

# Civil Service LEADER

America's Largest Weekly for Public Employees

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## Trooper Meeting Results

See Page 3

## Thruway Salary Proposals For Holidays Are Approved By Special CSEA Committee

(Special To The Leader)

ALBANY — The special Thruway Committee of the Civil Service Employees Assn., meeting here last week with Thruway officials, approved Thruway proposals to change compensation for work on holidays and "check out" duties for toll collectors and other personnel.

CSEA approval for implementation of the proposals was granted with the provision that the authority would remain open to possible recommendation from CSEA at a later date for further modification.

Thruway officials also reaffirmed that there would be no change in their policy which provides to recognized employee representatives the right to prior review of changes in conditions of employment. The statement was prompted by CSEA's questioning the Thruway's recent action in submitting a questionnaire to affected employees to poll their preference on alternative proposals without first submitting the matter for CSEA's consideration.

Disposition of the meetings, nine-item agenda also brought these developments:

- The Authority agreed to consider CSEA's request for time-and-one-half for work on Saturdays and Sundays.
- The Authority reported continuing progress in development of its program for a pay formula for maintenance man (mechanic) and construction equipment op-

erator (light). The Authority demurred to CSEA's request for a retroactive effective date for the program, but agreed to allow CSEA adequate opportunity to review the program before its implementation.

Answering CSEA's request for improved procedures to permit toll collectors to exercise preference in selection of shifts when volunteering for overtime work, the Authority said it would give the pro-

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### Prior To Sept. 1

## Life Insurance Conversion Period Is Open Now For CSEA Members

Any actively employed insured member of the Group Life Insurance Plan of the Civil Service Employees Assn. who became age 50 on or after January 1, 1967, or whose 55th or 60th birthday is during 1967 may convert \$1,000 or \$2,000 of this Group Life Insurance to a permanent form of individual Life Insurance, which contains cash and paid-up values, without medical examination.

Group Insurance would be reduced by the amount converted, and the payroll deductions of such

insurance would be reduced accordingly. The amount of insurance an insured member is entitled to in the future under the Group Plan would be reduced by the amount converted.

Premium waiver is available to female employees who attain age 56 and male employees who attain age 50 or 55 during 1967. Double indemnity is also available. These benefits can be obtained only at additional cost.

Requests for this conversion, on forms furnished by The Civil Service Employees Assn., Inc., must be received by the Association at its headquarters, 8 Elk

Street, Albany, New York 12224 prior to September 1, 1967.

The effective date of the converted insurance will be November 1, 1967, contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Company.

Any insured member interested should secure information and the required form for conversion from CSEA.

Listed below are the current premiums being charged by The Travelers Insurance Company at certain ages for those whose oc-

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### Health Insurance Program

## Heed Open Enrollment Period, CSEA Says

ALBANY—The Civil Service Employees Assn. has again urged all eligible State and local government employees to take advantage of the current open enrollment period won by CSEA in the State Health Insurance Program.

A spokesman for the Employees Association who spelled out features of the open period, which extends through October 31, 1967, noted that its main purpose is to provide for eligible employees and their dependents who failed to enroll in the past, another opportunity to enjoy this protection. Eligible to enroll during the

open period, according to the spokesman, are:

- State employees and those employed by local jurisdictions which make State Health Insurance coverage available to their employees.
- Both active and retired employees who have not previously applied—as well as those who have applied in the past and were not accepted for medical reasons.

It was also pointed out that working married couples (both employed by participating jurisdictions), currently covered under a subscribers and dependent contract, may transfer to individual contracts to take advantage of this coverage having become non-contributory for State employees and, in the future, for employees of certain local governments.

### New Editor

ALBANY — E. Bradley Boyle of Albany, is the new health publications editor for the State Health Department at \$12,613 a year. He succeeds Robert Longgood, who was promoted to the position of executive assistant to the commissioner earlier this year.

Pass your Leader on to a non-member.

## Would Make 1,300 Top Jobs Appointive

# CSEA Asks Rockefeller Stand On Creating New Sr. Management Group

ALBANY — The Civil Service Employees Assn. has asked Governor Rockefeller for a position statement on the State Civil Service Commission proposal to the Constitutional Convention to remove from the competitive class 1,300 top level State jobs.

Joseph F. Felly, CSEA president, said he had been directed to make the query by the

organization's board of directors, who felt "that our 150,000 members throughout the State are entitled to know whether our Governor supports . . . this proposal, which we feel is diametrically opposed to a true civil service Merit System, and would create chain reaction confusion within the ser-

vice by causing hundreds of positions below the so-called 'senior management service' to be filled on a temporary basis."

### Executive Pool

The proposal, advanced recently to Convention delegates by Mrs. Ersa Poston, president of the Civil Service Commission, seeks to re-

place competitive class jobs in the executive branch now allocated to grade 28 and up by a "senior management service" comprised of employees below that grade selected by qualifying examinations. Those selected would comprise a pool of executives who could be assigned and reassigned to and from various jobs and salaries at the discretion of their appointing officers.

(A brief sampling of opinion on this issue conducted by The Leader among Constitution delegates in Albany last week seemed to indicate the proposal had little sympathy. A common fear expressed to this newspaper was that it brought appointments "too close to the spoils system.")

### 'Chain Reaction Confusion'

Lower grade competitive class positions left behind by "senior management service" personnel would be filled only on a "contingent permanent" basis, allowing appointees to the executive group the option of reverting back to their permanent civil service status. This, according to the Employees Association, would necessarily mean that promotional ap-

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## Jacobs Calls For Prompt Geographical Pay Action

Randolph V. Jacobs, president of the Metropolitan New York Conference, Civil Service Employees Assn., in a statement issued last week, called for prompt action by Dr. T. Norman Hurd, Director of the Budget, to implement the Geographic Pay Differential Law, enacted by the Legislature at its last session.

Jacobs pointed out that approximately four months have gone by since the Legislature adjourned, and the Budget Director whose responsibility it is under the law to set up the guide lines has not as yet acted to do so. The law provides for geographic area pay

differential, effective April 1, 1967, where wage rates in private employment in given occupations are substantially higher than wage rates in public employment. The Metropolitan Conference at a recent meeting requested Jacobs to write to the commissioners whose agencies and institutions employ

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*Don't Repeat This!*

### Dems Have Candidates

## Racial Crises Make Lindsay Image Stronger Than Ever

NOT all New York City Republican politicians nor the strong civil service groups in New York, may love Mayor John V. Lindsay, as this column noted some weeks ago, but to the rank and file citizen he appears almost daily to be emerging with a stronger and stronger image of a mayor who cares about his town and is earnestly trying to solve its

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# DON'T REPEAT THIS

(Continued from Page 1)

problems and make it a better city in which to live.

When President Lyndon B. Johnson last week appointed the Mayor vice chairman of a presidential panel on racial disorders, he brought into sharper focus John V. Lindsay's image as a mayor who cares and he has come through so strong that, along with Sen. Robert F. Kennedy, he is one of only two or three men who can walk through Harlem and other impoverished areas in New York when there is real trouble in the streets and pass unharmed. Not only does he venture forth into the eye of the storm to appeal for calm — he often ends up getting support from the very crowds that were in turmoil when he got to the scene of the trouble. He can't always stop riots and disturbances ahead of time but, to date, his record of keeping the peace has surpassed those of other major cities in the United States. Of course, in these volatile times, this could change even before this newspaper hits the newsstands. With the terrible pressures now in existence in so many

communities with large classes of underprivileged and restless minorities, this good record may not hold up but Lindsay gives the impression of trying the hardest of all local officials to keep things smooth.

## Not Since Jimmy Walker

His whole personality, as a matter of fact, is making a greater impression on the town — particularly in terms of personal charm and physical appeal — than anyone since the days of Mayor Jimmy Walker. He is serious, plain speaking, sincere and available. Not only does he make regular appearances on the streets of New York but he also has a constant stream of messages to the public via radio, television, press release, etc., inviting New York citizens to talk to his department heads, report their complaints, ask for help and, in general, to let him know what they want done.

Lindsay has his humorous side, too, and can handle his own on the "kidding" scene. When the Inner Circle, composed of New York City newspaper men, lampooned the Mayor fiercely at their last dinner, he did them all one better by a song and dance routine that stopped them all the way down the line and won enthusiastic response from the crowd who came to kid and went away laughing for the right reasons.

What all this leads to is that with a mayor possessing such personal charm, such youth and good looks, and such direct appeal to the citizens of the sprawling metropolis of New York — this kind of mayor is going to pose a hard problem for the Democrats when it comes time to seek an opponent to oust Lindsay from City Hall. In politics, the picture is never permanent but right now the odds for re-election are heavily in Lindsay's favor.

For the Democrats to overcome these odds, certain factors are evident. First of all, the use of an old time political figure is passé. The Democratic candidate will have to be youthful or at least appear to be young in ideas and action. Secondly, he will have to be imaginative enough to come up with a campaign that will not only show shortcomings of the Lindsay Administration but also go beyond mere criticism and come up with even greater ideas for making New York a happier, safer and more comfortable city in which to live.

A first glance, the ranks of Congress seem to offer Democrats fulfilling the initial requirement of youthfulness and vigor in appearance and action. There is for instance Congressman Jonathan Bingham of the Bronx. He was a distinguished Secretary to Governor Averell Harriman and showed his political skill, later, by defeating the old Buckley machine in the Bronx and winning the nomination in the Democratic primary race for U.S. Representative, which race he later won at the polls. He is tall, distinguished looking, and an admirable speaker.

A Bronx Congressman who could show up in the running is James H. Scheuer. And also from the House of Representatives, representing Staten Island and parts of Brooklyn is John M. Murphy. And there is also another Brooklyn Congressman Hugh L. Carey.

All are youngish, intelligent and would be attractive in the hustings. Councillman Robert A. Low, is also ambitious and gaining much attention in his air pollution fight. Paul O'Dwyer and Congressman William Pitts Ryan both tried last time in primaries and lost but could be interesting this time, and Theodore W. Kheel, the labor mediator, would be an exciting candidate if he ever set his mind to it.

## Morganthau

One man who has had more exposure, however, and might match more of the desirable Lindsay qualities is Robert M. Morganthau, U.S. Attorney for the Southern District. Morganthau did lose a gubernatorial race against Nelson A. Rockefeller, but there is no embarrassment in losing to a man of Rockefeller's stature when, at this time, he is still Presidential material of the type that keeps President Lyndon B. Johnson worrying at nights as to whether or not the GOP will nominate Rockefeller this fall.

