

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXIII, No. 42

Tuesday, June 26, 1962

Price Ten Cents

PHILIP KERKER
P O BOX 125
CAPITOL STATION
ALBANY N Y 1
COMP

insel's Report

See Page 3

Don't
Repeat This!

Democratic Pros Respond To Poll; Name 4 Top Men

THE "pros" in the New York State Democratic Party have, at least in their own minds, pretty much narrowed down the field of selections to head the state ticket in 1962.

This is the import of The Leader's recent poll among Democratic state legislators, county leaders and delegates to the last state convention, in which more than 400 persons participated.

Leading the field was Comptroller Arthur Levitt, the only Democrat holding Statewide office, named by more than 55 per cent of those polled. From incidental comments, however, it was apparent that a great number of the professional Democrats who named the New York State Comptroller expected that he would seek the same office next November that he now holds. He was not suggested as a gubernatorial or senatorial candidate.

Behind Levitt four candidates were bunched in popularity. In alphabetical order they were James A. Farley, (Continued on Page 2)

Niagara CSEA Picnic

LOCKPORT June 25—The annual picnic of the Niagara Chapter, Civil Service Employees Association, will be held at Green Acres, Burt, N. Y., July 3. President Viola Demerest said the program will include a picnic dinner, games and dancing.

Tom W. Ranger Heads Central Conference

ITHACA, June 25—Tom W. Ranger, an employee of the State University's Upstate Medical Center at Syracuse, has been elected president of the 18-county Central New York Conference, Civil Service Employees Association.

He succeeds Mrs. Florence Drew, an employee of the Binghamton State Hospital, Binghamton.

Other 1962-63 officers are: Emmett J. Durr of the State Hospital at Raybrook, first vice president; Michael P. Vadala, manager of the State Commerce Department Office at Elmira, second vice president; Mrs. Irma German of the Rome State School staff, treasurer (re-elected), and Marion Wakin of the State Department of Health, Oneonta, secretary.

Resolutions Adopted

The Conference adopted at its business meeting two retirement resolutions. One favors reopening of the 55-year retirement plan for employees. The second urges a (Continued on Page 20)

Lehman To Install New Metro Officers At Jones Beach

Maxwell Lehman, New York City First Deputy City Administrator, will install recently elected officers of the Metropolitan Conference, Civil Service Employees Assn., at Jones Beach on June 30.

The installation will take place at the Boardwalk Restaurant at a luncheon meeting, which begins at noon.

Conference members are reminded that the Conference outing has been arranged so that the majority of facilities at Jones Beach are available free of charge to CSEA members.

Vacation Inequities Cited By CSEA; Seeks Attendance Rule Change

ALBANY, June 25—The Civil Service Employees Association has called on the State Civil Service Commission to correct an interpretation of the State Attendance Rules that discriminates against all State employees who entered service after January 4, 1957.

The discrimination concerns accrual of annual vacation leave for these employees. In a letter to the Commission, CSEA President Joseph F. Feily notes that the current State Attendance Rules, when adopted January 3,

1957, reduced the annual vacation of State employees hired after that date from 20 working days to 13, plus one additional day for each year of service to maximum of 20 days.

Discrimination Cited

He said, in a letter to the Commission, that the "Civil Service Department has interpreted these rules to the effect that employees hired after January 3, 1957, will be credited with annual leave accruals on the anniversary date even after they have completed the seven years of accrual earning service.

"Your department," Mr. Feily said, "has interpreted these rules

to the effect that if an employee leaves the service or dies, vacation credits beyond 13 days, accrued during the first seven years of service, cannot be included in the lump sum payment for unused vacation if the employee dies before his anniversary date of employment. Likewise, these credits cannot be used to keep ill employees on the payroll if needed by the employee, prior to his anniversary date."

Kaplan Considering Change

In answer to Feily's protest, the President of the Civil Service Commission, H. Eliot Kaplan, has answered that the Commission would consider a change in the rules toward resolving the problem and would consult further with the Association on the problem.

Feily told the Commission he "was certain, that when the current Attendance Rules were established in 1957, it was not intended to permanently discriminate against the new employees except from the standpoint that in their first seven years of employment they would be entitled to less vacation.

"We firmly believe," he said, "that the rules were intended, in case of need, to keep the employees on the payroll or, in the case of employees who terminate employment or die, that credit would be given for each completed year of the first seven years of service."

The CSEA President said he realized that for accounting purposes it might be advisable to credit employees on their anniversary date only, but, "in the case (Continued on Page 20)

Tioga CSEA Discusses Legislation

(From Leader Correspondent)

OWEGO, June 25—The legislative program of the Civil Service Employees Association was discussed recently at the annual dinner meeting of the Tioga County chapter.

The discussion was led by Benjamin L. Roberts, field representative of the association. Roberts also emphasized the responsibility of the public to its employees and the employees' responsibility to their employer, the taxpayer.

Legislator was Toastmaster

About 80 members attended the dinner at the VFW clubrooms in Owego. Assemblyman Richard Lounsberry of Owego was toastmaster.

Guests at the dinner included Ronald Robinson, chairman of the Tioga County Board of Supervisors; Supervisor and Mrs. Charles Hills of the town of Owego; Mayor Harold Tyrrell of Owego; Allan Marshall of Ithaca and Mr. Roberts.

There was dancing after the dinner.

Correction Officers Await Decision On Title Reallocation

ALBANY, June 25—Correction Officers across the state were awaiting, at Leader press time, the results of the Civil Service Employees Association's appeal to the State Civil Service Commission for a reallocation of correction officer titles.

Although the Commission did not act on the appeal at its regular meeting earlier this month, it is expected that a decision will be given by June 30.

In line with this, the Association has informed the Commission that it was receiving a great number of telephone calls and wires regarding the decision and urged again that the decision be made before the end of the month.



HAWAII BOUND These members of the Western Conference of the Civil Service Employees Assn. are seen in Los Angeles, their first stop on the way to Hawaii. They returned last week after visiting Honolulu and San Francisco.

DON'T REPEAT THIS

(Continued from Page 1)

the choice of 36 per cent of the "pro" voters; Frank S. Hogan, 36 per cent; Frank D. O'Connor, 41 per cent, and Samuel S. Stratton, 38 per cent. O'Connor and Stratton are avowed gubernatorial candidates but Farley and Hogan are not.

The remaining votes were scattered among the other names in the 16-name list, making up the poll of personalities considered potential Democratic candidates, and write-in favorites.

The poll went to a list considered representatives of the voice of the Democratic Party and replies came from every section of the State. Each person was asked:

"Without slotting the man to the post, check off the names of the four men you feel would make up the strongest ticket . . ." Space was also provided for write-ins. No signature was required in returning the tally slip but many leaders did sign.

The names, listed in alphabetical order, were: Judge Bernard Botein, James A. Farley, Judge Charles W. Froessel, Frank S. Hogan.

Theodore W. Kheel, Comptroller Arthur Levitt, Judge James B. M. McNally, Robert M. Morgenthau, Edward R. Murrow, Frank D. O'Connor, Judge Simon H. Rifkind, Franklin D. Roosevelt, Jr., Anna M. Rosenberg, Howard J. Samuels, Paul R. Screvane, Samuel S. Stratton.

The next four ranking choices received more than 10 per cent of the vote each and, at least to this writer, provide an indication that they are certainly top "dark horse" possibilities. These were Judge Froessel; Edward R. Murrow, director of the U.S. Information Service; Franklin D. Roosevelt, Jr., and New York City Council President Paul R. Screvane.

Interestingly enough, Judge Froessel has not announced any candidacy; Murrow and FDR, Jr., have publicly announced they were not seeking office and Screvane has indicated he would be happier staying in New York City. Nevertheless, the "pros" in some areas like these names and apparently still hope they can be utilized to make a strong party ticket.

Here are brief sketches of the poll leaders:

COMPTROLLER ARTHUR LEVITT: only Democrat who now holds state office. In the 1958 campaign, he remained in office for a second term by edging out James V. Lundy, although Rockefeller swept the state with a plurality of

573,034 votes. His primary contest with Mayor Wagner for the top position in last year's City election seems not to have hurt him too much with the pros.

JAMES A. FARLEY: former U.S. Postmaster General under Roosevelt, a leading figure in the Democratic Party for decades, a popular "elder statesman," not an avowed candidate for either the U.S. Senate or governorship, considered a good bet by party leaders for either post.

FRANK S. HOGAN: New York County District Attorney, ran for U.S. Senator against Kenneth Keating and lost in the year of a big Rockefeller victory; outstanding performance as DA has earned him the endorsement of Liberal, GOP and Democratic Parties since first elected to that post; not an avowed candidate but considered a leading dark horse nominee.

FRANK D. O'CONNOR: Queens County District Attorney, fine record in office, an avowed candidate for governor, a good vote-getter and party favorite. Public image is appealing and substantial.

SAMUEL S. STRATTON: U.S. Representative from Schenectady, first Democrat to win in that area in years, losing his district this year through re-apportionment. An avowed candidate for governor. Young, vigorous and the only upstate man selected in the top four by the "pros."

Write Ins

More than 40 names were written in, most of them mentioned only once or twice, however. The majority of write-in votes went to Mayor Robert Wagner, who has announced that he would not seek either the gubernatorial or senatorial posts this year.

Some other familiar names appeared. Among them were Ambassador and former Governor Averell Harriman, General David Sarnoff, who heads the giant Radio Corporation of America, Robert W. Dowling, leader in civic and business activities; Ralph Bunche, of the United Nations who has already publicly declined to run for any office; Surrogates S. Samuel DiFalco and Maximilian Moss, City Controller Abe Beame, Albany Mayor Erastus Corning II and Adlai Stevenson.

Apparently one person has either deserted his party—or thinks that Rockefeller has deserted his. The selection to head the Democratic ticket—Governor Rockefeller.

The Poll

In taking this opinion poll among the party professionals, The Leader does not claim its methods are scientific. We did not ask for the "pros" to select a man to fit a particular post. But we did get a tremendous response and we felt that the results give a good indication of what pre-convention thinking is among the ranks of

the functionaries Democratic Party.

Time—and the Democratic Party state convention—will tell how clear our crystal ball is.

The important question still to be answered: can any of these men present a sufficient challenge to Rockefeller to at least cut down his previous plurality to the point where he will no longer be a potential opposition for President Kennedy in 1964?

At Leader press time, the poll sheets we sent to all State Democratic legislators, county leaders and delegates to the last state convention were still coming in and the score from these tally sheets will be reported on in next week's column.

In the meantime, individual readers are writing us their own choices and we continue to invite the reader viewpoints. The results of these letters will also be reported on next week and individuals may join the pros and let us know what four men they think would make a field from which to select the state ticket for the Democratic Party by writing to "Don't Repeat This," 97 Duane St., New York 7, N.Y.

Public Relations Trainee Sought By State CSEA

The Civil Service Employees Association in Albany is seeking to fill a trainee position in public relations, paying from \$5,456 per year to start. The position will be upgraded to that of public relations assistant after one year of satisfactory service. Salary for this position begins at \$5,910.

The Association is a non-profit membership corporation representing 81,000 State employees and 26,000 employees of political subdivisions in New York State. Its objects are to improve public service and working conditions of its members.

