

THOMAS COYLE  
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America's Largest Weekly for Public Employees

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See Page 10

# Budget Refuses Overtime Memo; Feily Says 40-Hour Week Is Being Abandoned

## State Gets Graphic Evidence Of Need For Salary Increase

ALBANY, Oct. 7—Using charts, graphs and statistics, the Civil Service Employees Assn. continued to document its case of the need for a salary increase for State workers as Administration and CSEA representatives held a second meeting on the issue here last week.

CSEA figures show that a minimum 12½ percent, across-the-board wage boost is needed in State employment, and some 800 delegates attending the annual meeting of the Employees Assn. in New York City this week are expected to approve a resolution to that effect.

The Association's Board of Directors has already approved such a resolution following a presentation by Solomon Bendet, chairman of the CSEA Salary Committee. He will report on the state of negotiations to the delegates this week.

### Charts Prove Case

Statistical evidence of the pay raise need was presented by William Blom, CSEA research director. The charts he used (which appear on Pages 10 and 11) showed New York pay scales for several

(Continued on Page 20)

## Gala Christmas Cruise; Prices Start At \$185

A gala Christmas cruise to Bermuda and Nassau is now open to members of the Civil Service Employees Assn. for bookings and berths may be had at prices starting at \$185.

The seven-day cruise, sponsored by Knickerbocker Travel Service in cooperation with Civil Service Travel Club, will be aboard the air-conditioned, stabilized, one-class pleasure ship S.S. Olympic of the Greek Line fleet.

CSEA members will receive land tours free (these must be paid for by others taking the cruise) and a full program of activities. Appropriate religious services will be held on board ship on Christmas day.

The Olympic will leave New York City on December 19 and return there on December 26. Participants will have full run of the ship, including its three swimming pools, card rooms, bars, dance floors and game rooms.

Early reservations are urged as this is one of the most popular

(Continued on Page 20)

### Healy Appointed

Daniel Healy recently was appointed senior rent accountant in the New York State Rent Commission as a result of a promotional examination for the position. He received the top score on the exam.

## O'Brien In New Health Plan Post

William G. O'Brien, manager, government group relations, Blue Cross and Blue Shield of New York City has been appointed by the Al-



WILLIAM G. O'BRIEN

bany Blue Cross-Blue Shield Plans to coordinate the same activities on a Statewide basis,

(Continued on Page 20)

## CSEA Presidentirate Over Marshall Reply

(Special to the Leader)

ALBANY, Oct. 7—Refusal of the State Division of the Budget to issue a directive on overtime practices under the new State attendance rules drew a sharp reply last week from Joseph F. Feily, president of the Civil Service Employees Assn., who had sought the directive.

In answer to Feily's request, Alton G. Marshall, Deputy Budget Director, wrote saying he considered the directive to be "unnecessary and unwise."

Said Feily: "Our 115,000 members will be angry, and rightly so, when we report to them the contents of your letter." He then charged that "It is becoming apparent to State employees that the present State Administration is abandoning the basic 40-hour work week, established by Governor Dewey in 1947, for a large number of its employees whom you claim 'control their own work hours,' but at the same time refuse them to control such hours."

Under the directive Feily requested, all department and agency heads would be formally notified that the revised overtime rules effective last May 1 were intended in no way to detract from the State policy which provides generally for a maximum basic work week of 40 hours.

### Employees Lose

The CSEA president said the new rules stripped a large number of employees of the right to be credited for overtime, thus arbitrarily changing the original conditions of employment. Feily reminded Marshall that in a previous meeting, Marshall said that an employee who worked overtime to complete a necessary

(Continued on Page 20)

### JOSEPH CONNELLY

Mr. Joseph Connelly, 72, died last Friday, October 4, in Albany. Mr. Connelly, a resident of Albany and a retired employee of the New York Central Railroad, was buried from St. James Church in Albany. A native of Cold Springs, he is survived by daughters, Miss Gertrude Connelly, and Kathleen Feily, wife of Joseph Feily; president of the Civil Service Employees Association.

### In Nassau:

## CSEA Charges County School Bds. With Using Loop Holes To Avoid Proper Procedures

(From Leader Correspondent)

MINEOLA, Oct. 7—Giant loopholes in the laws governing some 5,000 maintenance class workers in Nassau County school districts are allowing 50 percent of the school boards to evade proper civil service procedures, it was charged today by Edward Perrott, chairman of the non-teaching section of the Nassau County chapter, Civil Service Employees Association.

Perrott said his organization is incensed at the free-wheeling and uncontrolled practices of school districts in failing to hire from civil service lists, of attempting to

steer selected candidates into exams, of invoking local residence rules, of creating and abolishing jobs on a willy-nilly basis, of working employees out-

of-title and of generally failing to obtain qualified persons to care for their expensive buildings.

Of the 58 school districts in (Continued on Page 20)

*Costikyan*  
**Repeat This!**

**Costikyan Sets New Policy--Leadership, Not Endless Debate**

AS far as Edward Costikyan, chairman of the New York County Democratic Committee is concerned the war between Committee regulars and so-called "reformers" is over.

(Continued on Page 2)

# DON'T REPEAT THIS

(Continued from Page 1)

"Any reform leader that wants to work with the majority of this Committee is welcome," Costikyan told this writer last week, "but I am not going to spend the next two years of my term staging endless agenda arguments and reconciliation scenes. This party has work to do for the people of New York County as well as President John F. Kennedy and the majority of Committee members are eager to get to the task."

### Not Real Reformers

As for the "reformers," Costikyan said "I no longer recognize the term. A group that has no stated goals, no programs, no leader is not a reform group. It is merely an obstacle."

In the beginning, the "reformers" really had only one unifying theme, Costikyan noted, and that was to attack the Democratic Party as "machine ridden." Since the defeat of Carmine DiSapio as leader of Tammy Hall, Costikyan charges that the "reformers" themselves have become a machine, "a silk stocking machine—flimsy, transparent and easily seen through."

During his first term as New York County chairman, Costikyan attempted to cement the old line leaders and the "reformers" into one, cohesive unit. "The arguments for party unity were reasonable and beneficial," he says, "but the only result was that, even before I had made up my mind to seek a second term, this minority group decided to attack me, even though they had no candidate of their own for the post."

Costikyan made it clear that he is through with the "debating club" aspect of the past two years. "While Party leaders were tied up in knots discussing the fine points of conducting politics, the Party workers had no direction and stayed idle in the club house," he said. "This lack of direction hurts the Party more than anything else because it takes it out of touch with the people."

### Two Major Goals

Two major goals have been set by Costikyan during the next two years—a change in the voter registration system and legislative reapportionment.

Of the first, Costikyan says that only 50 percent of eligible voters bother to register. One major block is the literacy test, he claims, "and this does not mean we are encouraging illiter-

ates to vote. The fact that New York's population is 98 per cent literate disproves any argument on that score."

To date, 19 states, mostly in the South, still have literacy test requirements for voting. "I feel that many people avoid this test because of possible embarrassment after the connotations of such tests in the Southern states," Costikyan said.

Even worse, he feels, is that practically every Spanish-speaking citizen is disenfranchised. "It is ironic," he noted, "that both parties made campaign speeches in Spanish last year to people who were being denied the right to vote because of their native tongue."

### Right to Vote

Costikyan believes firmly that these people should have the right to vote. He believes, with equal firmness, that most of them would vote Democratic.

"The second point I want to put across to people here is that they are not getting fair representation in the Legislature," said Costikyan. "Why should a vote in upstate New York have twice the value of one cast by a New York City resident?" he asked.

More liberal voting registration and public awareness of present apportionment procedures, therefore, rank as the first tasks Costikyan intends to undertake.

"There are many unsolved problems in civil rights, public service and unemployment due to automation, that are going unsolved through lack of leadership," Costikyan said. He feels intelligent use of the courts and leadership in helping labor solve the problems of unemployment can only come through vigorous party leadership.

"I intend to start on these two major projects now as the means to increasing Democratic strength and leadership here," he said. "We have to win not only elections but the confidence of a large electorate. It is a program for the people—and I am welcoming help from any source to accomplish it."

In conclusion, Costikyan said, "There is nothing I would like to see more than the minority joining in with the majority to get this Party moving. I am more than willing to continue to work

\* Use postal zone numbers on your mail to insure prompt delivery.

with them in tolerant understanding but I must get some tolerance in return. You can't be a leader watching your back all the time. Life is too short. And I'm not going to shorten the life of the Democratic Party by leaving it leaderless.

"As things stand, I know a good part of this minority is really behind me. But I have to get going, now, and the next move is up to the dissidents. It's time to put Party and principles before endless debate," he declared.

"I ask them to come along," he said.

## The Woman's Angle

By MARY ANN BANKS

City, State and Federal civil servants are urged to contact the Women's Editor of the Leader with news of interest to women in civil service. Deadline for this material is Thursday at noon for publication in the following week's paper.

New York City Planning Commission's assistant public relations director, MARGOT GAYLE, does a lot of sleuthing on her own time. October 18 she will be in Washington, D.C. attending a convention of the National Trust of Historic Preservation, where particular attention will be given to Urban Renewal. By the way, she's the gal who led the fight to restore the great four-faced clock on Greenwich Village's historic Jefferson Market Courthouse which is becoming a public library within the next two years.

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The news is out that New York City elevator operators have asked to be upgraded from seven to 11. The next question is whether or not the City telephone operators are going to get on the bandwagon, too. We've heard a few rumblings to that effect from very CONCERNED WOMEN.

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The Business and Professional Women's Foundation will hold a "Leadership" seminar at Hunter College on Saturday, October 26. The program is one of many intensive middle management training programs being sponsored by BPW throughout the country. Two very active civil service members of BPW are MARCELLA VAN TUYL, a former New York City League president employed in the NYC Welfare Dept., and RUTH STERN, present New York State president who is an attorney in the Federal Customs Court.

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The WOMEN'S DIVISION of the Civic Center Synagogue will hold a regular business meeting of Tuesday, October 15 at the Center, 81 Duane Street, New York City at 6:00 p.m.

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# Top Level Action Sought On Vacation, Holiday And State Travel Regulations

ALBANY, Oct. 7—The Civil Service Employees Association has called on three high government offices as part of its continuing drive for improved vacation credits, equivalent time off for holidays and revision of the State's Travel Regulations.

The latest in a series of requests was contained in separate letters from Association President Joseph P. Felly to:

• Governor Nelson A. Rockefeller, requesting approval of an amendment to the state attendance rules that would provide vacation credits for employees with seven or more years of service on an equivalent basis with employees who were employed prior to 1957;

• H. Elliott Kaplan, president of the State Civil Service Commission, seeking implementation of a change in the attendance rules that would allow State employees equivalent time off when Christmas Day and New Year's Day fall on Saturday;

• Arthur Levitt, State Comptroller, requesting that CSEA be kept abreast of all developments on a study being conducted on the State's Travel Regulations.

Felly pointed out that an amendment providing vacation credits for employees with seven or more years service has already been approved by the Civil Service Commission but still awaits the Governor's approval. Felly appealed to the Governor for his "early attention and action on the request."

### Ask Kaplan's Aid

Concerning the equivalent time off, Felly told Kaplan that several years ago the Civil Service Commission approved an amendment to the State Attendance Rules providing that equivalent time off would be allowed to State employees when Christmas Day and New Year's Day fall on Saturday. He then asked Kaplan for assistance in implementing the change.

The request for information from Levitt concerns an announcement made earlier this year that a broad study of the State's travel regulations would be made, as requested by CSEA. In addition to information about the study, CSEA asked for an opportunity to confer with Levitt about the scope of the study.

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**PROMOTED —**  
Robert T. Custis of New York City has been promoted to the position of senior employment security manager of the Binghamton office of the State Labor Department's Division of Employment. Custis has been an employee of the Division of Employment since he entered State service as a senior employment consultant in 1937.

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**MAKING THE POINT:** Thomas Dobbs, left, president of the Suffolk County chapter of the Civil Service Employees Assn., is seen as he stressed a point concerning the goals of Suffolk County employees. His listeners are the two contenders for the post of County Executive in next month's elections. They are Arthur M. Cromarty, center, Republican contender, and H. Lee Dennison, Democratic incumbent in the post. (See story at left.)

## CSEA Resolutions Committee A Study In Democratic Action

By HENRY SHEMIN, Chairman, CSEA Resolutions Committee

At the annual meeting of the Civil Service Employees Association, held in October, delegates from every chapter and every department of the State Government and its political subdivisions meet to review current problems of employees in public service in New York and to prepare the program of the Association for the ensuing year. To aid the delegates, the Resolutions Committee submits its report to them on or before September 10 of each year.

The Resolutions Committee is a standing committee, receiving its authority from the constitution of the association. Its members, representing various sections and departments of State and County government, are appointed by the president. The chairman of the committee, by virtue of his office, becomes a non-voting member of the board of directors.

### How It Works

The constitution of the Association provides that all proposed resolutions shall be presented in writing to the committee prior to August 20 of each year. The entire process is illustrative of the democratic functioning of the Association. Although most of the resolutions are submitted by chapters and conferences, after debate and deliberation, a good number are received from individuals.

All proposed resolutions submitted to the Resolutions Committee are carefully considered and analyzed. The committee is assisted by the chairman of the Legislative Committee, by our counsel and the assistant executive director of the Association. One of the selected officers of the Association is a member ex-officio of the committee.

Whenever necessary the committee will submit proposals to various special committees, such as the Pension-Insurance, Attendance Rules and Salary Committees, for information and advice. Conferences have been held with the chairmen of committees. In this way differences of opinion and viewpoint have been reconciled. To assist the Resolutions Committee experts from the Retirement System have been invited to address the committee and to answer questions pertinent to proposed resolutions.

The resolutions are divided into those requiring legislation, those that may be resolved by adminis-

trative action and, finally, those that relate to the internal structure and problems of the Association.

All proposed resolutions are acted upon by the entire committee. When a resolution is disapproved, the sponsor of the proposal is notified of the committee action and the reason therefore. In the case of conflicting resolutions, a choice is made by the committee and the proponent is so advised. Resolutions requiring administrative action by the president are referred to him for disposition. In acting on resolutions the committee votes on every proposal and the majority vote of the committee is controlling.

### In the Open

A further demonstration of the democratic manner of our work is the open meeting held by the Resolutions Committee during the annual delegate meeting in October. At this open meeting any delegate may appear before the Resolutions Committee to challenge its decision and to request a further explanation of its action on a particular proposed resolution.

The final report of the Resolutions Committee is then presented to the assembled delegates at the annual meeting. The chairman of the committee presents each resolution separately to the delegates for a voice vote. On the motion for adoption of the resolutions all questions and debate are permitted. It is the majority vote of the delegates on these resolutions that establishes the policy and program of the Association.

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# Civil Service Vote Is Big And Alert, Suffolk Candidates Are Reminded

By PAUL KYER

PATCHOGUE, Oct. 7—Candidates for election to office in Suffolk County next month were put on notice that the civil service vote in the county was big, alert and active.

H. Lee Dennison, Democratic incumbent, and Arthur M. Cromarty, GOP contender for the post of county executive, headed a list of candidates attending a special dinner here arranged by chapters of the Civil Service Employees Assn. in Suffolk. Remarks on the growing awareness on behalf of the civil service voter were made by Thomas Dobbs, president of Suffolk chapter, CSEA.

"Present in this room," Dobbs told the candidates, which also included nominees for the posts of town supervisors, "are the representatives of 21,000 members of our Association who work, live and vote in Suffolk County. No single labor organization here comes near that total. Our family vote totals more than 50,000."

