NEW PENSION PLANS BACKED

Delegates Ask Legislature To Hike Benefits

BY PAUL KYER

BUFFALO—The growing pains of implementing the first State work contracts negotiated by the Civil Service Employees Assn. were very much in evidence when the organization held its 60th annual delegates' meeting here last week. The end result was that, contracts or no contracts, CSEA delegates mandated their leadership to go back to the Legislature when it convenes in January and fight for benefits to which they feel they are entitled right now.

Dominating the plan for legislative action were numerous proposals on retirement, particularly a three-part resolution submitted by Solomon Bendet, CSEA second vice-president. It calls for full pension pay after 40 years' service; half pay after 20 years' and tying of retirees income to a percentage that would raise (Continued on Page 9)

THE CANDIDATES — Candidates for top office in the State Administration were guest speakers during the 60th annual meeting of the Civil Service Employees Assn. in Buffalo last week. Governor Nelson Rockefeller is seen at left in top photo along with fellow Republican, Attorney General Louis Lefkowits, center, and Dr. Theodore Wenzl, CSEA president. In the bottom photo, Wenzl is flanked by Arthur Goldberg, Democratic candidate for governor and one of his running mates, State Comptroller Arthur Levitt.

Goldberg Stressing Strong Background Of Labor Experience

FORMER Secretary of Labor Arthur J Goldberg, the Democratic-Liberal candidate for Governor, will be the most labor oriented and sophisticated tenant (Continued on Page 15)
BUFFALO — A backlog of work-related complaints from Erie County employees is expected to be reviewed by a grievance board as a result of a Supreme Court ruling that stemmed from a Civil Service Employees Assn. lawsuit.

The case was brought to court on behalf of two CSEA members, Mrs. Doris R. Martin, employed at the Erie County Home & Infirmary, and Thomas M. Kothen, employed at the Buffalo and Erie County Library.

Both had complained through CSEA local 421 and state Reps. Charles B. Sandler that the County "neglected and refused to carry out" an agreement they had written, outlined in the State's General Municipal Law.

The Supreme Court ruling sanctioned an out-of-court agreement between the County and the CSEA that the County activate its grievance board.

"We filed this law suit and got them (County officials) down to the wire," Sandler said after the judge's ruling.

Both Mrs. Martin and Kothen had filed complaints in 1969, after the two required elements of a grievance, complaints to immediate supervisors and department heads.

The judge's decision to accept the agreement activates the grievance board, the third stage of the State-mandated grievance procedure for public employees.

Mrs. Martin's grievance involves her claim that the County "neglected to reimburse her for medical expenses incurred" and "refused to allow her to handle rehabilitation services assigned to others not trained in the field."

Kothen charged he was kept on the second shift behind first-shift men with less seniority.

---

### Arbitrator Affirms CSEA On Unfair Schedule Set For 2 Mamaroneck Aides

MAMARONECK — The Civil Service Employees Assn. has scored a victory for two employees of the Westchester County Village of Mamaroneck.

Margaret D. Powers and Julia Sansone, parking enforcement guards for Mamaroneck, appealed to CSEA when their working schedules were changed to their disadvantage for the third time within three years.

The new schedule was such that neither employee would ever have Saturday off, and they felt that this was unfair.

CSEA filed a grievance for the two, and with no settlement arrived at, the issue reached the fourth and final step of the local procedure, both sides agreed, as provided under the procedure, to select an impartial arbitrator to resolve the matter.

Well-known retired jurisdicti, Gerald Morris, served as arbitrator. He ruled in favor of the employees and ordered the Village to revert to the previous schedule.

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### Unused Sick Leave Pay Obtained In Babylon As Town Backs CSEA Stand

SMITHTOWN — Payment for unused sick leave has been gained in the Town of Babylon as a result of an action by the Civil Service Employees Assn.

The Town had refused payments to employee George Kelly, but agreed to make payments after the CSEA protest brought a ruling from John H. Mauls, counsel to the State Employees Retirement System.

"The Town has assured us that the payments will be made in the time," Long Island regional field supervisor Arnold Moses asserted. He added, "The Teamsters, who were at that time supposed to represent the employees, ignored the grievance and we took it up." The Teamsters were ousted from representation of the Babylon white-collar force by a 4-1 vote in a representational election last week.

Officials noted that most CSEA contracts provide for the payments specifically, and that this is a Babylon ruling which will be used in any case where employers balked.

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### Watertown Patrolmen Win Sergeant Stripes

WATERTOWN — Three patrolmen, targets of a drawn-out delaying action by the local service commission which opposed their promotions, have been approved by City Manager Ronald G. Forbes.

They were sworn in at once and were assigned to the patrolmen's uniforms the next day.

The local Civil Service Commission, with two new members, overruled the president of the members and used the current detective sergeant list for naming patrol sergeants. Opposing the move was Glenn F. Palmer, head of the Commission.

Meanwhile, a new civil service rating list has been received by the Commission which decided to withhold announcement of promotions pending a regular meeting later. Two more sergeants will be named from the new list. The competitive examination was held May 23.

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### Jewish State Aides Ready Fall Meeting

BUFFALO — Sylvia Miller, president of the Jewish State Employees Assn., of New York, has spent some of the summer period with several committee members to arrange meetings for the coming term.

The first meeting after the summer recess will be held on Wednesday, Sept. 23, at 6 p.m.

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### BAHAMA SPECIALS

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WO 2-0002
Mental Hygiene Dept. Delegates Demand Halt To Pact Violations

BUFFALO—Allegations of general and specific violations of the contracts between the State Administration and the Civil Service Employees Assn. were discussed with heat at a meeting of the Mental Hygiene Dept. representatives at the 60th annual meeting of the CSEA at the Hotel Statler-Hilton here last week.

Chairing the meeting was Mrs. Ann Bessette of Harford Valley State Hospital, assisted by William McGowan of West Seneca State School; Salvatore Butera of New York Psychiatric Institute; and Julia Duffy of Pilgrim State Hospital. All are members of the CSEA Board of Directors. Robert Guild, a former Mental Hygiene Dept. chaplain president, and new CSEA collective bargaining specialist, served as advisor to the panel.

