GOVERNOR SIGNS SALARY, BENEFIT BILLS; ALL ARE RETROACTIVE TO APRIL 1

ALBANY—In a multiple ceremony, Gov. Nelson A. Rockefeller will sign legislation in the Red Room of the Capitol Building today which will bring a wide range of benefits and salary increases to workers in the four largest units of State employment.

Participating in the bill-signing ceremony will be Dr. Theodore C. Wenzl, CSEA president, and the chairman and negotiating team members of the four units. The benefits were hammered out by the CSEA teams in a long series of bargaining sessions with State Administration officials. The final four packages were approved by the State Legislature.

Although exact dates for receiving new sums in paychecks are not yet available, all benefits are retroactive to April 1.

Methods of the management/presidential unit, for which no official representative has yet been chosen, and the Security Unit will receive the same benefits negotiated by the

Japanese, Expo And Hong Kong—$995

A few seats remain for the first trip to Japan sponsored by members of Civil Service Employees Assn. and immediate past-president of CSEA's State Insurance Fund chapter, has been appointed chairman of CSEA's new Employee Commission.

The 18-day tour will include Expo '70 in Japan and a side trip to Hong Kong. All inclusive price of only $995. Dates are Aug. 6 to 24.

Remaining space will be filled on a first-come, first-served basis. For application blank and brochure, write at once to: Delores Russell, 11 Winthrop Ave., Albany, N.Y. 12203. Telephone: (518) IV 2-5997 after 6 p.m.

Randolph Jacobs Named Chairman Of Salary Comm.

ALBANY — Randolph V. Jacobs, president of The Metropolitan Conference of The Civil Service Employees Assn., and immediate past-president of CSEA's State Insurance Fund chapter, has been appointed chairman of the CSEA salary committee by President Theodore C. Wenzl, effective immediately.

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RANDOLPH JACOBS

head of the Insurance Fund chapter, has served as chairman of the important Statewide Resolutions Committee.

He has served on numerous State committees including the expense reimbursement and credentials committees, and is a former chairman of the Statewide grievance committee. A member of the Statewide CSEA Board of Directors, he is a resident of The Bronx.

See Page 14

JUDICIAL CONFERENCE CONTRACT

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WHILE IT IS not the duty of a union to project the image of an employer, we in the Uniformed Fire Officers Assn. have, for a long time, undertaken this effort in the interests of our membership.

IT HAS BEEN expensive, purchasing advertising space, but we realize that something must be done to cut down on the number of "incidents" involving firefighters and their officers.

WE HAVE DONE our utmost to prove to the public that we know only too well, that the City's firefighters care not the color or creed of those we serve but that a human life is at stake everytime we respond to an alarm.

WE HAVE TAKEN on this effort in a selfish manner admittedly. We must protect our members from the vicious attacks by those attempting to portray their feelings against the City Administration and society in general.

I NEED NOT repeat that firefighters and their officers are interested only in protecting the City from disaster from fire. I need not repeat that it is unfair to expect these men to take such treatment from the small minority of anti-social elements in our community bent on causing havoc.

BUT WE DO have a right to expect assistance from the City Administration and the Fire Department in our program to portray our image.

THE FIRE DEPARTMENT has several programs underway but they are understaffed and underbudgeted. They do not go far enough.

SOME YEARS AGO, a press desk was set up in Manhattan communications headquarters with private numbers for the use of members of the press. The UFFA even paid for part of the telephone service and part of the furniture which was donated by our public relations counsel, Art Flynn.

BUT THEN THIS bureau was disbanded and the five firemen assigned there transferred to other duties. In the short time of its existence, the press desk cemented relationships with almost every Newman in the City.

WE WERE TOLD that a mobile news bureau would replace this unit with an officer and a firefighter responding to every serious fire or other emergency.

THUS THE COMMUNITY News Bureau was formed. What are they doing now? Certainly not providing press liaison with the chief in charge of the incident. They are doing what the Fire Department has been doing for time eternal—the work of other departments and agencies.

BECAUSE THE WELFARE Department is short-staffed and cannot provide relocation service for those whose homes have been ravaged by fire, they have assumed this duty. This even though the Salvation Army and Red Cross appear and have shown their willingness to cooperate and handle these relocations.

ASK ANY NEWSMAN. The services of the Community News Bureau are almost useless, at least to the press.

WHAT CAN BE DONE.

• RETURN THE Community News Service to its original duties of press relations and expand the unit so that there are two units on duty, either at fire scenes or making visits to newspaper district offices to improve rapport.

• ASSIGN A crew of officers to serve as liaison with editors of radio and television stations, magazines and weekly newspapers as well as the daily newspapers and wire services.