Furthermore, Morganthau has managed to keep in the headlines, mainly as the man who has actually done more about getting at the Mafia than any other law enforcement officer in the country.

## Sees The Flaws

As to personal attributes, he comes across as a serious, sincere man, one that is sober to the point of even being considered square. But people like solid-appearing men in government and this won't hurt him. Morganthau the prober could spot weaknesses in the Lindsay performance as Mayor in keeping his campaign promises. One typical weak spot is the situation in City parks. While Central Park in Manhattan has been scrubbed up to the point of being jewel for photographers to work on, the people in parks in the Bronx, Brooklyn and Queens still have to worry about taking

## Your Public Relations IQ

By LEO J. MARGOLIN



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

## State Lottery

THE NEW YORK STATE Lottery raises a host of public relations problems, but no one of them is insoluble.

ALTHOUGH NO textbook on public relations specifically discusses the problem and the answers, we are convinced that as the lottery progresses month by month, it will grow in popularity and in revenue.

WITH ALL due respect to Governor Rockefeller who hasn't liked the idea from the beginning, we think that the public relations "plusses" for the lottery far outweigh the minuses.

WE ARE NOT at all concerned with the fact that only \$6.5 million worth of \$1 tickets were sold during the first month, instead of the projected \$30 million worth. Either the computers had dust in their electrical relays or the statisticians were wearing glasses of an especially rosy hue.

EVEN THOUGH there is nothing new about a government-sponsored lottery—they've been going on the world over for more than 100 years—to New Yorkers the idea was new. Anything is almost always approached with wariness, even if "the something new" has a pot of gold at the end of the rainbow.

FROM THE public relations standpoint, there was not enough promotional preparation for the lottery. The promotion program should have generating for at least a year. To win the support of the multitude of publics involved, the preparation required at least a year.

THE STATE Government executives directly concerned with the lottery should not be discouraged. They should consider the lottery between June 1967 and May 1968 as the pilot operation for bigger and better results after that period.

IT WAS A public relations mistake to announce that the sale of 30 million tickets as the goal for the first month. Had public relations and marketing experts been consulted, they would have reported that this figure was totally unrealistic and incapable of achievement without the proper promotion and public relations activities.

THE NEW YORK State Lottery has two important things working in its behalf:

### 1. BIG, FAT \$100,000 prizes,

a stroll. On the more obvious side, Lindsay has not been able to keep his promises on holding down taxes and there are several areas of service where cutbacks rather than improvements have taken place since his arrival at City Hall.

Other possibilities will arise from the Democratic ranks, of course, and some of the current likely candidates may fade by primary time.

We repeat, however, at this writing Lindsay will be a tough man to beat. The Democrats will have to put their best man — and efforts — forward to take City Hall away from him.

making it a better deal than the Irish Sweepstakes, which, incidentally, is not government-operated but is in reality a bonanza for a privately-operated company, which happens to give some of its profits to hospitals in Ireland.

2. THE NEW YORK State Lottery is totally government-operated and controlled, and all profits go to State-paid education. This makes every purchase of a \$1 lottery ticket a partner in the educational system of New York State.

MORE PUBLIC relations work is needed to make prospective ticket purchasers more aware of the lottery—its intent and its rewards. For example, the fact that each group of one million tickets will have a separate set of prizes has not been stressed enough.

MANY OF THE State's newspapers and radio and television stations have been no help. Suddenly, scores of these communications media lost their courage and began worrying about their publications or words and pictures crossing state lines—supposedly in violation of Federal anti-lottery laws.

THIS ATTITUDE is sheer nonsense. All communications media specializing in news have a perfect right under the First Amendment to the U.S. Constitution to publish legitimate news. Under the free press principle, information about the New York State Lottery is perfectly legitimate news.

THE TROUBLE with many of the news media is that they are in the hands of totally unimaginative people, who are the first to yell "free press" when their pocketbooks are hurt, but remain silent when it doesn't.

WE CONGRATULATE the New York "Daily News" on its ingenuity in handling the names of the first lottery winners picked. This newspaper printed a special four-page "State Lottery Supplement," which was inserted into the regular edition of the paper and distributed only for sale within New York State.

OTHER NEWSPAPERS, please copy!

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# Salary Differential Plan Lag Scored By CSEA

ALBANY — Again pressing for implementation of a salary differential program and lump-sum overtime compensation authorized by State employees in the last legislative session, the Civil Service Employees Assn. sharply reminded the State Budget Director last week that Aug. 1 marks a lapse of four months since the April 1 effective date of the new statutes, with no benefit yet available.

Joseph P. Feily, CSEA president, in a letter to T. Norman Hurd, pointed out that despite earlier correspondence advising Hurd of the growing impatience of CSEA's membership, there was still no "known progress."

"Frankly, we are at a loss to understand why we have nothing concrete by way of the necessary rules and regulations from your office that would set the enabling wheels in motion so that State employees would have the benefits of these laws. We do not believe the Legislature envisioned a delay of this extent," Feily said.

CSEA concern stems from the State's apparent failure to date to formulate and promulgate procedures by which State employees could submit appeals for salary adjustments based on work location in a high cost-of-living area, or for working shifts less desirable than conventional daytime hours.

Also at issue is the State's similar inaction to implement a new law under which State employees ineligible to earn overtime credit could appeal for equivalent additional lump-sum adjustment up to 10 percent of their salary.

"With respect to the special overtime pay provided for under Chapter 616," Feily noted,

"you advised us that a management study would be necessary. On July 10, in urging your immediate attention to this matter; we inquired as to the progress of the management study you stated was necessary. We again inquire as to the status of this study," Feily said.

"We feel that your office should attach a higher priority to these important matters that seems to have been the case up to this point. Since well over one-quarter of this fiscal year will have elapsed before employees can obtain this benefit, we do hope you will give this matter your immediate attention," Feily stated.

# Cornelius Supports CSEA Demand On Better Trooper Pay, Work Week

Better salaries for State troopers was termed the answer for the need of some members of the Division of State Police to hold second jobs.

This was the reply from Arthur Cornelius, Superintendent of State Police, to a request from the State Police Committee of the Civil Service Employees Assn. during a recent meeting between CSEA representatives and the superintendent.

Cornelius gave his views on 12 items submitted for discussion, ranging from giving the Employees Association sole right to serve as bargaining agent for the Division to a reduction of work hours for troopers.

Here is a summary of the topics and the action taken:

1) Request Meeting With Superintendent and CSEA at Least Twice a Year.

The Superintendent indicated he was sympathetic toward this

concept. The Committee requested that regularly scheduled meetings be held with the Superintendent in February and September of each year and that additional meetings may be called at the request of either the Superintendent or the Committee.

2) Request CSEA be Recognized as Exclusive Representative for Employees of the Division of State Police.

The Superintendent pointed out that the Public Employees' Fair Employment Act is effective Sep-

tember 1, 1967 and took the position that a decision on this request would have to await developments under provisions of this Act. In the event there is delay, the Superintendent agreed to continue meetings on the same basis as in the past.

3) Advanced Submission of Rules and Regulations Affecting Terms and Conditions of Employment.

It was pointed out to the Superintendent that such a provision was in the rules and subsequently deleted. It was also pointed out that agreement with this request would provide the Division of State Police the benefit of the reflection of the trooper feeling and would be of value to the Division in maintaining high morale.

The Superintendent stated that he was not required by law to submit these in advance and would only do so when he felt that it was in the best interest of the Division of State Police. The Association representatives pointed out that under the Public Employees' Fair Employment Act that changes in terms and conditions of employment could no longer be made unilaterally.

4) 40-Hour Week.

The Association representatives indicated that uniformed troopers with very considerable frequency have their lunch hour interrupted by the public. Therefore, they requested that their lunch hour be considered work time since this is largely the fact. The Association representatives also pointed out that municipal police forces could be on a true 8 hour day and that this is an existing practice in other State Agencies. The Division

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# Union Is Failure On Long Island; Abandons Field, Strands Members

MINEOLA — A planned "major assault" on the ranks of the Civil Service Employees Assn. on Long Island has ended in failure for the American Federation of State, County and Municipal Employees union.

A heavily-subsidized office here with a director and staff, established in late spring, has quietly folded its tent and stolen away.

"They were absolutely unsuccessful in Nassau County because they had nothing to offer to our CSEA people," declared Irving Flaumenbaum, president of the Nassau chapter and Long Island Conference and second vice president of the State CSEA.

"If they were successful, would they leave?" Flaumenbaum asked rhetorically.

Failure of the effort was confirmed by high sources in other labor unions. Said one union source: "My information is that they met with no success or very little success for the amount of money that was being poured in."

Another branch of the union is still operating in Suffolk, where it was reportedly concentrating its hopes on organizing employees of State mental hospitals. Other municipal employees, it was reported, have been dropped as targets.

Robert Villa, president of the CSEA's Suffolk chapter, confirmed that the union was not raiding his chapter's county, town and district employees. "We haven't heard anything of them," Villa asserted.

Organizing efforts, however, have been started by a New York City Teamsters Union local. Officials of both unions have been quoted denying reports that the former director of the AFSCME effort said there had been a "deal" between AFSCME and the Teamsters.

Employees of the Long Beach School District, saddled with the AMSCME by the unilateral decision of the school board, have reported to Nassau CSEA chapter headquarters that they were told someone would represent them but that they do not know who he is. Flaumenbaum said he expected the Long Beach employees to seek affiliation with CSEA.

"This was trumpeted as their big push," Flaumenbaum said. "Instead, they blew a sour note and just abandoned the few people they were supposed to be helping."

# Syracuse — Onondaga Make Board Plans

SYRACUSE — Both Syracuse's Common Council and the Onondaga County Board of Supervisors were to consider this week measures to set up Public Employment Relations Boards under the new State law to become effective Sept. 1.

One proposal was to be presented to the Syracuse Council late yesterday (July 31). The Board of Supervisors personnel committee was to decide the same day on a similar proposal.

Onondaga chapter, Civil Service Employees Assn., which has as members both city and county workers, has urged city and county governments to set up such boards under the new Public Employees Fair Employment Act adopted during the 1967 Legislature.

The chapter also is campaigning for recognition as the "sole and exclusive" bargaining agent for city and county employees. It has more than 1,800 county workers, and more than 700 city employees, more than any other employee group in either governmental unit.

Both proposals would set up three-man PERB units, similar to the one appointed by Governor Rockefeller.

If approved by the personnel committee, the county proposal would go before the Board of Supervisors Aug. 7. County Executive John H. Mulroy would appoint the board.

The city proposal provides for a new chapter in the city's gen-

eral ordinances. Mayor William F. Walsh would name the board.