### Political Footballs

Purpose of the meeting was to acquaint the county's elected officials with the goals and purposes of CSEA. While recognizing that, in most cases, the CSEA had the right of fair and peaceful negotiation on salaries, hours and conditions of employment, Dobbs said that "... unhappily, far too often we have sat, planned and negotiated only to find that our programs have been made political footballs."

Although Dobbs made no reference to the long delay by county supervisors in acting on a health plan for county employees or substantial wage increases, these two items have brought about the strongest reaction from county employees.

### Under Scrutiny

Dobbs said that the meeting was in no way an endorsement of any candidates or party but was mainly a forum for letting all candidates know their performances were under scrutiny.

Major speaker for the afternoon was Henry J. McFarland, director of the Municipal Service Division of the State Civil Service Dept., who described the development of the civil service and its operation as a full-time occupation.

### Plus and Minus

McFarland also listed five areas of dissatisfaction and satisfaction most prominent in public service. On the negative side these were 1) a personal feeling that the policy of the organization was unfair; 2) lack of technical competence by the supervisor; 3) unsatisfactory salaries; 4) inter-personal relations, and 5) working conditions.

Making for happy employment were 1) a sense of accomplishment and achievement; 2) recognition of good work; 3) the work itself (interesting, varied, worthwhile, challenging); 4) work without overclose supervision, and 5) opportunities for advancement.

In presenting many proposals by which public employment could prosper, McFarland stressed that two-way cooperation between management and employees was the essential ingredient, coupled with an awareness that the main goal for both was good service to the public.

### Candidates Attending

Candidates for town supervisor attending the meeting were William T. Lauder (R) and Joseph Bassano (D), Babylon; Charles R. Dominy (R) and John J. Jones (D), Brookhaven; Edward C. Ecker (R) and William P. Bain

(D), East Hampton; C. W. Wickerman (R) and Robert J. Flynn, Huntington; Thomas J. Harwood (R) and Alfred S. Koffler (D), Islip Town; A. F. Vojvoda (R) and Anthony Gadzinski (D), Riverhead; Evans K. Griffing (R) Shelter Island; Joseph V. N. Klein (R) and Edward H.L. Smith (D) Smithtown; Stephen P. Meschutt (R) and Vincent R. Reilly (D) Southampton; Lester Albertson (R) and Ralph V. Quinton (D), Southold.

Other guests included Donald R. Hunt, secretary and chief ex-

aminer, Charles Underwood, and Serena Stackpole, of the County Civil Service Commission; Mrs. Theresa Keyes and William J. Dunn, of the Commission staff; Anne F. Meade, deputy county executive; John J. Corcoran, CSEA field representative, and Paul Kyer, editor of The Leader. Representing Suffolk County CSEA chapters were George Felkel, Pilgrim State; John Nathan, Kings Park; Larry Doyle, Central Islip, and Louis Desiderio, Public Works, Dist. 10.

## Constitution Changes, Panel Discussion Highlight Meeting Of CSEA's Western Conference

NEWARK, Oct. 7—Delegates to a recent meeting here of the Western Conference of the Civil Service Employees Assn., participated in an informative panel entitled "How to Effectively Utilize Your Field Representative."

Under the chairmanship of Leo Bernstein, the lively debate was led by panel members John Powers and Henry Gdula, representing the field staff, and Vernon A. Tapper, CSEA third vice president, and Claude E. Rowell, fifth vice president, representing county and state membership.

The discussion was described as "a further opening of communication channels between field men and the membership."

### To Serve County Units

George De Long, conference president, reported numerous amendments were made (to be later acted on by the CSEA Charter Committee) on the Conference Constitution, mostly in order to better serve county chapters.

These amendments were then under discussion at a meeting of Western county chapters, led by Mrs. Ruth Heacox.

Joseph F. Felly, CSEA president, headed the list of candidates for statewide CSEA office who spoke briefly. Others were James L. Adams, candidate for first vice president; Vernon A. Tapper and Arthur Miller, a candidate for second vice presi-

dent; Charles A. Lamb and Vito Ferro, candidates for third vice president; Claude E. Rowell, candidate for fourth vice president; William Rossiter and Fred Cave Jr., candidates for fifth vice president; Hazel Abrams and Clara Boone, candidate for secretary, and John Hennessy and Ted Wenzl, candidates for treasurer.

### Other Guests

Departmental candidates attending were Raymond Walker, Authority; Carl Ecker, Irma German and Irving Fisher, Mental Hygiene; Oliver Longhine Health, and Elmer Ellis, Conservation.

Also attending were Joseph D. Lochner, CSEA executive director, and Paul Kyer, editor of The Leader.

Pauline Fitchpatrick presented a special award to Irene Laver for long and devoted service to the conference.

Newark State School served a host chapter to the conference. Dr. Frank Henne, hospital director, gave the welcoming speech. Also heard from was Assemblyman Joseph Finley of Wayne County.

## Armory Aides Must Get Equal Treatment, O'Hara Says At Awards Dinner

"Armory employees must receive the same treatment as State employees in general," Gen. A. C. O'Hara said here recently at a meeting of the Metropolitan Armory Employees chapter, Civil Service Employees Assn.

General O'Hara told his large audience that "I have always been behind you in matters of proper staffing, adequate salaries and the acquiring of fringe benefits. There is plenty of room for growth in all these areas and,

with your help, we'll get it equally with other public employees."

### 1,000 Years' Service

Following a detailed outlining of Armory plans for the future (Continued on Page 20)

## Where to Apply For Public Jobs

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

**NEW YORK CITY**—The Applications Section of the New York City Department of Personnel is located at 96 Duane St., New York 7, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, across from The Leader office.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone COrtland 7-8880.

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

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT Brighton local's stop is City Hall. Both lines have exits to Duane Street, one block from the Personnel Department.

**STATE** — First floor at 270 Broadway, New York 7, N. Y., corner of Chambers St., telephone BArcley 7-1616. Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).

Any of these addresses may be used for jobs with the State. The State's New York City Office is two blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications need not include return envelopes.

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

**FEDERAL** — Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York 17, N. Y., just west of the United Nations building. Take the IRT Lexington Ave. Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

Hours are 8:30 a.m. to 5 p.m., Monday through Friday. Telephone number is YU 6-2626.

Applications are also obtainable at main post offices, except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

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## U.S. Service News Items

By MARY ANN BANKS

### Insurance Plan For 25,000 May Be Nixed

Last week, the Civil Service Commission acted to withdraw approval of the National Postal Union's insurance plan under Federal Employees Health Benefits Program.

The NPU plan is one of 38 such employee union sponsored health plans and more than 25,000 Federal employees are enrolled in this particular plan. Repeated charges by other postal groups that the NPU was advertising and attempting to enroll employees in its plan in a manner contrary to CSC regulations finally resulted in action by the Commission.

After repeated warnings, the Commission has formally notified the union that it intends to withdraw approval. The union now has 15 days to show the Commission why approval should not be withdrawn.

In the meantime, employees currently enrolled in this plan are protected. If the Commission does cancel the plan, NPU employees will be given time to enroll in one of the other participating insurance plans.

### NYC Post Office Workers' Mass Exit

In explanation to those shocked passers-by of the Manhattan General Post Office last Monday afternoon, those 4,000 people fleeing from the building were Postal employees complying with President Kennedy's proclamation on Fire Prevention Week.

The Fire Evacuation Drill was part of a special program of activities including a display of the fire fighting equipment used by the New York Post Office for the protection of the U.S. Mails.

### Former FCC Chairman Named A Director Of Civil Service League

Newton N. Minow, executive vice president and general counsel of Encyclopaedia Britannica, Inc. and former Federal Communications Commission Chairman, has been elected a director of the National Civil Service League.

The National Civil Service League is a nonpartisan, nonprofit citizens' group which works to obtain efficiency in all levels of public service. A leader in the fight against the spoils system, the League conducts public education programs to enhance the value of the public service and to promote recognition of excellence among civil servants.

Among the distinguished national leaders who have served as League officers are former Presidents Grover Cleveland, Woodrow Wilson, Theodore Roosevelt, and William Howard Taft. Recently, the League has been a leader in the fight against loss of key talent in the Federal Government because of low salaries.

### Full-Scale Study By CSC To Determine Automation Impact

The Civil Service Commission is taking steps to lessen the impact of automation on the Federal employee. A full scale study involving twenty-two of the largest Government departments and agencies is expected to be completed before the end of the year. Each agency and department

has been asked to summarize its plans for automation equipment, the extent of the expansion and the programs being prepared for affected employees. The agencies are also estimating employment needs so that the Commission can try to determine what the re-assignment possibilities are.

Upon completion of the departmental studies, the Commission will start preparing a program to protect the employment rights of automation-affected civil servants.

### Right of Agency Head To "Accuse, Prosecute, & Judge" Challenged

A firing which was upheld by both the Civil Service Commission and the District Court in Washington, D.C. has been appealed to the Supreme Court. The suit will challenge the practice of Government officials hearing the charges that they themselves brought against the employee in the first place. In other words, can the same Federal official act as "accuser, prosecutor, and judge" in dismissal cases?

The present regulations provide that the agency head may designate another officer to hear and determine the case or make recommendations for a decision. The regulations do not, however, appear to prevent the same government official from bringing and prosecuting the disciplinary proceeding while sitting as final judge.

Whether or not the Supreme Court will reverse the decision is of great significance in Federal disciplinary procedures.

### Board of Ed. Offers Big Job, Small Pay

Want a big job—with small pay?

A position is open on the Board of Education due to the resignation of John F. Hennessy. Professional, civic, educational, business and labor groups are invited to submit nominations to the Selection Board, the body which considers and nominates persons to the Mayor for these unsalaried positions.

Recommendations should be

addressed to Herbert Brownell, chairman of the Selection Board, the Association of the Bar of the City of New York, 42 West 44th St., New York 36, before October 15.

### Turner Appointed

ALBANY, Oct. 7—Dr. Charles S. Turner is the new acting president of the State University College at Oswego.

Dr. Turner's appointment was recommended by the College Council. He has been a member of the college faculty since 1941. He succeeds Dr. Foster S. Brown, who resigned.

### Names Whiteman

ALBANY, Oct. 7 — Governor Rockefeller has named Michael Whiteman of Great Neck to his staff as a confidential law assistant. Whiteman is a graduate of Harvard Law School. His salary will be \$8,000 a year.

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## Meet Gregory Clarke

### Field Representative For the C.S.E.A: Accident & Sickness Insurance Plan



Mr. Gregory Clarke is a recent addition to the Ter Bush & Powell, Inc. C.S.E.A. Insurance Staff. His area of activity is the Central Conderence.

Mr. Clarke attended LeMoyne College and Syracuse University where he concentrated in Business Administration. His military service was with two branches, the United States Army, then the United States Air Force.

Mr. Clarke's previous business experience has been with Mohawk Airlines, Strauss Stores and the State Mutual Life Assurance Co.

Mr. and Mrs. Clarke reside with their son and daughter at 105 Hosmer Drive, Syracuse, N.Y.



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### This Week's Civil Service Television List

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31.

This week's programs telecast over New York City's television include:

**Tuesday, October 8**

9:30 p.m.—Career Development—Police Department promotional course.  
 3:00 p.m.—Army Special—U.S. Army film series.  
 4:00 p.m.—Around the Clock—Police Department training program  
 4:30 p.m.—The Big Picture—U.S. Army film series.  
 5:00 p.m.—Nutrition and You—Iva Bennett, of the Nutrition Bureau, and guest.  
 6:30 p.m.—Air Force Story—Film series  
 8:00 p.m.—Nutrition and You—Iva Bennett, of the Nutrition Bureau and guest.  
 8:30 p.m.—Army Special—Army film series.  
 10:30 p.m.—Operation Alphabet—Literacy series by the NYC Dept. of Labor.

**Wednesday, October 9**

\*1:30 p.m.—Your Lion's Share—Mrs. Margaret Scoggins, NYC Public Library.  
 2:30 p.m.—Nursing Today—NYC Dept. of Hospitals series on nursing care. "The Change of Tour Report."  
 4:00 p.m.—Around the Clock—Police Department training program. "New Laws of 1963."  
 \*5:00 p.m.—Nutrition and You—Iva Bennett, of the Nutrition Bureau, and guest.  
 6:30 p.m.—Air Force Story—U.S. Air Force Film series.  
 7:30 p.m.—On the Job—Fire Department training course.  
 10:30 p.m.—Operation Alphabet—Literacy series by the NYC

Dept. of Labor.  
**Thursday, October 10**  
 4:00 p.m.—Around the Clock—Police Department training program.  
 6:30 p.m.—Air Force Story—U.S. Air Force film series.  
 7:30 p.m.—On the Job—Fire Department training course  
 10:30 p.m.—Operation Alphabet—Literacy series by NYC Dept. of Labor.

**Friday, October 11**  
 1:30 p.m.—Nursing Today—NYC Dept. of Hospitals series. "Development of the Nursing Care Plan."  
 4:00 p.m.—Around the Clock—Police Department promotion course.  
 \*5:00 p.m.—Nutrition and You—Iva Bennett, of the Nutrition Bureau, and guest.  
 6:00 p.m.—The Big Picture—U.S. Army film series.  
 7:30 p.m.—Your Lion's Share—Mrs. Margaret Scoggins, NYC Public Library.  
 10:30 p.m.—Operation Alphabet—Literacy series, NYC Dept. of Labor.

**Saturday, October 12**  
 3:30 p.m.—Report on Education—NYC State Education Department series.  
 7:30 p.m.—On the Job—Fire Department training course.  
 8:00 p.m.—Citizenship Education—Film lectures in civic studies.  
 9:00 p.m.—The Big Picture—U.S. Army film series.

**Sunday, October 13**  
 4:00 p.m.—Citizenship Education—Film lectures in civic studies produced by the New York State Education Department.  
 6:00 p.m.—Report of Education—Film lectures in civic studies produced by the New York State Education Department.

6:30 p.m.—Air Force Story—Film series on the U.S. Air Force.  
 7:00 p.m.—The Big Picture—U.S. Army film series.  
 8:30 p.m.—Seymour N. Siegel Interviews Messrs. Peters, Potter and Roth, Survey Team of Hospital Services on their recent report.

**Monday, October 14**  
 2:30 p.m.—Nursing Today—NYC Dept. of Hospitals series on nursing care. "The Assignment of Nursing Personnel."  
 4:00 p.m.—Around the Clock—Police Department training program. "Auto Larceny."  
 5:30 p.m.—Career Development—Police Department promotional course. "Criminal Action, Jurisdiction of Parties."  
 6:30 p.m.—The Air Force Story.  
 7:30 p.m.—On the Job—Fire Department training course. "Transportation of Injured."  
 8:30 p.m.—Career Development—Police Department promotional course.  
 10:30 p.m.—Operation Alphabet—Lesson No. 11 of the new program series promoting literacy presented in cooperation with New York City Department of Labor.  
 \*May be pre-empted by UN sessions.

#### Secretary Sought

The Internal Revenue Service is now recruiting for a secretary (stenographer) for its Brooklyn District Office. The position has an annual salary of \$4,110. For further information contact Miss Bingham at UL 2-5100, ext. 183 or 169, or write the office at 210 Livingston St., Brooklyn.

Zip code numbers help speed your mail. Use them in your return address.

## Pension-Insurance Committee Seeks Constant Improvement

By **ROBERT DAILY**, Chairman, Pension-Insurance Committee  
 This committee of the Civil Service Employees Assn., has a serious responsibility. It considers proposals for improvement of the State Retirement System and recommends thereon to the CSEA Board of Directors and to chapter delegate meetings. It cooperates with the administration of CSEA in urging studies of Retirement System operation, funding and related matters, from which reports are made to the Board of Directors and the delegates.