• APPOINT A FOURTH deputy commissioner to coordinate these activities—similar to the deputy police commissioner in charge of community relations.

THERE ARE OTHER ways also to improve the public image of our department—the greatest in the world—and I, along with the entire board of officers of this union, am ready, willing and able to cooperate in any and every way possible.

NEW YORK FLEA MARKET  WESTCHESTER FLEA MARKET  EVERY SUNDAY—
HARTSDALE  6th AVE. AT 5TH STREET  224 Central Avenue
1-7 P.M. ADMISSION $1.00  OPEN 8-4 P.M. ADMISSION $1.00
WEATHER PERMITTING  WEATHER PERMITTING
CSEA Staff Members Explain Role At Spring Central Conf. Meeting

By WALT ADAMS

CORTLAND—Representatives of 27 chapters of the Civil Service Employees Assn.'s Central Conference have completed their Spring meeting at the Holiday Inn here. The delegates began filing in to begin the series of working sessions Friday, April 24th. Work began with a delegate speaking board discussion featuring Robert Gold, CSEA collective bargaining specialist, Joseph Dolan, director of the local chapter at Burch, a State University System collective bargaining specialist.

The "sounding board" was followed by a session on the Holiday Inn here.

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Special Discount Program For All Civil Service Employees

Exclusive arrangements have been made which enable all Civil Service employees to purchase the following major items at the lowest available prices:

**FURNITURE**
Complete lines of bedroom, living room, dining room and occasional furniture, along with all prices that cannot be matched.

**MAJOR APPLIANCES**
All major names in color and B & W televisions, washing machines, dryers, dishwashers, refrigerators, air conditioners, etc., at unbeatable prices.

**AUDIO & HI-FI**
Direct from the manufacturer of high quality brand-name units at wholesale prices.

**NEW CARS**
Special purchase plan includes virtually every make or model. From $500 to $15,330 above factory cost from franchised car dealers.

**CARPETING/TILE**
National brand name carpet and tile at specially negotiated prices from reliable dealers.

**MEN’S CLOTHING**
Directly from the manufacturer of high quality brand-name units at wholesale prices.

**TRAVEL PROGRAM**
Special charter and group trips have been arranged at mass savings. Places include Hawaii, Mexico, Bahamas, Europe, Jamaica, Las Vegas and many more. These have been planned for the entire year consisting of weekends, holidays, and select.

How this program works:
When you want a price on an item you propose to purchase, you must be present in the program store and present your Civil Service employee identification card. Tell the person or department who is handling your order that you are a C.S.E. employee and that you were referred by your representative. This program has been arranged with all authorized C.S.E. dealers. You must purchase either the full price of the item or you will not be allowed to purchase as an individual customer. You must present your C.S.E. employee identification card. A copy of your identification card will also be required from the department which is handling your order.

In order to register, you must first purchase a Purchase Certificate.

Call: Consumer Buying Service
New York 868-1830
DELEHANTY TYPING COURSE STARTS MAY 12 IN JAMAICA

(INCLUDES FREE JOB PLACEMENT).

To meet the urgent need for high-paying typists, the Delehanty Institute, with a 37 year history of successful adult business education, is offering an 8 WEEK COURSE IN TYPING, with FREE JOB PLACEMENT.

With typing skills, you can get a better job, be promoted in your present one, earn extra money in your spare time, and produce neat reports, letters, notes.

TUITION – $75 Includes all text and Instructional material.

Payable: $15 Down, $10 Weekly.

CLASS MEET
TUES. & THURS., 6:30 P.M.
STARTING MAY 12

COME IN FOR ENROLLMENT NOW AT
DELEHANTY 91-01 MERRICK BLVD., JAMAICA

For further information call GR 3-6900.

CSEA Urges Governor Veto Bill Affecting School Salaries

ALBANY — The Civil Service Employees Assn. has come out in strong opposition to a bill currently before the Governor which, in CSEA's opinion, would make a "meaningless charade" of the employee-employer negotiating process in the State's school districts.

The bill, Assembly number 6322, would give to the school district voters the power to regulate the salaries of teachers, which, CSEA feels, could set off a chain reaction, adversely affecting the salaries of non-teaching school aides. CSEA represents thousands of non-teaching employees of school districts.

Briefly, the measure states that if voters twice reject a school district budget, the previous year's budget would be adopted providing the same salaries as in the previous year. "But here is where the bill discriminates against non-teaching personnel if that if voters rejected the budget twice, teachers would receive a cost of living adjustment while non-teaching employees would get nothing," a CSEA spokesman charged. "It is conceivable that non-teaching personnel in the hands of the voters..."