Members of the panel advised the chapter representatives of their responsibility of bringing every violation to their attention—even the most minute violations. "We are now working under Taylor Law contract which is as strong as the law itself. But the upholding of the contract is the responsibility of each and every member of the department who is affected by the pact. The contract is only as good as his enforcement," was the panel's consensus.

Also discussed at the meeting was the establishment of various career ladders for all employees of the department the problems facing employees within each occupational group.

Action on the complaints was promised as soon as a meeting can be set up between CSEA and the Mental Hygiene Department administrators.

Specifically cited under the CSEA proposals were:

1. That adequate parking facilities with full lighting provisions be made available in all work locations on the institutional grounds. Example: Middletown State Hospital.
2. That sign-in and sign-out procedures be provided in the buildings in which the employees work.
3. That all employees in the Department of Mental Hygiene be placed on a 37½ hour work week. Example: After Care Clinic in New York City work 37 hours a week while all Social Workers outside New York City are required to work 40 hours a week.
4. That all Psychiatric Social Workers who work in excess of 40 hours a week be granted time and one-half for overtime or the equivalent compensatory time off.
5. That control of temperature all laboratories not to exceed 80 degrees and no lower than 60 degrees.
6. Provide ward clerks on all wards where more than 50 percent of the patients are bedridden or confined to wheel chairs. These would be new items.
7. Reduce housekeeping chores presently performed by attendants.
8. All portal lifts that are now in existence be maintained and kept in good operable condition.
9. Married personnel both working in the same institution be allowed the option of choosing the same shift.
10. Be granter same days off.
11. When employees are required to take Civil Service exams, they may be granted leave with pay regardless of what shift they work.
12. Wherever employees are granted educational leave, that the time that they create will be filled on a temporary basis.
13. All employees who require drugs that are prescribed by a State Hospital physician or their own physician be granted the opportunity to purchase said drugs from the State Hospital Pharmacy at the cost of the State.
14. The cleaning duties of the attendant shall not be limited to the day shift.
15. On wards with poor ventilation, additional fans should be available.

CIVIL SERVICE LEADER, Tuesday, September 12, 1978

INTERLUDE—Earl W. Brydges, left, State Senate Majority Leader, is seen chatting with CSEA president Theodore C. Wenzl in Buffalo last week when Senator Brydges was the speaker for the dinner that concluded the 60th annual meeting for the Employees Association.

BUFFALO—The 60th annual meeting of the Civil Service Employees Assn. became part of the campaign trail for a while last week as Governor Nelson A. Rockefeller, accompanied by Attorney General Louis Leftowits, and his Democratic opponent, Arthur J. Goldberg, in the company of Comptroller Arthur Levitt, made campaign pitches to the 1,000 delegates gathered here for a three-day session.

Making a brief solo appearance was Adam Wallnsky, the Democratic nominee for Attorney General.

Rockefeller and Goldberg shared a common theme—the Taylor Law—but had diametrically opposed views. Calling the legislation "an effective bargaining instrument to improve your employment conditions," the Governor declared that it is not available on all levels of government, the Taylor Laws has proved practical, workable and valuable.

Goldberg disagreed and said that, if elected, he would replace the Taylor Law with legislation that would "above the chains of Inaction," except in areas of employment critical to public health and safety; would provide arbitration with the arbiters being approved by both management and labor and would create the so-called agency shop whereby all employees would pay dues to the organization representing their unit whether they were members or not.

The Governor laid heavy emphasis on his record of accomplishments for employees during his 12 years in office. He pointed out that the average for all State employees went from $4,535 in 1958 to $8,400 today—

Labor Aides At Parley

ALBANY—Two State Labor Dept. officials—Joseph H. Altman and Dr. Albert J. Rosso—were featured speakers at the Western New York Safety Conference held recently and attended by 3,000 industrial, governmental and business representatives.

HELPING HANDS—Nassau Civil Service Employees Assn. chapter president Irving Haasenbaum, right, shakes hands with Alex Ross, chairman of the North Merrick Triangle and a member of the Nassau County Council, a successful negotiation of contract bring boosts averaging $700. CSEA field representative George Peak, who assisted, looks on.

Some 3,000 employees of the State Hospital at Middletown, including attendants, housekeepers, nurses and house physicians, have elected to work 37½ hours a week rather than 40 hours. Thus the State has saved $25,000 in pay equality as it claimed and the employees have saved $5,000 in overtime pay. The 2½ hours per week saving is a major dental health insurance increase of 85 percent. He promised as soon as a meeting can be set up between CSEA and the Mental Hygiene Department administrators.

Specifically cited under the CSEA proposals were:

1. That adequate parking facilities with full lighting provisions be made available in all work locations on the institutional grounds. Example: Middletown State Hospital.
2. That sign-in and sign-out procedures be provided in the buildings in which the employees work.
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4. That all Psychiatric Social Workers who work in excess of 40 hours a week be granted time and one-half for overtime or the equivalent compensatory time off.
5. That control of temperature all laboratories not to exceed 80 degrees and no lower than 60 degrees.
6. Provide ward clerks on all wards where more than 50 percent of the patients are bedridden or confined to wheel chairs. These would be new items.
7. Reduce housekeeping chores presently performed by attendants.
8. All portal lifts that are now in existence be maintained and kept in good operable condition.
9. Married personnel both working in the same institution be allowed the option of choosing the same shift.
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13. All employees who require drugs that are prescribed by a State Hospital physician or their own physician be granted the opportunity to purchase said drugs from the State Hospital Pharmacy at the cost of the State.
14. The cleaning duties of the attendant shall not be limited to the day shift.
15. On wards with poor ventilation, additional fans should be available.

Hospital should be made available to it a vacuum cleaner.
16. In areas which are strictly confined to female employees, this employee shall not be required to lift patients.
17. Window cleaning to be completed through either contractual services or by the existing maintenance department.
18. Air-conditioning be installed in all populous areas.
19. Geriatrics ward where patients require complete bed care, additional staffing be provided from the housekeeping series.
20. Nursing personnel shall not be required to supplement the duties of the food service workers.
21. Senior clerks in the Office of Patient Resources shall be grandfathered in its positions as Junior Agenas.
22. Those employees who are considered to be Ward Charge Seconds shall be compensated with the time off of their choice and also be given priority of any jobs which they qualify for in a above title.
23. On all geriatrics wards with any vacancies, the State shall provide two portable laundry hampers.
24. Where vacancies exist on the job title, the employee shall be made aware of the work locations and be given an opportunity to bid on the location that he desires.
25. That all employees be granted a twenty minute coffee break in the morning and the afternoon.
26. That employees be granted and informed that they have the right of representation prior to any questioning which may result in disciplinary action.
27. All State Hospitals be credited with money as re-
In response to an increasing crucial need plus an absence of adequate staffing, the 25 State hospital facilities which comprise health care centers under three separate departments have united their efforts to find available X-ray technicians.