Since the CSEA established its group plan of Accident-Health Insurance in 1936, and the Group Life Insurance Plan in 1939, the Committee has kept close watch on the operation of these plans to assure that the members have received the maximum benefits at the least cost. The Accident-Health Plan now insures 45,000 members and the Group Life Insurance Plan insures over 60,000 members.

The Committee studies proposals for improvement of these insurance programs, as well as initiating its recommendations to the Board of Directors and CSEA delegates concerning these programs.

#### Keeping Watch

The Pension Insurance Committee also keeps close watch over the operation of the State Health Insurance Program since this program was won by the Association in 1957—looking after the interests of its thousands of members insured under this program.

The Committee, likewise, stu-  
 (Continued on Page 17)

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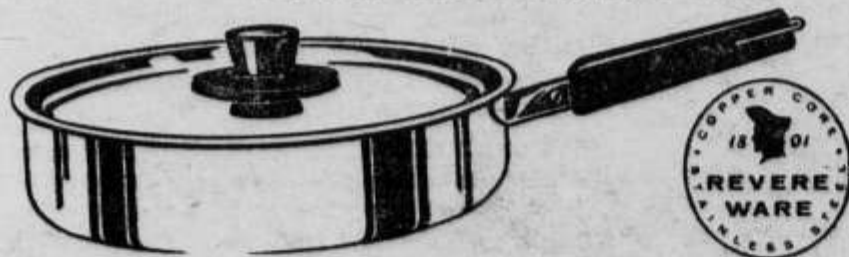
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TUESDAY, OCTOBER 8, 1963



## Order Or Anarchy?

**W**HAT programs have State, City and local administrations prepared to fend off public employee strikes against government?

We ask the question in view of the fact that the recent threat of a strike by New York City teachers seems not to have taught much of a lesson to government. Reports of picket lines upstate and down are constant and the idea of mass demonstration threatens to become a popular device for winning gains from government.

This lead us to ask other questions. What is the role of responsible employee organizations who seek success over the bargaining table instead of in the streets? What answers does government have to these organizations when anarchy wins a point that peace and order did not?

In the South we find elected officials, sworn to uphold the laws of the land, being the chief violators of those laws. If officials deny the law, why should the citizenry do otherwise?

The same arguments are beginning to appear here. If brute strength can bring victory, why bother with orderly procedures—especially when not only are violations of an anti-strike law not punished but also when muscle produces money where none was said to be had.

The only answer to this threatened anarchy is the preparation by government of honest and fair employee programs—and the courage to stick to them. The time for such programs is now.

## Room At The Top

**O**NE way to keep good employees is to have room at the top for them in the executive ranks. Nothing encourages application to the task more than the chance for reward in terms of promotion. This is the main device used in private business and industry to hold on to key personnel, not only in the top flight jobs but also the important middle section of management.

It so happens that this is the weakest area in public employment. The lack of advancement opportunities (to say nothing of low salaries) is one of the most severe problems facing the civil service today.

Last week, this newspaper reported that there was almost a consistent flight of one-third of top echelon personnel from the Federal service. New York State and City face a similar loss in top people. In addition, good people in the lower ranks—who could develop their talents and become eligible for these higher posts—leave public employment because they see the road to promotion blocked by lack of opportunity.

The State Civil Service Department has checked this flight to some degree through its intelligent "in-service" training programs, which have uncovered some first rate executive talent and moved these people into higher positions. Career promotions in City service are less frequent.

In the main, however, government has gone outside to offer the really big jobs in civil service to persons trained in private industry. This may have been necessary at one time but the present high quality of civil servants should now put a stop to this practice.

Government today is so complex that it would seem common sense to put its administration in the hands of those who are best trained in the field—the career civil servant.

## Reappoint Moore As Bd. Chairman

ALBANY, Oct. 7—Frank C. Moore has been reappointed as chairman of the Board of Trustees of the State University. The new term ends in June, 1972.

Widely known in State government, Moore also serves as chair-

man of the State Board of Equalization and Assessment and as chairman of an advisory board for the office for local government.

He also heads the Government Affairs Foundation.

# LEADER BOX 100

Letters To The Editor

## Social Security

Box 100:

As a provisional, why can't I receive credit under Social Security without paying into the pension system?

Provisionals only work six months or a year so it does not pay us to join the pension plan. I am working only to obtain the one-quarter period necessary for Social Security coverage.

A private employer must pay into the Social Security fund even if an employee works only one week. New York City does not. When I went to the Social Security board and produced by salary check stubs for the past six months, I was told that I did not earn any credits because the money was not withheld.

New York City did not make any payments towards my Social Security account. Why is this permitted?

**A PROVISIONAL CIVIL SERVANT**  
Riverdale, New York

## Provisionals

Box

As a t for Box 100, how can we force the City to get rid of all provisionals?

Mrs. J.D.L.  
Kew Gardens

## Cites Loan Delay

**Editor's Note:** A copy of this letter was sent to The Leader for publication as a letter to the editor.

Hon. Arthur Levitt,  
State Comptroller,  
270 Broadway  
New York, N.Y.  
Attention: Mr. Braun, Assistant Comptroller

Dear Sir:

An application for a loan was made against my accumulated retirement fund, No. 108868 on September 21st, which I thought would be adequate time for me to receive the funds requested by the end of the month.

However, on Friday September 26th, I called Mr. James H. Terry to further inform him that the request was urgent. I was informed that it took two to three weeks to process loans inasmuch as there was a backlog of several thousand loans and I would have to take my turn. On Monday, I called you and inquired whether it would be necessary for me to obtain a show cause order in order to obtain the funds immediately. Your reply was to inquire who was my boss, which information I supplied.

There are two grounds for my complaint. Interest on these loans is calculated from the date of request on the loan form. Allowing for a lag of two to three weeks, the State Employee is short changed this interest charge. Inasmuch as you state there are ten thousand loans per month, averaging \$1,000 per loan, this shortchanging is great indeed.

Secondly, you stated that the Retirement Fund was understaffed and that I should write to the Budget Director. Kindly enlighten me how any taxpayer or employee can make a budgetary request for a department head.

Finally, the law does provide for immediate withdrawal upon demand, not when the Comptrol-

(Continued on Page 5)

## Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is Vice President, Public Relations, of A. J. Armstrong Co., Inc.

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

## An Intelligent Approach

**INTELLIGENT** public relations, carefully planned and executed, can be most effective in bringing order out of confusion.

**IF A CONTROVERSY** is involved, a public relations program, implemented by well-conceived communications, can clarify the issues and make possible intelligent decisions by the public involved.

**FOR YEARS**, the misunderstanding about mental illness has been a big "minus" mark for practically all communities. All mental illness was arbitrarily labeled "insanity" and hidden away in the most inaccessible closet that could be found.

**IT TOOK A** lot of persuasion by the more intelligent elements of the various publics to bring "insanity" out into the bright daylight, change the forbidden word into the enlightened phrase of "mental illness." In addition, intelligent public relations showed these were various kinds and degrees of mental illness.

**TO THE MEDICAL** men and women and the social workers—both groups aided and abetted by community opinion leaders—who brought mental illness out into the open, the community owes everlasting gratitude.

**NOW THAT MENTAL** illness is out in the open for all to see and think about, still another problem has arisen: Where does one go to treat mental illness, or get information to handle a prospective mental problem?

**TO GOVERNMENT**, particularly the State and City governments, has fallen the problem of dealing with mental illness. The State of New York runs nearly all the mental illness hospitals, but in New York City the municipal government has accepted no small part of the responsibility.

**THE CITY HAS** established and runs the New York City Community Mental Health Board, which coordinates mental health services and acts as a central information agency for the various facilities, private and public, where mental illness can be treated.

**AN EXAMPLE** of a fine communications within the Board's public relations program, is its 30-page "Guide to Mental Health Services for New York City Residents 1963" which was published recently.

**UNTIL THE BOARD** began issuing its listings two years ago, confusion reigned whenever the "where" question arose.

**THE BOARD'S** guide lists more than 200 places where a person needing mental illness help can go. Each group of facilities is listed with address and phone number. Each facility listed is licensed, although the Board makes no endorsement of any facility.

**IN PRINTING** the facts about the outpatient clinics, the Guide tells precisely what groups each facility serves. In addition, there is an index which records facilities for emotionally disturbed children, alcoholics, narcotic addicts, and, importantly, walk-in emergency service.

**THE STAFF** members of the Board should be congratulated for their intelligent public relations approach in solving a vexing problem. All government agencies can cooperate in the dissemination of valuable information by obtaining copies of the Guide from the New York City Community Health Board, 93 Worth St., New York 13, N.Y.

## Welcome, CSEA

**T**HIS week, New York City will play host to the largest employee organization in the State, the 115,000-member Civil Service Employees Association. More than 800 CSEA delegates from all parts of the State will register at the Park-Sheraton Hotel today for business sessions that will continue through Thursday evening.

While here, the delegates will act on resolutions submitted by various conferences, chapters and individuals within the organization. These resolutions will form the legislative platform of the CSEA for 1964, as well as provide direction for the leaders of the organization.

We take the opportunity here to welcome this vital and democratic organization to our City.

# Fifteen City Aides Awarded Certificates For Completion Of Teacher Training Class

Fifteen employees engaged in in-service training activities from eight New York City departments were awarded certificates for participation in the course "Teaching Methods and Techniques for Agency Training Staffs," according to City Personnel Director Dr. Theodore H. Lang.

The course was conducted by Dr. Edward Silverberg and Leo Gruskin, staff consultants of the Training and Career Development Division, Department of Personnel, and consisted of a twelve-session program combining lectures, guided discussions, demonstrations and laboratory experiences.

The course covered such topics as principles of training, training objectives, training methods and techniques, lecture techniques, guided conference leadership, use of case studies, role playing methods, preparing course outlines and lesson plans, and evaluating training programs.

Dr. Lang pointed out that this program is an important part of the general objective of raising the level of performance of City employees through more effective training programs and activities, as emphasized by the Brookings Institution report.

The employees who received cer-

ificates are:  
 Charles Bergman, Transit Authority; Wilds Chevers, Probation; John A. Conniff, Transit Authority; Mario Facinelli, Transit Authority; Muriel Kennedy, Welfare; Henry Lavelle, Correction Academy; Robert Lisi, Probation; Albert Matschke, Sanitation; Herman Perveslin, Personnel; Joseph Reynolds, Transit Authority; Michael Rudnick, Housing Authority; Peter N. Scaturro, Transit Authority; Jean Shapire, Housing Authority; Isidore Stern, Transit Authority; and Herbert Whyte, Fire College.

ificates are:  
 Charles Bergman, Transit Auth-

TO BUY, RENT OR  
 REAL ESTATE — PAGE 11

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## Sr. Laundry Worker Promotion Exam Is Offered By City

The New York City Department of Personnel has opened filing for the title of promotion to senior laundry worker at an annual salary of \$3,500 to \$4,580.

Filing for the exam which is tentatively scheduled for Dec. 28 will close Oct. 15. The exam is open to employees permanently employed in the title of laundry worker and who work in the Department of Hospitals.

For further information and application forms contact the Department, Applications Division, 96 Duane St., New York 10007.

TO BUY, RENT OR  
 SELL A HOME — PAGE 15

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# Letters to the Editor

(Continued from Page 6)

ler has the staff and time to make the payment. I don't expect the Comptroller to be as efficient as a commercial lender, but the trend is such that from a few days it now takes three weeks to process a loan, and if the trend is upward, it may well take four weeks. I repeat, does it mean that if I want prompt service I will have to file my application with a show cause order?

ROBERT M. REIFFIN

## Dismissal Appeal

Box 100:

I was employed by the Department of Correction as a woman correction officer for a period of eighteen months. I worked very hard for thirteen months as a provisional and after that period I was appointed, through competitive examination to the position. At the end of a six month probation period—in fact on the very last day—I was dismissed.

Here are the facts: The Correction Department said I was a good officer. I passed a civil service examination which, to my mind, proved I could do the job. They hired me for nineteen months, and got me used to working for the Department. Then they closed the door in my face without telling me why or giving me the benefit of hearing or a warning.

The Commissioner has the right to pick one officer out of three to pass probation. There are two lists: One for the men and one for women.

As a female officer I came into the Department alone, I was sworn in alone, I went on probation as the only female alone and I was terminated alone. Where is the consideration for a one out of three rule?

How can an officer work for nineteen months in an institution, understand the rules, work all shifts, be respectful, and have good public relations and then be subjected to such hard and final judgement?

I need my job badly and I was thinking of the Correction Department as a lifetime job. Please let me know what, if anything, can be done in my case?

DIANE COLEMAN  
Manhattan

**Editor's Note:** The Correction Department, while refusing to discuss the specific case, pointed out that the former employee may institute an Article 78 proceeding in Supreme Court for reversal of the dismissal.

## Renamed To Council

ALBANY, Oct. 7—Helen A. Wickwire of Cortland has been reappointed to the Council of the State University College at Cortland for a term ending July, 1972.

## Practical Nurses

U.S. Civil Service Commission is now recruiting for practical nurses for the V.A. Hospital in the Bronx. For further information and applications write the Executive Secretary, Board of U.S. Civil Service Examiners, V.A. Hospital, 130 W. Kingsbridge Rd., Bronx 68.

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# CSEA: A Capsule Study Of Progress

FROM a few hundred members at its founding to the largest single employee organization unit in the State of New York, the Civil Service Employees Association has been the most vital instrument of progress in the history of public employment in New York State.

The capsule history of CSEA presented below captures the highlights of this unique growth and development. What it does not describe are the efforts of the thousands of individual, dedicated CSEA members who gave of their time and devotion to make this story possible. The history below is, in itself, a tribute to those unnamed soldiers in the ranks of CSEA—

THE EDITOR.

## 1910-1921

CSEA was organized on Oct. 24, 1910 as "The Association of State Civil Service Employees of the State of New York" with membership open to state employees in the competitive civil service class.

William M. Thomas, State Department of Law, was the president of the association.

During the period from 1910-1915 CSEA urged definite plans upon successive governors and legislatures for improvement of civil service administration, protection of career tenure, adequate salaries, and sound retirement provisions.

In 1916 the association supported a legislative survey covering classification and compensation of state employees, but the proposed legislation was not adopted.

In 1918 and 1919 the association sought and obtained moderate salary adjustments because of war conditions and prices and urged rules to protect tenure.

In 1920 the association proposed the establishment of the state retirement system and in 1921 on January 1, the New York state retirement system became effective.

## 1922-1923

Continuous activity directed to strong merit system, adequate salaries and improvements of retirement plan.

## 1929

CSEA reorganized. State then employed approximately 29,000. Association membership — 600. Later in year CSEA membership expanded to include non-competitive employees.

William F. McDonough elected president.

## 1930

CSEA secured legislative support for classification and compensation survey of state civil service by joint legislative committee and appropriations provided therefore.

Secured salary and maintenance appropriations totaling \$1,198,000.

Issued carefully documented booklet giving facts as to salaries paid public employees.

CSEA rented small headquarters space at 222 State Street, Albany—later in the year moved to Room 140 in state capitol.

Membership at end of year—8,475.

## 1931

First legislative measure to abolish 72-hour work week of institutional employees introduced at request of CSEA.

Gained important improvements to retirement law.

Hewitt-Hutchinson Civil Service bill to give statutory authorization for classification-compensation plan for state workers passed by legislature and supported by CSEA was vetoed by governor.

CSEA membership—9,157.