CSEA further asserted that "The experience of school districts has been among the most tumultuous in the volatile field of public employee-employer relations.

"Return to this unilateral asterisk of salaries can only worsen this condition."

THE DELEHANTY INSTITUTE

55 Years of educating over one half million students

Enrollment open for next exam June 1970

R.R. CLERK

MEN & WOMEN

STATION AGENT

Classes meet:
MANHATTAN—Wed., 1:15, 5:30, 7:15 P.M.
JAMAICA—Thurs., 7 P.M.

Examination has been ordered for
SUPERVISING CLERK-STENO

Classes meet:
IN MANHATTAN—THURS., 6 P.M. * IN JAMAICA—TUE., 6:30 P.M.

Enrollment open for next exam

PATROLMAN (N.Y.P.D.)

Class Meets Mondays at 5:30 pm or 7:30 pm.

Enrollment open for next exam June 1970

ADMINISTRATIVE ASST.

Meets Monday in Jamaica—6:30 p.m.
Meets Tuesday in Manhattan—6 p.m.

License classes enrollment now open for
Stationary Engineer
Refrigeration Mach. Oper.
Master Electrician

PRACTICAL VOCATIONAL COURSES
Licensed by State of New York, Approved for Veterans

AUTO MECHANIC * DRAFTING
RADIO, TV & ELECTRONICS

DELEHANTY HIGH SCHOOL

91-01 Merrick Boulevard, Jamaica

* A college preparatory co-educational, academic high school accredited by the Board of Regents.
* Secretary Training available for girls as an elective subject.
* Driver Education Courses.

For information on all courses phone GR 3-6900
The Journey Ends

The end of a long road will be reached this week when Gov. Nelson A. Rockefeller signs into law four contracts negotiated for the majority of State employees by the Civil Service Employees Assoc.

The journey began more than a year ago when CSEA challenged in negotiations with State workers and won all but one small group of workers hands down. Then it went down to the wire. After that, it was the turn of the no representation got the same pay and fringe benefits will now be resolved in the very place the PBA has insisted on.

Administrative Adjudication for moving violations will be conducted under the same rules and regulations that govern arbitration. A PARALLEL team will perform the task to the scenes of greater alarm or fatal fires on a twenty-four hour standby basis. There were written on every appeal. Nevertheless, the questions raised by the petitioner's argument by opposing counsel often provide a guide to the rationale of the Court's decision. Such a case is Merigone v. Board of Trustees of the New York Fire Department Pension Fund (New York Law Journal, April 8, 1970, page 2). The question before the Court was whether the petitioner, a first grade Fireman, was disabled in the line of duty when his injuries resulted from an automobile accident while he was operating his automobile on the way to receive a telephone call arranged for him by a Battalion Chief.

The PETITIONER was a Fireman of the Fire Department of the City of New York for 23 years until his ordinary disability retirement at half pay in January, 1972. In 1958, he was assigned to the Fire Prevention Education Unit (F.P.E.U.) as chauffeur and aide to Battalion Chief Peter Azinoro who was in charge. The petitioner drove the Chief's car in the course of his work, which required a two to four hour standby basis. He also gave fire prevention lectures to spectators assembled at the locations of such fires.

WITH THE Chief's retirement on June 1, 1958, the petitioner resumed his duties at the F.P.E.U. and fatal fires. This was confirmed by the testimony of the Chief himself at a hearing conducted by the Board of Trustees of the New York Fire Department Pension Fund, as follows:

Q. When did you go on terminal leave?
A. I believe I went on terminal leave on June 1, 1958.

Q. Do you know which day Merigone took over your duties after you left?
A. Well I understand that he did carry on the

PBA Wins Its Point

The dispute between the City Administration and the Patrolmen's Benevolent Assoc. on wage differentials will now be resolved in the very place the PBA has insisted on all along—the courts.

Mayor Beame has been insisting that the matter should be settled through the Office of Collective Bargaining. The PBA point of view was that this would lead to arbitration about a benefit that had already been settled.

The Lindsay Administration has now pledged itself to fully support the use of the courts to settle this dispute and to lend every means to expediting the issue.

The Patrolmen's Benevolent Assoc. has won a very important point for its membership.

Your Public Relations 10

By LEO J. MARGolin

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.

Administrative Adjudication

A LAUDABLE example of how public relations favorably affects government operations is Administrative Adjudication, the official name identifying the totally new procedure for handling traffic violations within New York City beginning July 1.