Coordinating the joint prospective technicians that filling will remain a continuous process, waiving the traditional deadline. Another item worthy of note: Entrants be in submitting their preferences from among the many locations to the State Department, as the regular technicians at $5,775 while those who choose the two-step service units begin at $6,115.

State Hospital Facilities Map Full-Fledged Drive For More X-Ray Techs

That salary is subject to a substantial boost, however, since a two-step pay raise of 14 percent is set to materialize in full as of April 1971. This boost also goes for the $7,375 entrance salary offered in the promotional title of senior technician.

Training Outlined

Relevant coursework is required of all candidates, who must at minimum be 18 and hold a high school diploma or equivalent. The coursework calls for a two-year training program in X-ray technology, and administration of an official State-registered school. Appointees will also face physical exams to ascertain that they are in sound health, in view of their public contact work.

Among potential facilities which utilize X-ray technology are hospitals under the State Health Dept., Mental Hygiene Dept., and State University of New York. State hospitals are located in Binghamton, Brooklyn, Buffalo, Central Islip, Queens Village, Bethpage, Winchendon, Poulsbo, Ithaca, and Kings Park; and Mercy, Middletown, West Brentwood, Rochester, Rockland, Ullas and Staten Island. Tuberculosis hospitals take in Homer Pools, Ray Brook, and Mt. Morris. There is also the Rochester Mental Health Institute, Buffalo, and the Division of Labs and Research in Albany. Under the SUNY umbrella are the Downstate and Upstate Medical Centers, located in Brooklyn and Syracuse, respectively.

It should be noted that the written exam will involve questions on: X-ray physics; radiographic concepts; retirement planning; anatomy and physiology; radiation protection; radiology, and ethics. Because candidates can be released in six months, no formal appeal is allowed. Further information is available in the appropriate exam announcement.

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If you want to know what’s happening to you to your chances of promotion to your job to your next raise and similar matters!
Action On Pensions

Contracts worked out by the Civil Service Employees Association and the Civil Service Department have proved of great benefit to State workers. An automatic raise is provided for next year, definite improvements now showing results, health insurance is now free, etc.

For the first time in the history of the State, there is a sound pension system, both on the State and local level. The time has come for getting some vast improvements in their retirement plans so-called death gamble and to provide full pay after 40 years of service.

The power of the Legislature is supreme and that Assemblymen and Senators should be willing to grant employees the same benefits they voted themselves in this field.

Best Of Luck

Welcome back to New York City, Police Commissioner Patrick Murphy.

A product of the New York City civil service system and a former policeman, Commissioner Murphy returns from a similar position as Detroit Police Commissioner to head New York City's Finest.

Since he came from the ranks of the department, no one can know better the problems facing him and his men and we wish him the best of luck in his new endeavor.

Governor Names Unit On Utility-Ecology Interests

For the first time in the history of State government, the governor has appointed such an unit for the purpose of keeping the public schools aware of the environmental impact of public utility projects.

Other members include: Dr. John McBride, chairman of the Environmental Sciences, State University at Binghamton; John K. McWade, chairman of the State Public Service Commission; and the state environmental conservation commissioner.

State Senator John D. Cleary of Mineola, Senate Secretary James B. Bloom of New York City, Assemblyman Joseph M. Massa of Long Island, Assemblyman John T. Flack of Dundas and Assemblyman Peter A. W. Biddle of New York City, will receive no salary as members.

Renoma Chief Waring To Coordinate State Police Training Unit

ALBANY—Lynbrook police chief Walter F. Waring has been appointed as the new director of the State Police Training Council. Three other members, just reappointed, are: Schuyler County sheriff Maurice F. Dean of Glens Falls; State Police Superintendent William E. Kerwin Jr. of Cohoes and John F. Malone, assistant director of the FBI in New York City.

All is Fair in Training

For Troopers

ALBANY—Ninety-one State Police Academy cadets undergoing their basic training at the State Police Academy, were recruited to serve as jurors in the trial of a traffic violation in the State recently—State Fair Republican.

The recruits were backed up by 80 regular troopers and 10 counselors, security and criminal investigations handled by a detail of 11 men from the Bureau of Criminal Investigation.

Takes Another Hat

ALBANY—State Education Commissioner Ewald B. Nuyutal has been named to the Board of Directors of the State Science and Technology Foundation.

Casualties Of Anarchy

Civil Service employees must not delude themselves into thinking they are safe because they are torn out of the anarchy of violence in New York City. The anarchy of violence is exploding with more frequency than ever across this country.

Like it or not, the well-being of all civil servants is at stake whether they are in the line of fire or not.

Why the Bombers and assassins are saying this:

"We're out to destroy the Establishment and everyone who is part of that Establishment!"

Well, civil servants are a very important part of the Establishment. Civil servants comprise the human adhesive keeping our government viable and in one piece.

The anarchists are tearing down another support of government and striking another blow against general confidence in government and its ability to withstand its attacks.

The fact that these bands of depredateurs seemed to enjoy an immunity from prosecution, to continue their path of destruction, to keep getting social security payments? Yes, Mr. Rockefeller, for us.

The Pact of Civilization that provides money only for retirement. But, last year more than 500,000 of these students, Hyman Siegel, social security district manager has declared. These 500,000 students receive more than $250,000,000 a month was paid in benefits to nearly four million children from pre-schoolers to college seniors, the district manager said.

If a student believes he may be eligible for benefits, he should apply at his nearest social security office. He will need to supply the following: information: name and address of the school, date of attendance during the past year, any other previous benefits, any student identification card, number of credits hours carried (for college, junior college and university students), and date of return to school full-time.

I'll be 18 soon, but I'll still be going to school. What must I do to keep getting social security payments?