A public relations assistant works under the Director of Public Relations and assists in publicizing activities, accomplishments and services of the Association, prepares releases, designs exhibits, prepares new releases, writes and delivers speeches and assists in the development of a press and public relations program within subdivisions of the Association.

The minimum requirements for this position include: a high school education or equivalent and four years of satisfactory experience, including one year in a supervisory capacity or graduation from a recognized college or university with a major in journalism. A satisfactory equivalent combination of the foregoing training and experience is also qualifying.

Applications for this position may be obtained by writing the Civil Service Employees Association, 6 Elk St., Albany. Deadline for filing of applications is July 15.

Your Public Relations IQ

By LEO J. MARGOLIN



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

The World's Fair

PUBLIC RELATIONS for a world's fair is literally a world's fair of public relations.

EVERY FACET of PR—from the tiniest to the most gargantuan—is on public display.

FOR THE New York 1964-1965 World's Fair (opening April 22, 1964), the public relations professionals involved are writing "the book." They are using all tested standard techniques—and a lot of new ones their ingenuity must devise for special situations that are always arising.

WE CAN'T think of a larger, more encompassing public relations operation than for the Fair now building at Flushing Meadows Park—except possibly the PR effort during World War II.

TINKLE A loud bell as you read off the PR subdivisions of the billion dollar-Fair and your ears will be ringing for days:

RELATIONS WITH the press, (newspapers, radio, TV, magazines, government (City, State

and Federal), authorities, suppliers, the financial community, legislators, exhibitors (industrial, organizational, foreign, state and Federal governments), labor, concessionaires, contractors, the community, architects, engineers, hotels, airlines, railroads, bus lines, travel bureaus, inconvenienced motorists, and the like.

THE FAIR is nearly two years away, yet every opinion leader in the United States and abroad is being kept informed of the Fair's progress. This is an elementary PR technique, but it shows that even the smallest PR detail is not being overlooked.

THIS, TOO, is indicative of the team of knowledgeable professionals running the giant Fair operation. And a fascinating sidelight is this: most of the Fair (Continued on Page 19)

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CIVIL SERVICE LEADER
 America's Leading Newsmagazine for Public Employees
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 97 Duane St., New York 7, N. Y.
 Telephone: BEckman 3-6019
 Entered as second-class matter, October 2, 1959 at the post office at New York, N. Y. and Bridgeport, Conn., under the Act of March 3, 1879 Member of Audit Bureau of Circulations
 Subscription Price \$4.00 Per Year Individual copies, 10¢
READ The Leader every week for Job Opportunities

MENTAL HYGIENE MEMO

By WILLIAM ROSSITER

CSEA Mental Hygiene Representative

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or of any organization).

Voluntary Angels

IN THE NEW YORK State Department of Mental Hygiene the importance of the work of voluntary workers in our State Hospitals and State Schools is advancing by leaps and bounds. Some of the volunteers are Gray Men and Gray Ladies from the American Red Cross who devote many hours in helping the mentally ill and retarded.

VOLUNTEERS HELP direct many activities—games and parties, dances, community singing, special events, picnics and outings. Considerable time is spent in the field of occupational therapy.

THEIR SERVICES can be neither bought nor sold. They are dedicated people—increased tax appropriations cannot produce them nor can the highest of technical skills supplant them. They are unique and irreplaceable.

THE PATIENT is able to identify himself with the volunteers because he comes to them from the community. This relationship is different from that of the paid members of an institutional staff.

LEADERS IN the field of mental health agree that one of the greatest obstacles in getting help for the mentally ill is the lack of public understanding. Some of the stigma of mental illness is being lessened because of the fine public relations job that the volunteers are doing. The volunteer, because of his experience in a psychiatric ward, spreads understanding to the community.

GRAY LADY, Gray Men volunteers are usually trained through a five weeks orientation program. This consists of at least thirteen sessions. Volunteers average about four hours per week. About ten per cent are men. Recently, the trend has been for younger people to become volunteers. They may work days or evenings. One could be 19 or 65 years of age. Two or three hundred could serve in the course of a year. Many work year after year.

VOLUNTEERS ARE patient and understanding—if things become difficult they do not become discouraged but rather their enthusiasm grows. At times it is downright hard but rewarding work.

VOLUNTEERS ARE never placed in positions that should be filled by regular employees. This would interfere with their special function. We need more of these sincere public-spirited men and women in our mental institutions to help rehabilitate patients.

NOT ALL OF OUR institutions have supervisors of volunteer services. This is a full time paid job. In institutions that do not have a director of volunteer services, this work comes under the occupational and recreational therapy departments.

IT IS OUR HOPE THAT the number of voluntary workers will continue to grow and that because of their faithful service to the mentally ill their plans and wishes will reach justification as they witness the fulfillment of our goal—a continuing number of patients being returned to their homes, families and friends.

WE HAVE SPOKEN here chiefly of the Gray Man, Gray Lady services. There are many other group volunteers that participate in programs in our mental institutions. The number could reach forty or fifty in one year and they all render a valuable service to the patient.

FOR THE UNKNOWNING, we can say truthfully, that if there is any skepticism of the affection that patients hold for the volunteers, let him come and see for himself.

Counsel's Report Tells Story of CSEA During 1962 Legislature Days

(Each year, the efforts and successes of the Civil Service Employees Assn. in gaining a wide variety of benefits through the Legislature for the more than 105,000 state, county and local public employees who are CSEA members is reported on by counsel to the Employees Association. The following article is the second in a series.—The Editor.)

By HARRY W. ALBRIGHT, JR.
Counsel, Civil Service Employees Assn.

Death Gamble Bill

Standing alone, the accomplishment of a salary bill in any legislative year represents a significant legislative accomplishment. The most popular measure with our membership, however, was in my view the "death gamble" bill. This bill, sponsored by Senator Dutton S. Peterson and Assemblyman Guy Marvin, adds a new section to the Retirement and Social Security Law entitled Section 77 "Deferred Applications for Retirement."

There has been considerable difficulty expressed by the members of the System as to the applicability and intent of this law. First, we hasten to point out that the law only affects employees who stay on in service beyond retirement age. This relates to the plan to which a member belongs, i.e., the 55 year plan, the 60 year plan, or the 25 year police and fire plans. Before this bill became law, if an employee died during the 30-day waiting period, having elected to retire, he would have received the ordinary death benefit which is computed, as we all know, on the number of years of service rendered. An employee who dies in service or before the expiration of the 30-day waiting period would receive a death benefit if he had completed 35 years of service, consisting of two full years of salary plus 5% of salary for each of the three years which have elapsed since the five percentage points legislation took effect, plus the return of his own accumulated contributions, plus loan insurance, if any.

Big Loss Possible

In some instances an employee's "initial reserves account" in the Retirement System is greater than the ordinary death benefit. Thus, if an employee were to die during the waiting period, his beneficiary in receiving the death benefit might lose a substantial sum of money. It was this risk which an employee assumed when he continued on in service beyond retirement age. It was this risk which later was termed: "the death gamble."

The new bill provides that a member of the Retirement System who is entitled to a retirement allowance by reason of having reached the minimum retirement age, or by having completed the requisite years of service, may file with the Retirement System a written application for retirement electing one of the options provided under Section 90 of the same law nominating a beneficiary under such option. Any such employee may file a written form electing an option with the Retirement System.

In the event that a member does not file such an application for retirement in advance, or does file such an application and sets

forth the date as of which he desires to be retired, but dies before the effective date, he shall be deemed to have retired on the day immediately preceding his death which option shall be considered to be Option One which is a lump sum benefit.

New Provisions

In any event, the beneficiary, under this new law, may elect to receive the ordinary death benefit and the reserve for increased take-home pay plus the return of the member's accumulated contribution, plus loan insurance, if any, or alternatively, the benefits under Option One.

The law now provides "In the event that such death benefit did not equal the benefits which would have been paid to such employee who had lived through the 30-day waiting period as Option One, the beneficiary may have the choice of electing the lump sum payment or the death benefit, whichever is desired."

Because Option One is paid in lump sum, the beneficiary is unable to elect to take this money in the form of an annuity, but must receive it in cash. While on the other hand, the beneficiary may take the ordinary death benefit in the form of an annuity rather than lump sum. For this reason, we felt that it was of paramount importance in drafting the bill to provide that the beneficiary, rather than the Retirement System, should make this election since it is altogether possible, even where the Option One benefit would be slightly larger than the ordinary death benefit that a beneficiary might elect to take the ordinary death benefit in order to receive the

monies in regular annuity payments. In addition, if the member of the System wishes to elect some option other than Option One, he may do so under the provisions of this bill by filing an appropriate application.

Levitt Endorsed Bill

This measure was endorsed by Comptroller Arthur Levitt. The principle contained in the bill was established last year through the approval by Governor Rockefeller of the New York City Teachers' Retirement "death gamble" bill. Our bill eliminates once and for all, the hazards to employees' families and beneficiaries, who at the request of their employer remain in service beyond retirement age and have accordingly jeopardized to some extent the rights of their families. Last year it was estimated that the Retirement System saved in excess of \$400,000 as a result of the so-called death gamble election, where the employee lost the gamble.

This measure is also available not only to State employees but to all of the political subdivisions of the State.

I am confident that the Retirement System will in the very near future establish the appropriate forms for the election of other than Option One for those seeking to make such application. This is a one year bill only, and affects employees where death occurs on or after July 1, 1962, and before June 30, 1963. The bill was sponsored and drafted by the Association.

I would be ungracious, indeed, if I did not mention here my appreciation to all of the members of the Association who so strongly supported the measure by their letters and personal contacts with members of the Legislature. Also the original sponsor of the resolution, Henry Shemin, who assiduously followed the activities of the New York City teachers in this regard last year.

Although there are many factors to be considered, it is my own opinion that only after the most careful consideration should members of the Association file any application and election of an option, particularly in view of the fact that the election to the beneficiary between option

(Continued on Page 18)

Retirement System Membership Rises To All Time High

ALBANY, June 25—State Comptroller Arthur Levitt reported that membership in the New York State Employees Retirement System was 237,597 at the end of the current fiscal year. This is an increase in membership in the system of 60,409 over the total enrolled in 1955.

"During this seven-year period," said Comptroller Levitt, "the number of retired members and beneficiaries on the pension payroll increased from 16,266 to 31,455. The total annual retirement allowances paid increased from \$19.3 million to \$45.4 million. Annual contributions to their annuities by members increased from \$65.2 million to \$84.3 million.

"Annual service retirements increased from 2,123 in 1955 to 3,959 this year. There were 1,291 ordinary death benefits paid during the past year compared with 1,072 in 1955."

Local Participation Up

Levitt reported that 1,762 political subdivisions participated

with the State in the Retirement System. Seven years previously there were 1,675. "The actual increase in participation is greater than this comparison would indicate," said Levitt, "because the consolidation of school districts has taken place at a rapid rate. A centralized school district is counted as one employer.

Contributions by these participating public employers rose from \$29.7 million to \$57.7 million. The state contribution rose from \$26 million to \$45.3 million.

Total income of the Retirement System during this period has risen from \$23.3 million to \$57.7 million. The greatest proportional increase has been the return from mortgage investments which rose from \$6.9 million to \$19.7 million.