A NATIONAL "first", Administrative Adjudication for moving violations will be conducted by 25 to 30 civil service hearing officers assigned by the State of New York through its Dept. of Motor Vehicles. A PARALLEL team of referees will be set up to handle violations coming on the 3rd month of the

Q. Are you speaking to the Social Security Administration?
A. Yes, they have been very helpful in solving

Social Security

Questions and Answers

I've been collecting social security benefits and always received social security checks have always arrived right on time. But I'm planning on giving up a part of my apartment and moving in with my daughter next month. What should I do to make sure that the checks continue to arrive on the 3rd of the month?

Be sure to notify the Social Security Administration of your change of address as early as possible. If you get the notice in before the 15th of the month your next check probably will be sent directly to your new address.

I am age 68, and I am enrolled for the hospital insurance part of Medicare. I will soon have to enter the hospital for surgery, after which I expect to remain hospitalized for about 30 days. Approximately how much of my total bill will Medicare pay?

Assuming that the hospital you are entering participates in the Medicare program, your hospital insurance will pay a portion of your hospital costs except the first $44, for up to 60 days. The first $44 of expenses is your responsibility and cannot be paid by Medicare under any circumstances. After entering the hospital within 60 days of your discharge, you will not be required to again pay the $44 as it is still in the same benefit period.

I am planning a long vacation through the United States now that I am retired. If I am insured as we have been, in another state and require hospitalization, will my Medicare hospital insurance help with my total bill?

As long as the hospital you enter is one that participates in Medicare's Hospital Insurance program, your hospital insurance will pay for all hospitalization in the United States. All participating hospitals, whether non-profit, proprietary or public, must operate under the same rules and regulations concerning Medicare patients. In other words, if you are hospitalized for over 60 days, your hospital insurance should pay the hospital costs. Medicare will pay for the first $44, which is, of course, your responsibility.

I am 62 years old and have just suffered a severe heart attack. Can I still receive social security benefits even though I took my social security at age 62?

Yes, you may receive social security benefits even until you are age 65. However, your disability benefits will be reduced by 1/180th of your total benefit calculated as a result of the number of months you received the other benefit prior to becoming disabled. If you become disabled 10 months before your retirement date, your reduction will be higher. However, your disability benefits will be higher if you receive your retirement benefits at the present time.

Here's a moving appeal from social security. Why are you receiving social security benefits? Be sure to notify your social security office when you move to a new address or if your checks can match you with you.

Line-Of-Duty Disability

THE VOLUME of appeals decided by the Justices of the Appellate Division of the First Department of the First Judicial District (New York and Bronx Counties) is tremendous. It is therefore natural that opinions are not always written on every appeal. Nevertheless, the questions raised by the petitioner are such that the argument by opposing counsel often provide a guide to the rationale of the Court's decision. Such a case is Merigone v. Board of Trustees of the New York Fire Department Pension Fund (New York Law Journal, April 8, 1970, page 2). The question before the Court was whether the petitioner, a first grade Fireman, was disabled in the line of duty when his injuries resulted from an automobile accident while he was operating his automobile on the way to receive a telephone call arranged for him by a Battalion Chief.

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At about 12:15 A.M. of the morning of June 22, 1959, the petitioner reported at the scene of a fatal fire at Beach 95th Street, Rockaway, Queens. He gave two fire prevention talks over a transhailer attached to the Chief's car. After his talks Battalion Chief James F. Maloney told him to expect a telephone call at 9 A.M. from the 47th Battalion to Engine Company 321 in connection with his providing a "Fire Aid Program" in the area of the fire. The petitioner reported to Engine Company 321 at 2 A.M. where he always parked the Chief's car. As he was not assigned to 321, there was no bed available for him and he went to his mother's house to sleep because it was nearer Engine Company 321 than his own home. At 8:40 A.M. while on his way to Engine Company 321 to be in time for the 9 A.M. telephone call, the petitioner's automobile and another automobile were involved in a collision, causing the petitioner to become permanently disabled.

THE CORPORATION Counsel argued that the petitioner had completed his tour of duty when he parked the Chief's automobile at 2 A.M. While these events did not occur on his way to Engine Company 321, it was the petitioner's daily routine to drive in his own automobile to Engine Company 321 at the start of the day's work to pick up the Chief's car. As urged by the Corporation Counsel, his injuries were therefore unconnected with the duties of his employment, but resulted from an accident before arriving at the engine company. In other words, the injuries were not a risk of his occupation but of life generally.

During the argument of the appeal, one of the Justices asked specifically whether the petitioner was entitled to payment from Engine Company 321 back to his own home. The petitioner was not entitled to payment from Engine Company 321 back to his own home.
An investment tip from Volkswagen: Buy low, sell high.