## 1932

CSEA successfully protected 80 per cent of state employees from salary cuts and defeated legislation aimed at transferring to employees full cost of retirement system.

Gained appropriation to insure solvency of retirement system.

Celebrated 50th birthday of civil service law with appropriate ceremonies attended by the Governor and outstanding public officials.

Gained joint legislative committee investigation into long work hours in state institutions.

## 1933-1934

Urged statutory classification and compensation plan for state employees and reduction of the institutional employee work week.

Assisted in establishment of first state employee credit union in Albany and aided in 34 additional credit unions established later.

Sick leave for state departmental workers established—one day for each month of service, accumulative to 150 days.

Beulah Bailey Thull elected president.

## 1935

CSEA established low-cost accident-health insurance plan for its members.

Gained restoration of state salary reductions started in 1933.

Secured favorable report from joint legislative committee urged by CSEA to study shorter work week for institutional employees.

FIRST CHAPTER of association organized in New York City.

CSEA retained legal firm to handle its legal business and representation in the state legislature.

Charles A. Brind, Jr. elected president.

## 1936

CSEA won budget appropriation of 2½ million dollars to abolish the 72-hour work week in state institutions capping continuous effort which began in 1930.

CSEA established election of officers and executive committee by direct ballot of individual members.

CSEA adopted official insignia and provided auto emblems and pins containing same to members.

Urged appointment of member to state civil service commission from competitive class.

## 1937

CSEA won seven-year battle for a definite state salary plan providing equal pay for equal work and definite minimum salaries for all titles and annual increments for satisfactory service. This was accomplished through the Feld-Hamilton Law signed by the Governor on June 3, 1937 and was an outstanding accomplishment of the association.

Gained creation of state salary standardization board giving employees right to appeal for improved salary based on duties and responsibilities.

CSEA set up complete committee structure to assist occupational groups to prepare appeals for establishment of fair and adequate pay for all groups under the Feld-Hamilton law.

CSEA in Albany headquarters established remitting group to enable state employees to secure Blue Cross and Blue Shield at lower rates and assisted groups throughout the state to do likewise.

Gained substantial increase in amounts made available to pay institutional employees commutation in lieu of maintenance not taken.

CSEA membership reached 15,000.

## 1938

Won reduction of work week for canal employees to six days maximum.

Won Feld-Ostertag law establishing right of appeal of employees for title reclassification and salary reallocation.

Secured amendment to state constitution during constitutional convention making state retirement benefit a contractual relationship between state and participating member and assuring no diminution in benefits.

Successfully resisted during constitutional convention, raids on the merit system provisions.

## 1939

CSEA established low-cost Group Life Insurance Plan for its members—23,000 members insured.

CSEA vigorously opposed state salary cuts and refuted taxpayer groups' actions inimical to fair salaries for public employees.

Aided in winning Court of Appeals decision favorable to itemized annual state budget vs. lump sum plan.

Published series of articles on "New York State Government" and later collected these articles in book form which was used extensively in public education programs.

## 1940

CSEA made determined effort to gain more adequate state salaries—issued booklet, "The Taxpayer's Biggest Bargain."

Won extension of competitive civil service class to attendants in state institutions numbering 11,638.

Obtained law to prevent abuses in temporary appointments.

## 1941

CSEA supported chapter 885, laws of 1941, creating the Fite commission to develop rules and procedures to bring all public employees in the state under the merit system. President and counsel of association appointed members of such commission. This was a great victory for CSEA claim that all civil service employees throughout the state be under merit system.

Won chapter 853, laws of 1941, giving non-competitive employees in state institutions protection against dismissal.

Urged comprehensive in-service training programs in state service.

Association membership — 35,140.

Harold J. Fisher elected president.

## 1942

CSEA sought salary adjustment to meet 10 per cent rise in living costs. Submitted complete facts to set aside federal "freeze" of wages to allow Feld-Hamilton annual increments.

Won statutory protection for employees entering military service relative to leaves, increments, reinstatement, etc.

CSEA dedicated service flag over state capitol entrance showing 3,452 employees in the armed forces in September 1942.

Appealed for extension of Feld-Hamilton to institutional employees.

Dues increased from \$1.00 to \$1.50 per year.

## 1943

Won state emergency pay of 7½ per cent to 10 per cent and \$1200 minimum salary established.

Overtime pay for work beyond 48 hours approved.

CSEA had 39 local chapters organized.

Harold J. Fisher re-elected president.

Feld-Hamilton career law extended to state institutional employees in October 1943.

## 1944

Salaries below state Feld-Hamilton minimums increased to same.

STATE travel and subsistence allowances increased as to mileage to 5 cents per mile.

Arrangements completed to supply "The Civil Service Leader" weekly newspaper to all CSEA members without additional dues.

CSEA president, Harold J. Fisher, died June 1944 while in office after rendering great service to CSEA.

Extended rights of employees in war services relative to reinstatement and other matters.

State Departments of Mental Hygiene, Health and Social Welfare approved time off for chapter delegates to attend CSEA meetings.

Clifford J. Shoro elected president.

## 1945

Won increase in state emergency pay from range of 7½ per cent to 10 per cent to a range of 10 per cent to 20 per cent—increases in salaries of \$13,500,000.

State salary standardization board made permanent.

Secured repeal of statute requiring per diem employees to have five years service before becoming entitled to sick leave.

Urged longevity salary increment plan in state.

Secured measure permitting 10 per cent additional pay for hazardous work.

Successfully resisted attempts to seriously weaken the Feld-Hamilton salary law.

Won salary increment credit for war duration and temporary employees who become permanent.

Won statutory salary schedules

(Continued on Page 10)



**COURSE COMPLETE** — Dr. Charles Greenberg, director Rome State School, recently presented certification of satisfactory completion of the course "Case Studies in Supervision" to 13 employees. Standing left to right are Dr. Greenberg, Charles Blum, James Larrabee, Aurel Trudeau, Sameul Diskin, Donald Gill, James Nash, John Larrabee, Joseph Searow. Seated (from left) are Gordon Shachoy, Instructor, Anita Root, Elнора Cull, Blanche Capps. Not shown in the picture but also receiving a certificate was Margaret Rouillier.

### CSEA History

(Continued from Page 9)

for Cornell state colleges, the college of forestry and state teachers colleges.

Secured pay for institutional and canal employees for holidays and vacation impossible to take during the fiscal year.

CSEA dues increased to \$3.00 per year.

First field representative added

to CSEA staff.

Frank L. Tolman elected president.

Total membership—25,000.

#### 1946

Increased state emergency pay from range of 10 per cent to 20 per cent to range of 14 per cent to 30 per cent and has this pay accepted for retirement purposes.

Won four weeks vacation period for state employees.

Won establishment of merit award board.

Secured reduction in interest rate on retirement plan loans from 6 per cent to 4 per cent.

Called upon Governor for special session of the legislature to adjust salaries.

Southern regional conference of chapters organized.

Legal staff expanded for additional service to members.

Five-day week secured for state departmental employees.

Secured the establishment of leave rules for institutional employees.

Secured for state employees detailed information on salary checks prepared by machine.

CSEA amended its constitution to enable employees of political subdivisions to join and changed its name to "The Civil Service

Employees Association, Inc." Expanded the field force to two representatives.

#### 1947

State employees received salary increases totaling \$2,500,000 under administration's salary plan changing from original Feld-Hamilton arrangement to a fifty grade pay plan. CSEA protected certain employee rights under

(Continued on Page 11)

# C S E A

## SALARY COMPARISONS

CHART 1— Comparison of Minimum Annual Salaries Paid by New York State for the Position of CLERK with Minimum Annual Salaries Paid by California, Michigan, the Federal Government and New York City for Comparable Positions 1960-1963

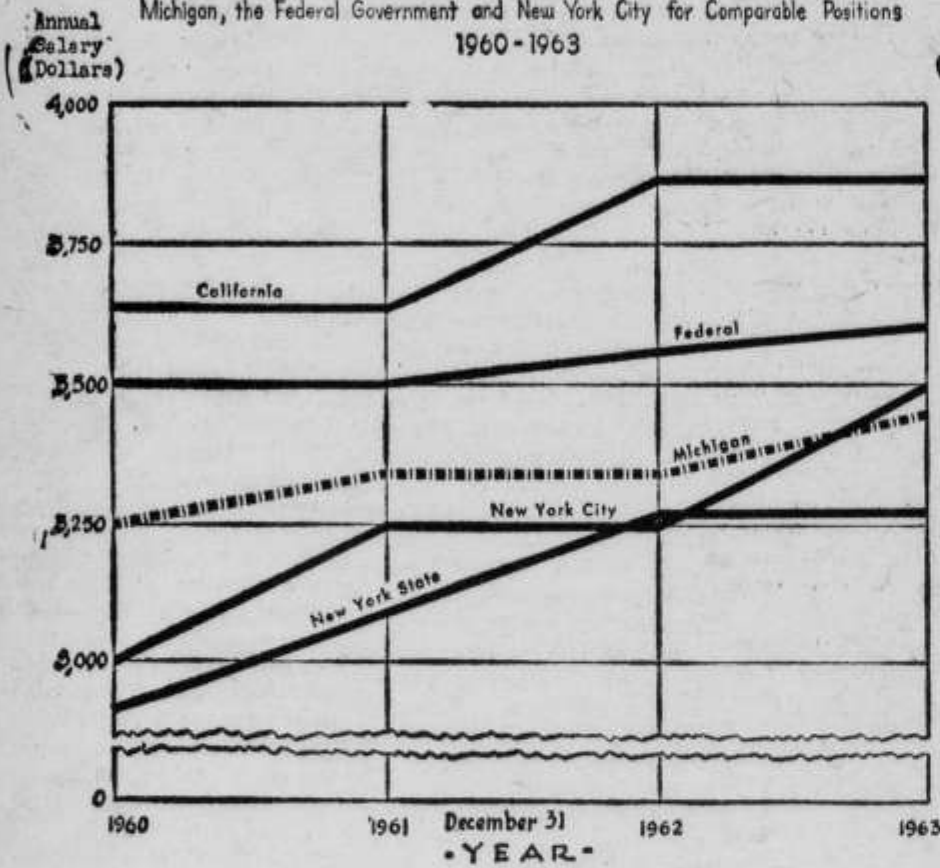


CHART 2— Comparison of Minimum Annual Salaries Paid by New York State for the Position of TYPIST with Minimum Annual Salaries Paid by California, Michigan, the Federal Government and New York City for Comparable Positions 1960-1963

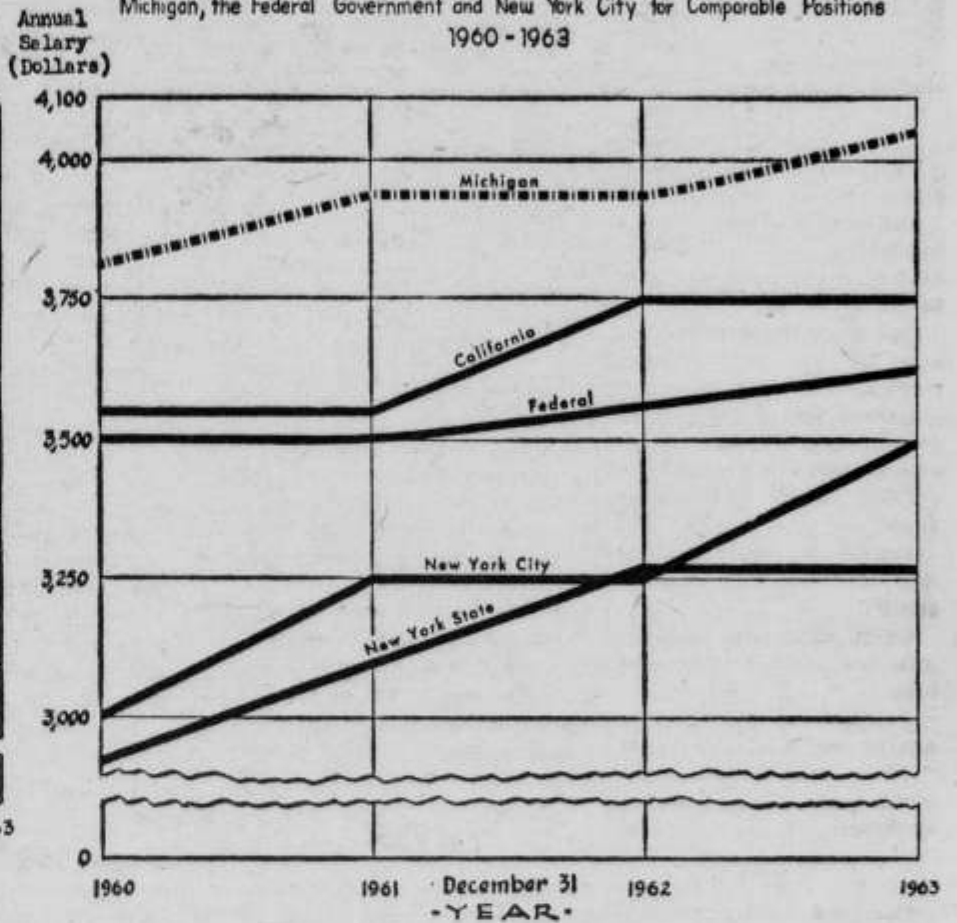


CHART 3— Comparison of Minimum Annual Salaries Paid by New York State for the Position of STENOGRAPHER with Minimum Annual Salaries Paid by California, Michigan, the Federal Government and New York City for Comparable Positions 1960-1963