Interest Is Higher

The average yield on investments has risen from 3.1% to 3.9%. "These figures are obtained

by determining the annual income for one year in advance and dividing by the book value as of the end of the fiscal year," Levitt said.

As a consequence, the System has increased its interest payments to 3%—members to 3.7% he declared.



SOUTHWESTERN OFFICERS — New officers of the Southwestern Chapter, Civil Service Employees Association, were installed at the annual meeting in the Rock City Hotel, Little Valley. They are, from left: A. Cortez Jaquay, treasurer; Elizabeth A. Dugan, secretary; Glenn Northcraft, vice president, and Noel F. McDonald, president. Guests at the dinner included Miss Celeste Rosenkranz of Buffalo, CSEA Education Committee chairman; Vito Ferro, past president of the Gowanda State Hospital chapter; and Elmer F. Ellis, president of the Niagara Frontier Chapter, CSEA.

Where to Apply For Public Jobs

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

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

Hours are 9 A.M. to 4 P.M. Closed Saturdays except to answer inquiries from 9 to 12 a.m. Telephone COrtland 7-8886.

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 with the specified filing fee in the form of a check or money order, and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT Brighton Local's stop is City Hall. All these are but a few blocks from the Personnel Department.

STATE — First floor at 270 Broadway, New York 7, N. Y., corner of Chambers St., telephone BArcley 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; Room 100 at 155 West Main Street, Rochester (Wednesdays only); and 141 James St., Syracuse (first and third Tuesdays of each month).

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

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

FEDERAL — Second U.S. Civil Service Region Office, News Building, 230 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.

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

U.S. Service News Items



BALLOTS MAILED — Robert Christenberry, New York Postmaster (right), recently supervised the mailing of ballots to some 37,000 non-supervisory employees of the New York Post Office who were expected to vote, pursuant to President Kennedy's executive order advocating Federal agencies recognition of employee organizations. Shown with Postmaster Christenberry are W. P. H. Flanagan, New York regional deputy director of the Post Office Department (left), and Robert J. Hickey, postal inspector in charge of the New York area. This election will be held currently in all postal installations throughout the country until July 1.

Sonntag Rises From Bottom of Ranks To A Top Position In Area

Civil Service Commission Chairman John W. Macy, Jr. recently appointed Albert Sonntag as director of St. Louis Regional Office of the CSC.

Mr. Sonntag entered into a Federal career nearly 27 years ago with an entrance level clerical job. Sonntag is now director of a region including Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.

Financial Crisis For Federal Agencies

It is common knowledge that many Federal agencies are in a financial bind because of a delay in Congress to act on the \$500 million supplemental budget bill. Some agencies have delayed bill payments and juggled accounts to handle payroll and personnel.

Agencies which have been affected are Small Business, National Mediation, Board, National Parks Service, Soldiers Home, Secret Service, State, Coast & Geodetic, Survey, and General Services' building purchase fund.

24 Honored For 44 Years Of Civilian Service

Colonel Edward T. Podufaly, acting division engineer for the North Atlantic division and Engineer Inspector General's office, recently presented civilian service awards to 24 division employees during ceremonies conducted in honor of the 187th anniversary of the U. S. Army Corps of Engineers.

Cash awards were also made to three division employees for accepted operating suggestions. Mrs. Lillian Cooper received \$60 for her suggestion to use a two-digit waterway code, which will save about \$1,200 annually. William Leto was awarded a total of \$75 for his procedures manual on the defense materials system. Joseph

Twenty years service awards went to: Benjamin Aceto, Aaron Calvin, Joseph Condella, Herbert Flaherty, Samuel Friedlander, Bernadette Fusco, Catherine Johnson, Helen Korn, Olga La-Sure, William Leto Harry Mandor, Doris Masone; George Mondrillo, Manuel Schechet, Jasper Senia, Stella Tannenbaum; George Weinstein, Elizabeth Zutkoff, Dorothy Limmar, Joseph Kisiolek. Kenneth Medearis, Wesley Price, and Rosemary Siegel were presented with sustained superior performance awards.

Macy and His Staff Continue to Subdue "Spoils" System

Even though the "spoils" system is supposed to be past history, it is alleged that the Kennedy Administration is giving approval, politically, to a few employees before job appointments and promotions to jobs under the civil service system are received.

U. S. Civil servants are beginning to feel that if promotions to key administrative posts, high

public information posts, and other top-ranking jobs are being sought, a word or two from influential Democratic sources can be fairly advantageous.

Eisenhower, Too

The Kennedy Administration is not unique in regard to this idea. Political clearance for promotions was just as important during the Eisenhower Administration.

Perhaps past experience with this problem explains the attitude of the protector of the merit system, the Civil Service Commission, which is fighting this "political approval" practice tooth and nail, even though its officials are not anxious to talk about it.

Recently, CSC Chairman John Macy & top-ranking members of his staff conferred with the heads of a dozen agencies in an effort to explain why the merit system can be useful to the agencies.

In essence, the CSC, remains the protector of the civil service employee. Macy and his staff are continuing to blow the whistle on political influence in civil service.

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Post Office Jobs For Men & Women Start at \$2.16

The Post Office Department is continually recruiting for men and women to fill jobs in the clerk and carrier titles in the New York City area. Men only are eligible for the carrier jobs.

Starting salary for both positions is \$2.16 with a top pay of \$2.63.

Certifications will be made first from a listing of residents in the filing area, although there is no residency requirement.

The main requirement for the carrier jobs is a drivers license. Carriers will have to pass a driving test and submit proof of a safe driving record.

Applications are being accepted at the New York General Post Office for jobs in Manhattan and the Bronx, and at the Brooklyn Post Office for jobs in Brooklyn and Queens County, which include Long Island City, Flushing, Jamaica, and Far Rockaway.

Either Position

Applicants must be at least 17 years old at the time of filing and 18 by appointment. All applicants must be citizens of the United States. A driver's license is required of applicants for carrier jobs. A written test is required.

Applicants may be considered for both clerk and carrier or for either position. Eligibility for both positions will be terminated upon career appointment to either position.

Application forms 5000-AB can be obtained from the Board of U.S. Civil Service Examiners, General Post Office, Room 3506, 33rd St., New York 1, N.Y.; from the Director, 2nd U.S. Civil Service Region, News Building, 220 East 42nd St., New York 17, N.Y.; or from the Board of U.S. Civil Service Examiners, Brooklyn Post Office, 271 Washington St., Brooklyn.

Swim Classes Offered At Reduced Rates

Classes for beginning swimmers will highlight the summer session of the Brooklyn Tech Community Center pool opening July 3. The session will run through August and the pool will be open Tuesday through Thursday from 6 to 9 p.m. Special rates are offered to civil service employees.

LEGAL NOTICE

CITATION.—File No. P 288/1957.—THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FINE AND INDEPENDENT, TO MINTERN de SUZZARA VERDI CHACE, DAPHNE C. MAYTHAM, DIANA C. HOYT and JAMES FLETCHER CHACE, JR., being persons interested in the estate of Charles A. Chace, deceased, SEND BREKETING:

That the petition of Manufacturers Hanover Trust Company, a corporation having its principal place of business at No. 350 Park Avenue, City, County and State of New York, You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 10th day of July, 1962, at ten-thirty o'clock in the forenoon of that day, why the final account of proceedings of Manufacturers Hanover Trust Company should not be settled and allowed; why said Manufacturers Hanover Trust Company should not be allowed to file a supplemental account of its proceedings bringing its account of proceedings as such executor down to a later date and why said supplemental account should not be settled and allowed and why such other relief as the court may deem just and proper should not be granted.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of our said County of New York to be hereunto affixed.

(L.S.) WITNESS HON. JOSEPH A. COX, Surrogate of our said County of New York at the Surrogate's Office, at New York City, in the said County, the 24th day of May, one thousand nine hundred and sixty-two.

PHILIP A. DONO, Clerk of the Surrogate's Court.

Construction Men —Jobs To \$6,435

Further information and application forms may be obtained from the Civilian Personnel Division, Atlantic division, Bureau of Yards and Dock/Area Public Works, 99 Church Street, New York. Applications will be accepted until the needs of the service have been met.

Construction representatives or inspectors, at a starting salary of \$6,435 per annum are urgently needed by the Atlantic Division, Bureau of Yards and Docks/Area Public Works Office.

Applicants must have a total of five years of progressively responsible construction experience. One year of the required exper-

ience must have been as a supervisor or in the area of surveillance. Education above the high school level may be substituted for part of the required experience.

Ellenoff Retires

George Ellenoff, Brooklyn, retired last week as chief of the Bureau of Bridge Design of the New York City Department of Public Works, after more than 40 years in municipal service.

A Professional Engineer, Ellenoff was one of the founders of the Technical Guild, which is composed of engineers and tech-



GRADUATE — Dr. Lawrence L. Jarvie, president of the New York City Community College makes a bedside diploma presentation to police lieutenant Carl A. Johnson, hospitalized in Peck Memorial Hospital in Brooklyn. Lt. Johnson has spent the past five years earning his degree and was graduated as a straight A student. A 20-year veteran of the police department, he is attached to the 72 Pct. in Brooklyn.

nicians in civil service; and is a past president of the Society of Municipal Engineers and a past president of the Habonim Society of the Department of Public Works.

Miller Appointed
Mayor Robert F. Wagner has announced the appointment of A. Edward Miller as Chairman of the Mayor's Committee of Industrial Leaders for Youth.

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Make this a profitable summer! Devote a few hours each week to prepare for the Civil Service career opportunities that will insure your future happiness and success. Deleahanty classrooms are air-conditioned for your comfort. Interesting lectures by experienced instructors are supplemented by carefully prepared material for study in spare time at home to have you thoroughly prepared for your official written exam. Moderate fees are payable in installments. Come in and visit any class that interests you. There is no obligation.

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Published every Tuesday by
LEADER PUBLICATIONS, INC.

97 Duane Street, New York 7, N. Y. BEckman 3-6010

Paul Kyer, Editor Joe Deasy, Jr., City Editor
Mary Ann Banks, Assistant Editor N. H. Mager, Business Manager
ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474

Advertising Representatives:
KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, Federal 8-8350
10c per copy. Subscription Price \$2.22 to members of the Civil Service Employees Association. \$4.00 to non-members.

TUESDAY, JUNE 26, 1962 31

Release The Answers

K EY answers to competitive examinations for New York City jobs are a protection to the applicant. They furnish an immediate answer to the candidate on his success or failure, offsetting in some measure, the long wait for lists to be published. They also afford him an opportunity to challenge the key answer as given by the examining service division of the Department of Personnel.

The Department is slowly increasing the number of examinations for which there are no key answers released. For various reasons, principally the frequency with which examinations are given in certain titles, the Personnel Department has recently refused to publish these answers.

As a service to its readers, The Leader, has continually published these key answers on the Tuesday following the examination. However, missing from today's news pages are the answers to three major exams; patrolman, housing officer and bridge and tunnel officer. We regret the inability to publish these answers and urge the Department of Personnel to release these answers to the applicants who still pay from \$3 to \$5 for the privilege of taking an entrance examination.