A questionnaire will be mailed to you some time during the five months before you're 18. This questionnaire asks if you plan to continue in school after 18, whether you're working while you're a student. To get your checks without delays, complete the questionnaire as soon as your plans for attending school are definite. If you don't receive a questionnaire, visit your social security office and give them the necessary information about your school plans.
Sawyer Selected
As Regents Sec.

ALBANY—Richard J. Sawyer is the new Secretary to the State Board of Regents. He is a cum laude graduate of Brooklyn College with a doctorate from Columbia University.

Sawyer is administrator for the Regents and serves as the liaison between the Regents and the State Education Commissioner. Prior to the new $22,740 appointment, he was chief of the Bureau of College Evaluation for the department and personally evaluated over 50 institutions of higher learning in 1966.

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Adults joining H.I.P. will have the first opportunity of participating in the MPT Tests at the Fifth Avenue Center so that your personal physician will have a detailed health record from the onset. Initially, participation will be limited to new enrollees.

More details on the MPT Center will follow in these pages, the press, radio and TV.

HEALTH PLAN REOPENER:

Board of Education

General City Employees
Sept. 21 - Oct. 16, 1970

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Rockefeller And Goldberg
Campaign At Convention

(Continued from Page 3)

of the merit system.

of the most important and ef-

spotlight to the top contend-

gates after brief speeches.

Text of the Rockefeller and

Goldberg addresses.

Rockefeller

"When I step before this audience, I know I'm talking to one of the most important and ef-

fective public employee organi-

ations in the United States;

and I'm proud that it's a New York State organization.

I note, also, that at one time, men from other organiza-

tions came into the State from 17 other areas to try to win you over—but you prevailed.

"Your leading position grows out of the leadership represent-

ed here today:

— from the delegates and of-

cers of local chapters right on

to the top—in your able and ef-

fective President Ted Wenzl and other State officers.

"You have weathered a ter-

dribly difficult period of transi-

tion, and you have come through with flying colors.

"I compliment everyone of you.

"For me, this is that season, every four years, when I kind of wish my job was in the classified service.

"I suppose the way to look at this coming election is something like your annual performance rating;

—except that I get rated by about 7,000,000 supervisors.

"I understand another can-

didate for the job will be here to speak to you tomorrow—

Arthur Goldberg.

"I like to think of Arthur as being on the open competitive list—and myself on the inter-

departmental list.

"One of the points you'll cer-

tainly have served the civil service.

"That's important because, ultimately, it's the quality of public service that decides the quality of public service.

"Since deeds are still more persuasive than words, let's compare for a moment, the person who has come to be for the State in 1958 with the person who came to work in 1970.

"Consider the average salary of all State employees; $4,335 in 1958—$8,400 today, up 85 percent.

"Of course, the cost of living has gone up steadily during that kind, too.

"But State salaries have not only kept pace; they have been raised further to bring them generally in line with sal-

aries of your counterparts in the private sector.

"There have been State salary increases in eight of the 11 years this administration has been in office.

"And in 1958, if you left State service even one year from retirement—that was just too bad.

"Your retirement went down the drain.

"Today, your pension is vested after 10 years—and it's all contributed by State—the first major public pension system in the country to be made nonforfeitable.

"The list of gains since 1958 is long:

—overtime pay, cost of living increases for retirees, the career civil service, free, health insurance, with a major dental insurance plan beginning next year;

—to mention some examples.

"What you have done is inter-

esting, but let's face it, ladies and gentlemen, it's what you are going to do that counts.

"So, those of you with long careers in the service of the State can point to a different kind of career service today;

—a service that accords the dignity and value of public employ-

ment; that employment accordingly.

"I don't point out these impres-

sive advances solely as achievements of this adminis-

tration.

"These are advances that you have won.

"They have been won by em-

ployees willing to give their own time and their talents to go out and fight for a better deal for their fellow workers.

"And your presence here today is proof of the confidence that each of you has earned from your own employees.

"So my hat is off to you—the delegates and officers of the Civil Service Employees Assn.

"I also congratulate you on your impressive victories in the State and many other local represent-

ational elections.

"Whoever wins them, these local elections dramatize the imp-

cact of the Taylor Law on local public employee and manage-

ment relations.

"I know that almost half of you here today are delegates of local employee organizations.

And I am pleased that the health and retirement gains I spoke of earlier benefit your members, too.

"But, I am especially pleased that the Taylor Law is giving you such an effective bargaining instrument to improve your employment conditions.

"As far as I'm concerned, the best government in this country is the government closest to the people and that is local govern-

ment.

"And, on all levels of govern-

ment, the Taylor Law has proved itself practical, workable and valuable.

"It has enabled us to work out contracts in which mandates are not handed down from on high;

—but, rather, are worked out between us together.

"I think it's fair to say that in this administration you have found a sympathetic response.

"And in this, you have the support of the General Assembly and the Governor.

"And, this is the Governor who can deal only with those of you who say that the Governor of New York should not concern himself with these problems. In fact, the Governor of the State himself says he should not concern himself with these problems. Inflation, recession, re-

orestation, the state of education itself is being cooled off at the expense of working people, unemployment.

"And, on all levels of govern-

mental concern—these are national issues, we are told; the Governor can deal only with State issues, we are told.

"I do believe the Governor of New York is incapable of affecting national policy. He can and should, in a responsible way, propose a powerful plan for the solution of state problems, for economic programs—for an end to light money, to cal-

cularing state, to prevent military spending, and to a re-

soration of sensible priorities in the state budget. The State of New York has a direct interes-

htere—for we are now seeing that State revenues suffer from this situation.

"And there are things the Gov-

ernor can do in this State to ease the cost of the consumer as well as provide some relief from high prices. He can fight to keep the costs of living down, he can combat the police and the fire departments by promising not to raise them while imposing increases in non-elective departments, and he can work to maintain or improve salar-

ates of State school aid, instead of sponsoring cutbacks which have been asked for an average of 17 percent increase in local property taxes. He can impose State regulation on the health and safety industries which has been requested by the greatest single source of in-

creased prices. He can create a unit pricing law, he can establish a law that only way you will achieve it is by buying the substance and not the packaging.

"There is nothing in the idea of collective bargaining that career service.

"It was our premise when, indeed, in 1961, I recom-

mended, on my recommendation, the first Executive Order permitting collective bargaining for federal employees.

