Vol. XXXI, No. 45  Tuesday, July 7, 1970  Price Ten Cents

**Civil Service LEADER**

**Mental Hygiene Award Winners**

See Page 14

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**NLGB Schedules July 16 For Cornell Secret Ballot**

ITHACA—Employees of Cornell University will have the opportunity to select a bargaining agent in an election scheduled for Thursday, July 16.

The election, which will be conducted by secret ballot in Barlow Hall on the Cornell Campus in Ithaca from 6 a.m. till 6 p.m. on July 16. Those employees who do not work on the campus will receive their ballots by mail and the ballots must be returned by 5 p.m. Tuesday, July 14. In order to be counted, any employee entitled to vote by mail who has not received a ballot in the mail by July 8, NLGB officials said, should immediately contact the National Labor Relations Board, Third Region, 120 Delaware Ave., Buffalo. Telephone calls concerning ballots may be made collect to that office at (716) 845-3139. The mail ballots will be opened and counted after the manual election on July 16. (See sample on Page 16).

The Civil Service Employees Assn., the only organization which has shown an interest in representing the employees

*(Continued on Page 9)*

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**Suffolk County Employees Set For Vote On Aug. 6**

RIVERHEAD—Aug. 6, 1970, is the day when more than 5,100 Suffolk County employees in two bargaining units will go to the polls to decide which public employee organization will represent them at the bargaining table.

The new election date was finalized last week by the Suffolk County Public Employment Relations Board. The County Labor Dept. will conduct the election for the Board.

To be eligible to vote, employees must have been on the payroll as of June 21, 1970.

Both blue-collar and white-collar employees will vote at 21 different locations between 6:30 a.m. and 5 p.m. on Aug. 6. Voting machines will be used to ensure secrecy and security in the balloting.

Every employee eligible to vote will soon receive in the mail an identity card which he must bring with him when he goes to vote. The card also will tell the employee which

*(Continued on Page 9)*

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**New Election in Erie County Sparks Strong CSEA Drive**

BUFFALO—A jubilant Civil Service Employees Assn. moved into high gear last week following the announcement that a new election has been ordered to determine a bargaining agent for more than 2,000 Erie County blue-collar employees.

CSEA, which objected to numerous irregularities in the previous election last winter, was upheld by the Erie County Public Employment Relations Board when the local agency voided the election and ordered a new one to be held. CSEA has already been certified as the bargaining agent for more than 2,000 white-collar employees and has been conducting negotiations for several weeks.

Local CSEA leaders and Erie County CSEA staff representatives are meeting this week in Buffalo with a task force from CSEA's Albany headquarters to

*(Continued on Page 9)*

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**Penology Expert Prager Supports CSEA Stand On Upgrading Corr. Officers**

ALBANY—The Civil Service Employees Assn., backed by correction officers from several State penal institutions, presented irrefutable evidence at a hearing last week before the State Div. of Classification and Compensation which proved that correction officers should be upgraded to at least a grade 14 salary level.

CSEA president Theodore C. Wenzl expressed confidence that "based on evidence presented to the State, the upgrading appeal should be granted quickly by the Civil Service Dept.

"The evidence submitted by our research experts at this hearing cannot be overlooked. The State must act favorably on our appeal."

William L. Blom, CSEA's director of research, led off the hearing, charging that on several different occasions the State had been presented proof showing that correction officers deserve a higher grade, but that it has failed to act on a series of appeals filed by CSEA.

*(Continued on Page 16)*

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**Win 2-Year Contract In Burnt Hills**

BURNT HILLS — A two-year contract with an eight percent pay raise in the first year has been won by the Civil Service Employees Assn. for employees of the Burnt Hills-Ballston Lake School District.

Also included in the agreement between CSEA and the School District is a cost-of-living clause for the second year of the contract and provision for 15 paid holidays. Sick leave for employees working 12 months will now be 15 days per year with maximum accumulation of 175 days. Sick leave for 10-month employees, including regular hourly workers, is 12

*(Continued on Page 16)*
CSEA's Roulier Praises Spirit Of Membership

STORRS, CONN. — Joseph B. Roulier, director of public relations of the Civil Service Employees Assn., emphasized the need to exploit the 'singular strength' of the Independent labor organization in a talk he received recently at a labor education workshop of the Connecticut State Employees Assn., held at the University of Connecticut's labor education center.

Speaking on "The Role of the Independent Labor Organization," Roulier told 300 delegates of the Connecticut state workers' group that "there may be room for improvement in our whole present concept of the Independent." He cited what he considers certain inherent weaknesses of the unaffiliated organizations, particularly their slowness to take action and make needed changes.