The
**Veteran's
Counselor**

By **FRANK V. VOTTO**

Director, New York State Division of Veterans' Affairs
Questions on veterans' and servicemen's rights will be answered in this column or by mail by the State Division of Veterans' Affairs. Address questions to Military Editor, The Leader, 97 Duane Street, New York 7, N. Y.

Restoration of Loan Guaranty

IF A VETERAN has used his loan guaranty entitlement and is compelled to sell his home for conditions beyond his control, such as condemnation, fire, flood, health, change in employment or other reason devoid of fault on the part of the veteran, he may request restoration of his guaranty entitlement.

IN REQUESTING restoration the following information must be submitted by the veteran:

- The basic requirement is that payment in full of the previous loan must have been or be accomplished prior to restoration and the Administrator thereby relieved of liability under the original loan. Therefore, if the purchaser merely assumed the existing obligation and the Administrator continues to be liable, then it would not be possible to restore a veteran's guaranty benefit.
- If a forced sale of the home was required because of condemnation, fire, flood, etc., the Veterans Administration must know the date of sale, the amount of the condemnation award, or amount of loss because of fire, flood, or other hazards.

- If the sale of the property was necessitated because of a transfer to some other region by his employer, the VA must be furnished with a statement signed by his employer to that effect. However, restoration of guaranty is not authorized in the case of periodic transfer, or because of a rotation policy on the part of an employer. Information should include date change in employment became effective, as well as the date of the sale of home.
- If the basis for his request is the health factor, which applies in the case of the veteran or any member of his immediate family, such as a necessary change in climate, or other conditions affecting health of any member of the family to such a degree that it was necessary to obtain more suitable quarters elsewhere, then a statement from the physician should be submitted supporting his request.
- Application may be submitted in letter form, at which time he should also enclose supporting evidence

(Continued on Page 12)

Social Security

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.

My husband died in 1957. At that time I was told I could not collect widow's benefits because he had not worked long enough. I am now 62 years of age. Has there been any change in the law since then?

Yes, there certainly has! If your husband worked at least 1½ years under social security, you will be eligible for widow's benefits. You should go in to your nearest social security office with proof of your age and your marriage certificate.

Does a person still have to pay Social Security after he starts drawing the benefits? In other words, if you work part time after you retire, do they have a right to take social security out of your pay? Several of us disagree on this.

The law provides that anyone working in covered employment—full or part time—must pay social security tax. This applies regardless of age or of the fact that you may already be getting social security benefits.

When I retire next month I'll need to get my social security check started as quickly as possible since all my income will be cut off. When should I come in to apply for benefits?

You should see your nearest social security office immediately and apply. You don't have to wait until you actually retire to apply for benefits. As a matter of fact, people are encouraged to apply at least three months before they become 65 or three months before they retire at age 62 or later. This gives the social security people plenty of time to take your application, help you secure any necessary proofs, work out any problems that may arise, and you get your first check on time.

What should I bring with me when I go to make application for social security benefits?

If you are going to apply for retirement benefits you should bring your social security card or number; something to prove your age; a copy of your 1961 withholding tax statement (Form W-2) if you have worked for wages in 1961; or a copy of your income tax return, including Schedule C or Schedule F, if you were self-employed in 1961. Also, if you were self-employed, you should bring in your cancelled check or money order stub showing that you have paid your income and self-employment taxes for 1961.

I am a waitress in a restaurant. My employer withholds social security tax on the value of the meals I am furnished. Is this correct?

Your employer is correct. Even though you do not pay income tax on the value of your meals when they are furnished for the convenience of your employer, wages in kind count for social security purposes. Your employer must withhold social security tax on the value of your meals the same as he does from your cash wages. Your social security account will be credited with the combined total of your cash wages and the value of the meals furnished you.



Civil Service
LAW & YOU

By **HAROLD L. HERZSTEIN**

Mr. Herzstein is a member of the New York bar
(The views expressed in this column are those of the writer and not necessarily constitute the views of this newspaper or of any organization.)

Improving The Law

THERE IS ONE law which needs definiteness and is finally being given definiteness; and that is the one which relates to the probationary term. There was a time in our recent law when it was so indefinite that it caused a lot of trouble for people on probation. Let me go back just a few years, to show you what it was and what it is.

PROBATION IN this State was governed for the last half century substantially by the contents of Section 9 of the old Civil Service Law. I wrote the "old" Civil Service Law because I am referring to the one which was repealed effective April 1, 1959. Let us take a look at this provision and its interpretation.

FORMER SECTION 9 provided for the classified and unclassified service. It closely defined who was in the unclassified service, and then concluded that the balance were in the classified service. It then concluded with the statement that: "All appointments or employments in the classified service shall be probationary and the civil service commission having jurisdiction, shall, by rule, provide for the conditions and extent of probationary service."

THERE WERE a considerable number of cases which did not hold the authorities to time limits in construing Section 9. The most recent one and the principle one was **Going v. Kennedy**, decided by the Appellate Division in 11958, 5 App. Div. 173, affirmed by the Court of Appeals, 5 N.Y. 2d 900. On this subject the Court wrote, as follows:

It is difficult to see how the delay of 24 hours in serving notice in the lieu of those facts can be said to have caused petitioner's temporary appointment to ripen into permanent tenure. For a department that is passing upon thousands of probationers annually, it would seem that there was substantial compliance with the rule.

SHORTLY AFTER the Court wrote its opinion in **Going v. Kennedy**, above, the language of the statute was changed. The substance of former Section 9, was amended and inserted in the new Civil Service Law as Section 63. The concluding sentence of the new section states that civil service commissions shall provide by rule, subject to the provisions of the Section of course, for the conditions and extent of probationary service.

THEY HAVE SO provided, or at least the State Commission has and many of the local commissions have. The State's Rule is in Rule 24 of the "Rules for the Classified Service", effective September 8, 1959. It is precise, and does not leave judgements as to whether lateness will be tolerated; but makes lateness, so unfair to employees, intolerable. This is the way employees are entitled to have it and should have it. There is no good reason for an employer who has at least eight weeks, in which to make an objection, add to his own time and thereby get the approval of the Court. Eight weeks is eight weeks in anyone's language. If it necessary to add a day in one case, then it would be just as necessary to add another day, for a total of two days, in the next case. Three days in the case after that. There must be a limit to a probationary period; and that limit is, I am glad to write, now in the law.

JUDGE MACAFFERY of Albany County recently had a case which involved the law as it has been amended and as it exists to date. In **Matter of De Cecca v. Thacher**, 25 Misc. 2d. 425, he decided in favor of the employee and wrote, as follows:

It would appear that under the former rule XII of the Rules for the Classified Civil Service the appointing authority had no such duty to advise a probationer in writing that he would not be retained in service. However, rule 24 of the Rules of Classified Service, as amended effective as of September 8, 1959, applies here.

As appears from that part of subdivision 8 of the present rule 24, quoted above, "A probationer whose services are to be terminated for unsatisfactory service shall receive written notice at least one week prior to such termination." The answer of the respondents specifically admits that such written notice was not given the petitioner. The position of the respondents is that they were under no legal duty to do so.

THE ABOVE LAW applies to both original examinations and promotional examinations. Everything is in it.

File Continuously With City

The City of New York has 20 examinations for jobs in various departments and locations which are open for the filing of applications on a continuous basis.

For most of the exams, applications are available at the Applications Section, New York City Department of Personnel, 96 Duane St., New York 7, N.Y.

The titles, with salary ranges, are:

- Assistant accountant, \$4,850 to \$6,290.
- Assistant architect, \$6,400 to \$8,200 a year.
- Assistant civil engineer, \$6,400 to \$8,200 a year.
- Assistant mechanical engineer, \$6,400 to \$8,200 a year.
- Assistant plan examiner (buildings), \$6,750 to \$8,550 a year.
- Civil engineering draftsman, \$5,190 to \$5,590 a year.
- Dental hygienist, \$3,500 to \$4,850 a year.
- Junior civil engineer, \$5,150 to \$6,590 a year.
- Junior electrical engineer, \$5,150 to \$6,590 a year.
- Occupational therapist, \$4,250 to \$5,330 a year.
- Patrolman, \$6,133 to \$7,616 a year.
- Public health nurse, \$4,590 to \$5,150 a year.
- Recreation leader, \$4,550 to \$5,990 a year.
- Senior street club worker, \$5,150 to \$6,950 a year.
- Social Investigator Trainee, \$4,850 a year.
- Social case worker, \$4,450 to \$6,890.
- X-Ray technician \$4,000 to \$5,080 a year.

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Office of the New York State Employment Service, 1 East 19th St., Manhattan. After passing the test candidates will be given City application forms, which they will then file at the Application Section of the Department of Personnel, 96 Duane St., New York, 7, N. Y.

College secretarial assistant A, \$3,700 to \$5,100 a year.

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Stationary Firemen Needed by Monroe County

Monroe County has announced an open competitive exam for the position of stationary fireman in the Iola sanatorium. Application forms will be available in the office of the Monroe County Civil Service Commission, 39 Exchange St., Rochester, and the personnel department, 119 Court House in Rochester.

Air Force Develops New Contact Lens Comfort...

WASHINGTON, D. C.—For the first time science has developed a new type contact lens surface for greater comfort. As a result of this new discovery, it is believed that millions of people will now wear contact lenses. Results were so amazing that people made grateful statements like: "Feel so natural don't know I'm wearing them." Many reported clearer vision.

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Additional information and the application card, Form 5000-AB, are available from college placement offices, post offices, or Boards of Civil Service Examiners at many Federal installations, civil service regional offices, or the U.S. Civil Service Commission, Washington, D. C.

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Staff nurses in medicine and surgery are being sought to fill vacancies at the U.S. Army Hospital on Governor's Island. These positions are in GS-6 paying \$4,830 to start.

To qualify, applicants must have completed a full 3-year course in residence in an approved school of nursing or a full 2-year course in residence in an approved school of nursing with one additional year of appropriate nursing experience or education, and in addition must have had one year of experience as a professional nurse and must be currently licensed as a registered professional nurse.

Interested applicants should contact the Board of U.S. Civil Service Examiners, Civilian Personnel Section, Headquarters Fort Jay, Building 400, Section D,

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Hawaii, Las Vegas Tour of August 10 Now Over Half Sold

The Metropolitan Area tour to Hawaii, the first to include Las Vegas in the itinerary, has now reached the half-way mark in sales, which means that less than 45 seats remain, it was reported last week. The tour leaves New York City August 10.

Interested persons are urged to make reservations immediately in order to avoid disappointment. This particular tour has added two extra features.

Three Days in Las Vegas

The first of these is the fabulous city of Las Vegas, being offered for the first time on a Civil Service Hawaii tour. The second big extra is an extra day added to the tour so that tour members will be able to spend three full days at Las Vegas instead of two, the usual offering.

Here's the itinerary. The group will depart by plane from New York on August 10 and fly to Los Angeles. A visit to Hollywood and the famed Disneyland will be available there.

In Hawaii

From Los Angeles, the group will depart for Hawaii where nine days will be spent at Hawaiian Hotel right on Waikiki Beach. Sightseeing around the island of Oahu, a tour of Pearl Harbor and a native beach party will be featured. Side trips will also be available to other islands in this beautiful Pacific paradise.