**GREENE COUNTY OFFICERS** — Shown here are now chapter officers at Greene County chapter's First Annual Installation Dinner. From the left are: Edward Gusty, CSEA field representative and master of ceremonies for the event; Pat Schermerhorn, secretary; Grace Pelham and Thomas Powers, members of the Board of Directors; Alfred Jeune, president; Lee Madden, treasurer; Adelia Valentine, vice president; and John Conoby, CSEA field representative.

# Newark Picnic A Big Success

The Newark State School chapter, Civil Service Employees Assn. recently held their annual family picnic. This year, for a change, it was a chicken barbecue at Beckens Park. Seven-hundred fifty servings were made which is about a hundred more than have attended the last two picnics. Although the average member did not realize the dent made in the treasury, a good time was had by everyone.

Vice-President Ed O'Brien, who is also social chairman, did his usual good job. He was assisted on the ticket line by chapter president, Al Gallant. Dispensing the free liquid refreshments were Fran Scherbyn, Larry Briggs and Floyd Fishette. The Bingo games were under the direction of Harriet Sisteck who was assisted by Harold Follette, Ed O'Brien and Al Gallant.

"The enjoyable evening was spoiled for many of the people when they found someone had plastered their cars with Council 50 leaflets. The Union Officers must really be getting desperate when they have to sneak into our picnic to distribute their printed lies," said Gallant.

## On Constitutional Convention

# Income Tax Proposal Voted As Council Meets Opposing Factions

Proposal 1337 to the State Constitutional Convention was given an affirmative vote by convention delegates last week, a few days after it had won approval from the steering committee of the Civil Service Council on Constitutional Convention.

The proposal restates Article 16, Section 5 of the current Constitution, which concerns the exemption of Civil Service pensions from income tax.

At the last meeting of the Council's steering committee, it was decided that although the pension guarantee was being restated in the proposal, it deleted nothing of value to the State's civil servants included in the present section.

The decision and the vote to offer no resistance to the proposition was made after the steering committee had met with Samuel Greenburg, chairman of the Convention's Committee on Taxation and Finance, and Convention dele-

gate George Cornell who had offered the proposition, for an expression of views on the nature of the proposal.

Also, it was reported by Council Chairman Henry Fehling of the Uniformed Fire Officers Assn., that representatives of the Council and various State and municipal officials and State Convention leaders met in Albany last week to discuss opposing views on proposals to the Convention which would alter Article 5, Section 6 of the Constitution. It was the

view of all the representatives from the Civil Service Council that all of the proposals offered for this purpose to the Convention so far posed distinct threats toward weakening the merit system.

In particular, proposition 1069 was regarded as so broad in its permissiveness that it would make a "farce of competitive examinations." It seemed to some Council representatives that this proposal, at least, offered a new base for the resurgence of the spoils system.

Arguments against this stand by State officials were countered by Council representatives, it was reported, and it was felt by Council members that the threat to the merit system was clearly established at the meeting. It was the opinion of most Council representatives after the meeting that nothing new had been offered by the State and that those elements at the Convention already pushing for revisions leading to breakdowns in the merit system would continue to do so.

However, it was further indicated by the tenor of the meeting, according to Council participants, that the 400,000 member Civil Service group, would be successful in its efforts to offset the anti-merit movement at the Convention, but would have to work harder than ever in the future.

Representing the factions outside of the structure of the Civil Service Council at the confrontation were officials of the State Civil Service Commission including the Chairman of the Commission, Mrs. Ersa Poston, representatives of the New York City Department of Personnel, the Civil Service Reform Association, and representatives of Convention Chairman Anthony J. Travia.

Representing the Civil Service community were: Chief Fehling; Joseph Collins, the vice chairman of the Council, of District Council 237; Joseph F. Feily, president of the Civil Service Employees Assn.; Joseph Lochner, the CSEA's executive director; Duncan McPherson, the CSEA's representative to the Civil Service Council; Seth Towse, CSEA counsel; Joseph O'Sullivan, District 50; Alice Marsh, United Federation of Teachers and Moe Smith of the New York Central Labor Council.

### Jobs For Stenos

Immediate positions are available in Federal agencies in New York City and Long Island for stenographers, typists, and card punch operators. Tests for stenographers and typist are being conducted by the Interagency Board of U.S. Civil Service Examiners on Tuesdays and Fridays. The test for card punch operator is conducted on Wednesdays. Applicants may report on the scheduled day without appointment to 220 East 42 St., New York, Room B-20, lower level at 8:30 a.m. or 12:30 p.m.

Arrangements may be made to take tests on Saturdays by telephoning (area code 212) 573-6101.

## Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. Next week's programs are listed below.

### Sunday, August 6

6:00 p.m.—Human Rights Forum —William Booth moderates discussion.

### Monday, August 7

4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.

6:00 p.m.—Community Action — Ted Thackrey moderates program: "Welfare Dept. Report to the People."

7:00 p.m.—TV Shorthand—Manpower Education Institute presentation.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Con Ed Distribution facilities."

9:00 p.m.—New York Report — Lester Smith hosts interviews between City officials and visiting newsmen.

10:00 p.m.—Brooklyn College Presents — "Direction: The Center for Urban Education."

### Tuesday, August 8

4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.

4:30 p.m.—Community Action — Ted Thackrey moderates program.

7:00 p.m.—TV Shorthand—Manpower Education Institute presentation.

### Wednesday, August 9

4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.

7:00 p.m.—TV Shorthand—Manpower Education Institute training program.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

8:00 p.m.—Behind the Laws—Analysis of recently passed State laws: "Compensating Victims of Crime."

### Thursday, August 10

4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.

4:30 p.m.—Human Rights Forum —Ramon Rivera moderates discussion.

7:00 p.m.—TV Shorthand—Manpower Education Institute presentation.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

8:30 p.m.—City Government in Transition—Solomon Hoberman hosts seminar series: "The Quest for Money: Financing the City of New York."

10:30 p.m.—Community Action—Ted Thackrey moderates program.

### Friday, August 11

4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.

7:00 p.m.—TV Shorthand — Manpower Education Institute presentation.

7:30 p.m.—Brooklyn College Presents: "Direction: The Center for Urban Education."

10:00 p.m.—Behind the Laws — Analysis of recently passed State laws: "Compensating Victims of Crime."

### Saturday, August 12

7:00 p.m.—Community Action—Ted Thackrey moderates program.

## Where to Apply For Public Jobs

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

### CITY

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

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8 a.m. to 6 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.

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 the last day of filing or as stated otherwise in the examination announcement.

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 QT and RR local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

### STATE

**STATE**—Room 1100 at 270 Broadway, New York, N.Y. 10007, corner of Chambers St., telephone 488-6606; Governor Alfred E. Smith State Office Building and The State Campus, Albany; Suite 750, Genesee Building 1 West Genesee St.; State Office Building, Syracuse; and 500 Midtown Tower, Rochester, (Wednesday only).

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

### FEDERAL

**FEDERAL**—Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York, N.Y. 10017, 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 6 p.m., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 573-6101.

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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# State Offers Seven Promotional Exams

Applications are being accepted until Aug. 14 for seven State promotional examinations, each of which is open only to permanent employees in the department or promotion unit which it is announced. The series of exams will be held on Sept. 23.

## Interdepartmental

**SENIOR TELEPHONE OPERATOR** exam number 32-660, salary grade G-8.

## Correction

**CORRECTION SERVICE UNIT SUPERVISOR**, exam number 32-666, salary grade G-20.

**CORRECTION CLASSIFICATION ANALYST**, exam number 32-666, salary grade G-19.

## Education

**MUSEUM CARETAKER**, exam

number 32-668, salary grade G-7.

## Executive

**Division of Veterans Affairs SENIOR STATE VETERANS COUNSELOR**, exam number 32-669, salary grade G-20.

## Labor

**Division of Employment EMPLOYMENT COUNSELOR**, exam number 32-656, salary grade G-16.

**SENIOR EMPLOYMENT COUNSELOR**, exam number 32-657, salary grade G-19.

**Workmen's Compensation Board ASSISTANT COMPENSATION MEDICAL DIRECTOR**, exam number 32-667, salary grade G-34. (Oral test to be held in Sept.)

## Drop-outs May Apply!

# Police Cadet Program Offers Training For Patrolman Jobs

Young men over 18 and not yet 27 years old are being sought to enroll in the Police Cadet training program. The program offers opportunities for some 500 youths to prepare for examinations and receive other appropriate training leading to careers as policemen.

New York City policemen receive a starting salary of \$7,032 yearly. However, police cadets in the past have been placed in other forms of well-paying employment, such as the thirteen who were given hack licenses to drive taxi cabs from last year's group.

Recruitment in the cadet program is being handled through the State Employment Service.

The 1967 Police Cadet Program is sponsored jointly by the New York City Police Department, the New York City Human Resources Administration, the New York City Youth Board, JOIN, the New York City Board of Education, and the New York State Division of Employment under the Fed-

eral Manpower Development and Training Act.

This training is designed both to prepare the police trainee to qualify for, take and pass a civil service examination for patrolman in the Police Department of New York City and to enable High School drop-outs to secure an equivalency diploma.

In addition to training in specific police work, the cadet will receive training in office skills for use in alternate jobs, should he fail to pass the police trainee or patrolman examination. During and after his training, the cadet will be provided with counseling in order to derive the greatest benefit from training situations. Steps have been taken to improve the educational and economic plight of enrolled cadets, such as the creation of a project designed to permit youths to obtain scholarships at City University.

Young men between the ages of 18½ and 27, both High School graduates and drop-outs, are eligible to participate in the program.

### Types of Training

All cadets will receive remedial and refresher courses in basic educational subjects to prepare them for the patrolman examination. Drop-outs will receive remedial training to prepare them for the high school equivalency examination.

In addition, drop-outs will receive basic education courses emphasizing police observation and reporting techniques and special individual guidance and occupational orientation.

Graduates' further training includes instruction in police work, and in physical fitness and health education.

Training lasts a minimum of six months and may extend to a maximum of one year for those cadets who need additional preparation for the patrolman exam.

### Training Requirements

Educational requirements stipulate that cadets entering the high school graduate section of the program be graduates of a four year senior high school and that non-high school graduates be out of school at least one year.

Physically, candidates for the cadet program must be at least five feet eight inches in height, with weight normal for height, and have 20/30 vision in each eye uncorrected.

Proof of a good character is essential. Character assessment covers such areas as: summonses (multiple), misconduct during military service, illegal possession of weapons, unpaid traffic tickets. Candidates must have no record of conviction for felony or for petty larceny and no dishonorable military discharge.