"I do not believe that govern-

ment employees can be treated like second-hand citizens. They are entitled to the benefits of collective bargaining, which they have never fully been accorded.

"I am not willing to endorse a State charter which is throwing millions of workers out of work even as prices continue to rise.

"Those who say that the Governor of New York should concern himself with these problems. In fact, the Governor of the State himself says he should not concern himself with these problems. Inflation, recession, re-

orestation, the state of education itself is being cooled off at the expense of working people, unemployment.

"And, on all levels of govern-

"I think it's fair to say that in this administration you have found a sympathetic response.

"And in this, you have the support of the General Assembly and the Governor.

"And, this is the Governor who can deal only with those of you who say that the Governor of New York should not concern himself with these problems. In fact, the Governor of the State himself says he should not concern himself with these problems. Inflation, recession, re-

orestation, the state of education itself is being cooled off at the expense of working people, unemployment.

"And, on all levels of govern-

ment, the Taylor Law has proved itself practical, workable and valuable.

"It has enabled us to work out contracts in which mandates are not handed down from on high;

—but, rather, are worked out between us together.

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"I think it's fair to say that in this administration you have found a sympathetic response.

"And in this, you have the support of the General Assembly and the Governor.
Delegates Keep Their Cool Over Several Hot Issues

(Continued from Page 1) automatically when the salary grade at which he retired was raised.

The latter section of the proposal would work this way. If an employee had retired five years ago with his pension based on a salary of $8,000 and that title and salary grade increased to $10,000 over the five years, the percentage of his pension would now be based on the higher figure. Thus, retired employees would have built in protection against inflation from the day they left public service.

Bendet first made his proposal at a meeting of the New York City chapter and they were later backed by the Metropolitan and Long Island CSEA Conferences. Delegates gave overwhelming approval to the resolution.

Death Gamble

Numerous delegates demanded that State and local government employees be granted the same treatment on the so-called "death gamble" that members of the Legislature voted for themselves earlier this year. Dr. Theodore C. Wenzl, CSEA president, called for "an end to the double standard the Legislature imposes on public employees. We're not asking for more than they get; we just want the same benefits and we are entitled to them."

Also speaking out on retirement proposals was S. Samuel Borrelli, chairman of the CSEA County Executive Committee. Borrelli declared that strong action in the Legislature was necessary for pension improvements in political subdivisions. "More of this legislation must be mandatory rather than made permissive," he said, "because too many local government agenciesSTEP discontinue in this area unless the laws force them to do so."  

Contract Violations

One of the hottest topics at the convention was alleged violations of the Freedom of Information Law by supervisors. The proposed amendment to the law was rejected by the delegates.

GREETINGS

ALBANY—Governor Rockefeller, right, is seen as he was welcomed to the 50th anniversary meeting of the Civil Service Employees Assn. by Richard Tammen, CSEA fourth vice-president.

93% Pay Hike Set For Syosset S.D.; New Fringes Won

MINEOLA — A nine and one-half percent pay boost, fringe benefits and clarification of work rules has been won by the Syosset School District unit of the Nassau chapter, Civil Service Employees Assn.

The issue of salaries will be reopened in the second year of a two-year pact.

The package also brings increased hospitalization contributions, sick time, call-back overtime and longevity payments of $600 in the 10th year, $700 in the 15th and $1,000 in the 20th.

CSEA also won a complete revision of working rules. Three CSEA delegates participated in establishing a holiday schedule including 16 holidays and two conference days in the 1970-71 school year.

For Jeff. Cty. Deputies

Win Referendum On Right To CS Status

WATERTOWN—Jefferson County sheriff's office criminal deputies have finally gained a public hearing and a promise from the Board of Supervisors that a move to place them under the protective umbrella of civil service will be part of the November general election.

The deputies, about 35 of them, have tried unsuccessfully for years to win civil service status. Now they have the ear of County officials who have decreed that constitutional requirements be followed—meaning a public hearing and referendum of the voters.

The new program, if voted in November, would affect all Sheriff's Department personnel except Sheriff Robert B. Chaufty, Undersheriff Kenneth Carr and Arthur Sprague, civil deputy.

If and when the Board of Supervisors acts, those eligible for civil service recognition would not have to take competitive examinations.

The proposed amendment to County law has been introduced by Supervisor Grant H. Northrop, Antwerp, and seconded by Supervisors Edward E. Cobb, Jr., Howesfield; W. Douglas Howland, ninth ward, and Richard L. Terrell, fourth ward.

ATTACK ORAL EXAMS—Samuel Grossfeld, president of the Rochester chapter, is seen as he urged CSEA delegates to support a motion calling for an end to oral examinations in public employment. Grossfeld charged that the oral exams were used only to circumvent the merit system. The motion was overwhelmingly adopted.

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Marked By Medallion

ALBANY—Governor Rockefeller, left, has received a medallion at the dinner attended by delegates to the 60th annual meeting of the Civil Service Employees Assn. Edward Joseph, toastmaster for the event, said he would lead in the singing of "The Star Spangled Banner" without accompany- ment. He was soon joined by nearly a thousand other voices and the result was a very stirring moment for everybody.
### Eligibles on State and County Lists:

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<th>Rank</th>
<th>Name</th>
<th>City</th>
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</table>

### School Directory:

#### MONROE INSTITUTE

**Computer Programming**

Special Preparation for Civil Service Tests, with special emphasis on the General Educational Development Test. For school use. Address: 92 MAIN ST., HOPKINS, NY 14549.

**Schools:**
- ** elementary**
- ** secondary**
- ** vocational**

**Contact:** 716-933-7100.

### Evening Courses for City Employees and Personnel Program

**Offered By:**

New York City Department of Personnel

Division of Continuing Education and Extension Services

In cooperation with the **New York City Department of Personnel**

Full Semester Starts September 20, 1970

#### Registration now through September 25

Register in person or by mail at the Training Division, New York City Department of Personnel, Room 36, 40 W. 42nd Street, New York, N.Y. 10036.

Telephone: 682-5815.
Omit Qualifications
• For Switchboard Jobs
Out On Long Island
To fill the gap for switchboard
operators in the Suffolk
County, you won't be con
fronted with any education or
experience requirements
whenever. Living in that coun
try, moreover, is not necessary
either.