On the return, the group will fly to Las Vegas and will be greeted with a reception party at the plush Rivera Hotel, where our members will stay during their visit to the City of Casinos. A side trip to Boulder Dam is another feature.

This tour—which is limited to 100 persons—is open to civil servants in the Metropolitan area. Applications and brochures may be had by writing to Samuel Emmett, 1060 East 28 Street, Brooklyn 10, N.Y. or by calling CLOverdale 2-5241.

Travel arrangements are under the supervision of Civil Service

Travel Club, Inc., Time & Life Bldg., New York 20, N.Y.

Hospital Techs; \$78-up

Electro - encephalograph technicians are being recruited to fill career-conditional position at the U.S. Public Health Service Hospital on Staten Island.

These positions are in GS-4 and GS-5. Appointments will be made to a grade which will be determined by experience. Salary, depending upon grade, will be either \$4,040 or \$4,345.

Information

Further information and application forms may be obtained from the Second U. S. Civil Service Region, News Building, 220 East 42nd St., New York 17, New York, and the Executive Secretary, Board of U. S. Civil Service Examiners, U. S. Public Health Service Hospital, Staten Island 4, New York, or at any main post office, except in Manhattan or Bronx.

Collins Appointed

Mayor Robert F. Wagner has announced the appointment of Joseph E. Collins of Middle Village, as Employee Representative on the New York City Career and Salary Board of Appeals.

Brooklyn Delegates Back Hospital Annex

Brooklyn Members of Congress delegation have agreed unanimously to support bill H.R. 10730, introduced by Representative Hugh L. Carey, to construct the 350-bed addition to the Fort Hamilton Veterans Hospital to be devoted to rehabilitation and restoration use.

Dr. Ralph Will Head Children's Unit

PERRYSBURG, June 25 — Dr. Isabella S. R. Ralph, physician in charge of the Children's Unit at the Binghamton State Hospital, has been named assistant director of the J. N. Adam Hospital Division here of the new West Seneca State School for the Mentally Retarded.

Linemen Sought By Freeport At \$6,300

The village of Freeport's municipally-owned diesel electric generating station is seeking several first class linemen at \$6,300 year with vacation and sick leave privileges.

For further information contact Clinton H. Walling, Supt. Elect. Utilities, 220 W. Sunrise Highway, Freeport.

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Other Sony tape recorders include the 4 track stereo deck at \$89.50, the 262SL with parallel and sound-on-sound recording at \$199.50 and the Sterecorder 300, a complete 4 & 2 track portable stereo tape system at only \$399.50.

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Applicants must have a total of seven years of architectural experience or a full four year's architectural curriculum leading to a bachelor's degree, plus three years of experience. One year of the

required experience must have been in the area of planning and developing of architectural design work encountered in the projects handled by the activity.

Further information and application forms may be obtained from the Area Public Work Office, New York, 90 Church Street, New York 7, N.Y. Applications will be accepted until the needs of the service have been met.

Science and Math. Teachers Needed By Peace Corps

Mathematics and science teachers, 714 of them, are needed by the Peace Corps for work in underdeveloped nations. Nearly 100 technical and vocational teachers and 60 physical education teachers are also needed.

Additional information and application forms may be obtained from the College and University Division or the Professional, Technical Division of the Office of Public Affairs, Peace Corps, Washington 25, D. C.

TO BUY, RENT OR
SELL A HOME — PAGE 11

Veterans' Questions Answered

(Continued from Page 6)
from his employer or doctor, as the case may be, or other evidence in support of his statement, as well as his certificate of eligibility.

How long does a veteran have in which to seek a waiver of an overpayment request from VA?

The waiver must be sought by the veteran within one year following the date of the VA notice that the overpayment existed.

Questions Answered

I am interested in converting my GI term insurance to some form of permanent plan insurance. What choice do I have?

You may convert to ordinary life, 20-payment life, 30-payment life, 20-year endowment, endowment at age 60, or endowment at age 65.

I understand it is necessary to direct GI insurance to the proper insurance office. How many VA insurance offices still exist?

There are three insurance offices: The Federal Center in Denver, Colorado; the VA Center in St. Paul, Minn.; and the VA District Office in Philadelphia, Pa.

My husband was killed in combat during the Korean Conflict. Am I eligible for a GI loan? If

so, has my eligibility been extended by the law which recently extended the GI loan program?

Yes, you are eligible for a GI loan. In your case the maximum extension is granted—that is to January 31, 1967.

My son, a World War II veteran, was killed recently in an accident. VA refused me death compensation allowance. I cannot understand this because I know other mothers who are drawing dependency allowances. Why am I not entitled to the same benefits?

A dependent parent may collect death compensation from the VA only if the veteran's death resulted from a service-connected injury or illness.

Approximately how many widows of Confederate War veterans are still living?

There were approximately 1,200 Confederate widows on VA rolls in June 1, 1961.

May creditors seize proceeds of a GI insurance policy to get money owed them? My veteran-husband owed a few bills at death which I fully intend to pay.

Proceeds of GI insurance policies are exempt by law from any claims of private creditors, they may not be seized nor attached to pay your husband's debts.

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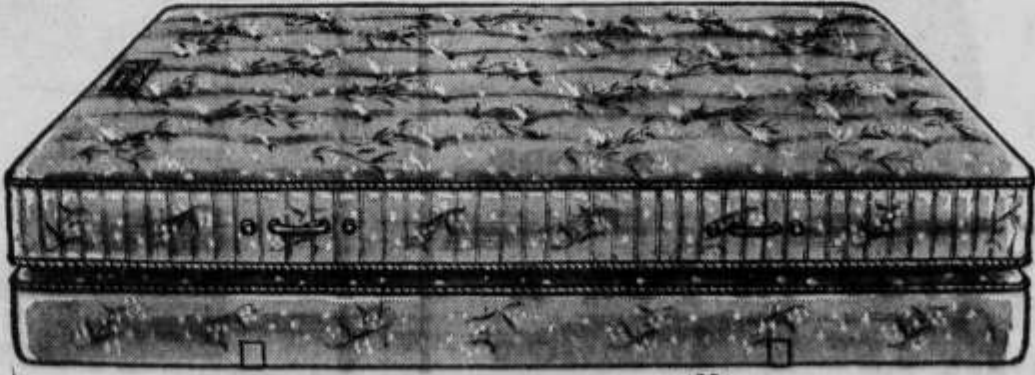
It's a common complaint. Take an ordinary mattress. Put a 190 lb. lb. man on one side and a 130 lb. woman on the other. What happens? You guessed it. The mattress sags towards the heavier weight. He sleeps in a hollow. She sleeps on a slope. Uncomfortable? You bet.

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Mutual Cooperation Discussed At Dinner Of Personnel Council

Problems of mutual interest to the City, State and Federal Government Civil Service Commissions were discussed by the three chairmen of the respective commissions at the seventh annual dinner of the Personnel Council of New York at Fraunces Tavern last week.

In the keynote address, Chairman John W. Macy, Jr., of the U.S. Civil Service Commission outlined the major challenges facing personnel administrators in public service.

He upheld the merit system of civil service under which both the Federal Government and the New York City government have operated for over three-quarters of a century.

"Some critics charge that the merit system is an obstacle in the path of progress and that it breeds mediocrity in the public service," he said.

"But we know better," he added. "We know that it has demonstrated its ability to serve the needs of our governmental institutions and to adapt itself to far-reaching political, economic, and social change. We know that if the merit principle did not already exist, we would have to invent such a principle for a successful civil service."

The challenges faced by government personnel administrators can and must be solved within the framework of the merit system, Macy said. He outlined some of the challenges of the Sixties in the following order, with these comments:

Responsiveness: "Every Government official's job is to accomplish his agency's assigned mission with maximum efficiency through the best possible use of money, materials, and manpower."



(Leader Staff Photo)

COMMISSIONERS MEET — The chairmen of the three Civil Service Commissions join in a discussion before the annual dinner-meeting of the Municipal Personnel Council of New York City last week. The commissioners, John Macy, Jr. (federal), H. Eliot Kaplan (state), and Dr. T. H. Lang (N.Y. City), were guest speakers at the meeting.

The pace of change has become accelerated beyond anything ever before experienced in history. We must match the speed of change in management's program needs with a corresponding adaptability in personnel administration."

"The Quest for Quality: "The demands of the Sixties require nothing less for the public service than the best talents the country can produce. The prime

objective of public administration in all jurisdictions should be a high quality staff in every profession and occupation."

General Employee Training: "We must not only bring into

the public service the best possible people. We must also provide the means to develop their abilities to the fullest. Talent cannot be allowed to stagnate. Training, career planning, and merit

promotion are equally essential to the development of a dynamic and responsive public service."

Management Training: "Federal officials have met with university (Continued on Page 17)

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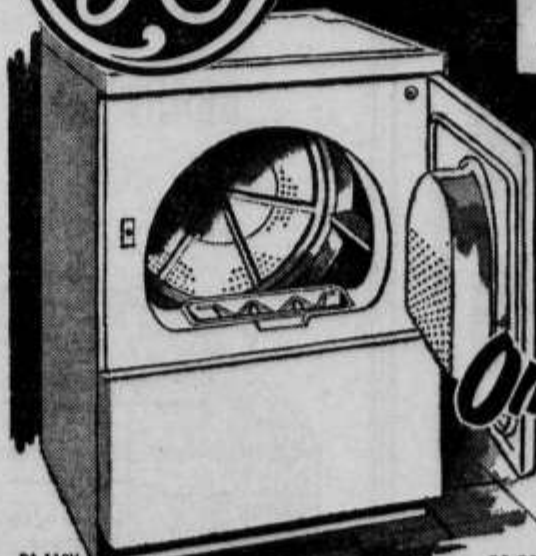
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GOOD SIZE PLOT—all rooms spacious, all new copper plumbing, oil heat, separate entrances, bus at the corner. Storms, screens, Venetian blinds, full basement. A once-in-a-life-time opportunity at such a sacrifice price.

Price \$14,000

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BEAUTIFUL STUCCO house, 5 rooms and 4 rooms, 2 full baths, nice club finished basement, storms, screens and Venetian blinds, oil heat. Very close to shopping, transportation and schools.

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2 GOOD BUYS
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BECAUSE of illness, must sell small farm, North Shore property, 5 1/2 acres, 400x500, facing paved road on Radio Ave. 1/2 mile from Route 26A, 8 miles past Port Jefferson, \$10,000. OL 8-6824.

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BUNGALOW, ranch style, attractive 6 rooms, enclosed porch, attic, 50x125 fenced plot, garage, patio, finished basement, oil unit. Top area. ROOSEVELT \$750 ON CONTRACT

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5 ROOM bungalow, garage, semi finished basement, oil heat, attic space, near everything. Hempstead and vicinity.

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COLONIAL, 4 1/2 down, 3 up, 2 car garage, basement, oil unit, fireplace, 75x100 corner plot, beautiful area. Hempstead and vicinity.