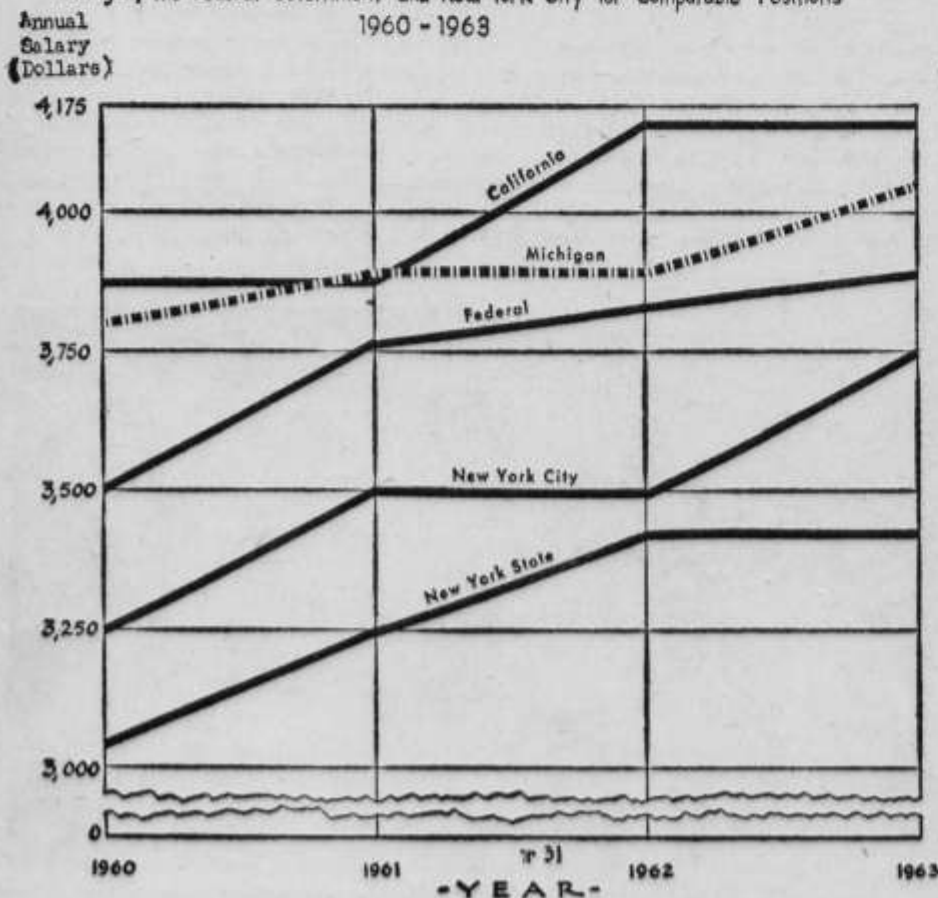
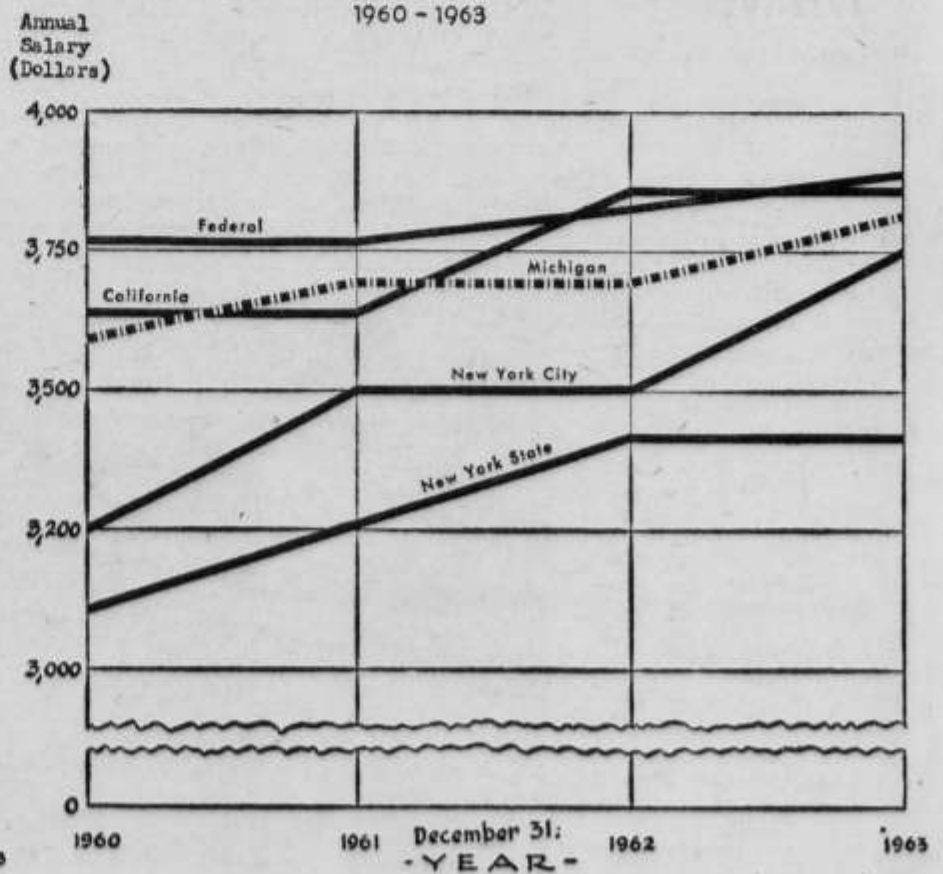


CHART 4— Comparison of Minimum Annual Salaries Paid by New York State for the Position of ACCOUNT CLERK with Minimum Annual Salaries Paid by California, Michigan, the Federal Government and New York City for Comparable Positions 1960-1963



The charts shown above and on the opposite page were prepared by the Civil Service Employees Assn. as part of the evidence shown to the

State Division of the Budget to illustrate the need for increases in State workers' salaries, CSEA is seeking a 12½ per cent, across-the-board wage boost for all State employees.

# CSEA: A Capsule Study Of Progress

(Continued from Page 10)

new plan.

**Initiated DeMarco lawsuit** to compel state to secure more favorable interpretation of new state salary law.

**Chartered first county division chapter** (Westchester chapter) composed of local government employees.

**Condon-Wadlin anti-strike law adopted**—opposed by association as lacking provision for grievance handling in public government.

**Secured first law providing for overtime pay** in state service. CSEA sought maximum forty hour week with time and one-half for overtime, but only straight pay provided. Overtime pay to institutional employees started—approximately \$11,000,000 per annum.

**Won unemployment insurance** on limited basis for state employees.

**Central region conference** of chapters organized.

## 1948

**Won state salary increases** of 5% to 15% on 1947 basic rates.

**CSEA conducted successful drive** for funds and purchased new headquarters building at 8 Elk Street, Albany, and occupied same.

**Gained unemployment insurance** for local government employees on permissive basis.

**Gained freeze-in of emergency pay** into basic state college scales in education law.

**CSEA annual dues** increased to \$5.00.

**Capital district and metropolitan conferences** of chapters organized.

**CSEA legal staff** expanded to give additional service to members.

**Position of salary research analyst** added to CSEA staff.

**CSEA membership**—44,320, of which 4,800 is local government employees.

## 1949

**Court of Appeals upheld CSEA** in DeMarco case—thousands of state workers received approximately \$3,000,000 withheld from them in 1947 salary readjustment.

**Association successfully supported** fair Mitchell veterans' preference amendment bill in Legislature and at the polls—vote: Yes—1,592,483; No—1,090,977.

**Regional attorneys** in 6 areas of state established for better service to CSEA members.

**Internal Revenue Bureau** revoked rule exempting income tax on maintenance provided for convenience of employer. CSEA appealed the ruling then took the matter to court on behalf of thousands of public institutional employees affected.

**Appeals for cost of living adjustment** failed.

**Association counsel** appointed by Governor to commission to prepare plan for reorganization of civil service.

**State classification** and salary boards abolished. Division of classification and compensation created—headed by a director. New classification and compensation appeals board created.

**Association successfully opposed** measure creating "one-man" civil service head.

**Association urged** upgrading of employees of TB hospitals and wards on basis of special hazards—adjustments made.

**Dr. Frank L. Tolman** re-elected CSEA president.

## 1950

**Won optional 55-year retirement** privilege with increase in pension allowance by state for service prior to age 55.

**Gained freeze-in of emergency** compensation into basic pay rates in State service.

**Legislature appropriated** \$50,000 for Commission to study and revise the civil service law.

**Pleaded case** of institutional employees who were being charged for meals they did not receive.

**Succeeded in securing** withdrawal of order by classification and compensation division downgrading salary of DPUI claims examiners.

**Added position** of director of public relations to CSEA staff.

**Urged greater protection** of DPUI employees from frequent layoffs based on work load.

**Urged greater financial support** of municipal civil service bureau to extend merit system practices in local governments.

**Urged representatives** in Congress for support of exemption from income tax of \$2000 of retirement allowance.

**Secured from major political** parties pledges for support to the civil service merit system.

**Point preference** for veterans became effective January 1, 1950.

## 1951

**Won state salary increase** of 7½% to 12%, total \$20,000,000.

**Won approval** by Legislature and voters of amendment to Constitution making increase in pensions to retired employees possible.

**Grievance machinery** established in State service—exempted state police—which was protested by association.

**Recommended improved** service record ratings in state government—limited gain made.

**Won increase** in auto mileage allowance to state employees from 7 cents to 8 cents per mile.

**Protested over-long** delays in action on examination appeals—improvement made.

**Assisted tradesmen** in their salary appeal to state and took their case to court.

**Gained per annum** status for many per diem employees who worked on full year basis.

**Adopted Code of Ethics** status for public employees—attractive copy for framing available from CSEA headquarters upon request.

**Additional field** representative job established to give better service to members.

**Fought to successful** conclusion split shift grievance initiated by Brooklyn State Hospital chapter.

**Substantially improved** benefits under CSEA group life insurance without additional cost to members—30,000 insured.

**Jesse B. McFarland** re-elected president.

## 1952

**Won \$10,000,000 salary** adjustment for State workers—protested by CSEA as inadequate. Complete facts and figures substan-

tiating 15% increase submitted to executive and legislative branches of government.

**Assisted several** local units of government to gain state retirement system coverage for their employees.

**CSEA appeals** to Governor to improve salary and work conditions of state police; salary adjustments made.

**Association asks** broad interpretation of Constitution to permit fair pension allowances to retired employees.

**Special CSEA committee** completely studied Mahoney bill to recognize civil service law and found provisions dangerous to true merit system. Intensively opposed the measure and it was finally withdrawn by introducers.

**Successfully promoted** art shows in New York City and Albany.

**Supported vigorously** appeals for higher salary by attendants and stenographers.

**Total number of chapters**—state division, 137—county, 39.

**Membership**—55,768

**Jesse B. McFarland** re-elected CSEA president.

## 1953

**CSEA waged** broad campaign for adequate salary adjustments. Complete data assembled and presented to executive and legislative branches of government, to the people through the press, by direct contacts, and by conference and chapter committees.

**Purchased newspaper** space and radio time; distributed special booklet setting forth salary facts widely; held special delegate meeting to support salary program.

**Assisted large** groups, including attendants and stenographers, in their state salary appeals to classification and compensation division.

**CSEA legislative** program included over 50 bills to improve public service and employee welfare.

**Held 43rd CSEA** annual dinner in Rochester—large attendance.

**State Committee** on social security, of which CSEA president

was member, secured extension of social security coverage to over 10,000 state and many thousands of local government employees—paving the way for extension of social security to all public employees.

**Urged civil service law** amendments to provide salary increment on promotion and safeguards as to salary on reallocation or reclassification.

**Substantially improved** CSEA accident-health insurance program without increasing cost to members. 30,000 members insured.

**CSEA urged** Governor to order an intensive study of salary inequities, which was done.

**Urged Governor** that 70th anniversary of signing state's first civil service law be recognized by proper ceremonies throughout the state. CSEA cooperated in special event to carry out this program.

**CSEA stepped** up its efforts to inform people on value of public service emphasizing importance of integrity and efficiency in government through meetings with service groups, radio and television appearances, contacts with the press, exhibits at the state and local fairs, art shows, and cooperation in chapter workshops.

**CSEA appealed** to Congress for exemption from federal income tax up to \$1500 of retirement allowance.

**Regional legal** services of CSEA extended to cover state with attorneys located in Buffalo, Rochester, Syracuse, Binghamton, Ogdensburg and New York City.

**Protested to** Congress reduction in appropriations for unemployment services affecting New York State and large part of cuts restored.

**Number of CSEA** field representatives increased to 5 throughout the state.

**Assisted many** local government employee groups in their appeals for improved salaries, work hours and improved work conditions.

**Total membership**—58,013—new record.

**John F. Powers** elected CSEA president.

(Continued on Page 12)

CHART 6—Comparison of Minimum Annual Salaries Paid by New York State for the Position of TABULATING MACHINE OPERATOR with Minimum Annual Salaries Paid by California, Michigan, the Federal Government and New York City for Comparable Positions 1960-1963

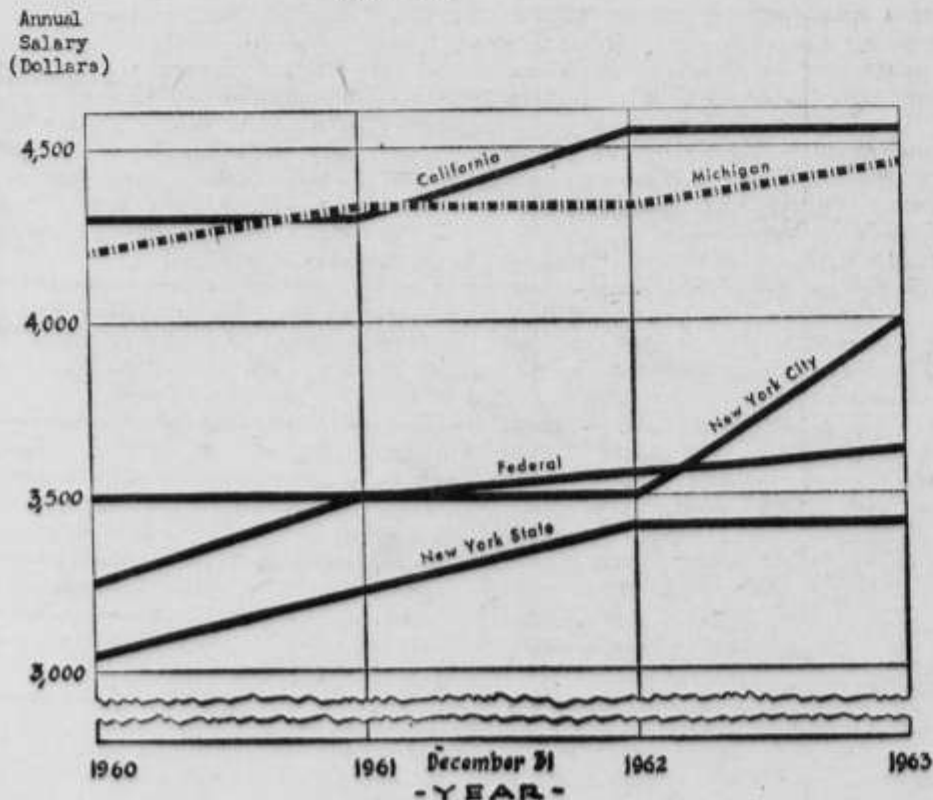
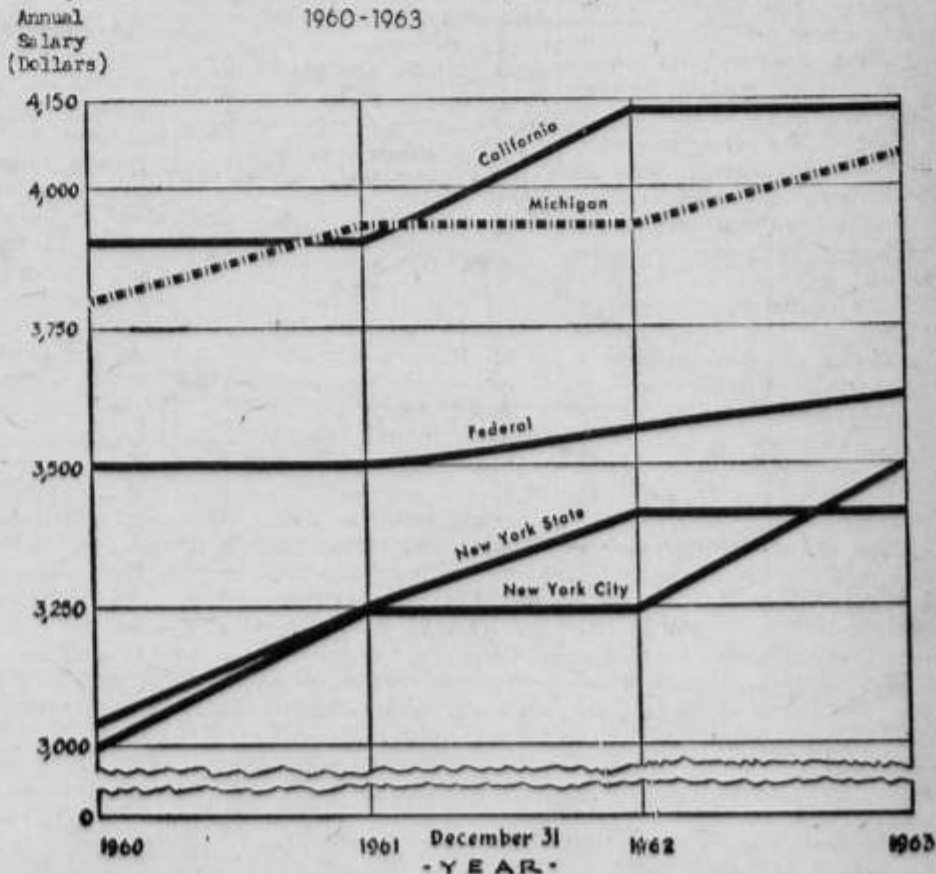


CHART 5—Comparison of Minimum Annual Salaries Paid by New York State for the Position of KEYPUNCH OPERATOR with Minimum Annual Salaries Paid by California, Michigan, the Federal Government and New York City for Comparable Positions 1960-1963



# CSEA: A Capsule Study Of Progress

(Continued from Page 11)

## 1954

Won freeze-in of \$31,000,000 emergency pay into basic rates of state workers.