However, using as a example his own group's acknowledged position of preeminence in New York State following a number of trials during the initial period under the Taylor Law, he noted the "in spite of my comments on my own organization's reluctance or inability to act decisively," we have geared up to beat the competition generally in a rather impression manner... This isn't bad progress," he said, "for an organization that's traditionally slow to change."

Roulier attributed the unique strength of the Independent to the fact that the Civil Service worker identifies with it. "After all," he said, "it is his organization. He or his past colleagues founded it—he knows it exists only to serve his interests.

This loyalty must not be taken for granted, Roulier warned, "particularly in the face of the competition that makes militant noises... We must be in a position to be able to rally our people to us if and when we sense that they are attracted to the approach of a competitor who preaches the phrase...

(Continued on Page 15)

We understand.

CSERA Vacation Bonanzas!
Round trip flights to
Amsterdam: July 5 to $25; July 20 to
Aug. 17 to Sept. 8—$196. Full tours, in-
cluding jet fare available for only $58 complete. Write Miss Gail Tieren, P.O. Box 777, Times Square Station, New York, N.Y., 10036, telephone (212) PL 7-5821.

Round trip flights to London: Depart July 13 or 27—$212, August 17 departure—$196. Complete tour of Great Britain and Ireland, only $68 on these dates. Write to Sam Emmet, 100 East 28th St., Brooklyn, N.Y., 11210. After 5 p.m., telephone (212) 333-1486.

Scandinavian Tour—July 23 to Aug. 8 to Copenhagen, returning to Bergen, Norway. Flight only $228. Complete tour, only $696. Write Irving Flau-
menbaum, 25 Buchanan St., Freeport, N.Y., telephone (516) 888-7715.

Grand Bahamas: Eight days, seven nights at Kings Inn and Golf Club, departing from New York July 13 or 20 and August 3 or 4. Only $199. Write Mr. Emmett, From Buffalo August 10: only $219, write Mrs. Mary Gormley, 1883 Seneca Ave., Buffalo, N.Y. Telephone (716) 842-4296. Evenings (716) TA 2-0609.

Available only to CSEA members and their immediate families. All travel arrangements by Knickerbocker Travel Service, Inc.
Erie Negotiators Agree
On Non-Money Issues

BUFFALO—The Erie County chapter of the Civil Service Employees Association has announced that a tentative contract has been reached between CSEA and the County on the majority of non-monetary issues affecting a unit of more than 4,000 white-collar county employees, thus paving the way for additional settlements to be made public until agreement has been reached on the entire contract package.

CSEA has presented demands to the County covering salary increases, higher overtime rates, longevity increments, increased health and other items designed to improve the working conditions of County workers, said Clark. County officials were in possession of counter-proposals to the CSEA monetary demands at the next series of negotiating sessions expected to begin shortly.

The majority of the CSEA members in the bargaining unit must ratify the terms of the contract before it becomes final.

A general membership meeting will be held July 7 to finalize the process for the deputies to be unified, Clark said.

The new officers are Lawrence D'Amore, president; Edward J. Gerew, vice-president; William P. Marks, secretary; John E. Mazzo, treasurer.

They were elected by 124 of the 126 delegates eligible to vote. D'Amore was elected president in a temporary board of directors will meet this week to discuss further action.

Voted Duesberg
As President
In Plattsburgh

PLATTSBURGH — Barbara Duesberg, newly elected president of the Civil Service Employees Assn. chapter at SUNY College at Plattsburgh, and her fellow officers and delegates, were recently installed at the chapter’s annual dinner meeting held at Jackie’s Club in Morrisonville.

Guest of honor was Joseph Jahacl, a retired employee of the College. Guest speaker was Dr. William C. Ensminger, vice-president for academic affairs at Plattsburgh, who will be associated with the next president of the University College for a one-year period.

Other officers installed in the meeting are: Jack McCaaland, chapter vice-president; Elma Williams, treasurer; and Robert E. Williams, secretary.

Slated to Check Out
Cheektowaga Dispute

Scheduled to look into the existing impasse between Cheektowaga Central School Dist. No. 1 and the Civil Service Employees Assn. is fact-finder James Ryan of Buffalo. Ryan’s new role was assigned to him by the State Public Employment Relations Board.

The CSEA was recognized as the official bargaining agent for County workers, excluding those at Dutchess Community College and the Sheriff’s department. In 1967.

The first contract, approved in August 1968, provided for a 9.2 percent pay raise over a two-year period; 4.7 percent in 1969, and 4.5 percent beginning last Jan. 1.

The pact was halted by both sides as being fair, but the mood changed when the Board of Representatives approved a salary schedule for the state of Dutchess Community College that provided an approximately 30 percent rise on a one-year contract.

