

Civil Service LEADER

America's Largest Weekly for Public Employees

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Promotion Frame

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CAPITOL STATION age 14
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THOMAS COLE

C.O. RETIREMENT BILL IS SIGNED; \$2,000 DEATH BENEFIT VETOED

Pay Guarantee Measure On Lost Jobs Vetoed

ALBANY, July 26—Governor Rockefeller has vetoed a bill which would have guaranteed a state employee his current salary if demoted because his job was abolished.

Rockefeller said in disapproving the measure:

"At present, a State employee who is demoted because of the abolition of his present position may continue to earn his present salary, provided it does not exceed the maximum salary for the lower position plus two additional increments. This bill would delete that limitation from the law and permit the employee to receive the salary of the higher position in any event.

"While no employee should be penalized when his position is abolished due to no fault of his own, this bill lacks appropriate safeguards against abuse. Under the bill there would be little incentive for an employee transferred to a lower position to compete for appointment back to a higher level position since the pro-

motion to the higher level position would, in many cases, not result in any increase in salary. Indeed, some employees might refuse offers of higher level positions even in the same geographical area, since the increased responsibility and duties would bring no commensurate increase in salary.

"Among those recommending disapproval are the Department of Civil Service and the Department of Labor."

Reallocation Bill Is Vetoed

ALBANY, July 26 — Governor Rockefeller has disapproved a bill to change the procedure for adjusting the salary of employees whose positions have been reallocated upwards for "technical defects." The bill (Senate Introductory 3816) gave special privileges to some employees, the governor said.

Governor Terms Albany Parking Privilege Bill As 'Mandated Inequity'

ALBANY, July 26 — Governor Rockefeller has vetoed legislation that would provide free parking for State employees in the Albany area on the grounds that the bill would "mandate an inequity."

In disapproving the measure, the Governor stated:

"This bill would require the State to provide free parking for State employees in any temporary or permanent parking facilities adjacent to or in the vicinity of State buildings and facilities, pursuant to rules and regulations adopted by the Commissioner of General Services.

"In recommending disapproval of this bill, the Commissioner of General Services has written to me as follows:

"The bill mandates expenditures

on the State for snow removal, traffic control, cleaning, maintenance and security of State-owned parking areas which now provide space for about 500 vehicles. The current charge of \$5 per space per month (about half the commercial rate for comparable space) is now just sufficient to cover operating expenses.

The Point

"This bill prescribes free employee parking only to the extent that State-owned land is available.

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Local Death Benefit Bill Disapproved

ALBANY, July 26 — Governor Rockefeller has vetoed a Civil Service Employees Assn. "death benefit" bill for local employees, noting that he took the step somewhat reluctantly because of technical reasons.

His veto message states:

"Under the present law, death benefits are paid to the estate or beneficiary of a member of the Employees' Retirement System who dies prior to retirement or within thirty days after retirement. The

(Continued on Page 3)

'Flag Day' For Henry Shemin At Central Conf. Meeting

(Special To The Leader)

ELMIRA, July 26—The dinner meeting concluding last month's meeting of the Central Conference of the Civil Service Employees Assn. turned out to be "Flag Day" in miniature for Henry Shemin, chairman of the CSEA Resolutions Committee.

Shemin, somewhat in demand on the banquet circle since his deft performance as toastmaster for the annual CSEA dinner in Albany last March, was presented with the City flag by Elmira Mayor Edward Lagonegro.

Shemin was the Conference's major speaker and addressed the Mayor and other guests on the public employee goals yet to be accomplished by the Employees Association. He said the essential aim of government workers was an equal partnership in the operation of government, not the role of servant alone.

Installation

Michael Vadala, first vice president of the Conference, was toastmaster for the event, which included installation of new Conference officers by Jack Hennessey, CSEA treasurer. Emmett Durr, re-elected as president, was unable to attend because of illness. Other officers of the Conference as well as officers of Elmira chapter, hosts to the meeting, were installed.

Other guests included Assemblyman and Mrs. L. Richard Marshall; Daniel E. Damon, Jr., Elmira Reformatory superintendent; Mrs. Lagonegro; Samuel Borelly, chairman of the County Workshop; Raymond G. Castle, CSEA first vice president; Vernon A. Tapper, CSEA second vice president; Claude E. Rowell, fourth vice president, and Fred Cave, Jr., fifth vice president; Robert Fisherty, of Chemung County chapter, and Mrs. Vadala.

Rockefeller Points Way In Veto Message To Win Death Benefit Approval

ALBANY, July 26—One of the hardest fought-for bills by the Civil Service Employees Assn.—a 25-year, half-pay retirement for State Correction Officers—was signed into law by Governor Rockefeller during the closing days of the 30-day bill signing period.

In another action, the Governor vetoed a measure worked out between the Employees Association and the majority leaders of the Legislature that would have pro-

vided State employees with a \$2,000 life insurance benefit after retirement. Of significance, however, is the fact that in his veto message on this measure, Rockefeller hinted the bill could be passed next year. At one point he said "The sponsor of this bill should work closely with the Division of the Budget and the Department of Civil Service to develop a workable bill for introduction at the next session of the Legislature."

Felly Comments

Joseph F. Felly, president of the Civil Service Employees Assn., expressed gratification for the enactment into law of the statute providing half pay retirement after completion of 25 years' service for State Correction Officers. Felly stated:

"Our Association, which has the membership support of practically all the 4,000 State Correction Officers, is very pleased by the approval by Governor Rockefeller of the bill which provides half pay retirement after 25 years' service for State Correction Officers. We must also publicly express our appreciation to Senator Quinn and Assemblyman Wolfe who sponsored this legislation at the request of our Association, and to the legislative leaders, Senator Zaretski and Speaker Travia. This bill is effective immediately and, of course, such retirement is without contributions by employees under another amendment to the law enacted this year which was negotiated by the CSEA with the State Administration and legislative leaders."

Union Sought Defeat

"I cannot refrain from further commenting that this improved retirement arrangement for Correction Officers was enacted into law in spite of opposition to this specific legislative measure by Council 50, AFL-CIO, which

(Continued on Page 3)



JOSEPH F. FELLY

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Joe Byrnes III

Joseph Byrnes is in Terrace Heights Hospital, The Leader learned last week. He is in Room 334 and the telephone number is SP 6-1000. The Hospital is located at 87-37 Palermo St., Hollis 23, N.Y.

Don't
Repeat This!

New Civil Service Goal—Equality With Government

WHEN the recent session of the Legislature ended one of the most important aspects of public employment was left hanging—the future relationship between government and its employees.

The Democratic leadership in the Legislature did pass various amendments to the Condon-Wadlin Law to soften the measure's extreme penalties. Governor

(Continued on Page 2)

Don't Repeat This!

(Continued from Page 1)

Rockefeller, urging that previous amendments made by him were more proper, vetoed the Democratic proposals and the law reverted back to the original, harsh punishments for violation.

No Agreement

The truth of the matter is that outright repeal of the law, amendments of any kind or any new proposals suggested were not satisfactory to any employee organization. Despite some outward unanimity in stand on the issue, no two groups could agree on what they wanted in the bill.

What this leads to is the recognition by employee groups themselves during this past session that they want a new road to open in labor relations between government employees and government itself. The basic goal is to acquire the same equal status that labor has to private industry in that workers' goals are no longer subjected to political or financial expediency but are granted by merit of need and status as a working member of the community.

The Problems

Employee organizations discovered during the Condon-Wadlin debates that little could be done with the law to give any strength to the basic worker right to bargain with government for benefits. Without the right to strike, civil servants are deprived of what has long been considered the strongest weapon of private employment at the bargaining table.

However, observations of strikes in private employment and the results they bring have caused some thoughtful leaders to note that the strike can often hurt as much as it can help. Long walk-outs, they have seen, can take more out of the pocketbook than an increase in wages can put back.

Another issue in this area involves settling of disputes and grievances. Again public employees feel they are subjected to restrictions, inflexible procedures

and "boss" antagonism with none of the recourse that workers in private employment enjoy.

Looking Ahead

Despite the lack of major newspaper publicity on this issue, employee organization leaders in both the City and the State are preparing to ask administrative and legislative bodies to come up with some new ideas on dealing with the civil service. The feeling to date is that both Albany and New York City have handled employee relations on a patchwork basis, mostly by executive rules.

What they want now is something that is supported by law; a law that will respect their bargaining rights and the right to air grievances without fear.

In essence, public employees have now set equality with the general working community as one of the most vital accomplishments needed in the civil service.

Vetoes Holiday Pay

ALBANY, July 26 — A bill to give police officers in the State pay for holidays even if they received the holiday off has been vetoed by Governor Rockefeller.

In a disapproval message, Rockefeller stated:

"At present, both firemen and policemen who worked on any of eight specified holidays are entitled to compensatory time off or overtime. Now that this basic standard has been established statewide for these worthy public servants, a further adjustment should be left to the localities which, under present law, have adequate authority to adopt local legislation for this purpose."

NAMED DIRECTOR

ALBANY, July 26—Mrs. Elizabeth W. Heinmiller has been appointed Director of the Office of Public Health Social Work, New York State Health Department, Dr. Hollis S. Ingraham, Commissioner, announced last week.

O'Connell Elected DS Holy Name Pres.

Martin P. O'Connell of the Bronx, a Sanitation Department career-official, has been elected president of the Department's 3,200-member Holy Name Society (Manhattan, Bronx and Richmond), the Society has announced. He succeeded John V. Cavanagh of Yorkville, who recently retired from the Department after serving 36 years. O'Connell and his predecessor are charter members of the Manhattan, Bronx and Richmond Society which was formed in 1931.

O'Connell, 56, is an assistant chief of staff in the Department of which he has been a member since 1929. He started as a sanitation man and has risen through every civil service rank in the DS uniformed force to his present position. Now, as a top aide to the Chief of Staff, O'Connell helps to direct the work of over 10,000 men in the Department's subdivision, the Bureau of Cleaning & Collection.

Other officers elected with Chief O'Connell include Borough Superintendent John R. Schmidt, Bronx, first vice-president; Vincent P. Whitfield, New City, second vice-president; James Kenny, Glendale, Queens, recording secretary; John Fairclough, Bronx, marshal; Angelo C. Leroze, Bronx, treasurer; Joseph J. Moran, Uniondale, L.I., corresponding secretary; Richard Costello, Bronx, 1st trustee; Pasquale Savarese, Bronx, 2nd trustee; William Calise, Castleton Corners, S.I., 3rd trustee.