## A Hospital Needs Inhalation Therapists

The Veterans Administration Hospital, 800 Poly Place, Brooklyn, N.Y., has announced examinations for inhalation therapist, GS-5, 6, 7, and 8, starting salaries \$3,311 to \$7,068. There is no written test.

Requirements include appropriate experience of one year, two years, three years, or more years, in a hospital, or in a clinical control, medical research, or other scientific laboratory, in one or more of the fields of medical, biological, or physical science work. A degree with major in biology, chemistry, or physics, including laboratory work, may be substituted in full grade GS-5.

There is no discrimination in employment. For further information, write or visit the Personnel Office at this hospital, or call the personnel Officer at 836-6600, ext. 839.

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# State Offering Jobs As Assistant Narcotics Rehabilitation Dir.

The New York State Narcotic Addiction Control Commission has openings for the positions of assistant director of narcotic rehabilitation facility. Candidates should apply by Aug. 7 for early consideration.

Candidates for the jobs, which pay from \$12,160 to \$14,505 annually, need not be residents of New York State and will not take a written test.

Appointments will be made at the facilities in the Greater New York City area and at Albion (near Rochester), Greenhaven (near Poughkeepsie), Mattewan (near Beacon), and Woodbourne (near Monticello), and at other locations as additional centers are opened.

The assistant director of narcotic rehabilitation facility will be responsible for coordinating and supervising the patient rehabilitation program in an intramural facility and will act for the director of the facility in his absence.

In order to qualify, applicants will have to have earned a minimum of 30 hours of graduate credit in hospital administration, psychology, social work, sociology, education, criminology, or a related social service speciality.

Also, applicants must have either three years of progressively responsible administrative experience in a public or private program involving the coordination of a multi-discipline approach in diagnosis,

treatment, rehabilitation, or after-care; (preferably, such experience should involve a clientele such as narcotic addicts, alcoholics, mentally ill, emotionally disturbed, delinquents, or the disadvantaged; such experience in residential institutional programs is extremely desirable, but will not be required) or an equivalent of this experience.

For further information for the filing of resumes, prospective candidates should contact the Recruitment Coordinator, Narcotics Addiction Control Commission, Executive Park South, Albany, New York, 12203.

## Exempt Class

ALBANY — The New State Public Employment Relations Board has asked that these top jobs be placed in the exempt class of State service:

Deputy chairman, counsel, director of conciliation, director of representation, director of information and secretary to the chairman.

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TUESDAY, AUGUST 1, 1967



## Going Around Third, Sliding Into Second

THE Civil Service Employees Assn. last week asked Governor Rockefeller for a position statement on the proposal made by Mrs. Ersa Poston, the chairman of the State Civil Service Commission, to the State Constitution Convention calling for a "management class" in the higher grades of the State service—a move which had been characterized by the CSEA as potentially destructive to the merit system.

Appointments to positions in this proposed class would be made without benefit of competitive examinations.

The CSEA petition to the Governor states that such a move would create "... chain reaction confusion ..." Explaining this, they state that if the plan is implemented, a downward spiral through the grades would develop with positions being filled on a temporary basis. For, part of the Commission's plan is that appointees to the senior grade, non-merit-filled positions will have the option of going back to their own job.

So, if one of these appointees should make such a choice he would be pushing his replacement in his former job back one slot and ... that fellow's old job will have been filled too, we hope ... so, his replacement will go back one slot ... and so on down the line.

Not a plan to inspire any feeling of security in the hearts of State employees. In fact, any security minded individual who would consider embarking on a career in State service under such capricious conditions isn't paying attention.

As it is pointed out elsewhere in this issue however, the "management class" proposal is so obviously off-base that Albany conversation has it you might more easily sell World Series tickets to Shea Stadium to the Convention delegates for this Fall.

So how about it Governor—two box seats to this year's series at Shea?

### The Veteran's Counselor

By FRANK V. VOTTO

## How To Obtain A Military Ballot For Servicemen

Civil service employees who have friends or relatives of voting age in the service will do well to provide them with an application for a military ballot in order that they may vote in the general election in November. The application blanks are available through the local offices of the New York State Division of Veterans' Affairs or directly from the Division of Servicemen's Voting, Albany, 12225. If the serviceman's wife, parents, or children of voting age, accompany him they may also apply for a military ballot.

Generally, these instructions should be followed to be sure all necessary information is completed in time for the general election:

1. Applications must be received

by the Division on or before October 26, 1967, or by the Board of Elections of the home county of residence of the military voter on or before October 27, 1967. Thereafter, applications may be filed in person at the Board of Elections until noon of November 4, 1967.

2. A military ballot will be sent to a qualified applicant by the Board of Elections of the home county of residence of the applicant. This ballot will

(Continued on Page 11)

## LETTERS TO THE EDITOR

### Stress Theory Less; Experience, More

Editor, The Leader:

Mr. Greenberger's emotional defense, in the July 11 issue, of the written examination system as the only effective means of determining merit for promotion within the civil service structure completely ignores the serious injustices that have insidiously taken root because of such almost total dependence upon this one means of determining competence.

This in no way is meant to detract from the creditable job done by the elected and appointed officers and salaried executive and administrative and employees of the CSEA in their successful efforts to maintain the real earnings of civil service employees in a period of inflationary pre-earnings of civil service employees in a period of inflationary pressures and to improve the working hours and conditions wherever these showed signs of deterioration.

However, written examinations as such are not any guaranty of complete and unqualified fairness in the determination of promotability among career employees in the State of New York.

Take a case in point. On May 6, 1967 this correspondent took a competitive promotion examination, No. 32-513, for Research Analyst, grade 18. The examination consisted of 90 multiple choice questions. The fact that 30 of these 90 questions were on sampling procedures and techniques which the research analysts in the State rarely use, since they are preoccupied with the collection, organization, and the analysis of data that is received as a result of statutory requirements, was bad enough. What was even worse was the fact that a grade 23 exam given on the same day, No. 32-515, Senior Research Analyst, consisted of exactly the same 90 questions.

Was some examinations technician in the Department of Civil Service too lazy to go to the trouble of making up separate examinations which would have recognized the differences in the responsibilities, duties and preoccupations that confront grade 18's as compared to grade 23's?

The fact is that most examinations today place emphasis upon theory and academic abstractions that strongly favor the most recent products of the academic environment and ignore almost completely the tremendous reservoir of practical experience that people have gained in the conscientious performance of their daily duties.

Some compromise seems not only essential but urgently needed. For the sake of the great horde of nameless and faceless civil service employees, all those honestly devoted to the preservation of the merit system must strive to insure that an employee's capabilities in the actual job situation will be given some consideration. The choice of questions in written examinations must reflect to some small extent the importance of the practical knowledge acquired by conscientious career employees in their daily confrontations with the problems of their jobs and less upon the memorization and regu-

(Continued on Page 11)

## Civil Service Law & You

By WILLIAM GOFFEN



### Tell The Truth

SERIOUS PROBLEMS may beset an individual seeking Civil Service employment who is interrogated concerning questionable matters in his past life. Should he plead the Fifth Amendment? Should he refuse to answer on the ground that the inquiry is immaterial? Should he make a frank and complete answer to all questions?

STANLEY H. Fuld, Chief Judge of the Court of Appeals, provides guidance in coping with such problems in his opinion in *Peter Bell v. Waterfront Commission of New York Harbor*, decided on May 31, 1967.

THE THIRTY-THREE year old petitioner had worked as a longshoreman since the age of nineteen. Difficulties arose when he applied for advancement to the title of checker. He was questioned by a Commission lawyer concerning subversive activities during the late 1940's when he was a fifteen year old lad. He denied any participation in the activities of the Young Progressives of America (YPA) or of the American Youth For Democracy (AYD). The AYD had been cited by the Attorney General of the United States in 1947 as a "subversive" organization. While the petitioner was informed of his right to representation by counsel during the interrogations, he waived this invaluable opportunity.

IN NOVEMBER, 1963, the Commission directed the petitioner to appear at a hearing not only to determine whether his application for promotion to checker should be denied but also whether his long held registration as a longshoreman should be cancelled on the ground that he had committed "fraud, deceit and misrepresentation" when he was questioned concerning connections with YPA and AYD.

PETITIONER RETAINED counsel for the hearing. The only witness (Herbert Romerstein) informed the Commission that he had been a member of the Communist Party and an officer of YPA and AYD and that the petitioner, to his knowledge, had been an active participant in YPA and AYD affairs. On the basis of the informer's testimony, the Commission found the petitioner guilty of fraud, denied his application to be a checker, and permanently revoked his registration as a longshoreman.

THE WATERFRONT Commission Act empowers the agency to revoke registration "for such period of time as it deems in the public interest" for commission of fraud in connection with any interview, hearing or proceeding. It is interesting to compare this provision with Section 75 of the Civil Service Law which limits suspensions to a maximum period of two months.

IN PASSING upon the question whether the determination of fraud was supported by substantial evidence, Judge Fuld held that the record supported a conclusion that the petitioner lied when he claimed he could not remember connections with YPA and AYD while he was a teenager. There was basis in the evidence for the Commission's determination that the petitioner's denial and lapses of memory were the products of fraud and that his testimony was incredible that he could not remember at all attending meetings of YPA and AYD.

JUDGE FULD'S opinion intimated that the petitioner may have been entitled to decline answers to the interviewer's questions without risking his longshoreman's registration on the ground of the Fifth Amendment privilege against self-incrimination. Besides, he may have declined such answers on the ground that he was not apprised of the subject matter of the investigation and the pertinency of the interrogation to his application for the position of checker.

ON THE other hand, the petitioner might have truthfully answered the questions. In such event, Chief Judge Fuld noted, his activities so many years before would not have warranted any disciplinary action.

THE POWER to revoke a longshoreman's registration because of subversive activities was interpreted by the Court as restricted to current membership in subversive organizations and present unlawful activities. Standing alone, the petitioner's past actions would not justify the inference of present bad moral character.

AS THE petitioner chose to lie, the imposition of the punishment was lawful. The degree of punishment imposed, however, was held to be excessive.

THE BELL case will be further discussed in a future column.

# Estate Tax Examiners Jobs; \$6,451 & Up

The Board of U.S. Civil Service Examiners is accepting applications on a continuous basis for an examination for estate tax examiner. Positions are open at grades GS-7, GS-9, and GS-11, with starting salaries of \$6,451, \$7,696, and \$9,221.

The positions are located in Internal Revenue Service District offices in Manhattan, Brooklyn, Albany and Buffalo.

Estate tax examiners conduct field examinations of Federal estate and gift tax returns, directed primarily at the determination of the value, ownership of interests, and taxability of estates and gifts.