Gained by law longevity pay increment for state employees at grade maximum for 5 years.

\$13,200,000 additional salaries for state employees won to correct inequities.

Association aided in drafting of and safeguarding employee interests in 26-page new salary plan law for state employees.

Won amendment in 1954 federal tax law to exempt from income tax maintenance received for convenience of employer which affects thousands of public institutional employees.

CSEA arranged and undertook administrative and accounting work to make Blue Cross-Blue Shield available to 50,000 state employees by payroll deduction.

Gained exemption of fair portion of retirement allowances of retired persons from federal income tax.

Held special meetings of representatives of state institutional employees to initiate all-out drive for 40 hours maximum work week.

John F. Powers elected first chairman of National Conference of Independent Public Employee Organizations.

CSEA representatives assisted numerous local government units in their programs for improved salaries, work hours and employment conditions.

CSEA legal counsel pursued several court cases to safeguard the rights of public employees.

Secured pledges from political parties for support of civil service merit system and improvements for public employees.

Membership as of September 30, 1954—60,283.

John F. Powers re-elected CSEA president.

## 1955

Assisted 800 different state employee groups in their appeals for salary grades under new schedules adopted in 1954—many were successful.

Secured statute closing County offices on Saturdays.

Won new law granting right of hearing and representation by counsel to all competitive class employees in disciplinary actions.

Supplemental pension for retired employees made permanent.

Gained unemployment insurance for state workers on same basis as in private industry.

Secured grievance machinery by Governor's executive order for state workers.

Won 8 additional new laws of interest to particular employee groups.

CSEA annual dues increased to \$7.50.

Total membership—63,000.

John F. Powers re-elected president of CSEA for 2-year term.

## 1956

\$300 pay rise for state employees (or 4 hour work week reduction for institutional employees which amounted to 10% increase in pay per hour).

Secured bi-weekly pay in state service effective April 1, 1956.

Won law providing for establishment of state health insurance plan.

Secured elimination of civil service promotion examination fees.

Concluded successfully federal court fight to exempt value of maintenance given for conveni-

ence of employer from federal income tax covering years 1952 and 1953 which affected thousands of state and other institutional employees.

Secured reopening of 55-year retirement plan and improvement thereof.

Secured statute closing state offices on Saturdays.

Won law guaranteeing increment upon promotion in state service.

Gained 11 additional new laws benefiting various employee groups.

Won overtime and vacation case for thousands of public works department employees.

Secured statutory and administrative approval of payroll deduction of CSEA dues on state payrolls.

Initiated special legal assistance program to aid members in disciplinary cases.

Secured increased travel and subsistence allowances for state employees.

CSEA group life insurance plan substantially improved without additional cost to members—37,000 insured.

Membership—73,000.

## 1957

Won \$20,000,000 state pay raise or work hour reduction after all pay-hour proposals in Legislature were dead.

Gained social security coverage for state and local government employees on permissive basis.

State health insurance plan for active employees and those retired in future started on December 4, 1958. Broad coverage thereunder negotiated by CSEA.

100% increase in ordinary death benefit under retirement system guaranteed for one year.

CSEA secured 13 additional accomplishments through the establishment of new statutes, some of lesser importance to all or great importance to particular groups.

Made special appeal to Governor for improved work conditions for state police.

Secured establishment of improved attendance rules setting up personal leave and payment of accumulated overtime and vacation upon termination of employment for first time—also other improvements. Association immediately filed request for additional amendments to provide fair treatment to employees.

Established CSEA branch office at 61 Duane Street, New York City.

11 new chapters started.

CSEA membership exceeds 75,000.

John F. Powers re-elected 2-year term CSEA President.

## 1958

Won 40-hour week with no loss in pay for state institutional employees or reduction of work week by two hours.

Gained upward salary reallocation affecting over 34,000 state positions.

Secured reduction in work hours of state police from 120 to 60 hours per week and increase in per diem meal allowance from \$4.50 to \$5.25. First major change affecting state police since 1917.

Won law enabling extension of state health insurance plan to political subdivisions.

Gained approval of extension of state attendance rules to per diem and hourly paid employees under certain conditions and other minor improvements in such rules.

Secured permanent law for increase of retirement system ordinary death benefit to maximum one year's salary.

Won reopening of 55-year retirement plan application opportunity.

Secured laws to enable State to purchase land and erect parking facility to alleviate state employees' service parking problem in Albany.

Drafted and supported over 80 measures in the State Legislature to improve work conditions of public employees.

Extended increased death benefit of retirement system for another year; also provision allowing earnings up to \$1800 per year in public employment without penalty to retirement allowance if under \$3500 per year; also privilege of making additional retirement contributions and enabling loans after age 60 and borrowing by members of the armed forces.

Secured law to authorize payroll deduction of CSEA dues in political subdivisions.

Gained extension of merit award provisions on permissive basis to political subdivisions.

Removed prohibition against state employees for part-time employment at harness racing tracks if salary less than \$6000 per year.

Helped win Birbaum case protecting members of the state retirement system against reduction of benefits by introduction of new retirement mortality tables.

Gained legal permission for municipalities and school districts to pay accumulated and unused vacation and overtime upon termination of employment.

State Pension Commission 1958 report commended modernization of state retirement system including vesting and guaranteed annuity.

Secured restoration of retirement system eligibility for those deprived of such privilege by 1957 Social Security Law.

State health plan for retired state workers started.

Six new CSEA chapters started. Total number of chapters—200.

CSEA group life insurance plan insures 45,000; accident-health plan, 35,000.

CSEA representatives assisted numerous local government units in their programs for improved salaries, work hours and employment conditions. This work is carried out throughout the year every year.

CSEA legal counsel pursued several court cases to safeguard the rights of public employees.

Drafted and supported over 80 measures in the State Legislature to improve work conditions of public employees.

New record—CSEA membership—over 80,000.

## 1959

Won \$20,000,000.00 state pay raise, and improved salary and job classification arrangements for thousands of local government employees.

Gained reopening or "second chance" for public employees to apply for social security coverage.

Won "no loss pay on promotion" law to protect employees promoted who received no pay loss.

Assisted employees of many political subdivisions to secure coverage under the state health insurance plan.

Secured permanent law for increase of retirement system ordinary death benefit to maximum one year's salary.

Won reopening of 55-year retirement plan application opportunity.

Secured laws to enable State to purchase land and erect parking facility to alleviate state employees' service parking problem in Albany.

Drafted and supported over 80 measures in the State Legislature to improve work conditions of public employees.

Initiated grievance for 37½

hour work week for state institutional employees.

Secured state pay raise totaling annually 37½ million dollars based on "McKinsey Report," with indication by state of another adjustment in 1962 to bring state salaries on a par with those in private industry. McKinsey report and state adjustment encouraging local government to raise salaries.

Additional longevity increment gained for state employees after ten years at maximum of grade.

Over 700 cities, counties, towns and school districts adopted for their employees a CSEA inspired plan reducing employees retirement contribution five percentage points—equal to about 7½% increase in gross pay.

Gained innumerable improvements of salaries, work hours, vacations, fringe benefits and work conditions in general for employees of local governments through close cooperation of county division chapters.

Helped gain new salary plan for state armory employees incorporating \$300 salary raise not accorded this group in 1956, plus general pay raise of 1961-62.

Hundreds of cities, counties, towns and school districts covered

hour work week for state institutional employees.

## 1960

Won five percentage points reduction in employee contribution to State Retirement System—equivalent to about 7½% increase in gross annual salary.

Secured statute to enable political subdivisions to adopt the foregoing five percentage points reduction in employee retirement contribution—as this booklet is written, over 200 cities, counties, and other political subdivisions adopted this benefit for their employees.

Gained maximum two years' death benefit under state retirement system—benefiting all state and local government employees who are members of state retirement system.

Won retirement vesting after fifteen years of service, effective at age 60—benefiting all members of state retirement system, both state and local government.

Secured additional supplemental retirement benefits for retired members of state retirement system, for those who retired in 1956 and before, based on cost of living.

Secured peace officer status for game protectors.

Removed 8½ per mile expense allowance limitation for county employees.

Secured restoration of barge canal appropriations, and thus avoided wholesale layoffs, demotions, etc.

Expanded and improved CSEA group plans of life insurance and accident-health insurance.

Gained innumerable improvements of salaries, attendance rules, and other work conditions in political subdivisions throughout the state through close cooperation with county division chapters.

Proposed a number of basic changes in state retirement system which should be prelude to important improvements during coming year.

Gained all-time record of 87,500 total CSEA membership.

Added headquarters and field staff to give more and improved service to CSEA members throughout the state.

## 1961

Secured state pay raise totaling annually 37½ million dollars based on "McKinsey Report," with indication by state of another adjustment in 1962 to bring state salaries on a par with those in private industry. McKinsey report and state adjustment encouraging local government to raise salaries.

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Gained innumerable improvements of salaries, work hours, vacations, fringe benefits and work conditions in general for employees of local governments through close cooperation of county division chapters.

Helped gain new salary plan for state armory employees incorporating \$300 salary raise not accorded this group in 1956, plus general pay raise of 1961-62.

Hundreds of cities, counties, towns and school districts covered

their employees by state health plan which was initially won by CSEA in 1957.

Sponsored legislation to establish grievance machinery in all local governments—hopes for this improvement are high for coming year.

Won guaranteed ½ pay retirement for state police after 25 years of service.

Won for over 4,000 laborers of the state service conversion to annual pay basis with substantial salary adjustments in most cases—with credit for years in service, meal allowance during overtime work, and attendance rules coverage from first day of employment in addition to eligibility for longevity increments, cost in addition to general raise is over \$12 million.

Gained extension of retirement benefits providing maximum two year death benefit retirement vesting after 15 years of service, additional supplemental retirement, reopening of 55-year plan, and the 5% reduction in employees retirement contribution.

Secured retirement system interest rate increase to 3½% for members joining system after July, 1943.

Improved retirement arrangement for employees returning to active service after retirement.

Won reimbursement of moving expense for employees transferred or promoted in state service.

Gained full insurance of retirement system loans at all ages up to full amount after introductory waiting period.

Won increased per mile car allowance expense for many employees in local government.

Secured restoration of substantial portion of barge canal appropriations.

Hired actuarial firm to study state retirement system through which improved benefits are hoped for.

Made many minor gains too numerous to list here, benefiting groups of state and local government employees.

All time record CSEA membership of over 97,000.

Added staff to provide more and better service to CSEA members.

## 1962

Secured pay raises in many cities, counties, towns, villages and school districts including 5% raise for state employees.

Won 'Death Gamble' law protecting retirement benefits for beneficiaries of employees who continue in service after retirement eligibility.

State Police force expanded over 30% to enable 40-hour work week. Supplemental retirement benefits improved.

Mileage re-imbursement for state employees increased to \$.09—same improvement won in many counties, cities, etc., some \$.10 per mile.

New minimum death benefit for state employees won—½ year's salary but not less than \$2,000.

Many additional local government employees won state health insurance protection and 5% reduction in employee retirement contribution.

New law adopted providing for establishment of grievance machinery in cities, counties and political subdivisions employing over 100.

Protected rights of rent control commission employees transferring from state to New York City service.

(Continued on Page 19)



**COMMITTEE CHAIRMEN —**

Shown at the recent meeting of the Capital District Conference, CSEA, held in Albany; (seated, left to right), Russell Taylor, Public Works, Finance; Paul Maleski, Audit & Control, Auditing; Christine Tarbox, Youth Division, Performing Arts; Mildred Fuller, Mental Hygiene, Activities; Harry Kolothoros, Vice President; Marie Foley, Public Service, Activities; (standing, left to right), Stanley Freedgood,

Commerce, Publicity; Sylvester Riley, Workmen's Compensation, Parking; Larry Kerwin, Correction, Membership; Mike Morgan, Civil Defense, Bowling Tournament; Mary Hart, Education, Social; Abe Kranker, Law, Legislative; Margaret Fleming, Correction, Social; Benjamin Nyman, Law, Program; Leo Boland, Workmen's Compensation, Parliamentarian, Mike Cimorelli, Civil Service, chairman of the Constitution Committee is not pictured.

**Devine to Board**

ALBANY, Oct. 7 — The State Board of Regents has announced appointment of a new member of

the State Dormitory Authority. He is David F. Devine, East Williston, who will serve a three-year term, succeeding Robert H. McCarthy of Troy.

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**Chas. Dain Named**

ALBANY, Oct. 7 — Governor Rockefeller has named Charles L. Dain Jr., owner of a Oswego Funeral Home, to the Port of Oswego Authority. He succeeds James F. Gallagher, also of Oswego, whose term expired.

Rockefeller also announced he was reappointing Robert W. Farnam to the authority.

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**P.O. PROGRAM** — Deputy Assistant Postmaster General James J. LaPenta, discusses Post Office Department's Merit Promotion and Equal Opportunity Program at 3-day conference held in New York City. Also seen, from left to right, are:

Oscar Liberman, Special Assistant for Employee Relations, New York Region; James J. LaPenta, Deputy Assistant Postmaster General; Simeon Bright, Bureau of Personnel, Washington, D.C.; and Sean P. Keating, Director, New York Region.

## Assistant Civil Engineer Prom. Exam Offered

The New York City Department of Personnel has announced that filing is open this month for the title of assistant civil engineer. The title is open for a promotion exam which will be given tentatively Jan. 18, 1964. The title

has an annual salary of \$7,800 to \$9,600 and will remain open until Oct. 22.

Employees permanently employed in the titles of junior civil engineer or civil engineer draftsman will be eligible to take the examination.

For further information and application forms contact the New York City Department of Personnel Applications Divisions, at 96 Duane St., New York 10007.

## Speeding Police Win Stork Race

ALBANY, Oct. 8—A thankful New Rochelle couple has written the State Thruway Authority praising State Police for its help in winning a race with the stork.

Mrs. Carol Nason wrote: "As you know, our daughter was born 15 minutes after we arrived and without help I shudder to think what would have hap-

pened. You were great and we sincerely appreciate it."

The troopers escorting the Nasons in the rush to the hospital were E. J. Martin and J. V. Leonard.

The Veterans Administration reports that veterans have proved to be extraordinary fine credit risks.

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 ing room, modern kitchen & bath,  
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HOLLIS — G.I. no cash down. FHA \$900 down. Brick detached, 7 rms, 4 bedrooms, large living rm with circular stairway, modern kitchen, 2 tone colored tile bath, sumptuous basement. All appliances included. 40x100. Garage \$11,000.