The Very Reverend Monsignor John L. Guido is the spiritual director of the Society.

Your Public Relations IQ

By LEO J. MARGOLIN



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

Imagination Plus Milk—Good PR

IMAGINATION IS the priceless ingredient of good public relations in government. This often calls for total agency or department planning as well as for an enterprising and imaginative public relations operation.

IN THE CASE which prompts this column, two departments were involved—the N.Y. State Department of Agriculture and Markets and the Junior High School Division of the New York City public schools.

IMAGINATION entered initially by the recognition in both these agencies of government that they had horizons wider than their own operations — meaning that they were part of a wider community than just the area they serve.

HERE'S THE problem and the solution.

THE PROBLEM: To implant understanding that dairying is a major industry in New York State — which, incidentally, ranks second in the nation as a milk producer—and to impress on the farmers and the handlers and distributors of milk that they were all part of one great industry. In other words, that the most remote

dairy farm is closely related to New York City where its milk contributed to the 1.5 billion quarts the city consumes each year.

THE SOLUTION: Under the auspices of the Governor's Committee for Increased Use of Milk of which John Stone, Assistant Commissioner of Agriculture and Markets, is secretary, all elements of the State's dairy industry were brought together in a joint project.

THE PROJECT was an ambitious one. It started with the designation of 23 Dairy Princesses in as many upstate counties to come to New York City for an observance of New York State Dairy Day at the World's Fair. Then, 23 children from New York City were to be designated to return the visit by spending a week of their summer vacations on upstate dairy farms.

THIS BROUGHT in Associate Superintendent Martha Finkler and Assistant Superintendent Max G. Rubinstein, heads of the junior high schools. They quickly embraced the project and chose 23 of their youngsters—all leaders in school and community service—as "ambassadors" from New York City to the dairy regions.

THE PROJECT has just been completed and the publicity throughout the state might almost be called a fringe benefit.

NOT ONE PENNY of government money was spent. The whole cost was defrayed by farmer and distributor organizations such as the Dairymen's League and the Metropolitan Dairy Institute. Participation and involvement worked down even to the individual level among the farmers who were hosts to the city children and to communities which staged picnics and 4-H meetings for their city visitors.

THIS WAS A large order for public relations at its highest level and its aims have been well achieved. Foster Potter, public relations director of the State Department of Agriculture, says now that it is hoped this will have been only a "pilot project" and that it will become an annual promotion on a larger scale in New York State and elsewhere.

Bill Restricting City Civil Service Commission Powers Vetoed Based On Objections of Mayor Wagner

(From Leader Correspondent)

ALBANY, July 26—Governor Rockefeller has vetoed a bill restricting the powers of the New York City Civil Service Commission at the request of Mayor Robert F. Wagner.

The measure, if signed, would have prevented the city commission from designated special units within departments for promotion purposes or suspension.

Rockefeller noted that both the State and City commission now were authorized to set up the special promotion units and that "this power has proved essential

in the personnel administration of large departments and departments which are decentralized."

In urging the veto Mayor Wagner wrote the governor as follows:

"There is no reason why the power to subdivide departments into promotion units for the holding of examinations should be denied to the City. It has proved valuable in examinations conducted for large departments with disparate functions, such as the Transit Authority and the Comptrollers Office, and for agencies that are scattered over wide geographic areas such as the Department of Water Supply and the Board of Water Supply.

"The power to provide for such units for lay-off purposes is also invaluable where functions are discontinued for lack of work. Its usefulness was proven in connection with the lay-offs in the Transit Authority power plants at the time of their sale to the Consolidated Edison Company. Only through the exercise of this power was this transaction effected in an orderly manner and without a considerable loss of efficiency.

"These powers are important for the administration of the government of a large city like New York City. These powers have been wisely used in the past and will be useful in the future."

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SHAKING ON IT — J.L. Romanelli, resident engineer at the Katonah Residency in Westchester County is seen congratulating three retiring Department of Public Works employees who had been working for the residency. The scene was a dinner in honor of the retirees given at the Chalet Restaurant, Route 202, in Amawalk. Seen, left to right, are: Frank Scott, a laborer with the Department for nine years; Romanelli; Bernard Esner, assistant civil engineer with the Department for 38 years; John Campoli, construction equipment operator for 18 years.

Broome Orders Stop On 'Passing The Buck' By Bosses On Grievances

(From Leader Correspondent)

BINGHAMTON, July 26—Department heads in Broome County government will no longer be able to avoid facing employees with grievances.

The Board of Supervisors unanimously voted to correct the County's grievance regulations which permitted department bosses to appoint other persons to review grievances.

The board also made sure employee complaints will be acted upon immediately in the future.

Earle D. Ridley, chairman of the Employees Committee of the board, said one department head "has failed to act on pending grievances from his workers." He did not identify the department involved, but said the change in rules was a result of complaints to the committee from members of that department.

5-Day Decision Now

The new rules require that a

department head make a ruling on a grievance within five working days after he gets the complaint. He must first hold a hearing.

Ridley said that his committee, in reviewing the county's grievance rules, did not like the clause which permits department heads to appoint others to listen to complaints.

He said it invites "buckpassing" by the bosses.

The only occasions when a department executive can escape facing a complaining worker—under the new rules—is when he is sick, on vacation or on leave. In these instances the chairman of the Board of Supervisors is allowed to appoint somebody else.

Richard H. Knauf, a Republican supervisor from the 12th Ward, asked whether the Broome chapter of the Civil Service Employees Assn had been consulted when the grievance procedure changes were discussed.

Ridley replied, "No, but I'm sure the CSEA will be glad to see this change."

New Rules

Under the County rules, an employee with a gripe first contacts his immediate superior on his job. If he receives no satisfaction after that meeting, he may request a hearing by the head of this department.

Robert M. Kropp, a Democrat from the Town of Union, said he thought it might be well in some cases that the department boss

not hold the hearing or make the ruling on the complaint.

He pointed out that in many cases the grievance will probably involve the department head or his policies.

Ridley replied that it should be one of the duties of a department head to answer to his employees and hear their complaints.

The department heads do not have the final say, Ridley added, so there is no danger of prejudiced decisions.

If the employee is still unhappy with the boss's ruling, he can ask for a hearing before the County grievance committee.

Final Word

The committee, since the County grievance rules were adopted in 1962, has been Darrel J. Stone, a senior engineer in the Department of Public Works; County Judge Louis M. Greenblott and Hugh J. Heffern, president of the County Civil Service Commission.

The committee has the final word in all grievances.

The new rules also provide that in departments supervised by a board of directors, members or a committee of the board will join the department head in hearing grievances and making determinations. This includes the Planning Board, the Broome Technical Community Board of Trustees, the Board of Health and several others.

The changes were approved July 15.

CSEA Correction Officer Retirement Bill Signed

(Continued from Page 1) actively sought to defeat the measure in its contacts with State Legislators" added Feily.

He further stated "Our Association was pleased by the support given to this improved retirement arrangement for Correction Officers by State Correction Commissioner Paul McGinnis who gave full backing to the measure."

"Also approved by the Governor was a new law which provides for compulsory separation from service of Correction Officers at age

63, which applies only to those officers who elect or are in the guaranteed half pay 25-year retirement plan," Feily concluded.

Insurance Veto Message

In vetoing the insurance measure, Governor Rockefeller declared:

"This bill purports to provide a death benefit for retired members of the State Employees' Retirement System with ten or more years of full-time State service.

"Under present law a death benefit is paid where a member of the system dies prior to retirement or, in certain instances, within thirty days after retirement. In addition, a member may elect an optional form of retirement allowance which would provide continued benefits to his beneficiaries in the event of death after retirement.

"While I am sympathetic with the purpose of this bill—to provide a form of death benefit coverage

for State employees after retirement—several features of the bill require that it be disapproved:

"(1) The bill fails to make clear whether it is intended to cover all State employees or only those who are members of the State Employees' Retirement System.

"(2) The bill fails to take into account the ordinary death benefit and the alternative death benefit payable to a member who dies within thirty days after retirement so that conceivably, the benefits payable under this bill would be paid in addition to death benefits which are already provided.

"(3) The bill fails to require that all of the ten years of State service must have been rendered in full-time employment.

"(4) In requiring retroactive payments to beneficiaries of decedents who retire and die after July 1, 1965, the bill is of doubtful constitutionality.

"The sponsor of this bill should work closely with the Division of the Budget and the Department of Civil Service to develop a workable bill for introduction at the next session of the Legislature.

"Disapproval of the bill is recommended by the Department of Civil Service and the Division of the Budget, among others.

"The bill is disapproved."

Rochester Picnic

ROCHESTER, July 26 — The Rochester chapter of the Civil Service Employees Assn. will hold their annual picnic Aug. 5 at Logan's, 1420 Scottsville Road.

Merely Schwartz, social chairman of the chapter, is in charge of arrangements.

No Death Benefit For Local Aides

(Continued from Page 1)

ordinary death benefit is based on the compensation earned by the number of years of service.

"This bill attempts to provide a minimum ordinary death benefit for local officers and employees, similar to the "survivor's benefit" which is provided for all full-time State employees with at least ninety days of service. The bill would not cover a local officer or employee who is not a member of the State Employees' Retirement System.

Other Objections

"Without reaching the merits

of the bill, it is noted that the bill provides a formula for determining benefits (annual compensation during the last twelve months of service) which, in some instances, would be impossible to compute, and in other instances, involves a computation detrimental to a member with interrupted service. For these and other technical reasons, I am constrained to disapprove the bill.

"Disapproval is recommended by the Department of Civil Service, the Office for Local Government, the New York State Conference of Mayors and the State School Boards Association, among others.

Ogdensburg May Raise Salaries

OGDENSBURG, July 26 — Mayor Edward J. Keenan has disclosed that this city's 1966 tentative budget contains provision for higher pay for municipal workers and a better health program benefits.

The mayor said the new employee insurance plan will cost \$12,000 a year.

No Tax Increase

"While raises and increased health benefits for City employees are incorporated in the proposed 1966 budget, I want to stress that there will be no increase in taxes," said the mayor.