Continuous examinations
are administered on the first
and third Monday of each month
by the Suffolk County Civil
Service. Dept. in Riverhead. Examination
success depends on a written
test, with questions on: reading
comprehension; vocabulary; ar
ithmetic; office practices; Eng
lish, and general information.

Applicants who fail this exam
will be allowed a retest after a
two-month interval.

The usual biweekly pay scale
starts at $184, varying according
to town. Also, a special test is
offered in the American Legion
Hall in Bay Shore the second
Monday of each month. For
more information, see yourself
with the exam notice, which you can obtain by calling:
(516) PA 7-4700. Ask for Ext.
249.

Suffolk Suggests Pair
Of Qualifying Options
For Key Punch Posts
Those competing for the
continuously open posts of
key punch operator have two qualifying options
examen the Suffolk County
Civil Service Dept. in Riverhead. First,
however, you have to prove your
skills on a five-part written test,
incorporating items like reading
comprehension, arithmetic, office practices
and English.

In the afternoon, you can take
option A to be scheduled for the
performance test as soon as possi
ble. Option B requires candidates to be appointed
and have up to ten weeks to take the
performance test, calling for a
speed of 53 strokes per minute.

Written tests are given the first
and third Fridays each month
in Riverhead.

The usual starting salary for
the job is a base of $184. Pay
does vary by jurisdiction, how
never. Legal residence is not
required, nor is any minimum
degree or experience. Contact
the Department at the County Center,
Riverhead, for further details.

Bid Budget Analyst
For Syracuse Post
File Before Sept. 23
Candidates keenly interested
in becoming a budget analyst
III with the City of Syracuse
will be allowed a retest after a
four-year college degree plus
two years of backlog in bud
get preparation. Deemed ac
ceptable, also, will be a master's
in public administration,
business administration or fi
nance. The exam will test
highly diversified; expect, there
fore, questions on budgeting
principles, administration; re
search and statistical methods
and preparation of written
material.

Candidacy will be confined to
Onondaga County residents, who
should contact the County Per
sonnel Dept., 204 Public Safety
Bldg., Syracuse. In so filing, ask
for Bulletin No. 02869.

Onondaga Offering
Account Clerk Job
Up through Sept. 23, filling
continues to fill a sole vacancy
for account clerk III with the
Syracuse Bureau of Accounts, at
the pay scale of $5,590-$6,880.

Candidates keenly interested
in becoming an account clerk
will be allowed a retest after a
city. The exam will test
highly diversified; expect, there
fore, questions on budgeting
principles, administration; re
search and statistical methods
and preparation of written
material.

Candidacy will be confined to
Onondaga County residents, who
should contact the County Per
sonnel Dept., 204 Public Safety
Bldg., Syracuse. In so filing, ask
for Bulletin No. 02869.

State Stresses Need
For Health Service
Nursing Personnel
Health service nurse is the
job category being discussed,
and those hired, according to
the exam notice, will be "re
sponsible for maintaining, and
improving if possible, the health
of State employees." It adds,
"You provide skilled nursing
care for both occupational and
non-occupational illnesses as
authorized by the physician in
charge." New salaries will rise
14 percent above the current
$7,275 starting wage, effective
in April. Metropolitan area em
ployees receive an annual geo
graphic differential. Prospective
personnel should inquire at the
nearest office of the State Dept.
of Civil Service.

To Keep Informed,
Fellow The Leader.
Many Vacancies Mentioned For Clerks & Typists At SSA Queens Payment Ctr.

In excess of 100 openings for clerks and typists—both beginners and those with experience—have been reported at the New York Payment Center of the Social Security Administration. Their offices are situated in suburban Queens, at Junction Blvd., and the Long Island Expressway, near the Rego Park station.

The posts mentioned exist at several entrance levels, depending upon degree of experience. Typing tests are held each Saturday to determine the proficiency of applicants. However, test takers will require advance appointments.

In basics, the SSA asks candidates to be high school graduates and have the appropriate experience in clerical work or typing. The next step is passing the open-competitive exam. Immediate hiring is the policy pursued.

If you would like to receive additional information, call Mrs. Chapple at the SSA offices at 699-3652. The Center’s address is 96-06 Horace Harding Exway., Rego Park 11385.

---

Set October Recruiting Campaign For 16 City Promotional Exams; Police, HA Sergeant Tests Ready

Among the 90 City titles with October filing deadlines are 12 titles for promotional exams. The Department of Personnel expects an extensive response, particularly for the posts of police sergeant and housing authority sergeant.

Besides the jobs for promotion, listed below, there will also be 12 in the open-competitive class. Pore most among these are correction officer trainee, correction officer trainee and housing patrolman, which will provide an eligibility list via a combined exam. Approximately 10,000 applicants are expected to compete for the positions.

Also in the offering: an exam for parking enforcement agent and one for Transit Authority cashier. Current outlook foresees 500 competitors for the former while 300 is the forecasted number of candidates for the latter.

Seek Shorthand Reporters

For 16 City Promotional Exams; Police, HA Sergeant Tests Ready

Others coming under the October filing campaign include: chemist, 60; microbiologist, 70; principal chemist, 30; school custodian engineer; senior deputy sheriff, 25; senior foreman of housing examiners, 20; senior statistician; senior tabulator operator; supervising deputy sheriff, 30, and supervisor of motor transport, 300. For those titles on which there is no number following, no estimate was supplied on the departmental schedule.

Special one-day filing during October will affect some six individual titles. Oct. 9 will mark the date to apply for master electrician, refrigeration machine operator and special electrician, while an October 15 filing date has been tagged for installer/underground storage tanks, master rigger and master sign hanger.

Obtain The Bulletin

Only the official job bulletin, including the notice of examination, tells you the updated requirements and salary range. Typical job tasks and prospective exam content are also delineated therein. These bulletins are issued by the City Personnel Dept., 49 Thomas St., New York 10013. All applicants are urged to write that address, enclosing a large pre-addressed, stamped envelope for return postage. This will enable the application section staff to process your request mailing you a job bulletin plus an entry blank to apply in person.

Persons having further questions on any of the aforementioned titles are advised to phone the department at 586-8700. Mail inquiries will also be answered.