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- Washable, scuff-proof vinyl-clad case
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PLUS THESE EXTRA-VALUE FEATURES

- ★ Four 6½" Dynapower Speakers with aluminum voice coils
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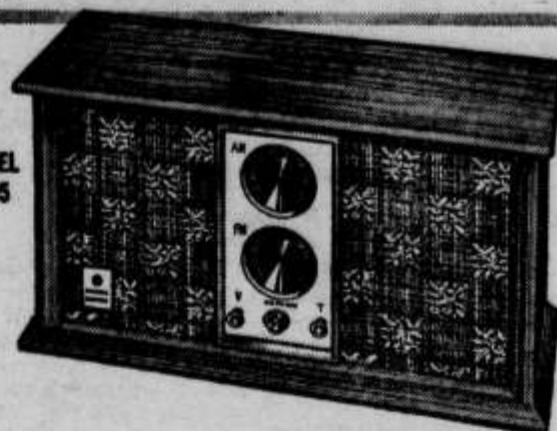
- Durable, high-impact polystyrene luggage-type case
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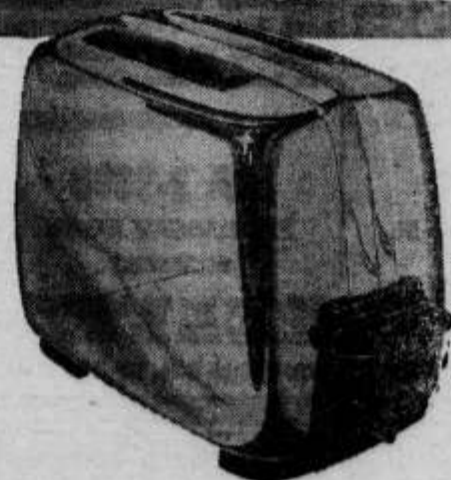
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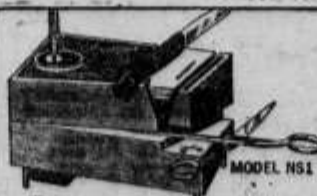
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- Automatic Toasting. When done, door opens and toast slides out automatically.
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### What's Doing In City Departments

Everybody knows that the Health Department is seeking permission to exterminate the City's 3 to 5 million pigeons because they are spreading fatal diseases. But nobody knows which City employees will do the job . . . or how.

Employees of Air Pollution, Buildings, Health, Sanitation, Parks, and the Housing Authority could be called upon to haul out the butterfly nests. When the Leader tried to answer the question, nobody would say nuthin'."

"You can't see the trees for the cars," or so some people are saying in regard to Traffic Commissioner Barnes' new proposal. Traffic wants to build an underground low-cost parking garage beneath Madison Square Park in Manhattan on 23rd Street.

If the garage is built, the trees will have to be removed and replaced by shrubs. Citizen groups are opposing the plan with hopes of "seeing the park for the trees."

Two women and 24 men were officially promoted recently in ceremonies held in the office of Sanitation Commissioner Frank J. Lucia.

The promotions in the uniformed force included two District Superintendents, seven foremen, and eight assistant foremen. Upgrading in the clerical force ad-

### Pension Comm.

(Continued from Page 5)

dies all proposals for improvements of this program—and assists the Association in presenting its request to the State for improvements of the program. The chairman of the Pension-Insurance Committee advises the CSEA president relative to insurance coverage covering Association property, staff, etc.

In recent years, this Committee has met more frequently than ever because of increased responsibilities concerning pension programs and ever-expanding CSEA insurance programs, as well as the State Health Plan.

### LEGAL NOTICE

CITATION. — File No. P3158, 1963. — The People of the State of New York, By the Grace of God Free and Independent. To MRS. PATSY HERRING, MRS. CARLOTTA ROZAR, MRS. MARTHA GRANT, MARION SHUPE, FAITH DETWILER, DAVID TYSON, HAROLD TYSON, DOLORES BOWMAN, named in will as Dolly Bowman; RUSSELL HURST, JR., WAYNE HURST, SUSAN TYSON, infant 18 years of age, residing with her mother; AMY SHOEMAKER. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, on November 20, 1963, at 10:00 A.M., why a certain writing dated August 17th, 1961, which has been offered for probate by MILO MILORADOVICH, residing at 235 East 73rd Street, New York, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of INA SIGRID LINDMAN, also known as INA S. LINDMAN, Deceased, who was at the time of her death a resident of 52 GRAMERCY PARK NORTH, in the County of New York, New York. Dated, Attested and Sealed, September 25, 1963.

HON. JOSEPH A. COX, Surrogate, New York County, PHILIP A. DONAHUE, Clerk. (L.S.)

REEPEN, HENRY.—CITATION. File No. P 2836, 1963. — The People of the State of New York, By the Grace of God Free and Independent, To BERT J. WILLIAMS, GRETCHEN ROTTER.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on November 7, 1963, at 10 A.M., why a certain writing dated March 20, 1963, which has been offered for probate by HENRY C. EILERS and HERBERT ABBE, residing at 314 Willis Avenue, Bronx, New York, and 516 Koff Avenue, Palisades Park, New Jersey, respectively, should not be probated as the last Will and Testament, relating to real and personal property, of HENRY REEPEN, Deceased, who was at the time of his death a resident of 241 East 73rd Street, in the County of New York, New York. Dated, Attested and Sealed, September 23, 1963.

HON. JOSEPH A. COX, Surrogate, New York County, PHILIP A. DONAHUE, Clerk. (L.S.)

vanced seven employees to administrative and two to senior stenographer.

### Aversano Elected

Ptl. Barney Aversano has been unanimously reelected to his second term as president of the Long Island State Parkway Police Benevolent Association. Aversano, who is now in his 14 year as a police officer, previously served as treasurer and first vice president of the PBA. He is chairman of the Retirement and Pension System Committee of the New York State Police Conference.

FREE BOOKLET by U.S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N.Y.



**APPOINTED —** William J. O'Brien of Pleasantville has been appointed warden of the Westchester County Penitentiary at Valhalla according to Louis F. Kurtis, Westchester County Commissioner of Public Welfare. O'Brien has been with the department since 1950.

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 WE HAVE THE **DOBBS & RALEIGH HATS**  
**\$7.50**  
 NATIONAL BRAND HATS  
 Latest Colors  
 EVERY SIZE AVAILABLE  
 You can **SAVE MONEY** at  
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## Higher Dividends at Emigrant

# 4%

per year

**FROM DAY OF DEPOSIT!**  
For the quarter beginning **October 1st, 1963**, a regular dividend of **4% per year . . .**

**PLUS**

**. . . a special 1/4% per year on savings on deposit four consecutive quarters prior to the dividend period . . . with the continuance of favorable earnings . . . . . Total**

# 4 1/4%

per year

Dividends credited and compounded four times a year. And NOW another bonus on your savings . . . open an account or make a deposit up to October 14th, earn dividends from October 1st!

Get this attractive American Eagle Coin Bank at any Emigrant office by opening an account in person for \$10 or more . . . available while the supply lasts.



## Emigrant Industrial Savings Bank

One of America's Great Savings Institutions  
with Deposits of More Than a Billion Dollars

**51 Chambers St.**  
Opposite City Hall Park  
Open Mon. and Fri. to 6 P.M.

**5 East 42nd St.**  
(Another entrance 10 East 43rd St.)  
Between Fifth and Madison Avenues  
Open Mon. to 7 P.M., Fri. to 8 P.M.

**7th Ave. & 31st St.**  
Opposite Penn Station  
Open Mon. and Fri. to 6:00 P.M.

MEMBER FEDERAL DEPOSIT INSURANCE CORPORATION

# Public Relations--Before, During And After The Act

By FOSTER POTTER, Chairman, Public Relations Comm.

One of the least understood and yet one of the most far reaching, influential committees of the Civil Service Employees Association is Public Relations.

It is easy to see why there exists a general impression that the Public Relations Committee is concerned chiefly with publicity. That belief can be related to the misconception that public relations and publicity are interchangeable terms.

Establishing and maintaining good relations with the association's various publics are achieved by numerous means. The various publics themselves comprise the members and their families or the internal public, the elected and appointed representatives of the governmental bodies which employ our members, and the public-at-large. Both of the latter categories may be described simply as external publics.

## Some Methods

How does your Public Relations Committee, as presently constituted, urge that deservedly good impressions of the public servant and his job be communicated to the largest publics? By pleasant answering of the telephone, by prompt, courteous and unsticky replies to correspondence, by first doing something worthwhile and then telling the publics about it, by a continuing flow of two-way communications based on everyday common sense. The symbols for public relations are PR. The committee along with practitioners in the field also translates PR as performance and recognition.

In suggesting specific performances and ways of earning recognition for those performances, the committee seemingly may in-

vade the provinces of the Association officers, the directors, the staff, other committees. For example, I have been asked the question: "Your responsibility is publicity so what business is it of yours if the field men receive specialized training for their work?" But the field men are important to the complete public relations effort and how they perform their job is definitely a matter for consideration by the Public Relations Committee.

## No Fire Company

The committee meets not too frequently. Still it does not think of itself as a fire company called in only when the house is ablaze. Situations are considered. Ways to meet them are discussed by the dedicated men and women who make up the committee. Well-defined actions are usually spelled out and recommended to the officers of the Board of Directors. Sometimes both. And usually a bit of persuasion accompanies the presentation. In other instances extensions of the

association's public relations are considered and suggestions made for implementing the proposals. This is long-range planning. The committee has never been fully caught up to in its recommendations although a great many of its ideas have been incorporated in the working structure of this Association. This is as it should be, in my humble opinion.

Every available medium for carrying the Association's communications to the publics is used in the public relations program. Recently the committee has come to the revolutionary conclusion that paid advertising space in news media offers an invaluable supplement for delivering our messages exactly as we want them delivered. In this manner we can maintain full control over the wording and avoid the interpretations which invariably crop up when our messages are rewritten by news employees. Above all, we must keep our publics always informed and correctly informed.

# Dedicated Members Brought CSEA Dream to Fulfillment

By JOSEPH D. LOCHNER

Executive Director

Civil Service Employees Association

The Civil Service Employees Assn. was formed in 1910. Its first president was William M. Thomas, a court reporter who was director of the stenographic bureau of the State Law Department. Its initial membership was limited mainly to several hundred people in the Albany area.

For a few years the group operated as a council of the Civil Service Forum in New York City, but around 1921 severed this affiliation and again became independent.

Most of the forward-looking state officers and employees who were responsible for the establishment of the State Retirement System in 1921 were the same persons who had founded CSEA. About 1929, under the leadership of William F. McDonough, CSEA was reorganized with extended membership eligibility and during the first year of his leadership its membership expanded from less than 1,000 to over 8,000—and thereafter CSEA enjoyed steady growth.

In 1946 the membership eligibility of the organization was again extended from strictly state employees, to include employees of political subdivisions.

## Leadership

CSEA has been blessed with able, responsible leadership. It has achieved many important accomplishments too numerous to detail herein. A few illustrations are: the Retirement System in 1921, Feld-Hamilton Law in 1937, five-day week in State service in 1946, Social Security coverage and the State Health Insurance Plan in 1957, grievance procedures mandated for all political subdivisions—in 1962, and improvements in salaries, retirements, work hours, vacations and leave arrangements for state and local government employees throughout the years.

CSEA has won the respect of executive, legislative and admin-

istrative leaders in state and local government and has been the outstanding champion of the Civil Service Merit System in all levels of government in New York State since its organization.

## Has Fulfilled Purpose

CSEA has fulfilled, during its 53rd year history, its stated purpose to uphold and extend the principle of merit and fitness in public employment, to maintain and promote efficiency in public service and to advance the interest of all civil service employees.

Probably the best evidence of the quality of performance of CSEA is its present membership of over 115,000.

Contributing to this tremendous growth is the fact that CSEA enjoys the active efforts and interests of the most unselfish civil service employees—its officers and committee, and those of its 200 chapters—who receive no salary from CSEA. It is a co-operative enterprise. Also contributing to this growth is the fact that its activities are fully reported, its finances are fully reported—it is non-partisan—and membership is voluntary.

## Beyond Expectations

The founders of CSEA probably never envisioned total membership in excess of 115,000 but, certainly, the intensive interest and effort contributed by the officers and committee of CSEA and its over 200 chapters would encourage an estimate of continued substantial growth and accomplishment in the future.

One of the greatest joys of my

# Grievance Committee Serves As Aides' Road to Justice

By RANDOLPH V. JACOBS

Chairman, CSEA Grievance Committee

In renouncing the use of the strike by public employees because of their conviction that the people are entitled to uninterrupted governmental service, Civil Service Employees Assn. members rely heavily on their Grievance Committee for help in arriving at just and equitable solutions of their grievances.

The committee advises the president regarding policy decisions in grievance matters; makes recommendations for a more effective grievance machinery; and tries to resolve grievances which local chapters find difficult to settle.

## A Major Accomplishment

The present grievance committee has sponsored or initiated significant improvements in grievance procedures for employees of the State of New York and its political subdivisions. A tremendous gain in the Association achieving its objectives by truly democratic methods was the enactment in 1962 of Section 601-605 of the general municipal law which provides for a mandated grievance procedure for political sub-divisions. At that time, referring to the affirmative legislative action on the bill which had been sponsored by the Grievance Com-

mittee, it was said that "a milestone in Association history has been attained."

Recognizing that, at times, grievances deal with bread and butter issues affecting individuals in the 112,000 membership of the Association, the Grievance Committee at the October, 1961 delegates' meeting sponsored, and had approved unanimously a resolution which called for an expanded legal program providing for full and complete legal representation of aggrieved members. Previously, legal assistance had been limited to a maximum of \$150.

## Chapter Level Study

The committee recently made an exhaustive survey of grievance procedures at the chapter level which resulted in improving relationships of field representatives and chapter officers; and in making more effective the techniques and services rendered by the chapters to members with grievances. In connection with this, the committee is now preparing a grievance handbook for distribution to CSEA membership.

Future plans of the committee include urging action to have CSEA declared sole representatives of State employees and to have the State's grievance machinery enacted into law instead of operating under executive order.

Other members of the grievance committee are, Vincent Alessi, Anna Aungst, L. Carl Berry, Nicholas Cimino, Daniel A. Daly, Thomas Dobbs, Helena McDonough, Thomas Ranger, C. Harold Raymond, Issy Tessler and Claude E. Rowell, consultant.

# Membership Work Is Continuous

By ALBERT SCHULER and IRVING FLAUMENBAUM  
Co-Chairman, CSEA  
Membership Committee

Members of the Committee on Membership are designated by the Association president and are proportionately divided between State and County employees. The Association president selects one member of the State Division and one of the County Division as co-chairman.

## Growth Continues

The present committee on membership has expended untiring efforts to establish an all time record high in Association membership of 120,000. Progress reports of the present membership committee indicate that the 120,000 goal is not out of reach. On October 1, 1962 membership stood at 109,000. On March 1, 1963 the total was 111,000, and on September 1, 1963 the figure stood at over 114,000. From their reports it can be readily seen that the functions of the membership committee are not periodic but continuous.

One of the basic functions of the membership committee is to attempt to enroll every eligible individual. This is a continuous task because of the many changes which affect human beings—death, relocation, loss of interest,

(Continued on Page 20)

# Education To Be Good Must Be Continuous

By CELESTE ROSENKRANZ

Chairman, CSEA Education Committee

The Education Committee of the Civil Service Employees Assn. has varied duties and a wide scope of activities. In the main, its purposes are:

- Teaching the real meaning of CSEA to its membership.
- Installing enthusiasm for and interest in the CSEA at the individual and chapter level.
- Assisting in the training of chapter officers in efficient and effective chapter organization.
- Helping the chapter itself to be helpful, efficient and watchful for the welfare of its members.
- Assisting other CSEA standing committees by informing chapter officers and members how to most effectively utilize the work of these committees as well as the general services offered by the Employees Association.