He also had a pat on the back for municipal employees.

"I am proud of the cooperative efforts of our city employees who contribute to the progressive improvement of the City of Ogdensburg; improvement predicated on long-range planning," the mayor asserted.

Parking Bill

(Continued from Page 1)

able near State buildings. In effect, this provision would establish a fringe benefit for 500 employees in downtown Albany (3,400 more when the South Mall is completed) with no comparable benefits for roughly 15,000 employees in New York City, practically all of whom must pay commercial parking rates or alternatively accept the cost of using public transportation. The point here is that this bill mandates an inequity."

Rochester's Sojourner Truth Award Is Given To Mrs. Jerry Wilson

(From Leader Correspondent)

ROCHESTER, July 26—A State Division of Employment worker, who was recently promoted from claims clerk to youth adviser is this year's winner of Rochester's Sojourner Truth Award.

The award, given annually by the Rochester chapter of the National Association of Negro Business and Professional Women's Clubs was presented to Mrs. Jerry Wilson at the chapter's fifth annual Founder's Day dinner.

Mrs. Wilson, of the Civil Service Employees Assn., was honored for her work and in recruiting young people for training under the Manpower Development and Training Act (MDTA). She was assigned to the job by Edward S. Croft, assistant superintendent of the State Division of Employment's Rochester district and chairman of the CSEA's special division of employment committee.

Goes Out To Them

The award cites Mrs. Wilson as a pioneer in the recruitment of youth "wherever they congregate—in pool halls, bowling alleys, barber shops, clubs, restaurants, settlement houses, playgrounds and in the streets."

"Because Jerry believed in the program and its rewards," the

citation reads, "she began recruiting on her own about 1962.

"She had a firm request for training with her at all times, whether with friends, at church or at community meetings. Wherever and whenever possible, she urged people to complete them.

"She stressed the importance to parents, to friends and to men of influence, and we well know that God walked with her."

Knows How To Talk

The awards citation says that Mrs. Wilson was successful because "she knows how to talk to these kids, she knows their vernacular, she knows the rules and regulations of approaching them, and they respect her for this.

"She is sincere in her belief that young people should take advantage of the training which is now so readily available to them because of the changing times."

Mrs. Wilson serves these organizations:

(Continued on Page 14)

Where to Apply For Public Jobs

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

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York 7, N.Y. (Manhattan). It is three blocks north of City Hall, one block west of Broadway.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. 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 twelve o'clock midnight on the day following the last day of receipt of applications.

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

STATE—Room 1100 at 270 Broadway, New York 7, N. Y.,

corner of Chambers St., telephone Barclay 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).

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

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

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

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

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

U.S. Service News Items

By JAMES F. O'HANLON

Higher Payroll Deductions May Bankroll Benefit Hike

At the first round of meetings of the President's Cabinet Committee on Federal retirement last week in Washington, the consensus of employee organization spokesman seemed to be that Federal employees are willing to pay for better retirement benefits through increased payroll deductions.

Appearing before the committee, which is chaired by Budget Director Charles L. Schultze, nearly all the employee spokesmen agreed in principle to an increase in the current 6.5 percent salary contribution now made by employees.

The Committee, which is due to make its report by Dec. 1, hopes to come up with recommendations for a fairly uniform retirement system for all Federal personnel.

The feeling among the employee representatives was that in addition to success in gaining more liberal employee retirement benefits from the government they have to make an effort to get the retirement fund onto firmer ground.

Top Federal officials estimate that the Civil Service Retirement Fund, which now stands at about \$15 billion, will begin paying out more than it takes in within 10 years. By 1990 they estimate the fund will be "completely depleted." Few give serious consideration to the prospects of the government abandoning its retirees under

these circumstances but they wish to avoid the tremendous jolt to the budget that would result if the fund was depleted. Officials have proposed several methods which could be used to bolster the fund. One is that Congress could make a lump sum appropriation of \$40 billion. This is considered most unlikely.

Sen. Dirksen (R. Ill.), made the second proposal. He suggested that the government contribute \$1,386 million to the fund annually. That is the amount by which current retirement costs-plus-interest basis exceeds income from employee deductions and matching agency contributions. The Dirksen amendment was tabled by the Senate after a lengthy debate.

The situation, as it stands, was summed up by Sen. Saltonstall (R. Mass.). He said "... naturally the Federal employee who receives the increased retirement benefits from each Federal pay raise expects these benefits to continue and I am sure none of us here doubts that our Government will make good on its statutory promise to pay pensions to retired employees and those who will retire."

Urge Hudson Comm.

The New York City Citizens Budget Commission proposed last week the establishment of a Hudson River Basin Commission to oversee the development of a comprehensive water supply, power and recreation program for the interstate watershed area.

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Postal Workers Walk For Raise

Postal workers from the Metropolitan area were out in force last week at a mass rally calling for substantial pay increase. The rally was held outdoors around New York City's General Post Office. Prior to the demonstration the letter carriers, clerks, mail handlers and motor vehicle operators attended a meeting at the Manhattan Center where they were addressed by Congressional representatives and employee leaders.

After the meeting, the workers marched in rank to the Post Office where they staged a two hour "walk" as an expression of their dissatisfaction with current salary levels and their disapproval of Administration-backed salary proposals. They feel that the President's offering of a three percent wage hike is inadequate. Also, they are at odds with the proposal that the raise not take effect until Jan. 1, 1966.

The postal workers demands are being made pursuant to the Lloyd-LaFollette Act of 1912 which guarantees them the right to petition Congress. All those who participated in the "walk" did so on their own time. The major objectives of the demonstration are enactment of legislation, which would introduce a seven percent pay increase, as proposed by the Olsen bill (H.R. 8663), and true overtime pay for all postal workers as provided in the Daniels bill (H.R. 2796).

Post Office Function Relocates

As a result of intensive studies, a decision has been made to consolidate the International and Military Money Order Exchange functions located in New York, San Francisco, Dallas and Seattle, into the central Washington office.

The consolidation of these activities into the Washington headquarters, where all domestic money orders are processed, is slated for completion by August 15.

About 50 postal employees will be affected by the nationwide consolidation. Of this number, about 40 employees are located in New York. These employees, as in the other cities, will be assigned to comparable positions, or will be offered other jobs in the Postal Service.

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Sanman Filing To Open August 4 In New York City; Pay Is \$5,544

One of the largest examinations in New York City civil service, that of sanitationman, will be open for filing from August 4 through 24. The salary range for this job is \$5,544 to \$7,076. Sanitationmen are also eligible for sick leave, holiday pay and a choice of health insurance plans.

The written examination for the position will be given on February 5, 1966, according to the Department of Personnel schedule. This will be qualifying only with placement on the eligible list determined by the physical examination which has a 70 percent passing mark.

Because of the extraordinary physical effort required by this position, an age limit of 40 has been determined by the Civil Service Commission. This does not apply to veterans who may subtract the time in military duty from their actual age.

Applicants must be not less than five feet, four inches in bare feet and must be of normal weight for the height.

Required vision is 20-40 in each eye (corrected), each eye separate. Candidates may be rejected for

any disease, injury or abnormality such as hernia, color vision, heart or lung defects, poor hearing or varicose veins.

At the time of filing, candidates must hold a valid drivers license issued in New York State and must be qualified to operate a class 3 or larger vehicle at the time of appointment.

Do not try to file for this examination except during the filing period scheduled for August 4 through 24, 1965.

Telephone Operator Filing Closes Aug. 23

Applications will be accepted until August 23 for the New York State examination for telephone operator.

Positions are open in the City of New York. Salary in this jobs is \$3,530 to \$4,405. Candidates must have had at least six months of experience as a switchboard operator prior to the examination date.

For further information and applications contact the State Civil Service Commission at 270 Broadway or any local office of the State Employment Service.

Vehicle Operator

Filing for the position of Motor Vehicle Operator in the New York City employ will be open Oct. 7 through Oct. 27. This position has no formal education or experience requirements although a licence to drive an automobile, issued by the State of New York, is required at the time of appointment interview. The applicants driving

record is taken into consideration by appointing officials.

The salary for this position is presently under negotiation between union officials and the City. It will start somewhere around \$5,000 however.

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Personnel Council Names Hogan

ALBANY, July 26 — John J. Lagatt, newly elected chairman of the New York State Personnel Council, announced the appointment last week of Robert J. Hogan as executive secretary to the Council. Lagatt is Personnel Director of the New York State Thruway Authority.

Hogan will be on leave from his permanent assignment as senior personnel technician in the Personnel Services Division of the Department of Civil Service. He succeeds Daniel F. Halloran who will return to his regular assignment as Associate Personnel Administrator in the Personnel Bureau of the Department of Taxation and Finance.

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File For School Lunch Manager In New York City

The City of New York will accept applications until further notice for its school lunch manager positions. The pay in this position is \$5,750 to \$7,190 per year.

Successful candidates will be paid for the summer months only if they work.

Employees in the title of school lunch manager have promotional opportunities to head school lunch manager when eligible.

For further information and applications contact the Applications Division of the Department of Personnel, 49 Thomas Street.

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TUESDAY, JULY 27, 1965



1966 Employee Goals Are Ready For Work

STATE and local employees already have their work cut out for them when the 1966 session of the Legislature convenes. The basis for next year's job was set by the 1965 legislative session, which produced many actions that were good—but vetoed.

Among the important measures which Governor Rockefeller disapproved were those which would have provided a \$2,000 benefit for State employees after retirement; a 40-hour work week for local government and Barge Canal employees; salary protection upon reallocation, and various pension improvements for New York City employees, which disapproval was urged by Mayor Wagner as well.

In addition, New York City employees now have an accomplishment enjoyed by State employees to shoot for and this is the non-contributory retirement system.

One of the most important issues still to be settled deals with the Condon-Wadlin Law. It doesn't work and it gives public employees nothing but negative rules by which to operate. Furthermore, debates on the measure this year underlined strongly what vague and weak employee policies are in effect in both State and City employment.

It will take hard thinking and hard work during the coming months to get what all that measures could offer civil servants—an equality of employment that is enjoyed by workers in private industry.



SOCIAL SECURITY Questions and Answers

Below are questions on Social Security problems sent in by our readers and answered by a legal expert in the field. Anyone with a question on Social Security should write it out and send it to the Social Security Editor, Civil Service Leader, 97 Duane St., New York 7, N.Y.