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2 Furnished Models On Display
THE TOWN HOUSE | THE SUBURBAN
All Brick 1 Family | Semi-Detached 1 Family

6 1/2 SPACIOUS ROOMS (3 BEDROOMS)
FABULOUS FINISHED GUEST SUITE WITH EXTRA BATH*
*Optional from \$17,490 Low Down Payment

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★ The WELBILT Home of Queens For 1962 ★

Directions: Van Wyck Expressway to Linden Blvd. Exit, Turn East to 165th St. Or Sutphin Blvd BUS to Linden Blvd, then walk East 1 Block to Model or N.Y. Blvd. BUS to Linden Blvd, then 4 Blocks West to Model
Model JA 9-9926 Office TW 1-8585

YOU AND THE ARMED SERVICES

July Draft Call

The build-up of the Armed Forces which began last August still goes on. Selective Service will call 5,000 men during July of which about 9 per cent will be from New York State. This will bring the total for the last ten months to 146,500 men in the national draft.

There will be no calls from the Navy, Marine or Air Force during July.

The total number of inductees since September, 1950 now stands at 2,749,450.

How Much Do You Want To Stay?

Trying to keep men in service has been one of the growing problems for the military as well as for civil service. How much do you want to stay?, is the subject of a survey which will get under way next month. Questionnaires will go to the Air Force and Army with regular quarterly surveys of personnel and the Navy is making a special poll on the subject. Military pay will probably be affected by this as part of the Military Pay Study Group report.

If you have recently left the service you may get a questionnaire in a parallel survey. Typical questions are "How much of a general pay increase would be needed to induce you to remain in the service: \$50, \$100, \$200 or \$300?" "If your total compensation were raised, how would you prefer it to be increased: all in base pay, allowances, retired pay, fringe benefits, a combination of several of these?" Civilians will also be asked information about their reasons for leaving, how they are doing in their jobs and other items about their new careers.

Contributory Pensions?

The idea of putting some military retirement benefits on a contributory basis is being studied by a group under Assistant Sec-

retary of Defense Carlisle Runge. First reports of the study indicate that the response is not very enthusiastic. One feature which will probably be reported on unfavorably is a proficiency pay for some enlisted men as a permanent feature of the plan. This would vary with occupation, specialty, and be somewhat akin to the prevailing wage scale in civil service.

22 Foreign Service Schools Open to Officers

Officers stationed abroad will now have an opportunity to enlist in one of the twenty-two different foreign service schools on a regular basis. The schools are run by eight different countries and by NATO. In return for tuition, a specified number of years of voluntary after-graduation service will be required. At the War College level four years of additional service obligation is expected. Schools at this level are the British Imperial Defense College; Canadian National Defense College; French Ecole Supérieure de Guerre. At the Armed Forces Staff College a two-year service obligation is required. Three schools offer these courses: Italian Scuola di Guerra (Superior Course); Spanish Escuela de Estado Mayor (General Staff Course); and United Kingdom Joint Services Staff College. Other schools are the Australian Army Staff College, British Staff College, Canadian Army Staff College; French Ecole d'Etat Major; Italian Scuola di Guerra (General Staff Course); and Pakistan Army Staff College. These are equated with the United States Army Command and General Staff School.

LEGAL NOTICE

CITATION. — File No. P1135, 1962. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To (1) ERIC K. MERCER; (2) JOHN H. MERCER; (3) GLADYS CONSTANCE SKELTON; (4) SUSAN GWENDOLINE KINGHAN; (5) DAVID GIBSON KINGHAN. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on July 18th, 1962, at 10:30 A.M., why a certain writing dated September 27th, 1957, which has been offered for probate by George M. Howard, residing at 433 Columbia Boulevard, Wood Ridge, New Jersey, should not be probated as the last will and testament, relating to real and personal property, of WILLIAM CAHILL, Deceased, who was at the time of his death a resident of 23 East 71st Street, in the County of New York, New York. Dated, Attested and Sealed, June 5, 1962. HON. S. SAMUEL DI FALCO, Surrogate, New York County. (L.S.) Philip A. Donahue, Clerk

Nine other schools which offer courses are: German Führungskademie der Bundeswehr (General Staff Course); NATO Defense College; Spanish Escuela Superior del Ejercito (Superior Course); Uruguayan Military Institute of Superior Studies (General Staff Course); Argentina Escuela Superior de Guerra (Command and General Staff College). These five entail a two-year service obligation. British Royal Armored Center (Advanced Course); the British Royal Army Pay Corps Training Center (Long Finance and Accounting Course); and Royal Canadian School of Artillery (Staff Course) require a one-year service obligation.

LEGAL NOTICE

File No. P1942, 1962. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To (1) ERIC K. MERCER; (2) JOHN H. MERCER; (3) GLADYS CONSTANCE SKELTON; (4) SUSAN GWENDOLINE KINGHAN; (5) DAVID GIBSON KINGHAN. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on July 12, 1962, at 10:30 A.M., why a certain writing dated September 29, 1959, which has been offered for probate by THE CHASE MANHATTAN BANK with offices at 1 Chase Manhattan Plaza, New York 15, N.Y., should not be probated as the last will and testament, relating to real and personal property, of FLORENCE KINGHAN, Deceased, who was at the time of her death a resident of 220 East 70th Street, in the County of New York, New York. Dated, Attested and Sealed, June 4, 1962. HON. S. SAMUEL DI FALCO, Surrogate, New York County. (L.S.) Philip A. Donahue, Clerk

Shoppers Service Guide

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Career opportunities available for U.S. citizens who are 25 years of age or over, have a high school diploma or equivalency certificate, and are at least 5 feet tall.

Duties include collecting tolls at Port Authority facilities and answering patrons' questions on routes and locations.

Five-day, 40-hour week requiring rotational shifts and work on Saturdays, Sundays and holidays.

Benefits include paid vacations, sick leave allowances, group hospital, medical-surgical and life insurance plans, retirement plan and an employee cafeteria.

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ROOM 100
111 Eighth Avenue (at 15th Street)
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FOR SALE

REMINGTON, full size typewriter, excellent condition. Reasonable. Call BE 3-6147.

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An Unbelievably LOW PRICE for SO BIG a Refrigerator!
1962 GENERAL ELECTRIC 13.6 CU. FT. REFRIGERATOR



Latest Straight-Line Model!
FULL WIDTH FREEZER!
New Defrost Convenience!

Only PENNIES A DAY

SEE US FOR YOUR LOW, LOW PRICE

Look at the Size!
Look at the Features!

- **DIAL-DEFROST CONVENIENCE**
No need to clear everything out... it stays under partial refrigeration even when you defrost!
- **FULL WIDTH FREEZER**
Big 2 Cu. Ft. Capacity... refrigerated shelf for ice trays!
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2 adjustable, 1 stationary plus additional shelf space on vegetable pan covers... 4 full shelves in all!
- **MAGNETIC SAFETY DOOR**
Opens at a touch, closes silently and securely!
- **3 ALUMINUM DOOR SHELVES**
One adjustable and removable with one extra-deep shelf to hold over-size 1/2 gal. containers of milk.

PLUS

2 porcelain vegetable drawers, egg shelf, temperature control, butter compartment, 2 mini-cube ice trays... chiller tray for additional low-temperature storage—holds up to 25 pounds, ideal for frozen desserts, meats, soft drinks.

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5-YEAR PROTECTION PLAN!

1-year repair warranty against manufacturing defects on entire refrigerator with an additional 4 year warranty applicable to the sealed-in refrigeration system.

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CITY, STATE & FEDERAL EMPLOYEES ON 1962 RAMBLERS INVESTIGATE! TRIAD RAMBLER
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Discuss Mutual Cooperation

(Continued from Page 13)
officials in the past year to determine ways to improve the effectiveness of today's top career managers in Federal, State, and municipal jurisdictions. We also have devised training for those who will become tomorrow's top managers. This training is designed to provide intellectual updating, to cover new subject matter as needed, to bridge the gap between specialized experience and general management, and, in general, to broaden the individual's knowledge and understanding."

Career mobility: "I would like to see provisions made for the interchange of managers and professional personnel between the Federal Government and other governmental jurisdictions. Such exchanges would stimulate new ideas and strengthen understanding among organizations."

Climate for Initiative: "We must create an administrative climate in which initiative and innovation can flourish. We must cultivate new ways to encourage and reward excellence. We must fully utilize the employees we supervise. We must encourage productive employee-management relations. And we must achieve full equality of employment opportunity."

Prestige: "We must convey to the public the truth that civil servants work in the interests

of the American people; that what they do is important. They deserve the respect of the people they serve."

Ethics in Government. "One of our strongest assets is the long-standing tradition of honorable public service in our career services."

Mr. Macy said with emphasis: "We cannot separate ethical considerations from good management practices."

He concluded with the point that: "We who administer the public personnel programs must never forget that our work is critically important. The success of all our government undertakings may well be determined by the quality of personnel in our career services. We must apply all our resources of competence, initiative, and courage to meet the challenges of today and to create and build on solid foundations for the future."

Dr. T. H. Lang, chairman of the New York City Civil Service Commission explained the City's program of cooperative education which is being developed to discourage school drop-outs and to supply trained civil service employees to 25 New York City agencies. "By September, we shall have over 500 young men and women employed under the program," Dr. Lang asserted.

Under the program, as explained

by Lang, over 1,000 youngsters will be employed in the cooperative, trainee program. Students attend classes in high school one week and work in a trainee position the next.

In urging both Commissioner Kaplan and Macy to institute similar plans, Dr. Lang pointed out: "Our preliminary evaluation of the program, so far, indicates that it is an overwhelming success. Where we would have expected a drop-out rate in excess of 50 percent, there were only five percent. The services of these young people have proven to be good. Their morale has been high. They have learned a great deal and are ready for gainful employment. Many of these plan to stay with us."

Other speakers included Commissioner Kaplan, and City Civil Service Commissioners George Gregory, Jr. and Anthony M. Mauriello. New York City Sheriff John J. McCloskey was master of ceremonies.



FOR SERVICE — Mario Biaggi, left, special representative for community affairs of the State Division of Housing Programs and president of the Grand Council of Columbia Association in Civil Service, presents plaque for dedicated service to the New York State Employees Columbia Association to Dominic DeRioco at the Association's annual dinner-dance. Looking on is Joseph M. Ajello, Sr., president of the Columbia Association of New York State Employees.

Appointed

ALBANY, June 25—Frances G. George of Glenmont, has been named Executive Secretary of the New York State Personnel Council for a one-year term beginning July 1. She will be on loan to the Council from the State Department of Civil Service.

Rod & Gun Club Elects Officers

John Jacobson, of the Engineer Division at Brooklyn Army Terminal, was elected president of the Terminal Rod and Gun Club at a recent luncheon meeting.

Other new officers are: Barbara Blore, secretary; Henry Saltzman,

vice president; Moy Hong, treasurer; Terrence Walters, range officer; Leonard Desiderio, publicity chairman; Albert Aquino, activities chairman.

The club was organized in April of 1961 with 20 members and has since almost doubled its size.

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For Her: 17 jewels. Shock-resistant. Unbreakable mainspring. Modern youthful styling. Bulova precision quality throughout.

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\$29.75

SURF KING
For Him: 17 jewels. Waterproof*. Shock-resistant. Unbreakable mainspring. Handsome expansion band. Famous Bulova quality and craftsmanship.