The announcement was made by Nels Carlson, field representative of the CSEA, at the swearing-in ceremonies for the chapter’s new officers. Deputies voted on June 14 to form their own unit of the CSEA. Previously they were covered under the contract negotiated by the 3,000-member Monroe chapter of the CSEA.

The top contract proposal expected to be made by the deputies involves job tenure. They are currently appointed by Sheriff Albert F. Zummo, who for his three-year term of office and must be reappointed after each election.

Seek Improvements
Deputies voted to seek a wage increase, a four-day week, double-time work and increased fringe benefits.

The present salary scale for patrolmen ranges from $7,566 to a maximum of $9,664 and it takes four years to reach top scale. Salaries for higher-ranking deputies range from $10,062 for lieutenants and $10,764 for sergeants to $15,756 for the chief deputy.

There are also longevity increments of $250 for cafeteria attendants, $350 at the 10th, and $400 at 10 years, $700 at 15 years, $1,000 at 20 years and overtime, sick leave and holidays. BENNET.

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In the insurance plan, the county will ask the County to pay full costs of health coverage for the workers’ dependents. The County now pays up to 35 percent of the workers’ dependents.

Negotiating for the chapter will be Kuebler and Tanis Cook, state field representatives, who will direct the team’s efforts.

For Dutchess Cty.

POUGHKEEPSIE—Contract negotiations between the Civil Service Employees Assn. chapter representing deputies sheriff’s office of Monroe County, left to right, Beneke M. Brown, president; Edward J. Gerew, vice-president; William P. Marks, secretary, and John E. Mazzo, treasurer. Field representative Nels E. Carlson, right, was installing official.

NEW OFFICERS Elected to head the newly organized Civil Service Employees Assn. chapter representing deputies sheriff’s office of Monroe County, left to right, Beneke M. Brown, president; Edward J. Gerew, vice-president; William P. Marks, secretary, and John E. Mazzo, treasurer.

Oneida Chap. To Demand
Min. Wage, Reallocation

ITHACA A minimum starting salary of $5,000 annually is being sought for all Oneida County workers for next year by the Oneida chapter of the Civil Service Employees Assn.

The CSEA group also is asking the County for a two-step grade advancement that could bring employees’ salary increases of up to $500, plus additional health insurance benefits and other fringe improvements.

The chapter’s demands for 1971 were presented to the County last week by its negotiating team, which plans to open formal talks soon with County officials on a new contract.

Alfred C. Kuebler, CSEA chapter president, said “It’s Important at this time that we bring about improvements.”

The pact was hailed by both the members of the bargaining unit and the deputies.

The first session was held in the office of County Executive David C. Benenjamin. The deadline for an agreement is Sept. 10, or 90 days before the Nov. 19 deadline for submission of the 1971 County budget. If the negotiations are at an impasse at the cut-off date, they then will go to mediation by the Public Employment Relations Board.

The six-member CSEA team is headed by Ronald B. Friedman, president of the Dutchess County unit, and includes a bargaining specialist from the State Assn., Emanuelle Vitale.

The CSEA was recognized as the official bargaining agent for County workers, excluding those at Dutchess Community College and the Sheriff’s department. In 1967.

The first contract, approved in August 1968, provided for a 9.2 percent pay raise over a two-year period; 4.7 percent in 1969, and 4.5 percent beginning last Jan. 1.

The pact was halted by both sides as being fair, but the mood changed when the Board of Representatives approved a salary schedule for the state of Dutchess Community College that provided an approximately 30 percent rise on a one-year contract.

The new contract, made by the newly organized CSEA chapter representing deputies sheriff’s office of Monroe County, left to right, Beneke M. Brown, president; Edward J. Gerew, vice-president; William P. Marks, secretary, and John E. Mazzo, treasurer.

In the insurance plan, the chapter will ask the County to pay full costs of health coverage for the workers’ dependents. The County now pays up to 35 percent of the workers’ dependents.

Negotiating for the chapter will be Kuebler and Tanis Cook, state field representatives, who will direct the team’s efforts.

For Dutchess Cty.

VOUGHHERMIP—Contract negotiations between the Civil Service Employees Assn. and Dutchess County officials opened on June 14.

CSEA’s initial demand includes a 34 percent increase in salaries for rank-and-file County workers.

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

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

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

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

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

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

The ability to provide such a valuable service is another of the advantages for patients made possible by the prepaid group practice of medicine.
Upward Mobility Emerges As Uncle Sam’s Prime Goal

By BARRY LEE COYNE

Not wishing to be lackadaisical and rest on laurels of past progress, the Federal Government has fashioned a comprehensive program to move ahead toward that verbal commitment on equal opportunity for civil servants. Targets of the program include not only minority group persons, women, youth, veterans and handicapped people. Soon after President Nixon assumed office in 1969, he directed Robert R. Hampton, head of the U.S. Civil Service Commission, to undertake a painstaking analysis of where the weaknesses exist within the Federal Government’s own plan of action to make equal opportunity become reality.