The 1967 Volkswagen sold new for $900 less than the average 1967 domestic economy car.
According to the Official Used Car Directory, it now sells used for $300 more.
Interested in speculating on a '70? Send for our free prospectus.
DAN guests at the dinner closing the Spring Meeting of the Western Conference. Civil Service Employees Assn. are shown in the top two left frames of this montage. While the right frame shows officers of the State University of Fredonia chapter, CSEA, the center photo in the second line shows Dr. Theodore Wenzl, CSEA president, addressing the membership, flanked by Dr. L. Walter Schulte, dinner speaker, left, and Joe Deasy, Jr., city editor of The Leader, dinner toastmaster.
DELEGATES to the Central Conference, Civil Service Employees Assn., meeting recently at Cortland, heard reports from Arthur Kasson, Conference president, bottom right, and CSEA field representative Ted Medruszewski, bottom left. The top picture shows Philip Caruso, of Utica, offering resolutions for action by the delegate assembly. Kasson reported at the meeting that he would not seek re-election to office. The meeting drew an exceptionally large turn-out.
is extended to Judicial Conference employees working in Monroe County, effective April 1, 1970. Inconvenience (night work) pay of $300, effective April 1, 1969, is also continued.

The salary package is accompanied by the establishment of a joint labor-management committee which will conduct a study of current salary arrangements, including those provided for in the new contract. The committee will submit a report by October 1, 1970, which will pave the way for the establishment of a uniform "pay plan" to become effective April 1, 1971. This projected "pay plan" will be negotiated, using the recommendations of the committee as a basis and which will incorporate the increases provided by the present contract.

Retirement Benefits

The 25-year-fall-pay career plan now includes the 1/50th credit of final average salary for all years of service, and eligibility for the 1/50th credit is attained after only 20 years of service instead of the previous 25 years. The survivors' death benefit for retirees is increased from $3,000 to $5,000. Attached to the retirement package is a provision for the establishment of a joint labor-management committee which will study the present retirement plan and determine whether there is any basis for different retirement provisions for the State employed court employees. The committee will submit a report which will be submitted by October 1, 1970, and will provide for the basis for possible changes to be effective April 1, 1971.

Highlights of the health insurance gains is the establishment of a labor-management committee to work out tentative additional benefits to be effective April 1, 1971. Included in this study will be a dental plan, plus methods of providing paid-in-full benefits under Blue Shield, providing comparable benefits under CHEI to those provided by the State-wide plan, and of periodically discussing the administration of health insurance programs in areas affecting employees.

Employee who were members of the negotiating team are David Klingaman, chairman, assistant clerk, Court of Claims, Albany; Robert Harri- son, deputy director, Mental Health Information Service, Appellate Division, Supreme Court, Albany; and Sol Summer, assistant clerk, Appellate Division, Supreme Court, New York City.
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 reached 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—no;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 6¢ stamp.

For Complete Details, Fill Out And Mail Today

TER BUSH & POWELL, INC.

CIVIL SERVICE DEPARTMENT
P.O. Box 956
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 ___________________________

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**Semi-Monthly**  **Bi-Weekly**

| Under 30 | $55  | $50 |
| 30-34   | .85   | .80 |
| 35-39   | 1.10  | 1.00|
| 40-44   | 1.40  | 1.30|
| 45-49   | 1.90  | 1.75|
| 50-54   | 2.60  | 2.40|
| 55-59   | 3.75  | 3.60|
| 60-64   | 5.75  | 5.30|
| 65-69   | 8.25  | 7.60|

*Convenient payroll deduction of premiums for state employees, and most political subdivisions.

Premiums increase as insured attains a new age bracket.

AMOUNT AVAILABLE

| Spouse | $5,000 |
| Child age 6 months or more | 2,500 |
| Child age 15 days to 6 months | 1,000 |

LOW BI-WEEKLY COST FOR SPOUSE

| Member's Age | Member's Age |
| Under 30     | $56       | 45.49    |
| 30-34        | .69       | 45.54    |
| 35-39        | .66       | 45.59    |
| 40-44        | .76       | 45.64    |
| 45-49        | 1.10      | 45.69    |
| 50-54        | 1.70      | 45.75    |
| 55-59        | 2.50      | 45.80    |
| 60-64        | 4.00      | 45.85    |
| 65-69        | 6.50      | 45.90    |

Preminiums increase as the insured attains a new age bracket.

A flat additional charge of $57 bi-weekly includes all insured children age 15 days to 18 years regardless of number.

Also, if you should die before your children become 22 their insurance would continue without further premium payments until they are 22.

