, West New Brighton, Staten Island
- Bronx—Administration Building, Bronx Park East and Hilliard Ave., Bronx Park, New York 10462.

Principal Account Clerk Tests Scheduled By State on April 18

Testing schedules just released by the State Dept of Civil Service call for the examination for principal account clerk—which now begins at $7,900—to be held on April 18. Filing closes April 4.

Written content on that test tentatively will cover accounting principles and practices in areas, and supervision of these activities.

Applications can be completed Monday through Friday beginning at the following locations:

- Manhattan—Arman Building, 830 Fifth Ave., New York 10021
- Brooklyn—Litchfield Manor, 11218
- Queens—The Lookout, Union Turnpike and Park Lane, Forest Park, Kew Gardens 11419
- Staten Island—Clove Lakes Park, 1109 Clove Road, West New Brighton, Staten Island
- Bronx—Administration Building, Bronx Park East and Hilliard Ave., Bronx Park, New York 10462.

so your brother-in-law is a great guy. You fish together, bowl together and root for the Mets together. But, how about that touchy subject of cash? Suppose you get sick, and your hospitalization plan doesn’t take care of your bills. Who do you turn to then? Your brother-in-law? Forget it. He has a family to feed, shoes to buy and all of the problems that you have.

If you’re a public employee — the best friend you ever had for protection against medical and hospital costs is The Statewide Plan. The Statewide Plan covers practically any conceivable illness known to science. Its dollar value is practically endless. Oh, it might not cover a few of those nicked-and-dime charges — but for the big job — the kind of coverage you really need for solid protection, The Statewide Plan is the only plan that makes sense. Blue Cross for hospital bills (up to 365 continuous days for a single illness). Blue Shield for doctor’s bills (often paid in full). And, Major Medical by Metropolitan for those giant-size medical bills that could cost as much as you paid for your home.

What’s more, we’re constantly reviewing and improving The Statewide Plan to keep pace with today’s changing medical scene.

As we said, The Statewide Plan makes sense.

Your brother-in-law may give you a lot of sympathy... but don’t ask for cash.

BLUE CROSS

BLUE SHIELD

THE STATEWIDE PLAN COORDINATING OFFICE
1215 WESTERN AVENUE, ALBANY, N. Y.

ALBANY • BUFFALO • JAMESTOWN • NEW YORK • ROCHESTER • SYRACUSE • UTICA • WATERSTOWN

American Hospital Association

*National Association of Blue Shield Plans
LEADER CAMERA'S EYE VIEW OF CSEA'S SPECIAL DELEGATES MEETING
The Job Market

The starting pay is $6,630. In addition to an hourly rate, free housing is provided or a housing allowance is paid as well as transportation as Government expense to and from the stations. Applicants who are interested should mail requests for application forms to the Nurse Stations. Applicants who are interested in learning a trade, interested in learning a trade.

The pay is $1.65 and up depending on experience. Experienced auto mechanics are also wanted to assist in overseeing the maintenance of the public utility vehicles. The pay is $125 a week.

The Job Market

A listing of non-civil service jobs available throughout the New York state employment service.

School nurses are needed for the children of our military and civilian employees stationed overseas. The schools are located in such places as Bermuda, Iceland, Turkey, Morocco, Korea and the Philippines, as well as the European area. Applicants must be at least 21 years of age, have a Bachelor's Degree, a certification as a school nurse or its equivalent and must possess current registration to nurse or its equivalent and must possess current registration to nurse. The starting pay is $100 to $150 a week.

School nurses are needed for the children of our military and civilian employees stationed in Bermuda, Iceland, Turkey, Morocco, Korea and the Philippines, as well as the European area. Applicants must be at least 21 years of age, have a Bachelor's Degree, a certification as a school nurse or its equivalent and must possess current registration to nurse or its equivalent and must possess current registration to nurse. The starting pay is $100 to $150 a week.

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CASH-SAVING CONCEPT — Fresh approaches to old problems are always welcome, indicates State Commerce Commissioner Neil L. Meylan, right, as he offers congratulations along with certificates of merit, to, left to right, department employees Victor Appio, statistical draftsman, and artist-designer James V. Trembly. Both men conceived the idea to use label-maker lettering in photos of industrial site surveys, resulting in a saving of money for the department.

CSEA Wins Job Restoration For Three Islip Town Aides Fired By New Administration

(From Leader Correspondent)

Islip — Three Islip town employees fired by an incoming administration last January 7, have been restored to their posts by court orders secured by the Civil Service Employees Assn. regional attorney Lester Lipkind.