The second area of focus dealt with poor education and past biases, factors that pose formidable barriers to many civil servants. The approach here was to provide more persons the chance to partake in private-training and tuition-subsidy programs plus the incentive of the cooperative work-study plan. Supplementing this was a call to set up off-campus classes in Federal buildings for better access to the worker. Great effort now goes to recruiting minorities for middle level and professional jobs, in which a large void is still apparent.

A third recommendation asks more preparation for supervisory personnel to develop the needed human relations tools that spur along Incentive for upward mobility. Performance evaluation charts the results of this specialized training. Recognition follows superior performance whereas evidence of discrimination brings the risk of corrective action of supervisors found guilty.

The second point of the Hampton Report urges improved techniques of data-gathering to identify and correct work efficiencies. Authorization has been made to put information of minority employment into cooperative work-study priority while aiding management to better analyze recurring faults in employment practices.

Out of this report, moreover, came a new method to find job opportunities for the totally unemployed, those at a disadvantage educationally. The Worker "Job-Element Grading," that is, works aptitudes and aptitudes without regard to actual level of schooling.

Another aspect of attacking discrimination as it crops up within the Federal bureaucracy allows for informal resolution of complaints. Various opportunity counselors and officers form a new arm of the Bureau of Personnel and are especially trained to check out charges of bias. If resolution fails in these early stages, an Independent hearing becomes a guaranteed right. In this manner, keeping one’s own house in order is fulfilled.

The Female Work Force

The voice of womankind has been raised of late, demanding that the equal opportunity concept be applied to them. The female worker’s place in the Federal infrastucture is making headway; for example, in 1968-69 period, the number of women soared by 22 percent in grades GS-7 through GS-12 while the number of Federal workers in grades GS-13 and above took a jump of 23.1 percent. In 1969, a Federal Women’s Program Review Seminar was held to assess the extent of progress. With the assembled group concluded, was that management needed better understanding of the “economic advantages of fully utilizing the talent and ability of women employees.” Another need emphasized was the reality of employment opportunities in Government for women, including top-level jobs. The design of employment practices to women’s life style, furthermore, would have to consider providing more part-time work, maternity leave benefits and day-care centers.

In summation, recent statistics indicate that the majority of women who work, do so out of necessity, often to help support families. “While they have demonstrated comparable efficiency with men in a broad diversity of occupations,” states the USCSG report, “many of them remain underpaid and underutilized.” This report has thus set out to overturn such tradition-bound practices and hopes to make deep inroads during the decade of the 70’s.

A number of Federal programs have been inaugurated during the 1960’s geared toward creating job opportunities for youth. Probably the most extensive is the Summer Aid Program, where the usual civil service requirements are waived and the U.S. Employment Service instead matches qualifications with the list of openings and acts as a referral agency. The quality and variety of assignments is on the upswing.

Helping Our Vets

In the past few years, a coordinated effort has been forged in finding and placing the physically handicapped into jobs where they can perform well. Special emphasis is devoted to the disabled Vietnam veteran, working through vocational rehabilitation centers around the country.

Project Transition centers have been set up to supply counsel and guidance to the returning GI who is uncertain of the conditions of the job market and may want further education.

In a private inquiry, this writer learned from the Dept. of Health, Education & Welfare that a pilot program to channel veterans into the health field area, with specialized training, is under way in Tennessee, a review of critical manpower shortages and the exposure of the veteran to wartime emergency, his ability to function as a male nurse may prove a logical progression.

Minorities, youth, women, the handicapped, veterans and others are being approached with fostering a climate in Federal civil service to assure greater mobility and opportunity. Although inroads are apparent, so are the pressures not to relent as we move into the present decade.

Mrs. Alease Jack Is Recognized

ROCHESTER—Alease Jackson of Greece, N.Y., a member of the Civil Service Employees Association for 40 years, was the guest of honor at a recent reception recognizing her service for the State of New York.

Mrs. Jackson, a stenographer at the Rochester Office of the State Division of Vocational Rehabilitation, will retire this summer.

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Success Or Promises?

The Civil Service Employees Assn. is about to face a major challenge to its power on the local scene in various parts of the State.

Not satisfied with being trounced on the State scene by CSEA, their "high dues, low service" unions are back for more. How they can justify, even to themselves, calling for an election against CSEA when, after winning the small foundation was that, even though they were not won in collective bargaining, employees should not be penalized.