There is a special Accidental Death Benefit with an extra benefit equal to the face amount or equal to twice the face amount if such death is due to delivering a passenger in an aircraft or other commercially operated public conveyance. These benefits are payable for loss of life resulting from accidental injury and occurring within 90 days after the accident. Death resulting from war suicide ( sane or insane) certain aviation activities or death attributable wholly or partly to disease, is not covered.
(Continued from Page 1) Erica H. Poston, President of Department of Civil Service for New York State; Robert J. Drummond Jr., Regional Director for United States Civil Service Commission; Dr. Theodore Lang, Personnel Director of New York Board of Superintendents and Jerry Pfeiflein, Publisher of the Civil Service Leader and New York Law Journal.

Presentation of the awards in previous years was made by Hubert H. Humphrey, Robert F. Kennedy, Governor Nelson Rockefeller, Senator Jacob K. Javits, and Senator Charles E. Goodwin.

James A. Cavanaugh

Cavanaugh first entered New York City service on October 13, 1926 as a clerk in the Department of Housing and Buildings, and transferred in the title of budget examiner to the Bureau of the Budget in 1952. He was promoted to the title of budget examiner in 1964 and rose to various levels of this occupational group to his present title of assistant director of the budget.

According to Budget Director Frederick O.R. Bates, "he has displayed throughout his assignments a degree of ingenuity, industry, and responsiveness to the needs of the City that would have placed him in the top ranks of any organization in which he served."

"Cavanaugh has exercised great skill in accommodating the political process to changing conditions through the design and promotion of the use of revised standards and procedures and the development of computer concepts to be applied to budgeting. He has spurred the evolution of effective systems by maintaining liaison with and urging the use of such systems by bureau personnel, agency personnel and personnel of other related City administrative agencies," Hayes said.

Edward D. Igoe

State Income Tax Bureau

Director Edward D. Igoe began serving the public on October 16, 1923, as a junior clerk in the Health Department, the Income Tax Bureau, and the Department of Taxation and Finance where he remained until 1939.

At that time he was promoted to senior audit clerk in the Division of Employment. In 1936 became a head clerk (purchase) in the Division of Employment. The career civil servant returned to the Department of Taxation and Finance in 1942 as chief clerk.

Igoe was promoted to head of the Business Administration Bureau of the latter department in 1946, where he served until his appointment as director of the Income Tax Bureau on April 8, 1969.

He was selected by Governor Dewey as a member of the State Merit Award Board in 1945 and, on October 31, 1946, was appointed chairman of the Award Board by Governor Harriman, in which capacity he served until April 30, 1959.

"Under Mr. Igoe's direction, the Income Tax Bureau has become a showcase of administrative efficiency and has been a model for agencies, other States and even Internationally," said Norman P. Gallman, acting commissioner of the Department of Taxation and Finance. "Mr. Igoe has assisted other State agencies in adapting the innovations of the Income Tax Bureau to their own needs. Representatives of almost every State in the Union, as well as from such foreign nations as Canada, West Germany, Sweden, Pakistan, Syria and India, have come to observe and study the operations of the New York State Income Tax Bureau. Mr. Igoe has visited Ireland and England and conferred with officials in Dublin and London on mutual problems in the administration of income taxes," Gallman said.

Detective Bakula has been with the Niagara Falls Police Department since 1967, and since July, 1967 has served with the Community Relations Division, where in 1968 he received the Police Superintendent's Award as an outstanding police officer. Reading his list of accomplishments is his role as the State's first student ombudsman. His work with the City and Board of Education centers on discussing youth problems with public school children, especially narcotics, law enforcement, traffic safety and police-teenage relationships.

In addition to delivering lectures before student groups, Bakula has been available to the teenagers of Niagara Falls on a more personal basis, exploring ways to resolve student problems. A "super-ombudsman," he has found his role as ombudsman to be a 24-hour job, with students coming to him with problems even at home.

George J. McQuoid

George J. McQuoid, presently performing the combined job of deputy regional director and Chief of the Personnel Management Division of the U.S. Civil Service Commission for New York, New Jersey, Puerto Rico and the Virgin Islands, began his Federal career in Washington, D.C. in June 1961 as management intern for the Commission. In 1962 he rose to the post of civil service examiner, and in 1963 to assistant to Civil Service Commissioner George M. Moore in Washington.

His other assignments in the nation's capital included program analyst in the program planning division, chief of professional examining unit, and from 1960 to 1961 assistant director of personnel for the Commission.

McQuoid moved to New York in 1960 to become chief of the regional inspection division, and in 1961 became chief of newly-formed personnel management division. He began his present duties in 1963.

MTA Appointee

ALBANY—Donald H. Elliott of Brooklyn has been reappointed to a new term on the Metropolitan Transportation Authority for a term ending in 1978.

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**Your Public Relations IQ**

(Continued from Page 6)

... the location and appearance of the hearing facilities."