Applicants who have an LL.B degree or four years of pertinent legal experience may qualify for the grade GS-7 level. In addition to meeting the grade GS-7 requirements, applicants with one year of professional accounting and auditing experience may qualify for grade GS-9. Applicants for grade GS-11 must have a combination of six years of the above experience and/or education which included a minimum of one year of accounting and auditing experience. For grade GS-11, a minimum of four years of legal experience is required.

Interested applicants may ob-

tain applications and pertinent announcements from the nearest

## Appointed

John W. Lyons of Williamsville, has been appointed by Governor Rockefeller to the Industrial Exhibits Authority in the State Department of Agriculture and Markets.

Internal Revenue Service District Office, any post office where this announcement is displayed or at the Board of U.S. Civil Service Examiners, Internal Revenue Service, 90 Church Street, 11th floor, New York, N.Y. 10007.

## Adjudicator Jobs

There are immediate vacancies in the position of adjudicator at the regional office of the Veterans Administration located at 252 Seventh Ave. in New York City. These positions are at the GS-9 grade and pay \$7,696 per annum.

Applicants will be rated on the extent of their experience and education. A total of five years experience is required. Applicants with an LL.B degree may substi-

## Open With VA

tute their education for four years of this total. For other information regarding experience and substitutions of education, see announcement number NY-7-15.

Copies of the announcement may be obtained at the Veterans Administration Regional Office, the Main Post Offices in Brooklyn and Jamaica or the Interagency Board of U.S. Civil Service Examiners 220 East 42 St., New York, N.Y. 10017.

## Clerk-Stenographer Positions Offered

The Eastern Division, Naval Facilities Engineering Command, is in need of clerk-stenographers GS-4 at a salary of \$4,776 a year. A high school diploma may be substituted for one of the two years of experience that is required.

These positions require applicants to qualify in the civil service stenography examination. Report in person to 90 Church St., Room 544, New York City.

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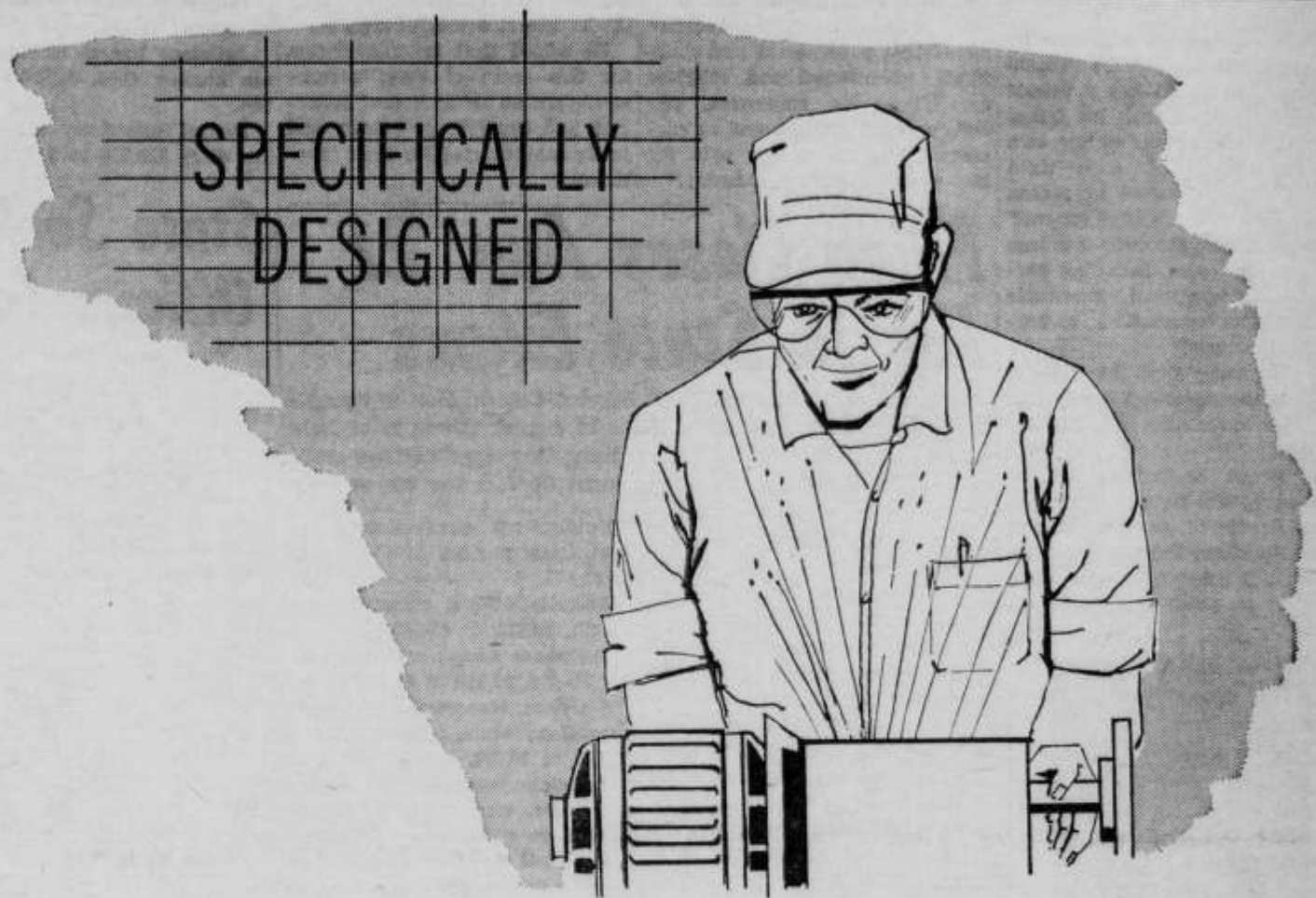
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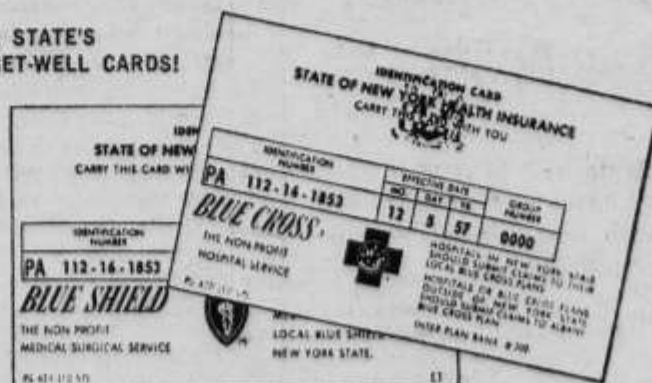
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# Frank O'Connor Asks For Bill Of Rights For Labor In Constitution

A bill of rights for labor, including government employees, was proposed to the members of the State Constitutional Convention delegation in a letter from New York City Council president Frank D. O'Connor last week.

The Council president's letter suggested that the rights be included in the language of the new State Constitution now being drawn up in Albany. In his letter O'Connor said that his proposal would accomplish the following:

"1. Give concrete and specific recognition to the moral and legal principle that man has a primal right to associate with his fellow men in trade unions of his own choosing and that such right should not be limited by reason of the nature of his employment."

"2. Recognize the duty of unions and all employers, including government, educational, charitable and religious associations, to bargain collectively."

"3. Recognize that the right to strike is the necessary catalyst in collective bargaining in a free society."

"4. Permit the limitation of the exercise of the right to strike as to employees of government and hospitals where the public health or safety is substantially impaired but only on proof that such em-

ployers have bargained in good faith and offered equivalent wages and supplemental benefits as paid for like work in private industry."

"5. Create the clear requirements that government and charitable, educational and religious associations as employers, pay such prevailing wages and supplemental benefits as are paid for like work in private industry."

The City Council president suggested that although policemen and firemen should have the right to strike, their sense of duty should overrule this advantage.

He added that in appreciation for this sense of duty, governments should see to it that policemen and firemen are quickly and justly compensated for their "sacrifices."

## Filing Closes Aug. 21 For 16 State Exams

The New York State Civil Service Commission is accepting applications until Aug. 21 for 16 examinations to be held on Sept. 23. In addition, it is accepting applications until Aug. 7 for a Sept. 9 exam and until Sept. 5 for two exams, which will be given on Oct. 7.

The exams, listed in the order of their filing deadlines, follow. Filing closes Aug. 7 for an examination for:

**Senior training technician (Fire)**, exam number 21-548, \$8,365 to \$10,125.

The series of 16 examinations with the Aug. 21 deadline include:

**Senior attorney (Realty)**, exam number 21-484, \$10,895 to \$13,080.

**Senior building space analyst**, exam number, 21-482, \$8,825 to \$10,670.

**Cattle appraiser**, exam number 21-490, \$5,615 to \$6,895.

**Correction service unit assistant**, exam number 21-489, \$7,905 to \$9,580.

**Assistant director of narcotic rehabilitation**, exam number 21-495, \$12,140 to \$14,505.

**Employment counselor**, exam number 21-478, \$7,475 to \$9,070.

**Employment counselor trainee**, exam number 21-477. Trainee salary: \$6,875.

**Hearing officer**, exam number 21-483, \$12,140 to \$14,505.

**Publications production assistant**, exam number 21-476, \$6,675 to \$8,135.

**Security officer**, exam number 21-491, \$4,465 to \$5,545.

**Telephone operator**, exam number 21-494, \$3,810 to \$4,755.

**Assistant transportation survey supervisor**, exam number 21-472, \$7,475 to \$9,070.

**Associate transportation survey supervisor**, exam number 21-474, \$10,895 to \$13,080.

**Principal transportation survey supervisor**, exam number 21-475, \$13,500 to \$16,050.

**Senior transportation survey supervisor**, exam number 21-473, \$8,825 to \$10,670.

**State veteran counselor**, exam number 21-496, \$7,905 to \$9,580.

The two examinations to be held on Oct. 7 are for:

**Engineering technician**, exam number 21-497, \$5,177 to \$6,855.

**Senior engineering technician**, exam number 21-498, \$6,127 to \$6,895.

**New York State residence not required.**

**Oral test to be held in Fall.**

### Veterans Counselor Pamphlet Available

"AT YOUR SERVICE... YOUR STATE VETERAN COUNSELOR" is a new descriptive fold-out pamphlet recently issued by the New York State Division of Veterans' Affairs. It points out that the heart of State's program of assistance to veterans and their families lies in the counseling service provided for them by the Division. The new pamphlet is available through the local offices or directly from the Division, 155 Washington Avenue, Albany, New York 12210.