I am 71 and in business for myself. My earnings have been dropping for the last 2 or 3 years, but I've never inquired about social security, as I'm waiting until age 72 when my earnings have no effect on my benefits. Am I correct in doing this?

The answer is NO — get in touch with your local social security office as soon as possible. While it's true that you can receive your full benefits at age 72 regardless of your earnings, an application for benefits is retroactive for only 12 months. Your earnings may entitle you to some benefits for last year. If you wait, you may lose these benefits.

I am over 65 and have worked under social security for many years. Why should I check on my retirement benefits if I'm still working?

Your question is difficult to

answer since we do not have all the details. Although you are working, we do not know your earnings. It is possible that you could receive some benefits even though you are still working. This would depend upon your earnings. But even if you are not able to receive any benefits, this is a good time to get an estimate of the income you can expect when you do retire. The social security office will be glad to estimate the amount you will receive when you retire and to advise you about the proofs you will need. For example, if you need proof of age, now is the time to obtain it so that it will be available when you do retire.

I moved just across the street from my old address. Since the mailman knows where I live, is it really necessary to change my address?

Yes. Your present mailman may know where you live, but a new man may look for you at the address shown on the check. If he doesn't find you there, he may send the check back to the Treasury Department. This could cause a long delay in the check's finally reaching you.

What's Doing In City Departments

A total of \$2,947,600 was realized at the public auction of City-owned properties held by the New York City Department of Real Estate recently. Of the 209 parcels offered, 109 were sold, 15 were withdrawn and no minimum bids were received for 85.

The highest price paid was \$169,100 for a vacant tract of land in the Princess Bay section of State Island. The largest parcel sold was also in Staten Island in the Rossville section and brought \$120,000.

Mrs. Sarah Elkes, a faculty member of the National College for Training in Youth Leadership, Leicester, England, visited the New York City Youth Board last week to learn something about the Municipal agency's operational procedures and programs. Mrs. Elkes, who has worked with youth in social service programs in Great Britain and Israel, was especially interested in the Board's program for training indigenous leaders who work with troubled youngsters on a neighborhood level.

The Department of Air Pollution Control report on the pollution component breakdown for 1964 shows: gaseous pollutants, down; particulate matter, steadily down; carbon monoxide, slightly down off a steady rise; nitrogen dioxide, likewise; sulphur dioxide, same as last year when it wasn't so good; sootfall, slight increase. Now take a deep breath.

Traffic Commissioner Henry Barnes announced last week a plan to extend the municipal off-street parking program to midtown Manhattan.

Barnes said that seven multi-level parking garages are proposed. These garages would eliminate about 3½ million cars from the streets of the City each year.

Manhattan Borough President Constance Baker Motley and Rent and Rehabilitation Administrator Hortense Gabel opened the City's first neighborhood and service center in the history of rent control in New York City.

Under provisions of the Economic Opportunity Act, the City College of New York Research Foundation in cooperation with the New York State Division of Adult Education and the Bureau of Community Education — New York Board of Education, will conduct a pilot program to provide fifty college graduates with an opportunity to train at City College School of Education to prepare to teach functionally illiterate adults.

The New York City Youth Board will have us all dancing in the streets yet. Last week the Board presented seven dances for the young folks in Manhattan and they have recently announced an upcoming series of summer dances for the bouncy set in Staten Island. The first of the Staten Island events was presented Monday, July 26, at 8 p.m., at Junior High School 51, 20 Houston Street, Granvilleville.

The City-wide telephone number to call in emergencies to summon either police or ambulance is 440-1234.

Civil Service Law & You

By WILLIAM GOFFEN



(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

Two Decisions

TWO DECISIONS IN cases against the New York State Department of Civil Service were rendered on June 23, 1965, by Justice Isadore Bookstein, sitting in Supreme Court, Special Term, Albany County. One of the cases (Kurtz et al. v. Krone et al) was instituted by candidates for promotion to deputy clerk, Supreme Court, First Department. The other case (Tarigo et al. v Kaplan et al.) was brought by employees of the Office of Civil Defense of the City of New York to nullify a qualifying examination.

FOLLOWING THE HOLDING of the multiple choice, promotional examination under review in the Kurtz case, the petitioners were permitted to examine the proposed key answers. They then filed objections to certain of the answers. The Commission evaluated the objections and in due course determined the final key answers. The examinations were graded, an eligible list promulgated, and the examinees were advised of their marks. No further administrative review is provided.

THROUGH AN ARTICLE 78 proceeding, the petitioners sought judicial review of the official answers to three of the questions on the examination. They contended their answers were as acceptable as the key answers.

THE CASE WAS initially brought before Justice Koreman who dismissed the petition on June 5, 1964. This ruling was reversed by the Appellate Division because the Commission failed to file with its answers the record of the proceedings under review. Instead it made the questions and other pertinent material available to Justice Koreman for his private perusal.

AS REQUIRED BY the Appellate Division, the Commission finally affixed a complete transcript to its answer. Upon reconsideration of the questions, however, Justice Bookstein agreed with Justice Koreman that the official answers were the most acceptable.

IN A PROCEEDING involving another question on the same examination (Dolan et al. v. Krone et al.), the question read:

The court may direct the jury in a criminal proceeding to be discharged before the case is submitted to them if it appears from the testimony that

1. The facts proved constitute a crime of a higher nature than that charged in the indictment.
 2. The court does not have jurisdiction of the crime charged in the indictment.
 3. The facts as charged in the indictment do not constitute a crime.
- A. 2 only
B. 1 and 2 only
C. 2 and 3 only
D. 1, 2 and 3.

THE PETITIONERS' answer was "D" which indeed was the Commission's proposed key answer. However, the Commission's final key answer was "C". The change was in response to objections. Answer "D" is supported by the Code of Criminal Procedure, section 400, which specifically permits discharge of the jury if the facts proved constitute a crime of a higher nature. However, section 400 was judicially declared unconstitutional because it exposes defendants to double jeopardy.

STILL, ANSWER "D" is apparently sustained by the Penal Law, section 260, which provides:

A person may be convicted of an attempt to commit a crime, although it appears on the trial that the crime was consummated, unless the court, in its discretion discharges the jury and directs the defendant to be tried for the crime itself.

THE THIRD DEPARTMENT, however, dismissed the petition on the ground that section 260 is "an isolated and exceptional provision."

IN A POWERFUL dissent, Justice Herlihy, Acosta v. Lang, observed:

The difficulties encountered before deciding which was the right answer may well have required the services of the proverbial "Philadelphia lawyer." The application of "hornbook law" would be of little help to the candidates trying this particular examination.

There is, in my opinion, no fair basis for the majority conclusion that "C" is the only acceptable answer.

I SHALL DISCUSS Tarigo v. Lang next week.

19 Aides Receive NY Department Of State Recognition Awards

Nineteen veteran State workers were guests of honor at a New York Department of State employee recognition dinner recently.

The honor guests, all with 25 years or more of service with New York State, received Department of State emblems from Secretary of State John P. Lomenzo.

Lomenzo described the gifts as "a token of the high regard felt by all those in State government for the loyalty and devotion of these longtime servants of the public."

Recipients of the awards included:

35-year awards—Bertha Lasky, Brooklyn; Celia Reiner, Bronx; Miss Beatrice Stern, Bronx.

30-year awards—Meo D. Begleibter, Brooklyn; Edward Deutsch, Brooklyn; Jacob J. Kean, Bronx; Louis M. Nussbaum, Brooklyn; Miss Mary V. O'Keefe, Yonkers; Jack Silverman, Brooklyn; Joseph Singer, Bronx; George E. Targue, Arverne.

25-year awards—Patrick J. Cea, Brooklyn; Philip F. Donahue, Manhattan; Henry Gumer, Bronx; James L. Hanrahan, Richmond Hill; Sarah R. Lewis, Brooklyn; John J. O'Brien, Bronx; Harry Peterson, East Islip, and Jacob J. Yahm, Brooklyn.

Poyer To Direct State Laboratory

ALBANY, July 26—George A. Poyer, a graduate of the City College of New York, is the new associate chemist in charge of the state laboratory of the Office of General Services.

The appointment to the \$10,090 to \$12,100-a-year post was announced by General Cortlandt and Rensselaer Schuyler, commissioner of general services.

Poyer succeeds Raymond J. Roohan, who retired recently. A State employee since 1940, Poyer served with the Chemical Warfare Branch of the U.S. Army during World War II and returned to state service in 1947.

He placed first on a professional technical assistant examination and later won promotions to chemist and senior chemist. He has received a Masters degree in chemical engineering from Rensselaer Polytechnic Institute in Troy, where he attended night classes.

Poyer is a native of Barbados, West Indies and at one time worked in Harlem Hospital as a biochemist.

Appointments Made

ALBANY, July 26—The appointment of directors of two State tuberculosis hospitals was announced last week by Dr. Hollis S. Ingraham, State Health Commissioner.

Dr. James Monroe, who has been director of Ray Brook State TB Hospital since 1960, will be director of Homer Folks TB Hospital in Oneonta, at a salary of \$21,090.

His successor will be Dr. F. Clarke White, who has been assistant director at Ray Brook since 1960. Dr. White's salary will be \$19,663.

Doren Named Matteawan Psychiatric Aide of Year

(From Leader Correspondent)

BEACON, July 26 — Rodger Doren, correction hospital officer at Matteawan State Hospital, has been named "Psychiatric Aide of the Year." The award was presented to Doren on the last day of his employment before reassignment to Camp Monterey. Doren has been active in the group counseling program at Matteawan, having completed both the regular and advanced courses in "Techniques of Group Counseling."

In announcing the award, Hospital spokesmen said, "He has developed into an extremely good counselor, making good use of his ingenuity and showing humanistic qualities. He has also served as the coordinator of the group counseling program as well as one of the instructors. He will be sorely missed at Matteawan, but is going on to Camp Monterey, where as a youth camp worker, he will be active in both group and individual counseling."

Doren is married and the father of three children. He completed two years of college with a major in Psychology, showing an early interest in understanding and helping those less fortunate. The award winner entered State service on May 8, 1950 in the Department of Mental Hygiene at Central Islip State Hospital after serving three years as a paratrooper in the 11th Airborne Division.