BASED ON the Task Force's

... that New York City should be a

... to face now—something like the difference between a modern motel and a

... the new deal which errant motorists

... to block a fire hydrant.

... of New York City's Criminal Courts.

**PUBLIC RELATIONS**

... a double-barreled effect on the

... than 3.2 million parking offenses and other so-

... that all part of the disregard for the State's judicial system could be traced to what passed for justice in New York City's Criminal Courts.

**THERE WILL be no "deals" in the traffic abuse under Administra-

... the day, and a strong public

... is being mounted by Commissioner Tofany's staff to make certain that

... the Department of Motor Vehicles, which after all failed to produce for employ-

... in adjoining town of Babylon.

... the testimonial of the hearing facilities."

... the State of New York should be a

... of the hearing facilities."

**GOVERNOR ROCKEFELLER**

... in response to a storm of complaints from motorists and auto clubs that N.Y.

... would be protected from the weight of an annual case load totaling $80,000 moving traffic

... traffic offenses and 3.2 million parking

**THE REMEDY**

... that the State Legislature last

... to be implemented from a

... by State Motor Vehicle Com-

... Task Force, to be

... on sound public relations prin-

**FOR EXAMPLE**

... the Task Force made this public relations point:

**WHILE THE**

... of the operational and hearing

... of course, will be of para-

... the public attitude toward the

... of the new program, the Task Force is

... that the motorists are being held

... by a series of impressions re-

... during the adjudication process—the first impression be-

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... Excellent opportunity for Civil

... the story said.

**Contract Terms**

**To Be Discussed**

By Rochester Chap.

(From Leader Correspondent)

**ROCHESTER — Civil Serv-

... and area legislators will attempt to

... implementation of the new

... State-CSEA contract

... a meeting of the Rochester

**CSEA chapter**

May 6.

... we've been bombarded with

... questions about implementation

... of the new contract," said Sam

... Rochester chapter president. The contract is

... to April 1, but so far no one has seen any increases in his

**Fights Break Out**

**In Atlanta After**

Asme Signs

**Sweetheart Pact**

(Special To The Leader)

**ALABANY — The American Federation of Labor, Cun-

... and Municipal Employees

... caved in to the City of Albany.

... recently, and

... a clear-cut victory for labor

... and more than 2,300

... the contract was not

... by the employees themselves, as

... of Albany, went out of their

... the closed door

... meeting were re-

... in a United Press

... The acceptance ended a 37-

... cents. Lewis LaPorte, head of the

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ST. PETERSBURG, FLORIDA 33713
MEETING recently at Rockland State Hospital in Orangeburg, these delegates were caught by The Leader camera as they went about the business of caring for the problems facing members of the Civil Service Employees Assn. Top, right, Nicholas Piazziferri, conference president, makes his report. Second row, left, Michael DelVecchio, Westchester chapter president, discusses a problem with another delegate; center frame, George Celentano, Rockland State Hospital president, listens intently to the discussion while the right frame shows CSEA organizer Thomas Braun watching developments. The middle row, left, shows Leader assistant editor Ron Linden conferring with Bonnie Hultman, conference secretary. Fourth row, left, shows James Graham, field representative, right, advising members of possible ways to handle their recruiting drives, while, at right, a group of member chapter presidents held a caucus. Left to right are Celentano, John Clark of Letchworth Village, Issy Tesler of New Hampton and Brad Moore of the Palisades Interstate Park Commission.
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Delta Flight
(Continued from Page 13)
only $2.13 an hour while some were paid as low as $1.96 per hour.

Theodore C. Wenzl, president of the Civil Service Employees Assn., said: "Acceptance of such a miserable offer was a blow to responsible unionism and a show of cowardice on the part of AFSCME. AFSCME's capitulation could only be viewed as a sellout and typical of the many 'sweetheart' contracts this so-called union has foisted upon thousands of public employees across the country."

Analyst Test
A technical-oral examination was taken by 20 candidates for computer systems analyst with the City of New York recently.

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HEALTH RESEARCH SESSIONS

Nearing agreement on the two-year contract covering some 750 employees of Health Research, Inc., in Albany, Buffalo and Syracuse are representatives of HRI and the Civil Service Employees Assn., who met in Albany over a two-week period to hammer out the details of the new work contract. Clockwise from foreground are: Alex Humphrey, director of personnel at the Syracuse Neighborhood Health Center; Robert Mayer, director of personnel for the State Health Dept.; Caesar Naples, assistant director of the New York State Office of Employee Relations; Jeff Austin, counsel from the Dept. of Civil Service; Clarissa Isaacs, president of the CSEA chapter at the Syracuse Neighborhood Health Center; Robert McCall, HRI representative, Ernestine Anderson, CSEA, Syracuse chapter; Kathy Menzas and Thomas Krajewski, CSEA, Buffalo chapter; Connie Glen, president of the CSEA chapter at Buffalo HRI; Carol Murphy, representative from Blue Cross-Blue Shield; John D. Corcoran, Jr., CSEA regional field supervisor; Thomas Linden, CSEA research analyst and Clara Stephens, vice-president of the HRI CSEA chapter, Syracuse.