One of the cases established a landmark in civil service law by upholding the power of CSEA to contractually guarantee job security even when it is not provided by the law.

CSEA had gone to court when the new town administration fired the three men despite a job security clause in the CSEA contract and the fact that two of the men are veterans of the armed forces.

In all three cases, Lipkind argued that the men were entitled to hearings before they could be discharged for cause.

No Reason

The Town had given the men no reason for their discharge. In the landmark case, Eugene Nelsen, a watchman, was restored to his job with back pay.

Nelsen was fired by Section 76 of the Civil Service Law regarding hearings before discharge because he was discharged without a hearing, as the contract required.

Supreme Court Justice William R. Geiler ruled in that case that there was a question whether the Town acted in good faith in discharging Nelsen's job. He ordered Nelsen to stay until the date of the abatement of his job and a further court hearing, April 16, on whether the abatement should be recognized.

Nassau Chapter Wins Recognition For Teacher Aides

(From Leader Correspondent)

MINEOLA — The Nassau chapter, Civil Service Employees Assn., has gained recognition for 80 teacher aides at all five school units as a result of a formal contract between the State Public Employment Relations Board.

Chapter president Irving Plaumenbaum, noting that the recognition gives the East Meadow School Unit bargaining responsibility for more than 400 persons, complimented the unit for gathering all non-teaching employees into one organization.

"We are soliciting the membership of teacher aides in all school districts, because their problems can be solved best by joint effort with their fellow CSEA members," Plaumenbaum observed.

The school district had balked at granting recognition, but acted after CSEA officials appeared before PEBIL.

Inauguration

ALBANY — Inauguration day for Robert Nyquist, the State Education Commissioner, was Sept. 17 at Saratoga.

Pass your Leader on to a non-member.

Mid-Hudson Area Chapters To Greet New Representative

(From Leader Correspondent)

Poughkeepsie — The Nassau chapter, Civil Service Employees Assn., field representative for the Mid-Hudson region, will be guest of honor at a dinner April 4 at the Dutchess Country Club.

The former first vice-president of the Poughkeepsie unit, CSEA, Miss Cunningham replaces James Graham, who has been reassigned to another area.

The dinner, sponsored by the City of Poughkeepsie unit, CSEA, is set for 7:30 p.m. Invited guests include field supervisor Thomas Lupioso, and field representatives Graham and Harmon Switz.

Gerald Riley should be contacted at (914) 471-1000 to assure reservations at the function.

OPTION — DIR LABOR MGMT.

1 Lang B Albany 91.7
2 Gadow Z Catskill 88.2
3 Kellogg L Carlston 86.7

OPTION — SR ENGINE MGMT.

1 Amsworth R Albany 77.7
2 Kamen R Albany 76.8
3 Riley E Albany 76.1

OPTION — EXECUTIVE OFFICE

1 Newman H Bklyn 86.0
2 Sheehan T Bklyn 85.9

OPTION — SR RADIOLICAL CHEMIST

1 Huchinson J Bklyn 87.4
2 Curtis S Bklyn 82.6

OPTION — SR LAW ENF.

1 Miller M Bklyn 88.7
2 Murphy C Bklyn 86.4
3 Niedermayer R Bklyn 79.9

CHIEF, BUREAU FOR PHYSICALLY HANDICAPPED CHILDREN, G.78
1 Hehir R Albany 99.5
2 Schoett D Moulton 81.4

CIVIL SERVICE LEADER, Tuesday, March 21, 1970

ROPER COMMITTEE — At a recent luncheon meeting at Civil Service Employees Assn., an headquarters, members of the Special CSEA State Trainers Committee discussed a proposed plan for restructurings of CSEA chapters and units in the State Police Department. The unit, under the leadership of Chuck Ferry, executive director, staff Robert Guild, collective bargaining specialist, standing demonstrated the plan in chart form to members attending the session.
The hiring horizon is being carefully scanned by the State Dept., of Civil Service between now and the April 20 deadline; the aim of his search is to locate eligibles for the title of associate landscape architect.

The following is a list of requirements.

1. A State-registered landscape architect's license must be supplemented by six years in the field of landscape architecture or engineering. Additionally, scholastic standards ask one of the following: a related field plus a year of landscape work experience; or an associate degree in landscape work experience; or an associate degree in an appropriate subject area enriched by six years of associated background; or five full years of the type of experience alluded to above.