Physical Therapist

Applications will be accepted until further notice by the New York City Department of Personnel for physical therapist.

Salary in this position is \$5,750 to \$7,190.

For further information and applications contact the Applications Division of the Department of Personnel, 49 Thomas Street.

He became a staff attendant and then later transferred to the Department of Correction, working in Clinton and Auburn Prisons prior to his transfer to Matteawan. He is presently on the Sergeant's eligible list in the Department of Correction.

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Thruway Queen For Exposition

The State Exposition will be held in Syracuse August 31-September 6, and the management again has invited the Thruway Authority to choose a Miss Thruway for the Court of Queens.

Over the last six years, a Miss Thruway has been chosen from Headquarters and each of the four divisions. By rotation, the 1956 selection will come from New York Division.

The competition is now open to daughters — and even granddaughters—of Thruway employees. This not only enlarges the field considerably but emphasizes the family nature of the Thruway operation.

Miss Thruway will attend the annual Queens' banquet the evening before the Exposition opens, the opening day activities including an appearance at the Thruway exhibit to greet Fairgoers.

The Authority provides transportation to and from Syracuse, and accommodations at the Randolph House for one night for the girl and her chaperone—usually her mother.

The Authority also will contribute \$30 toward the cost of Miss Thruway's gown and chest streamer reading "Miss Thruway." The rest of the expenses are met by the Thruway chapter of the Civil Service Employees Assn.

Applications can be obtained at Division Headquarters in Tarrytown and at all toll stations.

Elmira Police Filing Is Open

The City of Elmira will accept applications until August 11 for its police patrolman examination. Salary in this position is \$4,750 to \$5,710.

Candidates must have been legal residents of Cehmung, Schuyler, Steuben, Tioga or Tompkins Counties for at least four months prior to the examination.

For further information and applications contact the Municipal Civil Service Commission, Elmira.

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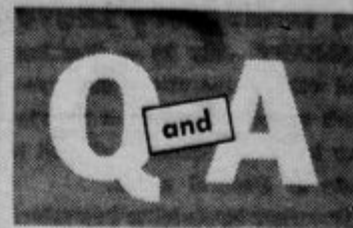
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QUESTIONS AND ANSWERS . . .

. . . about health insurance

by **William G. O'Brien**

Blue Cross-Blue Shield Manager,

The Statewide Plan



This column will appear periodically. As a public service, Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, c/o The Statewide Plan, 135 Washington Ave., Albany, N.Y. Please do not submit questions pertaining to specific claims—only questions of general interest can be answered here.

Q. What dependents are eligible to join with the employee?

A. Eligible dependents include the employee's spouse and unmarried children under 19 years of age. Children over 19 years of age may be considered dependents only if they are not capable of self-support by reason of mental or physical disability and who became so incapable before reaching age 19.

Q. How is the term "children" defined?

A. Children include the employee's own children and legally adopted children, step-children residing in the employee's household and children supported by the employee and permanently residing in the household of which the employee or spouse is the head.

Q. I have enrolled for family coverage under the Statewide Plan, but my identification card does not show anything about my dependents. Can you tell me why?

A. It is not necessary for your dependents to be shown on your identification card. Any claim put through the Statewide Plan is verified for eligibility from records in the Civil Service Department. These records have information as to whether or not you are enrolled for dependent coverage.

Q. If I am already enrolled for dependent coverage, is it necessary to submit a change form to record the birth of an additional dependent?

A. No. If you are enrolled for dependent coverage, children born after the effective date of the contract will automatically be covered.

No Mandatory Leave To Teachers Elected

ALBANY, July 26 — Teachers and other supervisory employees can't expect to obtain a mandatory leave of absence if elected to State or Federal office.

Governor Rockefeller has vetoed a bill to grant mandatory leave up to two years on the recommendation of the State Comptroller.

Comptroller Levitt wrote the governor noting that under present law a mandatory leave of absence is granted to teachers only for military or mandatory purposes.

Moreover, Levitt said that school boards now have broad

powers to grant such leaves, if they so desired, without additional legislation.

Dental Hygienist Filing Now Open

Applications will be accepted by the Department of Personnel of New York City for its dental hygienist examination until further notice.

Salary in this position is \$5,150 to \$6,590.

For further information contact the Applications Division of the Department of Personnel, 49 Thomas Street.



LEAVES SERVICE —

Dr. R. George Christie, supervising psychiatrist of Crane Hill School at Marcy State Hospital, will leave the school at the end of the month. Dr. and Mrs. Christie will return their home in Vancouver, British Columbia, Canada, where he will start private practice.



PROMOTIONS — In an administrative move to improve supervision and coordination of the New York City Highway Department field maintenance forces, Commissioner John T. Carroll (center) promoted four district foremen to acting borough foremen. Receiving their formal promotion letters and congratulations from Commissioner Carroll are, left to right, Walter Gillen, Manhattan; Leonard R. Patton, Queens; Richard Kirk, Brooklyn and Philip Blasone, Bronx. An acting borough foreman for Richmond will be named later.

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NEW DEAN — New York City Community College of the City University announces the appointment of Leon M. Goldstein assistant dean of the College. The appointment is effective immediately.



SPECIAL DELIVERY — Postmaster Edward J. Quigley of Brooklyn, N.Y. distributes baseball tickets to the children of employees of the Brooklyn Post Office before they board buses for a day's outing at Yankee Stadium. The tickets were donated by the New York Yankees in conjunction with the Yankee Juniors program. Transportation and pennants were supplied by the Post Office Employees Welfare Fund.

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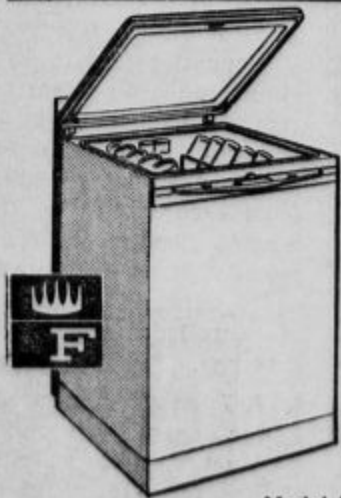
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Operation WET Set By State Health Department To Help Drought Areas

ALBANY, July 26 — Plans have been developed under Operation WET (Water Emergency Team) to help communities hardest hit by the drought, Dr. Hollis S. Ingraham, State Health Commissioner, announced last week.

The plan calls for local public health engineers to assist public water supply officials develop emergency procedures, with an emphasis on the Hudson Valley area. In some localities "watering points" have been set up where citizens can get safe, potable water if all other sources fail.

The commissioner pointed out that the Hudson Valley area has had over 25 water emergencies since Jan. 1965. Another 25 water emergencies occurred in the same period in the east-central part of the State, including the northern plateau area, Dr. Ingraham said.

Dr. Ingraham cautioned that "although emergency procedures have been developed under Operation WET neither water supply nor health officials nor the public can afford to relax and discontinue any methods that assure economical and efficient distribution and use of water."

"It is true," Dr. Ingraham said, "that the Western part of the State and the St. Lawrence Valley area generally are not yet suffering the full effects of the drought trend. But precipitation deficiency rates increase as we move from west to east."

42 Awards Given By Brooklyn IRS

Thomas E. Scanlon, Brooklyn District Director of Internal Revenue has announced that 42 employees under his supervision have received awards through the Incentive Awards program for the period Jan. 1 through June 30, 1965.

Anne R. Burke, Administration Division, was granted a Superior Work Performance with an Outstanding Rating and four suggestion awards.

Catherine Buckley was the recipient of a Superior Work Performance and one suggestion award.

Michael Bandes and Ethel N. Morrow received an Outstanding Rating and Superior Work Performance award.

Other recipients at the Brooklyn District office were: For Superior Work Performance — Edmund F. Clements, William J. Conagh, Rose De Cara, Vincent J. Gibbone, Shirley Lowe, Norman Rosenthal, Corinne Scott, Ethel Turbin, Rita Zoda; For Special Act or Service—Howard D. Braun, Lucy Cardone, Fred Dubin, John J. Foy, Sylvia Gladstein, Jonas Gutchin, Herve J. Lambert, Leo Libowitz, Emily Scott, Harry Sobel; For Adopted Suggestions—Itzhuk Abramowitz (2), Helen Appel, Thomas Bamonte, Joseph Cozza, Vincent Cutrera, William H. Dettmer III, Ray B. Feldman, Vincent Fortunato, William Gazetti, Stanley Glusman, Joseph P. Hersh, Nathan A. Hollander, Edith Jurkowski, Willie A. Manning, Ruth Nelson, Edison J. Nunez Jr., Sarl Pedersen (2), Irving Stfel, Clyde Woodruffe.

FREE BOOKLET by U.S. Government on Social Security. MAIL ONLY. Leader, 97 Duane St., N.Y. City, N.Y. 10007.

Receive Credit

ALBANY, July 26 — A former member of the New York City educational retirement system, who joins the Police Department, can now receive credit for prior City service.

Governor Rockefeller has signed the bill sponsored by Senator Thomas Mackell, Queens Democrat.

Teachers and Guidance Counselors For Job Corps

Teachers and guidance counselors who are anxious to acquire a new experience in education, as well as meeting an unparalleled challenge, have such an opportunity in Job Corps.

This is the major youth program in the President's War on Poverty and is designed to help those young men and women 16 through 21, who come from impoverished homes, who are out of school and out of work. The program is geared to provide basic education and work skills to make these young people employable.

Teachers and guidance counselors are needed to staff the job Corps conservation centers, which are being set up for 100 to 200 young men in national parks and forests. Eighty-seven such centers already have been announced and most will be in operation by this summer.

Those involved in the education

program of these centers will have an unconventional experience, as well as the satisfaction of assisting culturally deprived young people to help themselves.