Stony Brook Chapter Blocks Parking Fees

(Continued from Page 1)

In his arguments, Lipkind said that the traffic coordinator’s post, which consists mainly of finding and issuing summons to cars which do not bear the sticker indicating that the parking fee has been paid, is a part of the State University system and should therefore be paid out of State funds, not by charging for parking.

Justice Gicleer agreed, saying “The traffic coordinator is dependent upon public funds for his very existence...the State University at Stony Brook cannot collect fees for the support of employment which is contrary to and violative of the mandate of State Constitution.”

CSERA

1970 MEMBERSHIP APPLICATION

I, ________ (Please print), hereby apply for membership in CSERA (Civil Service Education & Recreation Association) for the year 1970. I understand membership will entitle me to share all educational and recreational benefits offered by CSERA, and that many of these benefits extend to members of my immediate family.

I am a bona fide Public Employee, employed by:

[Department]

[Address]

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My Home address [Street]

[City] ________, (Zip Code) ________ (Home Phone)

Please check appropriate boxes:

- [ ] Yes, renew my membership in CSERA for 1970 at $6.50
- [ ] Yes, for only $2 more include me in the $5,000 CSERA Group Insurance Plan.
- [ ] Enclosed is my check or money order payable to CSERA, for either $6.50 or $8.50 as indicated in boxes one and two above.
- [ ] Charge one or both as checked above to my MASTER CHARGE # ________.

AUTHORIZED SIGNATURE

One membership good for immediate family. Newsletter outlining whole CSERA program will be mailed with membership card. Dues and insurance can be charged to Master Charge.

Flaum

MINBOLA—Irving Flaumenbaum, first Vice-President of the Civil Service Employees Assn. and president of the Nassau County CSEA chapter, recently received high praise for his participation in a program of Information and discussion on public sector labor negotiations held at the New York State School of Industrial and Labor Relations of Cornell University.

Life Insurance

(Continued from Page 1)

applicants can pay semi-monthly rates of $5.50 or a $5.25 bi-weekly rate. The oldest age bracket, 65 through 69, has the semi-monthly premium of $8.25 or our $26.75 if using the bi-weekly plan.

Amounts available in case of death are $5,000 for the employee, $2,500 for the employee’s spouse, and $500 to children between 15 days and six months. The plan is underwritten by Mutual of New York.

Central Conference

(Continued from Page 3)

ership. He said, “It is dependent - and future expansion plans for the CSEA chapter at the Syracuse Neighborhood Health Center. Robert McCall, HRI representative; Kathy Menzas and Thomas Krajewski, CSEA, Buffalo chapter; Connie Glen, president of the CSEA chapter at Buffalo HRI; Carol Murphy, representative from Blue Cross-Blue Shield; John D. Corcoran, Jr., CSEA regional field supervisor; Thomas Linden, CSEA research analyst and Clara Stephens, vice-president of the HRI CSEA chapter, Syracuse.

Central Conference

Meeting Highlights

past accomplishments of the CSEA, but pointed out there was still more to be done. “Leadership erasibility,” he said, “is dependent on the membership of the CSEA for the survival of the organization and the well-being of it’s members.” Guild also called for more effort on the part of CSEA members and staff towards resolving grievances on behalf of municipal employees who have been treated unjustly.

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. The dates are July 4 to 18, 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. Air fare only is $533 to Copenhagen.

For remaining space write Irving Flaumenbaum, 63 Buchman St., Freeport, N.Y. 11520. Telephone (516) 868-7714.

Lochner Tribute

(Continued from Page 1)

in our tribute to this outstanding CSEA worker that we have decided to provide them a double opportunity to do so, by honoring Mr. Lochner on both the morning of May 24 and 25, Bennett said.

A workshop panel session Monday will start at 9:30 a.m. and include a report on CSEA legislative programs, a discussion of insurance plans, and a third panel on retirement. Following lunch, a further panel session will continue at 2:15 if more discussion is needed.

A period of leisure activity will be featured Monday afternoon, followed by a cocktail reception at 6 p.m., and the testimonial dinner for the guest of honor. Afterward, guests will again enjoy entertainment at the night club.

The workshop will conclude with breakfast on Tuesday.