*Waterproof as long as case, crystal and crown are closed. prices plus tax

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Handsome jewelry styled 6 transistor radio. New Bulova engineered circuit for unmatched sensitivity and performance. Advanced directional antenna. Powerful speaker for full range and volume. Choice of beautiful color combinations. INCLUDED AT NO EXTRA CHARGE: LEATHER CARRYING CASE AND EARPHONE IN PRESENTATION PACKAGE.

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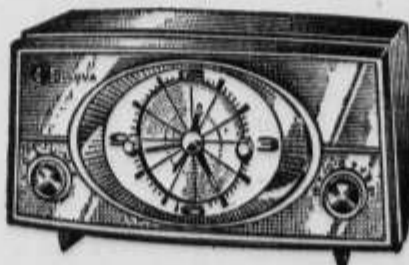
A luxury 7 transistor watch radio with full size clock radio features. Wakes you to music or buzzer. Also turns itself off. Choice of colors. LUXURIOUS JEWELRY STYLED CASE. CLOSSES FOR COMPACT CARRYING.

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All new dual-wave 7 transistor. Standard AM band plus short-wave for domestic reception, foreign, aviation and ham broadcasts. Choice of colors. Complete with leather carrying case, shoulder strap, earphone and case, auxiliary "whip" and long line antennas.

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ST 2-0006

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Counsel's Report On Legislature Session Tells CSEA Activity

(Continued from Page 3)
one and the death benefit is automatically provided for under the terms of our bill.

Grievance Procedure

With the existing law relating to home rule, it is impossible for the Association to negotiate on a statewide basis the salary increases and other fringe benefits which are negotiated for state employees. At the same time, the most significant changes that have taken place in the composition of the Association have taken place in the political subdivisions. The Association's membership has increased in two years time from 11,161 to 23,344 in the subdivisions. In Nassau County and Suffolk County alone, our membership in the last two years has increased from 2,438 to 10,381. It becomes increasingly apparent therefore that the Association must, at least in those areas where it is possible, make effective representations to the Legislature on behalf of the employees of the political subdivisions. It was for this reason that all of the members of the Association so enthusiastically supported the bill calling for mandated grievance machinery.

This measure adds a new Article 16 to the General Municipal Law to require the creation of an employee grievance procedure by each political subdivision of the State having 100 or more full-time employees except the City of New York where grievance procedures were already extant. The law provides that each political subdivision of the State, (county, city, town, village or school district) has until October first, nineteen hundred sixty-three to establish its own procedures. Only if such a procedure is not established will the mandated grievance procedure contained in the statute take effect.

Paternalism Was Rampant

Up to the present time, there has been prevalent in the political subdivisions a paternalistic job concept which has, for the most part, been eliminated from State service. The theory has been that the employee in the subdivision should take his problems to the political leader who "takes care of his boy" rather than through the employee organization. In most instances the employee, who fails to follow this procedure, either finds unpleasant job assignments or is actually released from his job. This bill provides some protection to an employee for the presentation of a grievance in an orderly manner. Under this bill, it is declared to be the purpose of the law to "provide by law for the settlement of certain differences between public employees and their employers through procedures under which employees may present grievances, free from coercion, interference, restraint, discrimination, or reprisal."

The term "grievance" is defined to mean "any claimed violation, misinterpretation or inequitable application of the existing laws, rules, procedures, regulations, administrative orders or work rules of a government or a department or agency thereof, which relate to or involve employee health or safety, phy-

sical facilities, materials or equipment furnished to employees or supervision of employees."

The definition, which is somewhat similar to the definition contained in the Governor's executive order for State employees, is of considerable significance for it is only through the definition of what a grievance is or what a grievance is not can the bill have any meaning whatsoever. For example, were the definition to relate only to an inequitable application of laws, or rules of an employer, an employee could only bring a grievance where he could point to the violation of a specific rule or law relating to his grievance. It remains an obvious fact that many problems are in the form of orders contained in most place on bulletin boards by employers. These would fall under the definition of "administrative orders or work rules of a government or department."

Grievance Defined

It is imperative in examining this bill to remember that a grievance is a complaint by an employee against his employer and accordingly complaints by the employer against the employee are specifically excluded. There is already established under a different provision of the law — Section 75 of the Civil Service Law—an entire section relating to the rights of an employee including a hearing and representation by counsel when the employer brings charges against him. Patently, such a procedure is not appropriate to a grievance procedure and accordingly it was specifically excluded. In addition, any matter involving an employee's rate of compensation or retirement benefits was not included within this definition. Here the exclusion relating to salary and retirement benefits was occasioned by the inability of any grievance board to rectify or eliminate such a problem since salaries are established by the governing body of the political subdivision and retirement benefits are governed by statute by the New York State Legislature as it affects the New York State Retirement System.

The procedural requirements contained in the bill call for two procedural stages and an appellate stage for the settlement of a grievance. The first stage consists of the employee's presentation of his grievance to his immediate supervisor. Thus, an employee may commence his grievance informally or orally by going to his supervisor stating "I have a grievance which I am bringing to your attention under the Grievance Procedure." Then the employee could orally, or if he elected, in written form, state precisely the nature of his grievance.

The supervisor would then, to the extent appropriate, consult with his superiors and make a determination. If the employee is not satisfied with the result, then he may move to the second stage of the grievance consisting of a review and determination of his grievance by the head of the department or agency concerned. This second stage would be in writing. Both the employer and the employee in the second stage submit written statements



SERVICE PINNED — Employees of the maintenance department of the State University of New York Downstate Medical Center are shown during recent recognition ceremonies in which they received five and ten year service pins.

relating to the facts of the grievance and the positions taken by both sides. A hearing at this stage is also provided if requested before the department head or agency. Under the bill, the employee and his representative may appear and present oral arguments in support of his contentions. At this second stage, a determination is rendered by the head of the department or agency.

Third Stage

The third stage, again where the employee does not find a satisfactory resolution of his grievance at either the first or second stages, would be in appearance before a grievance board. The statute provides that the chief executive officer of each government (in the case of a city mayor, etc.) to appoint a grievance board consisting of three members. The board would conduct a hearing and render a report containing a statement of its findings or fact, conclusions and advisory recommendations. Again, under the third stage an employee is expressly given the right to be represented in such an appeal. Although it is not spelled out, it is intended that this right be afforded to a fellow employee or counsel or other employee representatives, if necessary.

Most importantly, all the formal procedures at the different stages, under the law, are required to contain "specific time limitations for the processing of grievances at each stage" in order that grievances may not be buried at any one of the three stages in question.

Rockefeller's Approval

Governor Rockefeller in his message of approval stated: "This bill, sponsored by the Civil Service Employees Association, adds a new Article to the General Municipal Law to require the creation of employee grievance procedure by each of the political subdivisions of the State, outside of the City of New York, which have one hundred or more full-time employees. Each municipality has until October 1, 1963, to enact its own two-stage grievance procedure. If such a procedure is not established, the municipality will be required to adopt the grievance procedures in the form prescribed by this bill.

"The enactment of this legislation represents an important assurance to the employees of the various units of local government in the State that they will have the opportunity and right to present their grievances under established grievance procedures. Public employees must necessarily renounce the right to strike to redress their complaints, but this emphasizes the importance of continuing efforts at all levels of government to improve personnel practices and grievance

Buffalo State CSEA Gives Patient Party

BUFFALO, June 25—"Celebrities" were a dime a dozen at the patients and employees variety show June 18 and 19 in Andrews Hall of Buffalo State Hospital.

President Arthur Roets of the Buffalo State Hospital Chapter, Civil Service Employees Association, said the entertainers included "Brigitte Bare-Toe" and a band aggregation billed as "Latin-American Bandstand." Moreover, Dr. Burnett, who in daily life is in charge of the Reception Building, scored a major theatrical triumph in a sketch called "Buckskins and Booze."

General Services Chapter Installs

ALBANY, June 25—The first annual dinner and installation of officers of the Offices of General Services Chapter, Civil Service Employees Association, was held at Son's Restaurant, Albany.

Douglas Barr, chairman, introduced the guest of honor, Harry Kolothros, vice president of the Capital District Conference, CSEA. Kolothros spoke on the over-all functions of CSEA. He also complimented the members on their turn-out to the dinner and representation at meetings of the Capital District Conference.

Officers sworn in by Kolothros were Arnold Davis, president, Edward Murphy, first vice president, Douglas Barr, second vice president, Mrs. Betty King, secretary, and Frank Milazzo, treasurer.

The evening ended with refreshments, music and dancing.

Named Secretary

BUFFALO, June 25—Mrs. Mary A. Bodnar has been appointed secretary to Urban Renewal Commissioner James P. Kavanaugh at \$6,000 a year and the job has been placed in the exempt class by the Municipal Civil Service Commission.

The Commission's action, however, is subject to approval by Mayor Chester Kowal and the State Civil Service Commission.

procedures. This bill is an appropriate recognition of this fact. "The bill is approved."

Although this measure was not specifically included in the Governor's official program it is appropriate to state without constant consultations with Mr. McCrate, the Governor's Counsel, and the office of Senator Mahoney, this measure would never have become law.

(To be Continued)

CSEA Fight Won— Facilities Increased At Buffalo Building

BUFFALO, June 25 — Officers of the Buffalo Chapter, Civil Service Employees Association, have won a long fight.

The chapter's victory came with the announcement by Gov. Nelson Rockefeller that parking facilities would be expanded at the new state office building under construction here and that a modern cafeteria will be provided in the building.

The governor said parking space at the building site will be increased to provide an area that will accommodate more than 500 automobiles. Original plans called for a 170-car parking area.

The cafeteria, it was indicated, will be operated by private management under contract with the State. It will be located below street level.

The building, to be known officially as the William J. Donovan Office Building, will be completed in July, 1963.

The Buffalo Chapter, under the direction of John F. Hennessey, president, pressed for the improvements in several meetings with state officials. Assemblyman Frank J. Caffrey, Buffalo Democrat, aided in the chapter's efforts.

Willard State Elects Limner

In the recent election held by the Willard State Hospital Chapter, C.S.E.A. the following officers were elected for the 1962-63 term:

President, Edward Limner; first vice president, Georgeanna Stenglein; second vice president, Gabriel Sinicropi; third vice president, George Green; secretary, Arthur Johnson; treasurer, Harriet Casey; alternate delegates, Joseph Rizzieri and James Dalusio.

In the same election, the following Chapter members were elected to the Executive Council to represent their departments:

Charles Lovejoy, Henry Dohrer, George Pemberton, Dorothea Conkling, Alfred Prouty, Dorothy B. P. Moses, Chester Saunders, Mary Collins, Frank Laper, Dr. Willard Hogeboom, John Vincent, Jack Peabody, Charles Boyre, Claire Redditt, Betty Clark, Rose Sinicropi, Nelson Barber.

Doctorate Conferred

OSSINING, June 25 — Rabbi Irving Koslowe, Hebrew Chaplain at Sing Sing Prison received a doctorate degree from the Graduate School of Yeshiva University recently.

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(Continued from Page 2)

team are men who served brilliantly in government.