**Military Academy Mentions List Of New Job Openings**

Nine titles are currently awaiting applicants at the U.S. Military Academy, including five positions dealing with skilled trades or licensed professionals which were just announced.

The job titles emphasize a need for medical or paramedical personnel — namely those of research psychologist, dental hygienist, research technician, and just a few others.

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Ballots Being Delivered

(Continued from Page 1)

Alevine, which is expected to adjourn its current session in mid-April.

Plan Scapped

"Because of the mail strike," said CSEA executive director Joseph D. Lochner, "CSEA's original plan to send the ballots out this week had to be scrapped. Since there is already a huge backlog of mail in the State's post offices, it was imperative that a CSEA plan be devised which means to distribute these ballots.

"Operation Ballots" calls for the use of all available CSEA personnel, including headquarters staff, field force, CSEA local chapter representatives, as well as utilization of the State's paycheck distribution machinery for those employees who can readily be reached by any other method. Under this operation, CSEA planned to have ballots in the hands of its members starting Monday.

Lochner continued: "CSEA will use every means at our disposal to get these ballots and contracts out. It is vitally important that every CSEA member in every work location have a copy of his contract to study carefully and that he votes on it at his earliest convenience."

"To do this, we are delivering the individually-addressed ballots and contracts to work locations where there are CSEA members in any one of the four units. Ballot boxes and notices of the new balloting instructions will be set up in every location under the direction of CSEA chapter officers and representatives, who will also station themselves near the ballot boxes and keep them under lock and key throughout the whole operation for maximum voting security."

The deadline for balloting is 6 p.m. Thursday, April 2. CSEA expects to have all of the ballots delivered to CSEA members well before that time.

The secret ballots originally prepared for mailing to the members will still be used, but employees were cautioned, Lochner said, to make sure their ballots in the ballot boxes, which will be placed in convenient places in all work locations, instead of mailing them.

State Cooperation

Lochner explained that because of the urgency of the deadlines, the State had agreed to cooperate in distributing the ballots. "The State will use its own paycheck distribution system to help us out with the people we cannot reach," he said. "In this way, every CSEA member is assured that he will receive his ballot and contract and that the security of the voting will be maintained.

Ballots will be picked up in central locations throughout the State and returned to Albany on Friday, April 3, Lochner said. "Our members across the State and in every State agency are cooperating to carry out this operation," he noted. "They will be assisted by CSEA representatives and by the cooperation of the State where it is needed. It is essential that the ballots and contracts get to our members, and we have the utmost confidence that the voting will be accomplished effectively in spite of the postal strike." The two-year contracts being voted on cover some 130,000 employees, roughly 95 percent of the total State work force, in the four bargaining units represented by CSEA—Administrative, Institutional, Professional-Scientific-Technical, and Operational.

If ratified, the benefit package would provide salary increases of more than 14 percent (or a minimum of $1,275, whichever is greater) over the two-year period, the right to retire at 40 percent of salary after 20 years service at 55 years of age, as well as numerous specific improvements for employees in each bargaining unit.

The CSEA demanded an across-the-board pay boost of at least seven percent for the first year, and a three-percent boost for the second. Public Works representatives also asked for time and one-half overtime for all working days. Currently they get overtime pay Sundays and holidays.

A week after the flat rejection of the CSEA contract by the legislature, the CSEA met; this time to approve a seven percent pay raise. Meanwhile, the New York City, whose members are represented separately by the City Council for bargaining purposes, unofficially agreed with City Manager Forbes for a benefit package which, if finally approved, would constitute what is described as "an average nine percent pay boost."

The police and firefighters were offered promotion by one grade plus an increment in the new pay program.

The city council literally "jumped the gun" recently when it accepted a recommendation from Forbes to approve 28-year retirement at half-pay for City workers other than police or firefighters.

The firemen and police also benefited—they got the 25 year half-pay benefit a year ago—by winning extra retirement credits for each year of service beyond 25.

In Watertown

CSEA Wins All Pact Demands After First Contract Rejection

(WATERTOWN)—The Watertown City Council is expected to shortly approve recommendations by its negotiating agent, City Manager Ronald G. Forbess, for a new City-employee contract, a part of which has already won Council backing and is in effect.

Forbes and the negotiating committee of the Jefferson chapter, CSEA, have concluded their meetings and three worker groups—CSEA, police and firefighters—have agreed to terms.