### Jefferson County Recruiting Nurses

Jefferson County is accepting applications on a continuous basis for the position of public health nurse, which pays from \$5,578 to \$6,908 yearly.

For further information, write to the Office of Public Health Nursing, New York State Department of Health, 84 Holland Ave., Albany, New York 12208 and ask for special form PHN-15.

# City Releases Exam Schedule For August

The New York City Department of Personnel has released a tentative schedule of examinations open for filing during the Aug. 2-22 period. Five open competitive and four promotion exams are planned.

The five open competitive examinations include:

**Car maintainer, group B**, exam number 7043, \$3,6425 to \$4,0075

**Process server**, exam number 7029, expected starting salary of \$4,000.

**Budget examining trainee**, trainee salary: \$6,500.

**Assistant budget examiner**, exam number 6085, \$8,200 to \$10,300.

**Budget examiner**, exam number 6086, \$10,750 to \$13,150.

The four promotion exams are for:

**Senior budget examiner**, \$11,650 to \$14,050.

**Foreman painter**, exam number 7522, \$5.52 per hour.

**Senior special officer**, exam number 6549, \$5,450 to \$6,890.

**Civil engineering draftsman**, exam number 6596, \$7,450 to \$9,250.

## State Seeking Security Officers For NYC Jobs

The New York State Civil Service Commission is accepting applications until Aug. 21 for an examination for security officer. Vacancies for this position exist in the New York City branches of the Division of Employment and the Workmen's Compensation Board Building. The salary ranges from \$4,465 to \$5,545 per year, with uniforms provided.

No experience is necessary, but candidates must meet certain physical, medical, and character requirements. They must have at least 20/40 vision in each eye (corrective lenses are permitted), have good hearing without the use of a hearing aid, and be at least five feet eight inches in height.

The written examination, to be held on Sept. 23, is designed to test for ability to: use good judgment in situations involving public safety, prepare written reports, understand and interpret written material.

The duties of a security officer include: maintaining order, protecting employees against undesirable occurrences, providing information to clients, making arrests when necessary, protecting

occupants of the building or office from interference by solicitors, and giving first aid.

For further information and applications, write to the following offices of the State Department of Civil Service, The State Campus, 1220 Washington Ave., Albany, N.Y. 12226; or Room 110, 270 Broadway, New York, N.Y. 10007; or Suite 750, 1 West Genesee St., Buffalo, N.Y. 14202.



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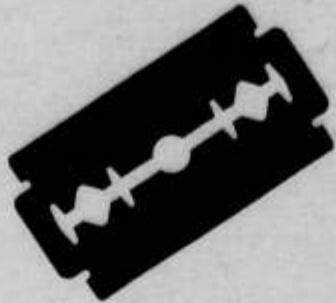
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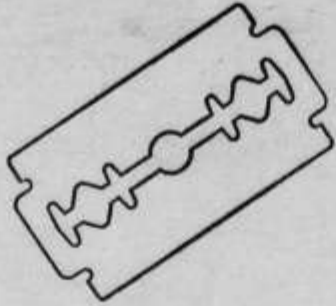


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**Letters**

(Continued from Page 6)

gitation of textbook theory, the emphasis upon which provides such an unfair advantage to the immature and the untested.

ANONYMOUS,  
Albany, N.Y.

**Protest Title Change**

Editor, The Leader:

We, from the Social Service Department of Rochester State Hospital are protesting our recent downgrading in the new salary and grade schedule of the Department of Mental Hygiene.

We were all regularly appointed as psychiatric social workers from a list after having passed a competitive examination.

As of July 13, we have the title "social work assistant, grade II". A lengthy and grandiose plan describes our new duties which will, in fact, remain exactly the same.

We object to the fact that we had no prior notification (outside of the article in The Leader, necessarily not detailed) and that this change was announced to us as an accomplished fact.

When we passed the examination for psychiatric social worker, the qualifications included a bachelor's degree and some experience in social work. Later, the qualifications were changed to one year of graduate study and one year of psychiatric experience. With the new schedule, we hold an equal position with people with two years of college and two years of experience.

This is an infraction of civil service practice—to abolish a position and downgrade the title when the same people are doing the same work.

SOCIAL SERVICE DEPT.,  
Rochester State Hospital.

**VETERAN'S COUNSELOR**

(Continued from Page 6)

be in paper form and will contain the name of every candidate for whom the military voter might vote in the event he was in his polling place on Election Day. Military ballots will be mailed on or about September 30, 1967.

- The military ballot, after being voted, must be inserted in the ballot envelope which is furnished to the military voter. The Statement on the outside of the envelope must be completely filled in. The serviceman or the spouse, parent or child of a serviceman must subscribe his name to the Statement.
- The voted military ballot, enclosed and sealed in the ballot envelope, must be returned in the larger accompanying envelope addressed to the Division for Servicemen's Voting, Albany, New York 12225. It may be sent via air mail, free of postage. To be counted, the voter's statement must be signed by the voter and must be received by the Division not later than noon of November 6, 1967.
- An enrollment blank will be mailed with the military ballot so that the military voter may enroll in a political party. The enrollment blank should be returned in the ballot envelope.

**U.S. Service News Items**

By JAMES F. O'HANLON

**Federal Employees Social Security Bill Is Moving**

Legislation to grant optional social security coverage to all Federal employees separate and apart from their civil service annuity, a goal being aimed at by the Affiliated Government Organizations, is becoming an increasingly popular subject among Congressmen in the last few weeks.

Rhoda A. Ruff, the chairman of the independent organization, reported that her last trip to Washington indicated that this year's drive for the social security coverage, based on the provisions of a bill submitted in the House last year by former Congressman Eugene J. Keogh, is picking up support from many representatives well-known for their attention to the needs of Federal employees.

Last year's Keogh Bill conferred social security coverage upon Federal employees separate from civil service retirement on an elective basis, without requiring matching payments by the employer (the Federal Government).

Mrs. Ruff recently testified before the House Committee on Ways and Means in support of H.R. 3771, proposed by Congressman Frank M. Karston, (Dem., Wo.), which is composed of exactly the same language as last year's Keough Bill.

Also testifying in favor of H.R. 3771 were Representatives John M. Murphy (Dem., N.Y.), and Spark Matunaga (Dem., Hawaii), the National Postal Union and the American Federation of Government Employees.

The Ways and Means Committee has not yet submitted a report based on its hearings, but the positive response on this issue from so many Congressman indicated to observers that the Karston Bill or one like it may have a good chance of going to a vote in the House. For, many other Congressmen including Paul Fino, New York Republican and Edna

Kelly, New York Democrat, have drawn up their own bill calling for the same change in the social security setup.

Congressman Murphy has introduced his own bill in addition to his support of the Karston bill, to which it is very similar. Also, New York representatives Theodore Kupferman, John J. Rooney and Robert F. Ryan joined the bill parade.

Strong sympathy for the program was indicated by Congressman Joseph P. Addabbo, while the offices of Senator Robert F. Kennedy and Congressman Williamson B. Stuckey indicated that the proposals were being carefully studied.

In all, fourteen bills have been introduced in the House so far with essentially the same provisions, asking for the social security option for Federal employees.

The Affiliated Government Organizations sent out a call last week for all Federal employees who are interested in such a bill passing in the House to write as much to their Congressman.

**Information Officer**

ALBANY — John J. McKenzie, a former assistant attorney general in West Virginia, has been named public information officer for the State Officer of General Services at \$15,000 a year.

He succeeds G. Collins Lyden, who was appointed assistant director of narcotic education recently.

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**Peekskill Needs Chief Filter Plant Operator**

Applications for a chief filter plant operator exam, to be held on Oct. 7, are being accepted by the City of Peekskill until Sept. 6.

For further information, contact the Peekskill Civil Service Commission, City Hall, Peekskill, N.Y.

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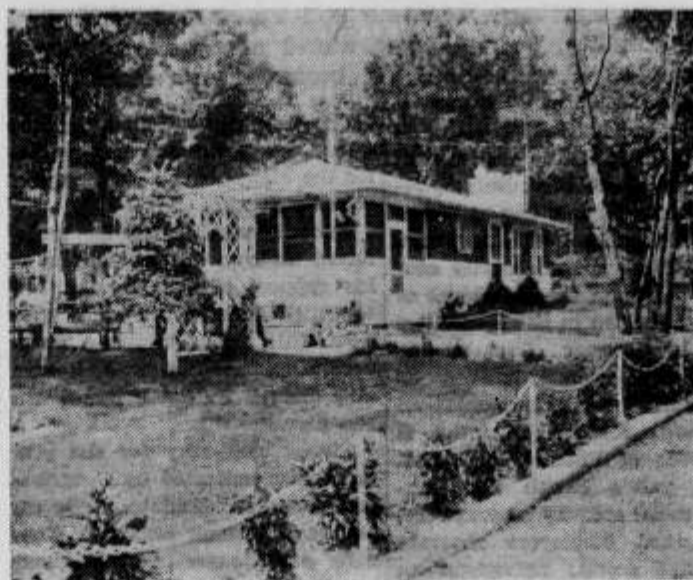
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## Cornelius Supports CSEA

(Continued from Page 3)

of State Police stated that implementation of this was a very difficult administrative matter and that they cannot devise a way to do this even if they agreed to the proposal. They did agree that troopers should have an uninterrupted lunch hour. The troopers pointed out as police officers on duty, they could not and should not refuse to instantly perform their duty in the event an incident did occur during their lunch hour and that their conspicuous uniform in restaurants caused the public to inadvertently interrupt their lunch hour. The Division stated that they would be happy to consider any proposals with respect to shift assignment that the Association cared to furnish and that they would carefully consider such a proposal. It was pointed out to the Division that the nature of the job causes an overlapping of shift and that the men do report before shift time to perform necessary preliminary work and to assure that they would be actually on patrol at the required time. The Superintendent indicated that he was in favor of a 37½ hour work week if it could be worked out.

### 5) Review Existing Overtime Rules.

(a) The Association representatives requested that the existing overtime rules be amended to provide all State Police personnel be eligible for overtime for emergency work.

The Superintendent stated that such a review of the overtime rules is under way and that the Division was in the process of preparing recommended amendments including the ineligible list. Also under consideration is the application of 10 per cent premium pay to those employees not eligible under overtime rules. On inquiry, the Deputy Superintendent indicated that one objective of review was the payment of cash for overtime and the elimination of compensatory time off.

### 6) Accord the Right to Hold a Second Job.

It was pointed out that this would be consistent with legislation allowing municipal policemen this right. The Superintendent indicated that he did not approve moonlighting and was opposed to this principle. He felt that the better answer was a salary at a level so that it is not necessary for men to work two jobs.