## The Program

To accomplish all that is expected of this committee, it has scheduled intensive formal train-

ing sessions periodically for the field representatives; it had conducted training sessions on many subjects at the annual October and March delegate meetings; it has encouraged conference training sessions; and it has written a manual for chapter officers to assist them in the conduct of the business of the chapter.

During this past year, the Education Committee revised the original manual for chapter officers, bringing it up to date and expanding the contents.

## Staying in Touch

In order to stay constantly in touch with the conference and general chapter membership, the president appointed to this committee each conference president as well as representation from institutional, urban, and departmental chapters.



**LEAD CAPITAL CONF.:** Officers of the Capital District Conference, Civil Service Employees Association, are seen at the first meeting of the Conference, held at the Inn Towne Motel on Monday evening, recently. Left to right: Frank Corr, Department of Audit and Control, treasurer; Marion A. Farrelly, Correction Commission, secretary; A. Victor Costa, Workmen's Compensation Board, president; Harry A. Kolothros, Office of General Service, vice president.

# CORRECTION CORNER

By CHARLES LAMB

## Mail Bag

THE FOLLOWING letter was received from CSEA delegate George P. Halbig, Eastern Correctional Institution. George, a sincere, hard working delegate on retirement legislation has requested me to put the contents in the "Corner," as it is his intention to discuss it at the annual meeting this week of CSEA delegates. His letter said:

"I WROTE Al Foster, president of the Correction Conference, stating my points of view on the non-contributory, 1/60th plan that the Resolutions Committee adopted. However, Correction is looking for a 25-year retirement at half pay and that can never be accomplished under the 1/60 plan. So let's get off the line and start talking facts and figures.

"OUR RESOLUTION (D-1) was disapproved. I do not have to explain it here as copies were sent to every delegate. It was well written in layman's language and the proposed retirement resolution was good for all State employees. But our CSEA committee on resolutions apparently have no idea how it would operate.

"AT PRESENT we have several plans of retirement. One is the 1/140th at a rate of contribution of four percent of annual salary, which will produce half pay after 35 years of service, the State providing an equal amount. However, under reserve for take home pay, the State is paying 5 percent, one percent more than is necessary as a token or special benefit for these State employees who have been taking more money home in their pay checks all along and more pension benefits.

"UNDER THE second plan, those who join the 55-year plan should have at 55 years of age and 30 years of service 1/120th for each year of service of the final average salary and an equal amount from the annuities providing there are no deficiencies in the annuity. However, due to the delegates action at the 1949 convention when they voted a resolution that it may be made optional to pay up these deficiencies or only pay a token of them, most employees can never hope to retire at half pay.

"THE RATE OF contribution when the 55 year plan was formulated was only slightly raised from 4.23 percent to 6.32 percent in my own case. This did not provide enough for a 1/120th annuity portion at 55 years of age. It leaves me with a deficiency of some \$8,240, now with the State picking up five per cent. I still must pay 1.32 per cent and still take home less than the first group who originally paid four per cent and now pay nothing and receive one per cent free.

"THEN WE have the State Police who pay about 13 per cent, with the State picking up five per cent so their pay checks are still lower by eight per cent than this group. This all adds up to one thing: we must take a stand at the convention in New York City and voice our disapproval of that 1/60th portion because it will not bring about the equal retirement for all State employees. We are all State employees and tax payers and should be entitled to an equal retirement allowance.

"I BELIEVE IF you write this in your column and give these points of views and reasons, we should be able to pass and adopt one retirement resolution that would cover the new and old state employees."

# First Capital Conference Meeting Draws Big Crowd

ALBANY, Oct. 7—A total of 162 members, largest number ever to attend a regular conference meeting, welcomed candidates for state offices and elected a conference executive committee at the first meeting of the Capital District Conference, Civil Service Employees Assn., last week at the Inn Towne Motel here.

Vic Costa, president of the conference, lauded the chapters for their record-breaking turnout and painted a picture of intense activity as he outlined the conference program for the year to the assembled delegates.

### Executive Committee

Elected to the executive committee were Charles Rapazzo, Civil Service; Dorothy Honeywell, Employment; Russell Kilidjian, Agriculture & Markets; Frank Conley, Audit and Control, and Anne Sammon, Public Works.

Benjamin Nyman, chairman of the program committee, presented the program for the coming year. Topics for coming conference meetings were outlined as follows: November—"Workmen's Compensation As It Affects Civil Service Employees"; January—"What Can We Learn From Organized Labor?"; March—"The

Leader"; April—Conference Seminar, "The Image of the Civil Servant in the Community"; June "Annual Conference Meeting and Election of Officers."

### Introduced

Harry Kolothros, chairman of the activities committee, introduced members of this newly-formed committee and outlined plans for an active social program for the year.

Other committee chairmen reporting included Mike Morgan, bowling; Russell Taylor, finance; Christine Tarbox, performing arts, and Stan Freedgood, publicity.

Delegates were addressed briefly by many of the candidates seeking state office in the current election.

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for personal satisfaction  
Tues. and Thurs., 6:30-8:30  
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## CSEA History

(Continued from Page 12)

Won continuance of maximum two-year salary retirement death benefit.

Improved interest rate on retirement contributions to 3.7% for employees who joined the retirement system after July, 1943.

Improved law re: reimbursement to state employees for moving expense.

Defeated law to force State Troopers to retire age 60.

Won Civil Service Law improvement to assist employees dislocated by automation.

Improved Civil Service Law reducing from 5 to 3 years period during which disciplinary charges can be brought.

Established new record total membership of 105,000.

## 1963

Obtained \$500,000 uniform allowance for correction and safety officers.

Won extension of the 5-Point Plan.

Won extension of "death gamble" bill protection.

Membership over 115,000.

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# State Abandoning 40-Hour Work Week, Feily Charges School Bds. Said Avoiding Civil Service Procedures

(Continued from Page 1) job could not be credited with equivalent time off.

Under the directive Feily wanted, employees forced to work more than 40 hours without equivalent time off would receive greater protection from excessive overtime. Marshall said that the "blanket scope" of the suggested directive might be construed as critical of the manner in which supervisors have implemented the new overtime rules.

As a result, said Marshall, supervisors might be reluctant to order overtime work when needed and that employees might "resort to the (suggested) directive" as a basis for refusing any overtime service, even when the request is reasonable and necessary.

To this, Feily answered that it appeared that the Administration already did not have much faith in the responsibility of State agency heads if they thought such a simple directive would be misinterpreted.

### No Concern For Aides

"It is quite apparent," said Feily, "that the unfavorable decision conveyed in your letter is arrived at solely on a basis of what may be 'unnecessary and unwise' for the State Administration, without any consideration of the interests of the employees."

Marshall had written that the directive was unnecessary because the new rules state "It is the policy of the State that overtime work be held to a minimum con-

sistent with the needs and requirements of sound and orderly administration of State government."

This policy statement, Feily pointed out, "Does not protect the employees who may be worked overtime continually, but who are deprived of being credited with overtime work."

Declaring that the CSEA still believes such a directive from the Governor is absolutely necessary and reasonable, Feily said "We will therefore take it up with the Governor."

(Continued from Page 1)

Nassau, Perrott said, "50 percent are evading proper procedures concerning maintenance class cleaners, custodians, and superintendents of buildings and grounds. The State, Perrott feels, must act to set up proper standards and procedures to solve these problems."

The Nassau CSEA officials are particularly angered by the failure of the school districts which request examinations to make use of the lists. A recent Nassau County Civil Service Commission eligible list for superintendent of buildings and grounds contained these names: 1, Frank Payton; 2, Daniel Galgano; 3, Frederick Hinck Jr.; 4, Robert D. Litt; 5, Christopher Duffe; 6, Henry G. Bornbush; 7, William J. Ellinger; 8, Herbert E. Roepke; 9, Sture Ekland; 10, Frank Fasano, and 11, Richard F. Finicane.

### Passing Over A List

Albert E. Kenyon, publicity manager for the Non-Teaching Section, remarked, "There are many districts in Nassau which need superintendents of buildings

and grounds. Most of these positions could be filled, if school districts abided by civil service principles and picked from the list. "Unfortunately," he added, "in districts where the local favorite, or political son, failed the test, the district will ask for a short list. This is not having three names on it, they are allowed to wait until next year. This gives their man another chance to pass the test. In districts where only the one they wanted passed, they will take him from the existing list, whether there are three names or not. This is what the CSEA is fighting against."

### Wait and See

Kenyon directed similar complaints against districts on the matter of the eligible list for supervisor of maintenance, which contained these names: 1, Frank Payton; 2, Sture Ekland; 3, William Ellinger; 4, Joseph Angelo; 5, Henry Bornbush; 6, Frank Fasano; 7, Richard F. Finicane; 8, John H. Erlandsen; 9, Leonard W. Hammer, and 10, Andrew V. Schofer. "In the next months," said Kenyon, "it will be of great interest to see how many are picked from this list."

## Parties And Meetings Make For Detailed, Hard Work

By LEA LEMIEUX

Chairman, CSEA Social Committee

Although the activities of the Social Committee of the Civil Service Employees Association are confined, generally, to two main functions annually—the delegate meetings in the Fall and Spring—the committee actually is hard at work preparing for these two events months before they take place.

Our committee is specifically charged with developing and recommending adequate plans for entertainment and social satisfactions of delegates and members at all state-wide meetings and affairs approved by the president. Over the years, the social committee has taken on more and more responsibility necessary in making the Association's annual meetings the success we trust they are.

### Plenty of Detail

In addition to working closely with the president in choosing the site of our annual meetings, we also assist in making complete arrangements with the management of the site chosen for the annual dinner and other social activities offered at each of the meetings.

It is the responsibility of our committee to not only set up and execute the complete dinner plans, from selection of menu to seating arrangements of all guests and delegates, but to be physically present at the dinner to receive guests, supervise staff, handle reservations, seat unexpected guests, accommodate late arrivals and to cope with all the many last minute details that necessarily arise at complex affairs where 600 to 700 people are in attendance.

### Program Arrangements

The committee also supervises and works with the CSEA staff in preparing the annual dinner program which is distributed to each guest and delegate.

In addition to the dinners themselves, which are held at both annual meetings, the committee is charged with arranging receptions for the governor of the State and other honored guests, and for any other special social events, such as dances, parties, etc., that are held in connection with the annual meetings.

Another of the committee's responsibilities is the annual

"show" that is held in connection with the spring meeting. Hundreds of hours of preparation, including direction, choreography, book, music, costumes, props, and rehearsals are put into the show by members of the social committee as well as by performers and others.

## CSEA Charts Pay Arguments

(Continued from Page 1)

titles, compared to payment for such titles in the Federal service, California, Michigan and New York City. They illustrate graphically how much New York State lags behind in such popular titles as clerk, typist, account clerk, etc.

Higher wages are not the only factor in the CSEA's Number 1 resolution. The total resolution, which the Employees Assn. considers one, necessary package, also calls for a fully-non-contributory State Retirement System, with no diminishment of present benefits; a non-contributory health plan; an appropriation for reallocation of positions in State service for which inequities exist, and payment of accumulated sick leave credits to employees upon retirement, death or separation from State service.

### Further Meetings

Further meetings between CSEA and the Budget are scheduled for later this month.

Representing CSEA were its president, Joseph F. Feily; Joseph D. Lochner, executive director; F. Henry Galpin, assistant executive director; Harry W. Albright, Jr., associate counsel, in addition to Bendet and Blom.

Major aim of the CSEA this year is to be included in the State budget while it is in preparation, not after all funds have been allocated for present and proposed programs as has been the case in some years.

## Armory Aides Are Honored

(Continued from Page 3)

General O'Hara presented awards to chapter members that totaled a 1,000 years of service.

Jack M. DeLisi, representative to the CSEA Board of Directors, was singled out for particular honor when Frank E. Wallace, chapter executive secretary, presented him with a plaque, from the chapter, citing his many years of devoted service to armory employees.

Those honored for service were Aloysius Purvis and John T. Leers, 40 years; Patrick Morris, James J. O'Connor, Francis W. Cleveland, Ernest H. Johnson, Frank Rideout and Israel Keston, 35 years; Edward Kuska, William J. Maher, George H. Parent and DeLisi, 30 years.

Frank M. Mugavin, Elmer F. Bratten, John E. Elter, David Joyce, Martin H. Traube, Philip C. Reilly, Lawrence Lewis, Biagio Nuccio, Henry W. Clark, John Hrubsa, Jr., and Frank Gonsalves, 25 years; Charles J. Rizzo, Louis A. Marruse, Henry J. Schmitz, Joseph D. Molloy and Edward J. Seleski, 20 years.

### Others Cited

Stephen Terstenyak, Joseph J. Vitto, Richard F. Carpenter, Victor L. Hamilton, James Gronwaldt, Albert Wagner, Edward Baumann, Peter J. Monohan, Robert McKinley and William Burkey, 15 years; Edward J. Smith, Thomas M. Maher, Joseph Radcliffe, Sydney Jarer and John T. Connelly, 10 years.

Among the guests at the meeting were CSEA President Joseph F. Feily; Gary Perkinson, CSEA public relations director; Benjamin Sherman, CSEA field representative, and Paul Kyer, editor of The Leader.

## O'Brien Named

(Continued from Page 1)

It was announced by Ralph Hammersley, executive director.

O'Brien will work closely with the State of New York and with all cities, towns, counties, villages and special districts eligible for coverage under the New York State Health Insurance Plan. The Plan now covers over 500,000 employees and their dependents.

### Represents Plans

He will also represent the 15 Blue Cross and Blue Shield Plans in New York State as liaison with the Civil Service Employees Association and the New York State Teachers Association.

A graduate of Colgate, 1926, and a life-long resident of Westchester County, he is a general insurance broker, a sales consultant, was director of sales, New York City Blue Cross-Blue Shield for 14 years, a former sales training instructor, City College of New York and has served as a top sales executive in the automotive field.

O'Brien was a member of the Vestry, St. Bartholomews Episcopal Church, White Plains and is active in several civic organizations in Westchester County. He plans to make his residence in Albany.

## CSEA Membership Continues To Grow

(Continued from Page 18)

and changes of opinion toward the Association, among others.

### Presenting an Image

Prospective members must be presented with a clear cut image of the association, its officers, members, past accomplishments, and plans for future progress. It is the responsibility of the membership committee to present this image in a manner most receptive to potential members.

The membership committee has a twofold obligation. First to the association, in that it must provide means of interest to keep the current membership. Secondly, it must accept the challenge of adding new members. This can only be accomplished by making membership in the Civil Service Employees Association an attractive proposition.

The members of the membership committee invite suggestions from all persons interested in seeing that the Association achieves the highest membership since its founding.

## Christmas Cruise

(Continued from Page 1)

cruises of the season and space is limited.

In the Metropolitan New York area, bookings may be had by applying to Mrs. Adrienne Rich, Knickerbocker Travel Service, Time & Life Bldg., New York 20, N.Y., or by calling her at PLaza 7-5400.

In the Albany area, contact Miss Hazel Abrams, 478 Madison Ave., Albany.

Note: Miss Abrams, in the near future, will also announce plans for a Mediterranean cruise aboard the SS Atlantic.



**ANNUAL DINNER** — One hundred and fifty persons attended the fifth annual dinner of the Schoharie County Civil Service Employees Association Chapter recently. Shown during the dinner are, left to right: Robert Fichenberg, managing editor of the Albany Knickerbocker News; Assemblyman Russell Selkirk; Lewis Borek, president of the chapter and Vic Costa, president of the Capital District Conference.

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