The biggest group of all, CSEA, for the first time in Taylor Law negotiations, recently rejected the "final" offer from the city manager—one pay increase.

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CSEA Expands Fieldman Staff On Long Island

MINOLEA—Four men have been added to the field staff of the Civil Service Employees Assn. to serve the 55,000 members on Long Island.

"CSEA is giving units, which are hard-pressed in dealing with the complexities of the Taylor Law, better service," said state first vice-president Irving Flamenbaum in welcoming the staff additions.

The men are: Natalie Zunno, former president of the Kings Park State Hospital chapter; Roger Cill, former vice-president of the Pilgrim State Hospital chapter; George Peak, former labor organizer, and Jose Sanchez, formerly an employee of the Suffolk County Department of Social Services.

Action Guaranteed—Flamenbaum Goes Before Supervisors Bd. II Demand Immediate Overtime Pay

(From Leader Correspondent)

MINOLEA—Overtime pay guaranteed by the new contract is being processed as a result of an angry appearance before the board of supervisors by Nassau County Civil Service Employees Assn. chapter president Irving Flamenbaum.

"They are moving now, and the Nassau chapter intends to see that these overdue payments are specifically itemized in Flamenbaum's accretion of the county's ruling body responded to his plea for action.

The County had withheld payments for overtime until the actual signing of the new contract although CSEA insisted that this was not necessary. With payments in the works, Flamenbaum said the chapter would follow up to see that payments are promptly paid in the future.

 Authorities Rep. Election Scheduled

ALBANY.—A special election will be held within five weeks to fill a vacancy in the State chapter, CSEA, of the Board of Directors of the Civil Service Employees Assn.

The vacancy came about when the previous representative, Joseph D. Lochner, left to become executive director of the Thruway Authority, recently joined the CSEA field staff.

According to Bernard Schmal, chairman of CSEA's board of canvassers, nominations are in and the elections will be conducted in the same manner as the Past. Candidates will be pre-screened to determine the election and fill the vacancy without delay.

Michael Chudoba

Syracuse School Chap. Members Vote Yes On Pact

SYRACUSE.—Employees at the Syracuse State School have agreed unanimously to vote "yes" on the new contract offered by the State employees, Clarence Lauter Jr., president of the CSEA Employee's Association chapter at the School,

The workers are voting with other State employees throughout the State this week on the contract which includes 13 percent plus salary increase over a two-year period.

NO CLOSINGS—Ezay Teasler, president of the New Hampton Training School chapter, CSEA Employees Assn., left, discusses proposals to close down Social Services Department institutions with Dr. Theodore Wenzl, CSEA president, A spokesman for a group of inmates at the institutions has filed suit in Federal District Court to close the schools. Judge Inzer Wyatt of the Southern District Court withheld decision on the matter without date. CSEA however, pledged full support to the State against the suit.
State Trooper Recruitment Seen To Draw Big Turnout: First Exam Since 68 Set

In unveiling the application period for the first exam for State Police positions scheduled since the middle of 1968, William E. Kirwin, the police superintendent, has opened up mammoth recruitment drive.

That long intervening period, during which the recruitment drive was not pursued, was due in part to the belief that the need for troopers had not increased to the point that it warranted the recruitment of thousands of new troopers. But more recently, the police superintendent has noted that the numbers of troopers on the force have been dropping over the past few years and that the state is facing a serious shortage of troopers.

Requirements include citizenship, a high school diploma or its equivalent, a height of 5 feet 6 inches, with weight in proportion to build, and good health. Candidates also must have State operator's license at time of appointment, with a satisfactory driving record, and have nothing in their background indicating character defects.

The written examination will cover general subjects testing the general knowledge, intelligence, aptitudes of the applicant for a law enforcement career.

Federal Openings Include Auditor, Accountant Jobs

Uncle Sam has launched a search to fill a potpourri of vacancies, and the titles included are for auditor, accountant and agent for the Internal Revenue Service.

Offerings are at the GS-5 and GS-7 levels of Federal Service. What this means is that the GS-5 level is $6,176 and the GS-7 level is $7,176. The difference between the two levels is the amount of experience and education required. Those with the experience and education will be preferentially considered.

These positions are available in major cities across the nation, and some posts exist overseas. Training and relocation may be paid by the Federal government.

Public Health Posts Filing on Wednesday

Pursuit of positions as public health assistant, available within the City Dept. of Health, begins Apr. 1. The filing is officially initiated. Applications for the 77 job openings will stay open until the Apr. 22 deadline date. Testing, on the other hand is set for May 9.