Tell the People About These Jobs

Ambling For Funds To Get Ambulances

ALBANY—Where there’s a need, there’s a way. And in a village that needs ambulance service there’s a way to provide it, says State Comptroller Arthur Levitt, even if an ambulance corps’ original idea wouldn’t be feasible.

The ambulance unit, anxious to serve but short on funds, asked Levitt if a tax could be levied on its behalf by the village it served.

No, said Comptroller Levitt, because a municipality can’t impose a tax for the direct benefit of any private organization. But he suggested, the village could, as the corps suggested, buy an ambulance and contract with the volunteers to run it.

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from automatic, to very automatic, to totally automatic!

Exclusive FOCUS-MATIC™ assures perfect sharpness

...perfect flash!

AUTOLOAD®

340

CDS Electric Eye
Drop-In Loading
Automatic
Flash Settings

AUTOLOAD 342

AUTOMATIC
FOCUS-MATIC!
Automatic
Flash Settings

AUTOLOAD 341

FOCUS-MATIC!
CDS Electric Eye
Automatic
Flash Settings

AUTO 35/2.8

FOCUS-MATIC!
Uses 35mm Film
Automatic
Flash Settings

AUTO 35/REFLEX

Automatic Electric Eye
Interchangeable Lenses
Quick-Loading

Come In For A Demonstration Today!

Foto Electric Supply Co.

31 ESSEX STREET

New York City, N.Y.

Tel.: 673-5222
Lead Poisoning Unit Asks For Volunteers Among Employees

The City Department of Health's bureau of lead poisoning control has asked City employees to volunteer as drivers of the bureau's mobile lead testing units. The units are used as blood testing centers in the fight against lead poisoning which frequently strikes young children who live in dilapidated housing. Drivers will be asked to pick up the units, drive them to a designated location, stay with the trucks during the testing and then return them to a central location.

Volunteers may sign up for a single three-hour session or on a weekly basis. A driver's license and classification as a City employee are required. Interested persons may contact the Bureau of Lead Poisoning Control at 560-7130.

For more details, drop a postcard to: Examinations Unit, Ad-

ministrative Bd. of Judicial Con-
The recently installed executive committee of the Suffolk chapter, Civil Service Employees Assn., gather in Smithtown to chart plans to gain new benefits for their membership. They are, left to right: (seated) Frank Imholz, president; Peter D’Albert, first vice-president; Lillian Tully, corresponding secretary; Thomas Corridan, Andrew Freeman, third vice-president, (standing) E. Ben Porter, fourth vice-president; Tom Kennedy, executive representative; Arthur G. Wexman, treasurer; Norman Flynn, sergeant-at-arms, and Joseph Benedetto.

Candidates At Buffalo Meet

There are also some special matters of concern to civil servants which are also reasons why I run for Governor. There is a need to maintain the real majority in our State.

"The real majority in this State is anxious, concerned, and—yes—frightened by rising crime rates that have made an after-dark stroll unthinkable in many of our cities and suburbs. The Governor can do something about this. He can provide direct state aid to local law enforcement officials. He can fight for a more equitable distribution of federal anti-crime funds, and see that these funds are used creatively. He can equip our courts with the added manpower and facilities necessary to cope with the oppressive case loads which delay justice, and contribute to a decay in respect for law.

"The real majority in this State is appalled by the breakdown in mass transportation that makes the simple task of getting to work a monumental struggle. Everywhere you live, congested highways, bankrupt bus systems, unsafe subways, or filthy and unreliable commuter railroads.

"The real majority in this State is bewildered and threatened by the drug epidemic that is no longer confined to one segment of our population or one region of our State.

"The real majority suffers from polluted air and filthy water, and littered streets that can no longer be shrugged off as other people's problems.

"These problems are common to all of us. Your interest in removing them is no different than the interest of those less fortunate or younger than yourselves. My interest in removing these problems is why I run for Governor.

CIVIL SERVICE LEADER - Tuesday, September 15, 1970

SUFFOLK LEADERSHIP

The recently installed executive committee of the Suffolk chapter, Civil Service Employees Assn., gather in Smithtown to chart plans to gain new benefits for their membership. They are, left to right: (seated) Frank Imholz, president; Peter D’Albert, first vice-president; Lillian Tully, corresponding secretary; Thomas Corridan, Andrew Freeman, third vice-president, (standing) E. Ben Porter, fourth vice-president; Tom Kennedy, executive representative; Arthur G. Wexman, treasurer; Norman Flynn, sergeant-at-arms, and Joseph Benedetto.

LEARNING THE ROPES — Irving Flamenbaum, left, first State vice-president of the Civil Service Employees Assn., and Robert Villa, right, outgoing head of CSEA's Suffolk chapter, flank new chapter president Frank Imholz as he checks through a work book to become better acquainted with ongoing programs conducted by the chapter.

Mental Hygiene

(Continued from Page 3)

CSEA, as in the past, access to employees during working hours on an individual basis, for the sole purpose of insurance solicitation for life insurance as well as accident and health insurance. 37. That all institutional chapters be granted office space:

A. At least 200 square feet
B. Properly ventilated
C. One operable desk
D. One operable chair
E. One telephone with an outside extension
F. One operable typewriter
G. One five drawer filling cabinet
H. Article 4.4 Meeting space

Retirement Party Set To Pay Honor To Mrs. Melba Binn

The Rochester chapter of the Civil Service Employees Assn. will pay tribute to its former president, Mrs. Melba Binn, upon her retirement from State service. The affair will take place on Oct. 5 at Lozan's, 1420 Scottsville Rd. in Rochester. Those wishing to attend the event honoring Mrs. Binn, who also once headed CSEA's Western Conference, should contact Jo Ahrens at 716-662-2872.
Not Repeat This!

Don't Repeat This!

(Continued from Page 1)

ever occupied the State's Executive
Chamber, should he be elected this November. Goldberg had already an establish-
ed and enviable reputation as a skilled labor negotiator, when he first
made the scene in the controversial CSEA pension issue early in 1959. He
was retained by the Transport Workers
Union to settle the first subway
strike in the City's history.

That strike was precipitated by a splinter, discontent group
within the T.U.W., known as the Motorman's Benevolent
Association who were engaged in an
intra-union conflict with the T.U.W.