Conservation center staff members will have the opportunity of developing new methods and materials for students who could not and would not avail themselves of conventional schooling. Job Corps enrollees will be permitted to learn at their own rate, through the use

The city-wide telephone number to call in emergencies—to summon either police or ambulance—is 440-1234



BIRCHWOOD RECREATION — A community clubhouse to cost upwards of \$100,000 will now be added to the many existing recreational facilities at Birchwood Lakes near Dingmans Ferry, the fast-selling vacation community now under development by All American Realty Co., 210 River St., Hackensack, N.J., Richard Norman president. It will be a Colonial ranch type building containing 3,290 square feet of floor space, size 94 by 35 feet, including an auditorium that will seat 300 people and a huge dance floor. The building is designed to accommodate social and civic gatherings and to afford indoor recreation when the weather is inclement. There will be ping pong tables and shuffleboard courts. Tennis courts are already in the clubhouse area. Birchwood Lakes, where some 1,500 homesites have been sold in the past three years, has three crystal-clear lakes with five miles of picturesque, wooded shore front. Each lake has a broad, sandy, private bathing beach where life-guards are in attendance. A fourth lake of 62 acres has recently been added. At the beaches there are floats, fleets of aluminum row boats and children's playgrounds in addition to adequate parking space. All these recreational features are free to property owners and their friends.

LEGAL NOTICE

NOTICE OF NAMES OF PERSONS APPEARING AS OWNERS OF CERTAIN UNCLAIMED PROPERTY Held By EMPIRE TRUST COMPANY NEW YORK, N.Y.

The persons whose names and last known addresses are set forth below appear from the records of the above-named banking organization to be entitled to unclaimed property in amounts of twenty-five dollars or more.

AMOUNTS DUE ON DEPOSITS

John Wenneberg 323 West 17th Street New York, New York

AMOUNTS HELD OR OWING FOR THE PAYMENT OF NEGOTIABLE INSTRUMENTS OR CERTIFIED CHECKS Sardul Singh Jaa & E. Pearson 150 East 52nd Street New York, New York

A report of unclaimed property has been made to Arthur Levitt, the Comptroller of the State of New York, pursuant to Section 301 of the Abandoned Property Law. A list of the names contained in such notice is on file and open to public inspection at the principal office of the bank, located at 20 Broad Street, in the City of New York, New York, where such abandoned property is payable.

Such abandoned property will be paid on or before October 31, next to persons establishing to its satisfaction their right to receive the same. In the succeeding November, and on or before the tenth day thereof, such unclaimed property will be paid to Arthur Levitt, the Comptroller of the State of New York, and it shall thereupon cease to be liable therefor.

of self-teaching and programmed learning courses. The Compsmen will be helped to develop self-confidence and proper attitudes toward society.

Salaries for conservation center teachers, guidance counselors and deputy directors for education will

be commensurate with experience and training.

Additional information about these educational opportunities is available from Educational Staff Recruitment, Job Corps, Office of Economic Opportunity, Washington, D.C., 20506.

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Two Are Honored For Excellence

Colonel Charles I. Olsen, the Assistant Deputy Chief of Staff, Comptroller First U.S. Army at Governors Island recently presented awards to two civilian em-

ployees for outstanding achievement in the performance of their duties.

Mrs. Gracie R. Bevin of New York City, a budget analyst, was

commended for an "outstanding performance of duty" in a prior position in the First U.S. Army Comptroller's Offices as accounts maintenance clerk from March 1964 to March, 1965. In addition, she was awarded a "quality-step

increase" in annual salary.

Mrs. Ruth M. Herman, a native of Scranton, Pa., residing in Brooklyn, was presented an "outstanding performance rating."

An accounting supervisor, Mrs.

Herman was cited for her work from March, 1964 to March, 1965.

FREE BOOKLET by U.S. Government on Social Security. **MAIL ONLY.** Leader, 97 Duane St., N.Y. City, N.Y. 10007.

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Furthermore, instead of giving this "super-doctor" a fee each time you see him, suppose you decide it makes more sense to pay him a certain amount every month to take care of all your family's medical needs. You pay him the same amount whether everyone in the family is sick or well during the month. Since this "super-doctor" has all the skills and experience to be found in the medical profession, you would know your family was in capable hands. And you would know that the monthly amount you pay him is *all* you have to pay.

That's the idea behind H.I.P. But since there is no such person as this "super-doctor", H.I.P. offers an even better alternative—the combined services and combined judgment of a whole team of family doctor and specialists who *work together* for you. And you have no doctor bills to worry about!



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Buffalo Establishes Millwright List

BUFFALO, July 26—The Buffalo Civil Service Commission today announced an eligibility list for the position of millwright, paying \$5210 to \$6510 a year.

On the list are:
Joseph W. Gawron, Matthew J. Naca, Howard W. Cox, Richard S. Switalski, Daniel D. Woitas, Dominic C. Modica, Joseph P. Arcara.

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LEGAL NOTICE

File No. 3923, 1965.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God, Free and Independent. To the sisters, Margie Moore and Stacia Carroll, if living, and if dead, to their issue whose names and places of residence are unknown and if they died subsequent to the decedent herein, to their executors or administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown, and to all other heirs at law, next of kin and distributees of BRIGID BOHAN, also known as BRIDGET BOHAN, the decedent herein, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained.
Attorney General for the State of New York; Public Administrator of the County of New York.
YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, on August 10, 1965, at 10:00 A.M., why a certain writing dated July 28th, 1953, which has been offered for probate by Ellen O'Reilly, residing at 88-49 138th Street, Jamaica, Queens, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Bridgid Bohan also known as Bridget Bohan, Deceased, who was at the time of her death a resident of 354 East 78th Street, in the County of New York, New York. Dated, Attested and Sealed, June 23, 1965. (L.S.) HON. S. SAMUEL DIFALCO, Surrogate, New York County. Philip A. Donahue, Clerk.

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RE 9-7300

House For Sale - Long Island
MUST SELL THIS SUMMER (am returning to Florida), 2 bedroom home, fully furnished, on landscaped 1/4 acre, \$15,000. JAMES A. BASCOMB, Hallock Rd., East Quogue, L.I., N.Y., Box 571.

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Ideal mother & daughter arrangement. Detached brick, 8 rooms, 2 kitchens & baths, plus finished basement. 40x100. Fully landscaped plot. arLge garage. Owner must sell. Reduced to \$26,000.
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No Vesting Rights Now For New York City Court Aides

ALBANY, July 26 — A bill that would have provided vesting retirement benefits for officers and employees of certain courts and probation departments who are members of a New York City or other local pension system, was vetoed last week by Governor Rockefeller.

Recommending disapproval of the measure was Mayor Robert

Wagner of New York City. In asking that the governor not sign the bill, Wagner said:

"With respect to court employees within the City of New York, this bill, if enacted, will confer a very costly benefit on a special group of persons. No valid reason has been advanced for this piecemeal legislation. The City government is presently studying the entire question of vesting rights. When its consultants have completed their work, the City will be better able to make any necessary changes in its retirement plans on

an equitable basis for all City employees—not just a favored few.

"This legislation is thus premature as well as being extremely generous in its application. Its approval will actually hinder the formulation of a uniform policy for all City retirement systems. Moreover, the increased cost resulting from approval of this bill will be great. Such increased costs should not be mandated on the City of New York at this time, when its available fiscal resources could be better employed for the good of all of its citizens."

The City-wide telephone number to call in emergencies to summon either police or ambulance is 440-1234.

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Workers must pay own travel expenses. The work is expected to last three to six months. Apply at the Farm Office, 247 West 54th Street, Manhattan, 6th floor.

Needed in Queens is an experienced REFINISHER on T.V. wood cabinets. He will get \$2 an hour to touch up, burn in, staining, polishing, and spray painting. A fully experienced WOOD WORKER FOREMAN will earn \$175 a week to supervise staff of assemblers and cutters. He will set up woodworking machines, make jigs, form and sampler on floor wood items. Must be able to read blueprints. Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Long Island City.

Corner Cutters

ENGRAVING PRESS OPERATORS with six months' experience will earn \$80 to \$120 a week to set up and operate Modern and Carver engraving presses. PROOF PRESSMEN with two years' experience pulling rough proofs and reproduction proofs on a Vandercook proof press are wanted to work from 5:15 P.M. to 12:45 A.M. Monday to Friday nights. The pay is \$70 to \$105 a week. Apply at the Manhattan Industrial Office, 255 West 54th Street.

Needed in Brooklyn is a CORNER CUTTER experienced on acetate, cardboard or paper to work on double cornering machine. Must be able to set up machine. The pay is \$75 a week.

A SIGN WORKER with sign experience preferred but similar experience acceptable will earn \$80 to \$100 a week to hang outdoor signs, using rigging and rigging and hoisting devices, ladders, hand tools and ropes. A SPRAY PAINTER with production spraying experience will get \$2 an hour to work on sheet metal products. Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street.

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GENERAL ELECTRIC CAN OPENER



Model EC-10

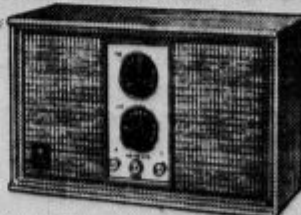
- EASY TO USE**—Lid is pierced and opened in one operation.
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SAVED? — Governor Rockefeller, Dr. Elmer W. Engstrom, (right), president of Radio Corporation of America, and James F. Oates, Jr., chairman of the Equitable Life Assurance Society, met recently to review preliminary reports of progress toward New York State's goal of \$35,000,000 in New Savings Bonds sales through the Payroll Savings Plan in 1965, to provide an increase of 10 percent over last year's sales. The current Star-Spangled Savings Plan Drive is headed by Dr. Engstrom as chairman of the U.S. Industrial Payroll Savings Committee. Mr. Oates is a member of this committee and chairman of the Drive for New York.

Psy. Treatment Is Target Of 3 Year HIP Plan

Determining the cost of expanded prepaid group medical insurance to cover psychiatric treatment will be the target of a three-year demonstration project to be launched in the fall under the auspices of the Health Insurance Plan of Greater New York (H.I.P.) Dr Edwin F. Dally, H.I.P. medical vice president, announced that he had received approval of grants for the project from president David M. Heyman of the New York Foundation and Dr. Burnet M. Davis, chief of the Division of Community Health Services of the U.S. Public Health Service.

Present Salary & Fringe Benefit

CANTON, July 26—The public relations committee of the St. Lawrence chapter, Civil Service Employees Assn. (county division) has been holding a series of meetings and has completed its program for presentation to the finance committee of the board of supervisors.

The committee, headed by Mildred Talcott, said that salary and fringe benefits are on the committee's agenda.

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State Promotion Exam Filing In Various Departments Will Be Open Through August 23

The following promotion examinations in State civil service are open for filing and will remain open until August 23. These tests are open to qualified employees of the departments noted.