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LEGAL NOTICE

CITATION. — File No. P1949-1989. — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD, FREE AND INDEPENDENT, TO: SIRI STEFFANSON WEBSTER, THORSTEN STEFFANSON, STIG BJORNSTROM STEFFANSON, GRETA STEFFANSON BRYN-OLSEN, BO STEFFANSON, J. H. DOUGLAS WEBSTER, SONIA ROMOLA ANN WEBSTER HEARN, JOHN RICHARD WEBSTER HAYES, MALLORY S. GRANTHAM, GUSTAV GHODIN, DAVID NEIL BARCLAY HEARN, ROSEMARY ELEANOR HAYES, HAPPY S. KENT, CHARLES F. KENT, JR., ELSA S. WILLEY, ELSA S. WILLEY, HAROLD G. WILLEY, JR., ANN GRETCHEN WILLEY, SIRI WILLEY and BO W. WILLEY, SEND GREETING: Upon the petition of UNITED STATES TRUST COMPANY OF NEW YORK, a corporation organized under the laws of the State of New York and having its principal place of business at 45 Wall Street, New York, N.Y., to have three certain instruments in writing dated May 6, 1959, May 24, 1960 and May 31, 1961 respectively relating to both real and personal property duly proved as the Last Will and Testament of HOKAN BJORNSTROM STEFFANSON, deceased, who, at the time of his death, was a resident of 86 East 57th Street, in the County of New York; You and each of you are hereby cited to show cause before the Surrogate's Court of the County of New York at the Hall of Records, New York, N.Y., on the 17th day of July, 1962 at 10:30 a.m. why said Last Will and Testament should not be admitted to probate as a will of real and personal property. IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of our said County of New York to be hereunto affixed. WITNESS, S. SAMUEL DI PALCO, a Surrogate of said County of New York, at the County of New York, the 4th day of June, 1962. Philip A. Donahue, Clerk of the Surrogate's Court. (Seal) PINCH & SCHAEFLER, Attorneys for Petitioner, 36 West 44th Street, New York 36, N.Y.

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NEW OFFICERS — The newly-elected officers of the Hornell Chapter, Civil Service Employees Association are shown following their installation recently. They are, left to right: Dorothy Markham, secretary, representing the DPW's District 6 office; William Biehl, president, of the ROW and Claims bureau of the DPW; Spencer Crow, treasurer, from the DPW's District 6 office and Stanley Cole, vice-president, representing the District 6 engineering office of the DPW.

Albany Law Chapter Mixes Fun And Future Plans At Dinner Dance

(From Leader Correspondent)

ALBANY, June 25—A novel "Meet and Greet Your Representatives" frolic was held recently at Zwicklbauer's Manor, Schenectady, by the Albany Department of Law chapter of the Civil Service Employees Association. Informal entertainment, dancing and a light supper were provided for the members.

The keynote of the affair was set in a short address delivered by Max Benko, newly elected president. "We are here for a purpose," he said, "but I am happy to state that the purpose is consistent with good fellowship and lightness of heart. We are here to meet our new officers and representatives, to greet the new people in our department, to renew old friendships and associa-

tions and to draw together the members of our chapter. This last is especially important. The work of the Law Department is so far-flung and significant and has received such impetus under Attorney-General Lefkowitz that we have long since outgrown a single structure . . .

Eliminating Barriers

"My fellow officers and I are determined to do all we can to eliminate barriers of distance that exist by reason of the almost inevitable proliferation of the Law Department into units and sub-units serving the public throughout the State. We want to hear and know more about our brother and sister members of our chapter and to learn the worth-while things they are doing for the People of the State of New York, for the Law Department and for the Civil Service Employees Association.

"We hope," he concluded, "that this affair paves the way for many more activities, social, cultural and educational, which will solidify our relations with each other and enhance our loyalty to the Department. We think the result will be a little more fun and enrichment in our daily lives and a lot more zest in our daily work."

In Charge

A committee headed by Dennis Hurley and Julius Feinstein made the necessary arrangements for the affair. Entertainment provided by chapter members included Alan Rubenstein, songs; Bruce Pettijohn, and playlets directed by Henry Lasker and acted by Jane Hope, Pearl Toppall, Norbert Kahn, Benjamin Sprung, Matthew Frogate and others. Larry Toppall, a son of one of the Law Depart-

ment members, performed on the piano and accordion.

Harry Ginsberg handled the publicity, and the entertainment committee consisted, among others, of Adeline Melesky, Barbara Hughes, Helen Grace, Mildred Purrott, Alberta Conway, Julia Tkach, Stanley Fischman, Albert Posner, Ralph Cohen, Joseph Doherty, and Anatole Dolen.

Harry A. Kolothros, Vice-President of the Capitol District Conference, was a guest at the affair.

Election

Earlier this month, the chapter held its election of officers and, in addition to Benko, chose the following slate:

Jules Feinstein, vice president; Dorothy Bonacker, secretary, and Julia Tkach, treasurer. Abraham Kranker and Robert Bolger were elected chapter delegates.

More Lockers Due At Newark State School

ALBANY, June 25—Dr. Paul H. Hoch, State Commissioner of Mental Hygiene, has informed the Civil Service Employees Association that the Newark State School will request, in the forthcoming State budget, an adequate number of lockers for employees of the school.

Dr. Hoch's support is the result of an appeal to the Department by the Association in behalf of the CSEA Chapter at Newark State School.

CSEA Proved Lack

CSEA had determined that in the school's new male infirmary there are some 78 employees but only 60 lockers and, in the female infirmary, approximately 112 employees and only 60 lockers.

In his letter acknowledging the CSEA request, Dr. Hoch stated that he was aware "that more lockers are needed in the infirmary buildings at the Newark State School. The Newark State School will request such lockers in the forthcoming budget. It is hoped that the number of lockers will be brought up to the need."

RANGER

(Continued from Page 1)

plan of retirement at one-half salary after 25 years of service.

Harry W. Albright, CSEA legal counsel, discussed the 1962 legislation program at the president's meeting during the morning session of the June 16 meeting.

Principal speaker at the dinner was Assemblyman Theodore Day of Seneca County. The Arthur Murray Dancers of Ithaca were an entertainment feature of the dinner. Dr. Theodore Wenzl, CSEA treasurer, acted as toastmaster.

Vernon M. Tapper, CSEA third vice president, installed the new officers.

Binghamton Mayor Urges Removal of Urban Renewal Directors From CS Status

(From Leader Correspondent)

BINGHAMTON, June 25—Mayor John J. Burns, his executive feathers still ruffled by a clash with one of his cabinet members, today supported a move to grant top executives of cities the power to fire their local urban renewal directors.

He said he was in complete agreement with a recent stand of the New York State Conference of Mayors.

Donald Walsh, executive secretary of the conference, recently told the State Civil Service Commission that an urban renewal director's job "is political in the highest sense of that word."

Now Have Status

Local urban renewal directors at present have civil service status. They cannot be removed from office without cause and thus can hold their jobs from one city administration to the next.

The mayor's conference is seeking to remove urban renewal directors from Civil Service status.

Last March, Mayor Burns and Jack A. Valada, Binghamton urban renewal director, disagreed over a proposal to create a new Binghamton post of urban renewal commissioner.

The commissioner, to be paid \$13,000 a year, would direct the city's \$80,000,000 downtown renewal program.

Mr. Valada appeared before the City Council and argued that the new job would be a "complete waste."

Under the proposal, Mr. Valada no longer would be the top urban renewal official in Binghamton and would work under the commissioner.

Called Policy Clash

After Mr. Valada publicly opposed the post, Mr. Burns said if Mr. Valada were serving in an exempt class, "he would either have to resign, or I'd have to ask him for his resignation."

The mayor said he would take such action "not for personal reasons, but because we disagree on matters of policy that make it very difficult for city affairs to function properly . . ."

Rockefeller Vetoed Bill

The City Council subsequently approved the new post, which so far has not been filled.

Mayor Burns today said "every mayor should have the freedom to pick the members of his cabinet from among persons agreeing with his policies."

He said there should be some "standards of qualifications" set for local urban renewal directors but that they should be placed in the exempt civil service classification.

Gov. Nelson A. Rockefeller last month vetoed a bill that would have exempted directors from civil service.

Martha Parker Honored After 47 Years of Service

Martha H. Parker recently retired after completing 47 years of service at Willard State hospital. Mrs. Raymond McGrain, Mrs. Paul Warne and Gerald Van Nostrand arranged a luncheon where fellow employees honored her with gifts of a diamond wristwatch, an engraved billfold with a gift of money and an engraved guest book.

Mrs. Parker entered hospital service on April 2, 1915 as an attendant and was graduated from the School of Nursing in 1917. She became secretary to Dr. Robert Elliott, hospital director in 1926 and continued as secretary in the director's office until her retirement, serving under Dr. Harry Worthing, Dr. John Travis, Dr. Kenneth Keill, and acting director Dr. James Murphy.

Perrysburg CSEA Honors Dr. Ralph

PERRYSBURG, June 25—Dr. Isabella S. R. Ralph, new assistant director of the J. N. Adam School, was honored Tuesday evening June 19 at a reception tendered by the Perrysburg Chapter, Civil Service Employees Association.

Guests at the chapter's general meeting after the reception included Celeste Rosenkranz of the Buffalo Chapter, CSEA, and Henry Gdula, CSEA field representative.

Roy Lee heads the Perrysburg Chapter and Miss Carol Arnold is secretary.

Dorm Authority Adopts New Death Benefit

ALBANY, June 25 — The State Dormitory Authority, acting on request of the Civil Service Association, has adopted the new state death benefit program for its employees.

The program, won by CSEA for state employees in the past legislative session, gives employees with 90 days of service a minimum death benefit equal to one half of their annual salary. The measure calls for a minimum benefit of \$2,000 and a maximum of 10,000.

Felly Acted

Following approval of the bill by Governor Rockefeller, CSEA President Joseph F. Felly contacted all State authorities requesting they adopt the plan for their employees and pointing out that all state employees were covered under the program, including members of the Judiciary.

John J. McTague, Controller of the Dormitory, last week informed Felly that "the Dormitory Authority, at its regular monthly meeting on June 11th, 1962, passed a resolution authorizing the minimum death benefit for all employees of the Dormitory Authority."

Other agencies which the Association has urged to adopt the death benefit provisions include the State Bridge Authority; the State Power Authority; the East Hudson Park Authority; and the Niagara Frontier Port Authority.

On Finance Post

ALBANY, June 25 — Joseph E. Davis of White Plains has been appointed a member of the New York State Housing Finance Agency for a term ending Dec. 31, 1962. He is president of the Carver Federal Savings and Loan Association at 75 West 125th St., New York City.

Two Named To Commission For Human Rights

ALBANY, June 25 — Governor Rockefeller has appointed two new members of the expanded State Commission for Human Rights.

They are Lloyd L. Hurst of Rochester and Ruperto Ruiz of New York City.

Hurst is a Rochester attorney and at one time was a social investigator for the New York City Department of Welfare. Ruiz is a supervisory naval architect with the U.S. Navy Shipyard in Brooklyn. He is a graduate of the University of Puerto Rico. Members of the commission receive a salary of \$19,500 a year.

INEQUITIES

(Continued from Page 1)

of those employees who terminate or die or need the credit to stay on the payroll, they should be credited with the portion of the accrual beyond 13 days which they have earned by their service."

Felly also noted that the Association, as well as the State Personnel Council, had vigorously opposed the annual vacation reduction in 1957 and has been working to restore the cuts made at that time.