Stipulated salary range runs from $4,900 to $6,480, added to which are assorted fringe benefits. Candidacy is contingent upon having a high school diploma or its equivalent, plus a year's work toward a public health exposure doing duties of the sort assigned in this position.

Applicants are admitted to the exam only if they meet qualifying standards by June, 1970. Those taking that test, it was stressed, will be asked to submit regular applications at the time and place of the test. In addition, such papers may be used to offer evidence that they have cleared the requirements before appointment is made.

Question Content Hinted

Entrants are urged to prepare in advance for the probable areas to be tested on the May exam. These may well include record-keeping, office forms, terms to common usage in clinics and health centers, safety, sanitation procedures and capacity to follow directions. Public weight is given to written tests in this case; 70 percent remains the passing grade for list eligibility. The traditional medical test is also requisite.

Detailed descriptions of job tasks and scope of duties may be gleaned from the appropriate exam notice. You are invited to obtain same and acquire an application from the City Personnel Dept., 40 Thomas St., New York, N.Y. 10037.

To Keep Informed,
Follow The Leader.

GOURMET'S GUIDE

**MANHATTAN • AMERICAN**

JACK DEMPSEY'S 1619 BROADWAY (at 96 St.) FAMOUS THE BRUNCH DINNER — AFTER THEATRE CT 3-5260.

MISS LAGEY'S 125 W. 57 St. Opera 12 noon to 4 p.m. Gladys JacksonFrame Langone - Nestroy - Gertrude - Cathlyn - Mary Mystery - Jessica Freeman - Al Freeman center. 5-3547.

MANERO'S STEAK HOUSE 126 W. 17th St. CH 4747 Complete Steak Dinner. 7 Hot Dip Dinner Forcing. Ralph Samuelson, head chef.

**CHINESE AMERICAN**

CHINA BOWL 455 6th Ave. CLASSIC CANTONESE COOKING LUNCHEON, COCKTAILS, DINNER. JU 2-3556.

**SPANISH**


**POLYNESIAN**

HAWAI KAI BROADWAY AT 50TH ST. PL 7-0000. WORLD'S GREATTEST ISLAND RESTAURANT. OPEN DAILY. DINNER — LUNCHEON. 1:30 TO 9:30 P.M. SAT. 1:30 TO 1:30 P.M. 15 PIECE ORCHESTRA. OCTOBER 22: BROADCAST OF THE ORIGIANLE SWIN SIXTEEN PARTY CELEBRATE YOUR PARTIES IN HAWAI PERSONAL MANAGEMENT BY CHEN, JI. 1416 CASTLE ST. 2-4365.

JAMAICA QUEENS AMERICAN


**BROOKLYN • AMERICAN**

**POLYNESIAN**

**STATAEN • AMERICAN**

**STATAEN • AMERICAN**

DION'S 150 Van Dam St. St. George, S.I. DI 8-7373 Prime Steak Dinner For Two Persons. S 8.55 Bahamas to 300, Longshoreman's, etc. . . . Jack & Frank, hosts.
Local Govts. Given Pension Choices
(Continued from Page 1)
allowing them to adopt it for their employees if they so negotiate.
Joseph J. Dolan, Jr., director of local government affairs for CSEA, gave the breakdown of the jurisdictions: "There are, as of January, 1970, seventeen counties, thirteen villages, thirty school districts, thirty towns, five cities, and 48 other jurisdictions representing special districts, commissions or authorities which have adopted this retirement system for their employees."

"The number of local governments participating in this plan grows every year," said Dolan. "And CSEA is proud that it gave them this opportunity when CSEA negotiates this retirement improvement for the State employees, we make sure that it would be permissive to local governments. We would like to see all local government negotiate for their members the same benefits as CSEA has negotiated for State employees."

H.R.I. Contract Talks Opened
(Continued from Page 1)

Watertown To Fill Two Police Posts

Before the appointments can be made by City Manager Ronald J. Forbes, the City Council has some housekeeping to do. It plans to abolish the post of first and second deputy chiefs in favor of two equal-ranking officers. The argument against one deputy outranking the other is that their duties and responsibilities are equal.

Labor Appointments

ALBANY—New terms on the State Apprenticeship and Training Council in the State Labor Department have gone to: Daniel R. McGraw, Albany; Jack W. Zucker, New York City; Frank W. Bager of Bringhamton and Miss Gladys E. Drebes of Buffalo.