Interdepartmental

SENIOR ACTUARIAL CLERK, Exam number 1810, Salary range \$4,375 to \$5,420.
SENIOR KEY PUNCH OPERATOR, Exam number 1791, Salary range \$4,135 to \$5,135.
SENIOR TELEPHONE OPERATOR, Exam number 1781, Salary range \$4,375 to \$5,420.
SENIOR LABORATORY TECHNICIAN, (Biochemistry), Exam number 9811, Salary range \$5,200 to \$6,385.
SENIOR LABORATORY TECHNICIAN, (Biology), Exam number 9812, Salary range \$5,200 to \$6,385.
SENIOR LABORATORY TECHNICIAN, (Biophysics), Exam number 9813, Salary range \$5,200 to \$6,385.
SENIOR LABORATORY TECHNICIAN, (Chemistry), Exam number 9814, Salary range \$5,200 to \$6,385.
SENIOR LABORATORY TECHNICIAN, (Clinical Pathology), Exam number 9815, Salary range \$5,200 to \$6,385.
SENIOR LABORATORY TECHNICIAN, (Cytology), Exam number 9816, Salary range \$5,200 to \$6,385.
SENIOR LABORATORY TECHNICIAN, (Microbiology), Exam number 9817, Salary range \$5,200 to \$6,385.
SENIOR LABORATORY TECHNICIAN, (Physiology), Exam number 9818, Salary range \$5,200 to \$6,385.
PRINCIPAL KEY PUNCH OPERATOR, Exam number 1788, Salary range \$5,200 to \$6,385.

Audit & Control

PRINCIPAL ACTUARIAL CLERK, Exam number 1813, Salary range \$5,500 to \$6,740.
HEAD ACTUARIAL CLERK, Exam number 1816, Salary range \$6,920 to \$8,400.

Commerce Dept.

TRAVEL PROMOTION AGENT, Exam number 1767, Salary range \$6,180 to \$7,535.

Correction Dept.

GUIDANCE SUPERVISOR, Exam number 1787, Salary range \$7,320 to \$8,875.

Executive Dept.

SENIOR STATE VETERANS COUNSELOR, Exam number 1793, Salary range \$8,600 to \$10,385.

Dept. of Health

SENIOR LABORATORY WORKER, Exam number 1792, Salary range \$4,375 to \$5,420.
DIRECTOR OF VITAL RECORDS, Exam number 1782, Salary range \$8,600 to \$10,385.

Insurance Dept.

HEAD ACTUARIAL CLERK, Exam number 1817, Salary range \$6,920 to \$8,400.
PRINCIPAL ACTUARIAL CLERK, Exam number 1814, Salary range \$5,500 to \$6,740.

Dept. of Labor

COMPENSATION CLAIMS EXAMINER, Exam number 1786, Salary range \$5,200 to \$6,385.
HEAD ACTUARIAL CLERK, Exam number 1818, Salary range \$6,920 to \$8,400.

am number 1818, Salary range \$6,920 to \$8,400.

PRINCIPAL ACTUARIAL CLERK, Exam number 1815, Salary range \$5,500 to \$6,740.

Mental Hygiene

NARCOTICS SECURITY ASSISTANT, Exam number 1805, Salary range \$4,375 to \$5,420.

PSYCHIATRIC CHIEF ATTENDANT, Exam number 1808, Salary range \$7,320 to \$8,875.

PSYCHIATRIC HEAD ATTENDANT, Exam number 1807, Salary range \$6,280 to \$7,535.

PSYCHIATRIC SENIOR ATTENDANT, Exam number 1803, Salary range \$4,135 to \$5,135.

PSYCHIATRIC STAFF ATTENDANT, Exam number 1804, Salary range \$4,375 to \$5,420.

PSYCHIATRIC SUPERVISING ATTENDANT, Exam number 1806, Salary range \$5,200 to \$6,385.

Motor Vehicles

HEAD KEY PUNCH OPERATOR, Exam number 1811, Salary range \$6,540 to \$7,955.

DPW

ASSISTANT CIVIL ENGINEER, Exam number 1783, Salary range \$8,175 to \$9,880.

ASSISTANT CIVIL ENGINEER, (Design), Exam number 1785, Salary range \$8,175 to \$9,880.

SENIOR CIVIL ENGINEER, (Design), Exam number 1790, Salary range \$10,090 to \$12,110.

ASSOCIATE CIVIL ENGINEER, (Design), Exam number 1809, Salary range \$12,500 to \$14,860.

Tax & Finance

HEAD KEY PUNCH OPERATOR, Exam number 1812, Salary range \$6,540 to \$7,955.

Thruway

ASSISTANT CIVIL ENGINEER, Exam number 1784, Salary range \$8,175 to \$9,880.

New York County

SR. STENOGRAPHER, Exam number 1800, Salary range \$4,550 to \$5,990.

For further information and applications contact the State Civil Service Commission, Albany; the State Office Building, Buffalo, Syracuse and New York City.



THREE DECADES — A recent luncheon at the Schine Ten Eyck Hotel honored Mrs. Ethel Stitt (fourth from right), an employee of the New York State Department of Mental Hygiene for 37 years. Mrs. Stitt, who retired July 7, was secretary

to Dr. L. Laramour Bryan, assistant commissioner. Together, she and her husband, Leo (third from right), who retired from the Department two years ago, have spent 75 years in State service. Speaker for the luncheon was Daniel J. Doran, assistant commissioner.



OGS AWARDS — Seen at the recent Office of General Services Awards dinner are those who received service pins for 20, 25 and 30 years of service to the State of New York. They are, left to right, first row: Mary Ward, Rose DeFillipo, Marian O'Connor, Lorraine Condon and Anna Grale. Second row, same order: James Chiaraville,

James Moretti, Ernesta Pagni, Lillian King, Percy Willis and Blanche Richardson. Third row, same order: Americo Venditti, George Steffen, Kathleen Rooney, Jack Taylor, Frank Pondillo and Patrick McDermott. Fourth row, same order: Paul A. Guy and Gen. C.V.R. Schuyler, OGS Commissioner. The awards ceremony was held at Gasner's Restaurant recently in New York City.

Jefferson CSEA Asks Pension Or Salary Benefits

(From Leader Correspondent)

WATERTOWN, July 26 — Board of supervisors committee are studying the 1966 benefits proposals laid before them by the Jefferson County chapter of the Civil Service Employees Assn.

The board of directors of the County Association, headed by its president, Fannie W. Smith, has asked the County's governing body to give serious consideration to one of two salary benefit plans:

1. Reduction of eight per cent

of contribution to the State retirement fund, or

2. An eight per cent across the board pay boost.

Picnic Set By Gilleran Unit

ALBANY, July 26—The George T. Gilleran Memorial chapter of the Civil Service Employees Assn. will hold their annual picnic July 27 at the Crooked Lake Hotel.

A full days program has been planned including sports in the afternoon and evening entertainment.

At a recent meeting of the chapter, John Raymond, president, named the following committees:

Activities: Jeanne Manseau, Betty Buccell, Virginia Hodoroski, Mary Normille, Janice Fuller, Linda Tuttle, and Catherine Franklin. Arrangements: Gladys Dalton, Emily Lindsay, Alma Retziuff, and Ursula Cummings.

Publicity: Alma Delack, Peg Fuller and Ursula Cummings.

Mrs. Smith has indicated the chapter favors the retirement contribution reduction as "most beneficial" to County employees.

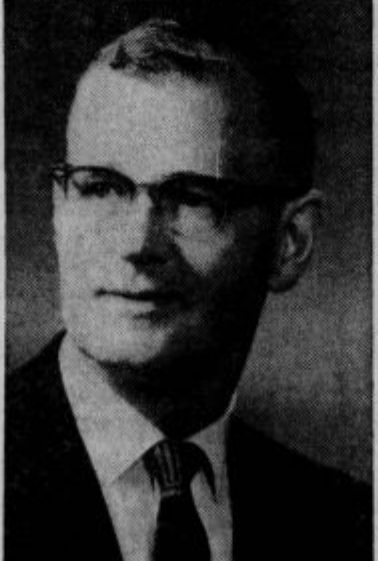
The chapter has also suggested the supervisors give consideration to granting four-week vacations to employees with service of 15 or more years.

St. Lawrence Unit Interested In New Mayor's Association

(From Leader Correspondent)

CANTON, July 26—Officials of the St. Lawrence chapter, Civil Service Employees Assn., are viewing with interest the formation of a St. Lawrence County Mayors' Association whose aims are to establish a closer liaison with city and village legislative groups and closer cooperation with the board of supervisors.

Other aims of the new organization include study of improved fiscal procedures and promotion of trade, industry and tourism.



YOUNGMAN NAMED William H. Youngman, principal of the Marcy Hospital School of Nursing was recently appointed Assistant Director of Nursing Services for the New York State Department of Mental Hygiene.

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CLERK, GS 4-7	3.00	POSTAL PROMOTION SUPERVISOR-FOREMAN	4.00
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MHEA Delegates Vote Reallocation Support For Titles Being Considered

(From Leader Correspondent)

SYRACUSE, July 26—Delegates to the annual meeting of the State Mental Hygiene Employees Assn. voted unanimously to support the appeal of mental hygiene workers whose status they hope to re-allocate and reclassify.

The action was taken at the July 12 business meeting, midway through the three-day session in the Hotel Syracuse Countryhouse just outside Syracuse.

More than 165 delegates and guests attended the banquet dinner Monday night.

At the dinner, State Senator John H. Hughes of Syracuse urged the mental hygiene workers to "be salesmen for the state and for your department, build additional pride in your part in the running of the State of New York."

In the business meeting, Frank Costello of Marcy State Hospital, association president, told the delegates representing chapters throughout the state that the MHEA has received numerous letters, telegrams and telephone calls about the reclassification and re-allocation program in the Mental Hygiene Department.

The request involves laundry workers, dining room and house-keeping attendants, office and clerical workers, practical nurses and supervising nurses, guardsmen, and personnel in the sewing rooms, powerhouse and maintenance, and other groups.

After a long discussion of the "unfairness" of the program, the delegates voted unanimously to support the appeals. The association already "is extending every effort" to aid the workers affected, Costello told the meeting.