When the matter went to fact-finding, the recommendation was that, even though they were not won in collective bargaining, the employees should receive the same benefits won by CSEA since fairness dictates that the employees shall not be penalized.

The far ends of the State—Erie County to Suffolk—employees of political subdivisions will be asked to choose between proven success and idle promises. It is high time that public employees, once and for all, defeat the carpoolers who are attempting toAggregate of New York City traffic offenses, planned by the Department for more than a year and implemented a week ago with remarkable efficiency and minimum inconvenience to motorists.

The sudden deluge of traffic license applicants in the New York Metropolitan area, which became a flood when schools let out.

The sudden compensating conditions were the fiery temper of some applicants—including one who broke the finger of a civil servant. Language difficulties didn't help those shouting for help in Spanish.

Solve these problems needed administrative knowhow as expert as what one would find in a well-run major corporation.

The fact is many government agencies have the same high competence as these large companies, and in some instances exceed this competence by a country mile.

Social Security Questions & Answers

I am disabled and unable to work but have been receiving sick benefits for 5 weeks and still have 21 more weeks eligibility. I have been told that I can't file for social security benefits until my sick benefits are used up. Is this correct?

No. The proper time to file if you are disabled and expect to remain disabled for at least 12 months is right away. It is not necessary to wait until the expiration of your sick benefits.

My mother just died. She was receiving a social security check each month. Is there a lump-sum death benefit to help pay her burial expenses. If so, how much?

We can pay a lump-sum of $165 to $255, if your mother worked long enough under social security to become insured. If her benefit was based on her relationship to the worker (wife or widow) then no benefit is payable.

What do the letters FICA mean on my W-27? Is this money I can have returned to me?

The letter FICA mean Federal Insurance Contribution Act. Another name for social security contributions. The money withheld from your pay is placed in a trust fund from which benefits are paid upon death, retirement, or disability. It also provides a pre-paid hospital insurance for you at the age of 65. A portion may be refunded when you work for more than one employer and pay on wages over $7,800 a year.

My mother is in the hospital now and the doctor wants to transfer her to a nursing home. Can she go to any nursing home or will she have Medicare pay for her stay?

No. Only certain nursing Medicare patients. Your nearest social security office can give you a list of nursing homes in the area participating in the program. Homes are certified to accept
Beware of the dog.

It may bite.
Into your wallet For a new engine, perhaps.
Or maybe a new transmission.
From such grief, we'd like to spare you. By suggesting you seek out a Volkswagen dealer.
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It won't bite.
Jacobs Honored By Testimonial Dinner

"It isn't very often in a man's life that he is honored by a testimonial dinner. And probably this will be my only one. So I shall savor it.

The occasion, on the evening of June 24, was the gathering of some 250 people to honor Randolph Jacobs as outgoing president of the State Insurance Fund chapter of the Civil Service Employees Assn.

Jacobs, who is currently president of the Metropolitan Conference and a member of the Statewide board of directors, received a plaque and a gift of money in a presentation by Vincent P. Rubano, the incumbent president of the chapter. The plaque included a replica of the engraved invitation to the 25-dollar-a-plate function.

In addition, of course, was the gratification of knowing that there were representatives from 9 out of 13 chapters in the Metropolitan Conference, and that a number of Statewide officers were there from all parts of New York.

Wenzl Main Speaker

Headed by Statewide president Theodore C. Wenzl, who also was principal speaker of the evening, the officers were Irving Flaumenbaum, first vice-president; George DeLong, fifth vice-president; Dorothy MacTavish, secretary, and Jack Gallagher, treasurer. Celeste Rosenkrantz, chairman of the Statewide Education committee, also attended.

Probably the guest with the most mileage recorded to attend the function was Grace Hillery, representative of the State Dept. of Labor, all the way from Buffalo.

Representing the various Metropolitan chapters were: James O. Barge, president of the Bronx State Hospital chapter; Terry Dawson, president of the Creedmoor chapter; Ruth Delaney, vice-president of the Willowbrook chapter; Christian George, president of the Housing and Urban Development chapter; John LoMenaco, president of the Div. of Employment chapter; Andrew Prainito, president of the Brooklyn State Hospital chapter; Amos Royals, president of the Wards Island Psychiatric chapter; George Schvary, representing the Div. of Parole, and Bill Wright, president of the Metropolitan Armory chapter.

And, of course, there was his own family: his wife, Elaine, and their daughter and two sons with their wives. In recognizing his pleasure in their presence, Jacobs said, "... and to have my own family here to see their dad be honored—as the saying goes, my cup overfloweth."