Leadership. With the consummate
bargaining skills that he subse-
quently once again demonstrated
when, as the American U.N. Ambas-
sador he steered the proposed nuclear
nonproliferation treaty through to a successful con-
science, Goldberg settled the strike
and resolved the
intra-union conflict that had
finally given birth to the M.B.A.

Goldberg's career in the labor movement has always been as a
representative of the rank and file of labor service workers will find him
sympathetic to their needs and aspirations. In other words, the
same sharp spirit of infallilation.

Collective Bargaining

Goldberg makes this his credo to civil service workers have the form but not
the substance of collective barg-
ing. To assure the government of the
substance of collective bargaining, Goldberg would repeat the Taylor
Law and replace it with a
law that “mandates genuine col-
clective bargaining for govern-
ment employees while at the the
same time protecting the public
interest when there is a real
danger to the health and safety
of the State, just as the pub-
lic service is protected when
there is a dispute in the private sector presents a real emergency.”

5.5% Wage Increase

Goldberg is opposed to present
employee's having the form but not
the substance of collective bargain-
ing skills and preparation of recog-
nized union representatives, and
the bargaining unit which Goldberg has already formed in the
previous year to 1961, which for the first time
granted collective bargaining rights to federal employees.

This has been a part of the
CSEA program. However, legis-
lation authorizing the agency
shop has been killed in legisa-
tive assemblies of the last two
sessions of the State Legis-
lature.

Goldberg has a "total commit-
ment to free collective bargain-
ing as the major means of wage
determination." This commit-
ment made him the author of the
Executive Order signed by
President John F. Kennedy in
1961, which for the first time
granted collective bargaining
rights to federal employees.

This is the second of a series
of three columns on the views
of Governor Nelson A. Rockefel-
er.

Duncan's Service

The Statler Hilton
BUFFALO, NEW YORK

offers to State Employees on State-Spon-
sored business the very best for less! At only
$10.50 per person, State Employees will enjoy
the convenience of modern, luxurious
accommodations, ideal downtown location,
three fine restaurants, elegant and exclusive little
boutiques and shops housed IN the hotel, as well as FREE garage parking for reg-
istered guests!

The Statler Hilton
BUFFALO, NEW YORK

issues Call For College Graduates.

To Consider Fed. Entrance Test

The capstone for eligibility is a college degree, insofar as the Federal Service En-
trance Exams are concerned. Uncle Sam has just renewed his call for more talent to step
forward and consider the 200 individual job titles among which to choose.

Virtual eligibility is determined by the job situations available. Many titles exist in
more than one agency, and your
area of prime concern will help determine the ultimate post.

Testing takes place frequently, and follow-up appointment
occurs a short time later.

The range of options is extensive.

In addition to management
analysis work, there are jobs for those bent on investigative or personal services programs.

Each of these entails personal qualities to deal with people sensitively.

Editorial staff assistants are
drawn from this exam to perform
vital duties for both public information and in-
ternal communications. Data
processing has assumed top-pri-
mary importance as more and
more government records be-
come computerized for storage or verification purposes. Another fertile field is general adminis-
tration, where the functions of planning and reviewing current
policy must be periodically re-
reviewed. Thus, the call for re-
cent college graduates is the means
to bring new perceptions to the

Seek Research Skills

Additional areas drawing heavily upon college applicants are budget administration, ad-

State and Local Government

STATEMENT

To the

Civil Service Employees

of New York State:

We are writing to express our deep concern regarding the recent move of the University of Albany to close its Department of Business Administration.

We understand that this closure is due to a lack of funds and while we appreciate the difficulties that this poses, we believe that it is crucial that this department remain open.

The Department of Business Administration has a long history of providing high-quality education to students in New York State. It is home to many excellent faculty members who have made significant contributions to the field of business.

Moreover, the department plays a vital role in preparing future business leaders to meet the challenges of a rapidly changing world. The skills and knowledge gained in this department are highly valued by employers and are essential for success in a variety of industries.

We urge the University of Albany to reconsider this decision and to find ways to ensure the continued success of its Department of Business Administration.

Sincerely,

[Your Name]

Civil Service Employees of New York State
MEMBERSHIP DRIVE

SUPER SIGN-UP SEASON

OCT. 1 - NOV. 27, 1970

For every new member you sign up, you get an award certificate worth one book of stamps, redeemable at any S & H redemption center — Plus a chance in the $10,000 Super Prize Jackpot.

$10,000 SUPER-PRIZE JACKPOT

1st Prize
1971 Camaro

2nd-11th Prizes
RCA Color T.V. Sets

12th-16th Prizes
Panasonic Stereo Receivers

17th-40th Prizes
Ladies’ or Men’s Helbros Wristwatches

RULES FOR CSEA SUPER SIGN-UP MEMBERSHIP DRIVE

1. Only CSEA members in good standing as of October 1, 1970 are eligible to sign up new members.
2. For each new member signed up during the period of October 1, 1970 through November 27th, 1970, the person recruiting receives one Special Award Certificate (approx. value $3.00-$3.50) which may be redeemed at any S & H redemption center in the United States.
3. For each new member signed up during the above period, the recruiter also has his name entered once in the Super Jackpot. (Thus, if a person signed up ten members, his or her name will be in the jackpot drawing 10 times.)
4. The new member who is signed up during this Special Super-Sign-up period also receives one chance in the Super Jackpot.
5. To be eligible for any certificates or prizes, the recruiter must sign up new members on the special PDA card supplied to each chapter and unit prior to this drive. These cards must be filled in completely and returned to the designated membership chairman in your unit or chapter.
6. Certificates will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.
7. Drawing for the Super Jackpot will be held as soon as possible after the contest—prior to Christmas.
8. No one person is eligible to win more than one jackpot prize.
9. All illegal or fictitious members signed up will be in violation of the law.
10. The jackpot, with a total value of $10,000, includes a 1971 Camaro as first prize; 10 RCA color TV sets (for prizes 2-11); five Panasonic stereo receivers (for prizes 12-16); 24 ladies’ or men’s Helbros wristwatches (for prizes 17-40).
11. An employee who fills out a standard PDA application card during the drive, without being solicited, also will have his or her name entered into the jackpot drawing.

If you do not know who he or she is, call your chapter or unit head.

CIVIL SERVICE LEADER, Tuesday, September 15, 1970