In other action at the meeting, the MHEA delegates voted to:

- Send messages to Governor Rockefeller backing the \$2,000 paid up life insurance bill.
- Press for recognition of retirees.
- Back the 37½-hour week for clerical workers.
- Urge the governor to sign the Good Samaritan Law.
- Support extension of practical nurses' training two years.
- Back intermediate grades for safety officers.

Bernard Silverman of Albany, legal counsel for MHEA, gave a complete report on the legal affairs of the association.

At the dinner, five past presidents were honored. Three attended the meeting and dinner-dance. They are Fred Walters of Middletown State Hospital, Charles Methl of Marcy State

Hospital, and William Rossiter of Rochester State Hospital.

Also speaking were State Senator Earl E. Boyle of Syracuse, Dr. Jacob Schneider, director of the Syracuse State School whose chapter hosted the meeting, and Syracuse Councilman John Handlin representing Mayor William F. Walsh.

Other guests included Ray Castle, first vice president of the Civil Service Employees Assn.; Veron Tapper, CSEA second vice president; Charles Ecker, CSEA Mental Hygiene representative; Harold Abel, recreation director, State Department of Mental Hygiene, who represented the commissioner, and officers of the MHEA. Assemblyman John H. Terry of Syracuse was toastmaster.

Laufer was meeting chairman.

Assisting him was Mrs. Marie Donaldson, dinner chairman, and Dorothy Baird, Theodore Brooks, and Ethel Murphy, all of the Syracuse State School; Ida Meitner and Agnes Weller, members of Syracuse chapter, CSEA, and Irene Hillis, Willowbrook State Hospital.

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'Clearing The Air' Explains Governor's View On Employee Relations In State Government

(Special to The Leader)

ALBANY, July 26—Governor Rockefeller believes State government must be conducted in "an atmosphere of mutual trust and respect" between management and employees.

His views on good employee relations are presented in a new booklet, entitled "Clearing The Air," which is now being distributed by the State Civil Service Department.

In a foreword, the governor declared:

"The men and women who work for the government of our state—you and your associates in hospital, office, forest preserve or any other State employment—are a matchless asset. Your skills and talents constitute a vast reservoir upon which the people can draw with confidence for the execution of our great public programs."

Rockefeller added:

"The best use of these human resources can be made in an atmosphere of mutual trust and respect. It is important, then, to have good relations between management and employees."

Stating that some means by which causes of friction may be identified, misunderstandings clarified and grievances resolved are an essential element in promoting good government, Rockefeller said present State grievance procedures for state employees were "simple, direct and effective."

Without Fear or Reprisal

He urged all State workers to learn about the machinery that exists and to use it "without fear or reprisal."

The booklet defines grievances, details the various steps in the

grievance procedure and gives specific instructions on how a grievance should be presented.

Mary Goode Krone, Civil Service Commission president, also reports in the booklet that most civil service grievances now are settled at the lowest level of supervisory authority. She called this "an encouraging sign."

One example cited in the pamphlet on how the appeals procedure works told how an institution employee had been given a work evaluation of "fair" but won a new rating, on appeal, as "good."

Questions and Answers

The booklet contains the following questions and answers:

Q. Won't my supervisor "take it out on me" if I start a grievance proceeding?

A. He might, but he shouldn't. If he "takes it out on you" he is going against the Executive Order and may get himself in trouble.

Q. What should I do if my supervisor tries to stop me from filing a grievance?

A. Report directly to the Grievance Appeals Board any attempt by anybody to stop you from filing a grievance or any threat of retaliation if you should file one.

Q. I'm only one of thousands of employees. How can I be sure the Board will listen to my complaint?

A. Your problems are just as important as anybody else's. But be sure you go to the Board directly only with matters that should be brought to its attention. Otherwise follow your agency's procedure. If you study this booklet carefully, you should know what to do.

Q. What kinds of things should be reported to the Board by an employee?

A. Write to the Grievance Appeals Board if (1) you are unable to get information about your agency's grievance procedure; (2) if your agency fails to conform with its grievance procedure, the Board's regulations or the Executive Order; or (3) if anyone retaliates against you or threatens retaliation for processing a grievance.

Q. What kind of problems are not considered as grievances?

A. Generally speaking, those matters for which appeals are already provided by the Civil Service Law and Rules or other rules and administrative orders that have the force and effect of law. This includes appeals for changes in title or salary, appeals from disciplinary action, discrimination because of race, creed, color or national origin or appeals from work performance evaluations.

Q. If an agency's employees file a large number of grievance proceedings doesn't that show poor management on the part of the agency?

A. No. On the contrary, it might indicate that the agency is fulfill-

ing its obligation to encourage employees to speak out when they think something is wrong. It may show also that employees have confidence in management's ability to solve their problems and that they feel free to voice their complaints. Further, it may show that management is eager to profit by knowledge of how employees feel about their jobs and their working conditions.

Q. If an employee leaves an agency or leaves the State service, does that cut off his right to process a grievance which arose while he was employed?

A. No, provided he would otherwise have had the right to process his grievance. If you should have such a problem and don't know what to do about it, write to the Grievance Appeals Board.

Q. Am I permitted to have as my representative someone not employed in my department?

A. Yes. Under the Executive Order you are free to choose the person to represent you.

Q. Am I permitted to see a verbatim record of the hearing conducted by my department head at the second stage of my grievance?

A. Yes. Your department should make available to you such a record of the hearing.

Q. Why do I have to process my grievance with my own agency? Why can't I take my complaint directly to the Grievance Appeals Board?

A. Taking the grievances up through the department provides management with an opportunity to correct conditions which may give rise to grievances, to correct errors in the application of departmental rules and policies and serves to develop all necessary factual information concerning the problem. If, however, your complaint is that your agency is not following the grievance procedures, then you may go directly to the Grievance Appeals Board.

Nearly 800 Attend Moran Institute

CANTON, July 26—Close to 800 police, deputy sheriffs and correctional workers attended the 1965 session of the Frederick A. Moran Memorial Institute on Crime held recently at St. Lawrence University here.

The week-long institute was highlighted by presentations by the State Correction Department, State Commission on Youth, State Department of Social Service and other groups.

Paul D. McGinnis, Correction Commissioner, and Dean Joseph J. Romoda of St. Lawrence University, were leaders of the institute.

Pass your "Leader" copy on to a non-member.



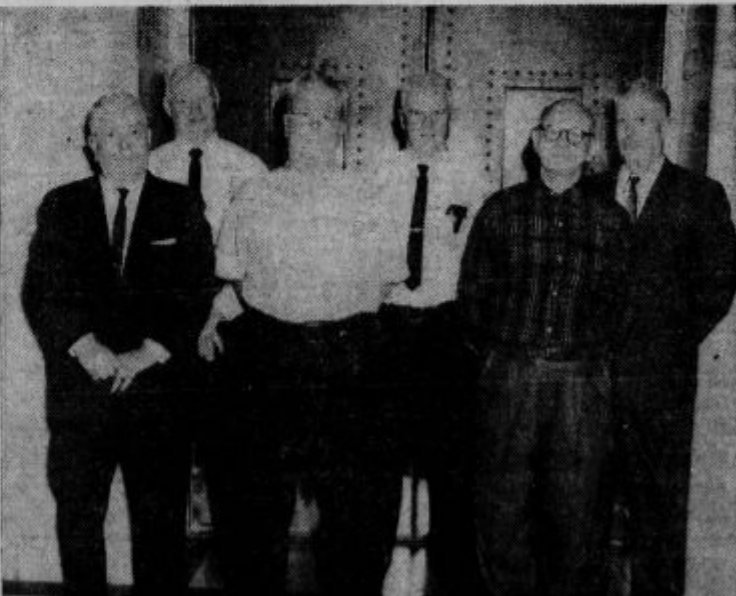
HONORED — A dinner and dance party was held recently at the Hotel Oneida honoring Albert Langstein, former assistant business officer of Rome State School. Langstein accepted the post of business officer at Craig Colony, Sonyea. Pictured above are Nellie Wojnas, a member of the committee; Mr. and Mrs. Langstein; and William Kean, who presented a gift to Langstein.



SWEARING IN — Supervisor George W. Raven (l.) receives the oath of office from Supreme Court Justice John P. Cohalan (r.) as Thomas Dobbs, president of the Suffolk County, Civil Service Employees Assn., expresses his approval. As his first official act upon receiving the oath of office, Supervisor Raven announced plans for the adoption of a Code of Ethics for the Town of Islip.



DE CHAPTER INSTALLS — The recently installed officers of the Division of Employment chapter of the Civil Service Employees Assn. are pictured with CSEA state-president Joseph F. Feily. Left to right: Edward Haverly, outgoing president; Feily; Olga Kelly, secretary; Rosemary Fazio, treasurer; Alphonse Briere, vice president; and Charles Leggett, president.



30 YEARS — 30-year service awards at Matteawan State Hospital, Beacon, recently were presented to, front row, left to right, Michael Kearney Jack Powell and Richard Burger. In the back row, chief officer Vincent Smith; security supervisor Leon J. Vincent and Dr. W. Ocell Johnston, superintendent. Earning awards but not present were Earl Stecher, David Burke, Vito Giordano, Michael Sidote and Mary Gordon.

Audrey Hoffman To Direct MV Chapter 5th Annual Outing

(From Leader Correspondent)

ALBANY, July 26 — Audrey Hoffman, the new first vice-president of the Civil Service Employees Assn. chapter of the State Motor Vehicle Department, has been named chairman of the chapter's fifth annual August outing.

The clambake will be held Aug. 12 at McKown's Grove near Albany and will feature an orchestra, dancing contest and games. Allen Smyth is in charge of tickets.

Expected at the outing are the newly installed officers of the chapter, including Miss Hoffman. They are:

President, John Burnetter; secretary, Rose Marie Lucarelli; second vice-president, Robert Bowman; treasurer, Kay Fitzgerald. Delegates are Thomas McDonough, Roger Foskey, Pat DeBlasio, and Percy Caplan.

On his election as president, Burnetter thanked chapter members in an open letter published in The Pulse, chapter newsletter. It read, in part:

"I am indeed humbled and honored that my fellow members should elect to bestow upon me the high honor of president of our chapter. I am especially proud to be elected president of one of the most highly motivated and active chapters in the history of the Civil Service Employees Assn."