The occasion, on the evening of June 24, was the gathering of some 250 people to honor Randolph Jacobs as outgoing president of the State Insurance Fund chapter of the Civil Service Employees Assn., and Vincent Rubano, current president of the State Fund chapter. Center left, it's Randy in a jovial mood as he entertains guests, including, at the head table, from left, Dr. Wenzl and his wife, Pauline, and the Reverend Dr. M. Moran Weston, who delivered the invocation and benediction. Host Rubano, left, and Jacobs pose with some of the State officers who attended: Dorothy MacTavish, secretary, and Dr. Wenzl, to Randy's left, and, to his right, Irving Flaumenbaum, first vice-president, and George DeLong, fifth vice-president. In the bottom pictures, he receives congratulations from: Celeste Rosenkrantz, chairman of the Statewide education committee, and Grace Hillery, representative of the State Dept. of Labor; Dorothy MacTavish; Dr. Wenzl.

Text Of Jacob's Formal Acceptance Speech

An occasion such as this, the tendering of a testimonial dinner by your peers, cannot but give one a sense of humility and at the same time a sense of pride. I thank you for this expression of your affection and appreciation.

These are, indeed, trying times in which we live and the frustrations and unrest which we are all currently experiencing, the clashes, the verbal insults, blacks vs whites, youths vs the elderly, college students vs construction workers, and we could go on and on—all these things make some of us fear for the future of our democratic way of life and for the hope of a period of reason and understanding.

A testimonial dinner, therefore, given to one who out of your generosity you felt deserved it not because he was black or because he was white, but because he was a man whom you would like to honor is a shining moment not only in my life but also in yours. Moments such as these give us cause to hope for mankind, and for the day when we shall be able to face the challenges ahead of us, not with bitterness, but with reason and understanding.

(Continued on Page 9)
Suffolk County Election

(Continued from Page 1)

unit he has been placed in and where he should vote. Any-
one wishing to vote at a location other than the one designated on the card can appeal to the Labor Dept. between July 21 and 24.

Those employees whose last names begin with A through K will be required to vote in the first half of the day; those whose names begin with L through Z will vote in the second half.

Employees who are on vacation or who have the day off on Aug. 6 may vote at any time during the prescribed voting hours. Absentee balloting, however, will be limited to those who are sick or are on vacation on that day.

Some of the employees are in the police-collaring unit and approximately 5,000 in the white-collar unit.

Each unit will elect its own bargaining agent which will negotiate for the members of that unit, salaries, health insurance, working conditions and other fringe benefits.

The Suffolk County chapter of the Civil Service Employees Association, which has represented County employees down through the years, is the bargaining agent for the units.

CSSEA leaders expressed confidence that the record of the Suffolk chapter, when compared to the records of the other organizations, will ensure a victory in both units for CSSEA. "CSSEA has been responsible for winning all of the ballots Suffolk County employees have voted on and we look forward to continuing to represent all County employees," a spokesman said.

Cornell Representation Election

(Continued from Page 1)

at the negotiating table, with those on the secret ballot, and employees will also be able to vote for "no representation" if they so wish.

CSSEA collective bargaining specialist Paul T. Burch explained the importance of the vote. "For the first time, Cornell employees are an organized group that supports a bargaining organization to negotiate for the salaries, working conditions and fringe benefits they want, and to protect their jobs for them. This is no small matter.

"Labor union management has done out its favors to its employees indiscriminately, pitting different groups against each other by creating inequities in both salaries and fringe benefits. Now the employees can do something about improving their situation in a single bargaining unit and bargaining collectively with their employer, as is their right."

Burch urged all eligible Cornell workers to use their right to vote in the election, stressing that the secret ballot insures all employees of privacy and security and prevents any reprisals against any employees. "No one will know how any one else votes," he said.
Has your family protection kept pace with today's inflation!

NOW!

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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.

Other Important Features

Members may apply for $2,500 to $5,000 of $5,000. However, the amount must 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.

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

Who May Apply

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

Special Liberal Rules During Introductory Enrollment Period

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

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

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FREE GIFTS!
Honor 49 Mental Hygiene Employees

ALBANY—Forty-nine employees of the New York State Dept. of Mental Hygiene were presented special awards recently in Albany for outstanding dedication, devotion and loyalty in the performance of their duties.

The group includes 37 psychiatric aides from State hospitals for the mentally ill and State schools for the mentally retarded. Each psychiatric aide received an award from the New York State Assn. for Mental Health. Thirteen employees of State schools were cited as "Outstanding Employees" by the New York State Assn. for Retarded Children. Alice Cook, a retired psychiatric aide from Sampson State School in Seneca County, was honored by both associations.

Dr. Alan D. Miller, Commissioner of Mental Hygiene, and other Department officials played host to the award winners at a luncheon at the DeWitt Clinton Hotel. Following the luncheon, the group visited with State government officers and elected officials in the Red Room of the Capitol.