### 7) Assignment of Two Troopers in Patrol Car.

The Division pointed out that it had made a survey of other police practices and that there is insufficient supportive evidence to warrant doing this at this time. The Division pointed out that this would require lengthening the patrol and lessening public service. The Superintendent stated that the alternative is to increase the number of patrols which has considerable merit. With respect to exposure to danger, the statistical record does not support the need of two men in a car. The Association representatives pointed out that any step that would increase the safety of the men is worth it, and that in the event of an accident, more than one patrol car is usually involved since one man cannot handle an accident of consequence. During discussion of this item, disabled vehicle service on the Thruway

was considered and the Superintendent was advised that the morale of the Thruway troopers would be improved if their duties were confined to law enforcement.

### 8) Provide Barracks Sleeping Accommodations.

The Division was advised that the purpose of this request was to handle unusual situations such as emergency call out in close time proximity to regular shift assignments. The Division advised that under the five existing barracks architectural plans, this is provided for. The Association representatives indicated that cots had been removed from some barracks where they felt they could easily be reinstalled without additional expense. The Division pointed out under emergency conditions the men could request lodging. This did not seem practical. The Deputy Superintendent stated that he would look into the matter with respect to the practicability of installing sleeping facilities when it did not require important building modification.

### 9) Reinstate Per Diem Allowance.

The Division pointed out they were bound by Audit and Control rules but were looking into the matter. The Association maintained that under the existing rules that a work inequity exists when the troopers are in travel status or temporarily assigned at work areas other than their regular station. This is because of the restrictions with respect to distance and work assignments under existing rules.

### 10) Retirement Half Pay of Final Salary After 20 Years With a 30 Year Maximum.

The Superintendent indicated that he was sympathetic toward improving the retirement arrangement for the State Police. He also pointed out that the report of the Moore Committee would have an important bearing on any change in the trooper's retirement. The Association indicated that they wanted a plan that would enable retirement improvement after 20 years of service. The Association representatives pointed out that improved retirement legislation had been passed but vetoed and the Association expressed hope that the Division would support our trooper retirement legislation. The Superintendent indicated he felt that the troopers retirement benefits should be modified or improved to provide more protection for the trooper's dependents and additional benefits under the present arrangement when an option is taken to protect the dependent. He did not feel that he could comment or suggest any retirement improvement plan pending the Moore Committee Report.

### 11) Adherence To Disciplinary Rules.

The Division was advised of the troopers concern of modification of assigned penalties resulting from the findings of the Board of Inquiry. The troopers requested that the Board's findings and proposed punishment be provided in writing and that additional punishment such as subsequent transfer not be meted out. The Division maintained that transfers were made not for the purpose of punishment, but for the good of the service, but acknowledged that the troopers would not view trans-

## State Police Promotions Include New Commanders, 17 Lieutenants

ALBANY—State Police promotions, including appointment of several troop commanders and 17 new lieutenants, have been posted by Superintendent Arthur Cornelius Jr. All promotions and reassignments were effective July 6.

Major Arthur E. Wright, commander of Troop G at Loudonville, has been assigned

to head the staff at the new Canandaigua-based troop which will be known Troop E. The troop, scheduled to be activated in September, will be comprised of 10 counties from three surrounding troop areas.

The command of Troop G will be taken over by Major Donald G. Brandon, now commander of Troop T which patrols the Thruway.

Inspector George F. Lake, Jr. is being promoted to major and will be the new commander of Troop T. The vacancy thus created on the inspection staff will be filled by the promotion of Captain Platt J. Harris to inspector. Harris is now day captain at Troop D. at Oneida.

Five lieutenants are being promoted to captain. Two of them, William K. Dillon, now on the Division Headquarters staff at Albany, and Frank J. Reid of the Troop G Station at Leeds, will be night captains at the new Canandaigua troop.

The other new captains are Donald W. Ambler, who goes from the Liverpool Station to Troop D Headquarters at Oneida; George R. Tordy, now at Athol Springs, who joins the Troop A Headquarters staff at Batavia, and Raymond M. Kisor, now at Saranac Lake, who will direct the work of the Bureau of Criminal

Investigation (BCI) in Troop B Headquarters, Malone.

Seventeen promotions to lieutenant are being made from among sergeants and BCI investigators. Seven will fill lieutenantcies in the BCI authorized by the last Legislature. The remaining 10 promotions are in the uniform force.

The new BCI lieutenants and their station assignments are: Arnold J. Bardossi, remains at Division Headquarters; George J. Dana, from Waterloo to Batavia; Frank G. Dirschka, from Monroe to Hawthorne; Joseph F. Leary, from Fishkill to Oneida; Jerome J. McNulty, remains at Malone; Samuel N. Rowe, remains at Sidney, and Francis P. Stainkamp, from Ferndale to Canandaigua.

New lieutenants in the uniform force and their assignments are: Ronald A. Butterfield, from Batavia to Falconer; John J. Carroll, from Claverack to Ithaca; George K. Elbel, Athol Springs to New Hartford; Joseph E. Gillespie, Troop T (Albany) to Division Headquarters; William F. Keefe, Hawthorne to Athol Springs; Robert F. Kilfeather, from Vestal to Leeds; James C. Mochler, from Clarkson to Lewiston; Robert F. Orr, from Troop T (Syracuse) to Division Headquarters; John H. Parmeter, from East Greenbush to Bath, and Frederick D. Thumhart, from Putnam Valley to Division Headquarters.

Among personnel retaining their

## Pay Action

(Continued from Page 1)

State workers in the New York City area, asking that they take steps to implement the law.

A 100 percent response had been received from all commissioners and department heads contacted, Jacobs said, but all of them stated their inability to move in this area until the ground rules to make the law operative had been laid down by the Director of the Budget.

"However," Jacobs continued, "I am encouraged by the sentiments expressed by some of the commissioners and department heads who in their letters support the stand taken by the Metropolitan Conference. For instance, Attorney General Louis Lefkowitz, Comptroller Arthur Levitt, Board of Parole Chairman Russell Oswald and Superintendent of Insurance Richard Stewart have in their replies assured me that they will promptly take appropriate action as soon as regulations are promulgated by the Budget Director."

"I fail then to understand," Jacobs said, "the delay on the part of the Budget Director to set up the rules. The longer he delays, to that extent thousands of State employees in the New York City area will continue to suffer the injustice of being denied comparable pay in line with their counterparts in the private sector. I call now upon the Director of the Budget to move immediately to implement the law which seeks to rectify this unsatisfactory condition."

present ranks who are being transferred or reassigned are three captains and eight lieutenants.

Captain Henry J. Resling, who now directs BCI activities in Troop E, Captain Wells S. Steckel, now a night captain at Batavia, will be the day captain at Troop E Headquarters and as such will be acting troop commander in the absence of Major Wright. Captain Charles E. Bukowski, a night captain at Oneida, will be day captain at the same headquarters.

The eight lieutenants are being reassigned as follows: Robert J. Cummings, from Putnam Valley to Horseheads; Fred C. Fordham, from Horseheads to Putnam Valley; George A. Loomis, from Wellsville to Liverpool; William C. Lovelock, from Division Headquarters to Loudonville; John W. McCarthy, from Division Headquarters to Brunswick; Robert E. Powers, from Auburn to Canton; John N. Sage, from Bath to Saranac Lake, and Herbert J. Urnaitis, from Canton to Wellsville.

The date for the opening of Troop E depends upon completion of the construction of the \$13 million headquarters building which began in the spring of 1966. The present prospect is that the troop will be activated early in September.

Troop E is part of a plan for the reorganization of troop areas to provide more compact and efficient field units. It will take in the counties of Monroe, Livingston and Steuben, now in Troop A; Wayne, Ontario, Seneca, Yates and Cayuga, now in Troop D, and Schuyler and Chemung, now in Troop C.

The troop reorganization plan will be completed next year with opening of a second new troop, designated as F, with headquarters at Middletown. Construction of the Middletown Headquarters began this spring.

## Thruway Proposal

(Continued from Page 1)

posal full consideration, in conjunction with revision of existing procedures currently underway, and would advise CSEA of its determination in the matter by Sept. 1.

A complete summary of the meeting's business is being distributed to all CSEA Thruway chapters, according to a CSEA spokesman.

The Employees Association was represented at the meeting by Joseph Sykes, chairman of the special Thruway Committee, and these committee members: Zito Dandrea, Albany Division; Martin J. Demerich, New York Division; Jack Gallagher, Syracuse Position; Frank McGowan, Albany Headquarters; Gerald Watson, Western Division; and William Nolan, consultant to the committee. New York Division. Also president of CSEA was P. Henry Galpin, assistant executive director.

In attendance for the Thruway Authority were William Tinny, assistant general manager; Walram Browne, director of tolls; and Mrs. Dorothy MacMillan.

## Oceanside Unit Is Recognized

OCEANSIDE — The Oceanside School unit of the Nassau chapter, Civil Service Employees Assn., has won exclusive recognition. The unit represents 85 out of 78 employees in the custodial staff, and the overwhelming support of CSEA was cited by the district school board in voting the recognition July 13.

fer in this light.

As the Superintendent saw it, the only alternative was the direct use of a Section 75 Proceeding in a disciplinary action, if he was to comply with the Association's request. The Division stated that they would keep the Association's contentions with respect to the use of the Board of Inquiry method of discipline.

### 12) Request Salary Increase For Division of State Police Employees.

The Superintendent was in favor of higher salary for Division of State Police personnel. He stated that they had collected considerable information with respect to other public jurisdictions and that this inquiry was continuing. He stated his concern that the existing increment did not conform with the State salary structure. The Superintendent suggested that modification of the increment structure might result in a salary increase for all positions in the Division of State Police up to and including the present maximum salaries. The Superintendent detailed his salary statistics. The Association specifically requested that very close attention be given to the salaries of the civilian employees too.



**SILVER ANNIVERSARY** — Twenty-six employees of the St. Lawrence State Hospital who completed 25 years State Service during the past year were guests of honor at the annual Silver Anniversary Party held at the Hospital recently. Dr. John Gibbon, director of St. Lawrence State Hospital presented the 25 Year service pins and certificates to the honored employees. Pictured are employees honored: seated from left — Cecelia M. Little; Emma Hamilton; Agatha E. Rivers;

Clovie Premo; Gladys Cobb; Edgar Graveline; Dorothy R. Graveline and Harold J. Robinson. Standing from left — Adrian F. Denio; Gerald F. Lesperance; Edward J. Montroy now retired; James L. MacPherson; Gerald H. Casey; Catherine N. Uhlrig; Patrick Biruyere; Ruth D. Landry and Daniel R. Cordick. Absent at time of picture were — Alta Davis; Lincoln LaRose; Eleanor Grenier; Ruth E. Peck; William Herzog; Helen Kingston; Mary M. Cunningham and Charles J. Carroll.