In congratulating the employees, Dr. Miller said that "their many acts of selflessness have added greater significance and motivation to the department's overall effort in behalf of the mentally ill and the mentally retarded. In a larger sense," he said, "such devotion enriches the lives of us all."

The award winners and their places of employment are:

**METROPOLITAN NEW YORK AREA**

Psychiatric aides from State hospitals: John Angelone, Brooklyn; Lucille Wardlaw, Bronx; Bertha Settle, Buffalo; Betty Batten, Creedmoor, Queens; Mary M. Gillman, Kings Park; Michael Horan, Central Islip; Laura Wilson, Manhattan; Shirley J. Maciejewski, Suffolk, Central Islip; Regina Smith, Pilgrim, West Brentwood; George Vanderbilt, Creedmoor, Queens; Essie Walker, Psychiatric Institute, New York City.

Psychiatric aides from State schools: Vegetable Brent, Suffolk, Melville; Mary Kate Goodman, Willowbrook, Staten Island.

Outstanding employees from State schools: John D. Phillips, Willowbrook, Staten Island; Carmella DeSimone, Suffolk, Melville.

**CENTRAL NEW YORK AREA**

Psychiatric aides from State hospitals: Lois Baker, Harlem Valley, Wingdale; Catherine Collins, Middletown; Lois E. Crobar, St. Lawrence, Ogdensburg; Charles Crosher, Hudson River, Poughkeepsie; John A. Snyder, Ulster; Edith Trojahn, Rockland, Orangeburg; Judith Washburn, Syracuse; Elnora Wilson, Syracuse.

Psychiatric aides from State schools: George J. Dougall, Rome; Ruth E. Jones, Wassaic; Anna Sagala, Letchworth Village, Thiells; Helen L. Skiff, Sunmount, Tupper Lake; Theda Willette, Wilton.

Outstanding employees from State schools: Jane Dankow, Syracuse; Nancy Doxsey, Wassaic; Patricia Giglio, Rome; Theodore Humenny, Letchworth Village, Thiells; Frank T. Jermano, Sunmount, Tupper Lake; Mary Kucera, Wilton.

**WESTERN NEW YORK AREA**

Psychiatric aides from State hospitals: Luella Bouwens, Newark (retired); Constance Grillo, Rochester; Thomas M. Griesch, Gowanda; Helmut; Evelyn Pianella, Marcy; Marcus E. Unger, Willard.

Psychiatric aides from State schools: Alice Cook, Sampson, Willard; Sharon Nigh, West Seneca; (Continued on Page 16)
Spirits Shown (Continued from Page 2) Buyer of swift, militant action. Our membership must be made to understand that their organization is prepared and capable to lead them as militantly as they are prepared to follow. "... The degree to which you have this kind of unified spirit is the degree to which your organization will survive when the competition starts making its pitch. Your club claims to have your membership away," Roullette commented.

Roullette's comments and numerous related topics were discussed further in a lengthy question-and-answer period which followed.

Actuarial Aides Receipts Raise This October

Four State titles in the area of actuarial work await application, who may file continuously, announces the state Civil Service Dept. The posts include senior, associate, principal and supervising actuary, with assignment to the Dept. of Audit & Control or to the Insurance Dept., either to New York City or Albany locations.

Effective in October, the pay will continue for a lengthy question-and-answer period, which followed.

APPLICATIONS BEING ACCEPTED FOR THE POSITION OF COMMISSIONER OF SOCIAL SERVICES, Herkimer County Department of Social Services.

Candidates must meet the New York State requirements for the position of Commissioner of Social Services. Minimum salary to be negotiated.

Interested candidates may obtain applications and detailed information by writing to the Herkimer County Civil Service Commission, County Office Bldg., Mary St., Herkimer, N.Y., 13350. Last date for filing applications, July 16, 1970.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, Department of Civil Judgments against Rona America Fonesta, Defendant. Judgment for damages in the amount of seven thousand dollars ($7,000.00) for the place of trial. The basis of the judgment is Plaintiff's motion to SUMMONS FROM COURT. TO TRIGHT ACTION FOR A DIVORCE. To the above named Defendant YOU ARE HEREBY SUMMONED to serve a Notice of Appearance on the Plaintiff's Attorney(s) within 20 days after service of this summons, or by default for the relief demanded in the complaint set forth below upon the termination of conciliation proceedings or 120 days after the filing of this action with the Conciliation Officer with the Court. PLEASE TAKE NOTICE: The object of this action is an alleged divorce discovered during the marriage between the parties. The Defendant claims that you abandoned the plaintiff and that you deserted your family and home, and that you have ceased to support the family and home. You are notified that you are entitled to notice and service of process.