# File By Aug. 10 For Clerk-Carrier Jobs

Positions as substitute clerks and carriers are now open in United States Post Offices in New York City. Filling will continue until Aug. 10 for these jobs which have starting salaries of \$2.64 an hour. Pay increases to \$3.17 an hour after six years.

There are no maximum age limits but an appointee must be

at least 17 years of age except in the case of high school graduates who may be appointed at age 16. Carriers must be at least 18 years of age.

## Just Published

ALBANY — The Identification and Intelligence System, a new State anti-crime agency, has published a 36-page document telling how it was started and where it is going.

Dr. Robert R. J. Gallati, the agency director, reports the document "combines an annual report with a publication of interest to professionals in law enforcement, criminal justice and the technical and scientific community."

For further information and applications, contact the Board of U.S. Civil Service Examiners, U.S. Post Office, 1980 Broadway; U.S. Civil Service Commission, 220 East 42 St., New York City or any Main Post Office in Manhattan, Brooklyn, Bronx, Jamaica, Flushing, Long Island City, Far Rockaway and Staten Island. Requests for applications must include the announcement number—NY-101-7-66.

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# Nassau Co. Approves Employees Relations Board; CSEA Is Critical

MINEOLA — The Nassau chapter of the Civil Service Employees Assn., last week hailed the county's approval of a local Public Employees Relations Board — and sharply attacked as "illegal" a plan to immediately amend the legislation to permit public officials on the board.

Chapter president Irving Flaumenbaum, in a letter to the board of supervisors' vice chairman and Republican leader Ralph G. Caso, asserted that the proposed amendment "would not stand up under close scrutiny of the state PERB board nor against court action."

Flaumenbaum said the amendment would cause the Nassau PERB to fail to meet standards of the state PERB board "and would leave Nassau County under the jurisdiction of the state, which we don't want."

Flaumenbaum told the board after it voted the local PERB that CSEA formally demanded exclusive recognition as soon as the State Public Employees Fair Employment Act goes into effect Sept. 1.

The Nassau chapter represents \$200 out of 11,000 county employees, Flaumenbaum told the board.

"This represents 70 to 75% of the employees, and signifies overwhelming support of CSEA," Flaumenbaum asserted. "This is more than enough to justify immediate exclusive recognition of CSEA."

Two unions representing a handful of workers also demanded recognition by the PERB board.

While hailing the establishment of the board, Flaumenbaum reacted swiftly when Caso announced moments after the legislation was adopted that it would be amended at the board's next meeting to permit public officials to serve.

Flaumenbaum cited the Taylor Act, which authorizes localities to establish their own PERB boards rather than use the State PERB board. The law requires that "members of the State PERB board shall hold no other public office or employment." It specifies that local PERB boards be approved only if the State board find they "are substantially equivalent."

County Executive Eugene Nickerson had originally proposed a

one-man board and said he wanted county Labor Commissioner Robert MacGregor, a former union leader, included. Caso called for a three-man board without

any public officials, the version that was passed last week.

Flaumenbaum noted that the Nassau chapter's membership had swelled by 2,000 in the last year.

# Insurance Conversion Plan

(Continued from Page 1)

occupations do not require extra premiums. These premiums are for a plan of individual life insurance which will be paid up at age 70. Conversion to other forms of permanent insurance will be allowed and information concerning cost at particular ages will be furnished any insured member who requests same. Premiums for the converted insurance must be paid on at least a quarterly basis.

Any insured member of the CSEA Group Life Insurance Plan who on or after January 1, 1968 reaches 50, 55 or 60, may, during the calendar years in which he attains such age, convert the same amounts of insurance, \$1,000 or \$2,000, by filing a request form prior to September 1 of such year with the Association. The converted policy would become effective as of November 1 of such year. Accordingly, the amount of insurance the member is entitled to under the group plan is reduced by the amount of insurance converted.

During the 23 years the CSEA

Group Life Plan has operated, it has been underwritten by The Travelers Insurance Co., Hartford, Conn. and the agent has been Ter Bush and Powell, Inc. The plan has grown to cover more than 80,000 CSEA members. Ten per cent (10%) additional insurance has been provided without increase in cost—premium costs have been reduced—triple indemnity for accidental death has been added—and a premium waiver in the event of total disability prior to age 60 has also been added—without additional cost.

Insured members interested in this new conversion privilege should write to CSEA Headquarters promptly to secure the necessary information and request forms which they can use to apply for the converted insurance. Remember—such request forms must be filed with the Association's Albany Headquarters prior to September 1, 1967, for the converted insurance to take effect on the following November 1.

MALE				
Age Nearest Birthday	Annual		Quarterly	
	\$1,000	\$2,000	\$1,000	\$2,000
50	\$ 45.98	\$ 91.96	\$11.98	\$23.96
51*	48.48	96.96	12.62	25.24
55	61.58	123.16	15.95	31.90
56*	66.83	133.66	17.30	34.60
60	93.50	187.00	24.10	48.20
61*	103.11	206.22	26.54	53.08

FEMALE				
Age Nearest Birthday	Annual		Quarterly	
	\$1,000	\$2,000	\$1,000	\$2,000
50	\$ 42.60	\$ 85.20	\$11.12	\$22.24
51*	45.03	90.06	11.74	23.48
55	57.69	115.38	14.96	29.92
56*	62.53	125.06	16.21	32.42
60	87.18	174.36	22.49	44.98
61*	96.50	193.00	24.86	49.72

\*If date of birth prior to May 1st.  
Rates will apply when confirmed by the converted insurance contract.

# Putnam CSEA Asks Recognition As Sole Bargainer

(From Leader Correspondent)

MAHOPAC FALLS — Two-thirds of the employees of Putnam County, organized into a new county chapter of the Civil Service Employees Assn., have petitioned the county to grant their organization exclusive recognition.

About half of the county's 225 employees gave their support to the petition at a rally last week at the Mahopac Falls firehouse. The balance had earlier signed requests for recognition.

The rally was chaired by Irving Flaumenbaum, second vice president of the State CSEA and president of the 14,000-member Nassau chapter and 40,000-member Long Island Conference.

Emmanuel Vitali, CSEA field representative who assisted the new Putnam chapter in organizing, also spoke.

### Organization Set

Ron Kobbe and Miles Oakley were appointed temporary co-chairmen to head the organizational stage in the new chapter's history.

The Putnam board of supervisors has indicated, Flaumenbaum reported, that they will appoint a labor committee to meet with any organization that represents the employees. Coupled with the new chapter's enthusiastic membership response, early negotiations by a CSEA committee are expected.

"Putnam employees," Flaumenbaum said, "are like 150,000 other public employees in New York State who soundly attest that ours is the best organization."

# Central Conf. Meeting Planned

SYRACUSE — Plans for the Central Conference's fall meeting in Ithaca and other scheduled for the coming year were discussed recently at a meeting of the Civil Service Employees Assn. unit's officers and executive committee members.

More than 800 persons—representing CSEA chapters throughout the central section of New York—attended the meeting combined with an outing on Oneida Lake at Bridgeport, just north of Syracuse. Mrs. Clara Boone, new president of the conference, chaired the meeting.

At the session, Helene Callahan of Syracuse chapter was named chairman of publicity and public relations. She succeeds Lois Minozzi of Utica, who continues as the Central Conference's executive secretary.

# Labor Day Holiday Week In Puerto Rico

Spend nine fabulous days and eight nights at the Americana Hotel in San Juan for \$229.00. The tour price is based upon double occupancy in twin bedded, air-conditioned rooms with private bath and includes round trip jet air fare from J.F. Kennedy airport, N.Y., sight-seeing, transfers, gratuities and taxes. Many optional activities available.

The tour, scheduled to run from Sept. 2 to Sept. 10, is open to CSEA members, their families and friends.

Because of this popular time of the year, space is limited and reservations must be accepted on a first-come, first served basis. For further information, contact Sam Emmett, 1060 East 28 St., Brooklyn, N.Y. 11210 or telephone (212) 253-4489 (after 5 p.m.).

# Feily Asks Stand

(Continued from Page 1)

appointments to all positions in a direct line below the encumbered top job would also have to be on a contingent permanent basis, leading to what CSEA terms "chain reaction confusion" when those in the "senior management" group drop back to their permanent status.

"It is our opinion," Feily said, in his letter to Governor Rockefeller, "that Mrs. Poston's proposal would lead to tremendous pressures on appointing authorities which they could not resist with reference to appointments to positions in the proposed senior management service. The proposal would seriously affect recruiting of well-qualified and ambitious people in the lower positions who could not be sure of being able to promote to the higher positions of merit and fitness ascertained by competitive examinations.

"I am sure our members will feel that if this proposal is supported fully by you, as Governor, that such support must be interpreted as the abandonment of the civil service Merit System, for all intents and purposes in your administration," Feily said.

# Tax Conference

ALBANY — State Tax Commissioner Joseph Murphy will preside at a one-day conference of tax enforcement personnel from 15 states Sept. 12 in New York City to launch a crackdown on the smuggling of untaxed cigarettes and the counterfeiting of tax stamps.

# Suffolk Chapter Elects Officers

SMITHTOWN—The Suffolk chapter, Civil Service Employees Assn., has elected Mrs. Violet Krispian and Mrs. Rowena Prevo to chapter offices.

The elections were announced by chapter president Robert Villa following a chapter meeting at the new chapter headquarters here. Mrs. Krispian was named fifth vice president, filling a vacancy left by the advancement of each of the other vice presidents following Villa's step. She is president of the Smithtown School unit. Mrs. Prevo, president of the Suffolk County Police unit, was named secretary, replacing Harvey Goldberg, who resigned.

Villa hailed plans of the Suffolk board of supervisors to establish a local Public Employees Relations Board and called on the chapter's 6,000 members to close ranks for bargaining with the new board.



**LADIES, BE SEATED** — The men stand behind seated ladies and together represent the officers and directors of Kings Park State Hospital chapter of the Civil Service Employees Assn., following recent induction. Ladies are, from left: Margaret Brock, Marie Flynn, Nancy Foy, Ann Gaynor, Ellen Royall, Nellie Moseley, Margaret Lyons and Blanche Wolfer. The men, from left: Bernard Pendola, William Mason, Vincent Pucci, president Natale Zummo, Stanley Stewart, Joseph Aiello and Michael Schlan.