The relief sought is the granting of a judgment of dissolution of marriage. The trial is to be held in the County Court at Binghamton, Broome County, New York, April 17, 1971.

Enrique A. Vazquez
Attorney for Plaintiff

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Noted Penologist Backs CSEA Stand
On State Correction Officer Upgrade

(Continued from Page 1)

Bloom also stressed the disparity of salaries between correction officers employed by the State and those employed by New York City.

The CSEA research head said that the duties of the State-employed correction officer have completely changed over the years. The "prison guard" concept no longer exists, he said.

Correction officers are and have been for sometime doing the job of rehabilitative counselors, and should be compensated for this added responsibility.

Working Out of Title

Peter Cameron, correction officer from West Coxsackie, in whose penology today the arbiters of disputes were working out of title, said that the correction officer today is the "father image" for the inmates and sets the example for absent instructors.

CSEA, in preparing and documenting its case for the correction officer today, consulted the services of Dr. Egon Plager, one of the foremost experts on penology. Dr. Plager, an instructor of criminology and penology at nearby Siena College and member of the New York State probation panel, said that the correction officer today is the "father image" for the inmates and sets the example for these people who will eventually return to society.

Dr. Plager credited the State correction officers for the lack of demonstrations and riots at New York State prisons, noting that their ability to communicate with the prisoners has created a healthy environment, considering the conditions. Vindictiveness and retribution are gone, he said, and have been replaced with patience and understanding on the part of correction officers.

Others who testified included Sgt. William Ritchie of Woodbourne, who said he was often forced to assign correction officers to replace his replaced with patience and understanding. He also revealed that approximately 75 percent of the people involved in group counseling at Catskill are grade 12 correction officers.

Woodhouse noted that the guidance department of his institution relies completely on the recommendations of correction officers involved in counseling.

State Warns On Pension Coverage

(Continued from Page 1)

formed of this option and of all the benefits of joining the retirement system, as called for under the contracts recently negotiated by CSEA for State employees.

Employees hired before April 1, 1979, who are not members of the System, but who have the option, can still become members of the retirement system by applying.

Those State employees who are classified in the labor class may receive social security coverage. If they do not join the retirement system, but they are the only exception, the OER said.

A form entitled "Acknowledgment of Waiver of Membership for State Employees in the New York State Employees' Retirement System" is available from the OER for those State workers who have the option and do not wish to join the retirement system.

Burnt Hills Aides Win 2-Year Pact

(Continued from Page 1)

days per year with a 150-day maximum.

Provision for improved hospitalization is also included, with 90 percent of the cost for the individual employee and 80 percent for dependents paid by the School District.

The contract negotiating team included Fred Kramer, president of the Burnt Hills-Ballston Lake School District unit of CSEA; Ralph Muller, Len Hamilton; Charlotte Cooper, and Anna Mae Henlon. Thomas Vining, CSEA field representative, assisted in the negotiations.

The key is gone, replaced by the rehabilitation concept. Times have changed. We have today, and need in the future, correction officers who can relate to the inmates and their problems.

Frank Leonard of Sing Sing Prison said that several years ago, a Correction Dept. study showed that only 50 correction officers were involved in group counseling. He pointed out that a later study conducted 16 months ago found that several hundred correction officers were involved in this special type of counseling work.

Robert Papineau of Clinton Prison said that many facilities and personnel were overtaxed. He pointed out one instance where prisoners in already overcrowded New York City jails were being transferred to State facilities such as Clinton.

Cornellius Rush of Greenhaven Prison noted that if it is the correction officer's job, in addition to his regular duties, to "educate the educated." Rush was referring to the fact that CO's, because of their daily contact and rapport with the prisoner, were the ones who trained college graduates who have entered the psychological and social fields in the penal area.

PAST PRESIDENT HONORED — Outgoing president of the Erie County chapter of the Civil Service Employees Assn., Neil Cummings, right, receives a plaque and gold wristwatch honoring him as past president at the recent Installation dinner-dance held at the Chuck Wagon Steak House in Lackawanna. Presenting the awards to Cummings is Eulis Cathey, CSEA field representative.

49 Mental Hygiene Aides Honored

(Continued from Page 14)

Geetha Simpson, Craig, Sonyea; Laura Wheeler, J.N. Adam, West Seneca.

Outstanding employees from State schools: Alice Cook, Sampson, Willard; Jeanne Heber, J.N.

SOUTHERN TIER AREA
Psychiatric aides from State hospitals: Elizabeth L. Hahn, Binghamton.

Cornell Employees Insure Your Future By A YES Vote On July 16