

Civil Service LEADER

America's Largest Weekly for Public Employees

Eligible Lists

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Vol. XXVIII, No. 21 Tuesday, January 24, 1967 Price Ten Cents

CSEA DISAVOWS ROCKEFELLER STUDY ON RETIREMENT SYSTEM

In School Districts

Speno, Ginsberg Seek End To Retirement System's Deficiency Contributions

Senator Edward J. Speno (R-Nassau) and Assemblyman Martin Ginsberg (R-Nassau) announced that they had introduced legislation to amend the retirement and social security law to correct the inequities imposed on school districts by what is known as the deficiency contribution.

When a district elects to enter its non-professional personnel in the State Retirement System, an actuarial analysis of the existing employees is made. This analysis which is based upon the number of employees, their salaries, their length of service and their age, establishes a dollar amount called a deficiency. The dollar amount is then converted into a percentage and is known as the deficiency rate.

The deficiency rate is applied to all subsequent payrolls for a forty year period and is paid in addition to a normal rate.

Senator Speno said that there were districts that entered the system with two or three employees which had grown to thirty or forty employees or more. "Thus," he continued, "one district with a payroll of \$6,000 per year in 1946 had grown to the point that its payroll is now \$270,000. Its cash deficiency which had been computed at just over \$13,000, when converted to a percentage rate has caused it to pay over \$170,000 to this date, and in 40 years will probably require a payment of \$630,000 if the law is not changed."

Termed "Unfair"

"This is unfair," Senator Speno said, "I cannot conceive how the retirement system can justify these excessive charges. It would be cheaper for these districts to set up their own retirement system. In effect, these districts are paying a disproportionate share of the costs of the retirement system. Their money is being used to reduce the costs to other districts. I believe that each district should carry its just share and that this inequity should be ended."

"The problem is not restricted to Nassau and Suffolk Counties," Senator Speno explained, "There are districts in widely divergent areas in the State suffering from exorbitant deficiency rates." Senator Speno pointed out 49 of

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Annual Meeting Set For N.Y.C.

ALBANY — The 57th annual meeting of the Civil Service Employees Assn. will be held March 15 and 16 at the Hotel Commodore, New York City. Joseph F. Feily, CSEA president, announced last week.

Approximately 1,000 delegates representing 142,000 CSEA members will participate in the two-day meeting, which will consist of a general business meeting, reports of standing and special committees and department and county division meetings.

The convention will conclude with a dinner session on the evening of March 16 attended by delegates and guests from the State Administration, the Legislature and various State and local government officials.

Rockefeller, Feily Set Session On CSEA Program; Salary Committee To Meet

ALBANY — Gov. Nelson A. Rockefeller will meet with Joseph F. Feily, president of the Civil Service Employees Assn. and CSEA representatives on Jan. 30 to review the entire legislative program of the Employees Association, it was learned last week.

The meeting will cover all major items the CSEA intends to push in the Legislature this year as well as measures which can be made effective through executive order.

In the meantime, Solomon Bendet, chairman of the salary committee of the Civil Service Employees Assn., has called a meeting of that committee following a session on State pay adjustments with State Budget Director T. Norman Hurd and members of his staff earlier this week.

The committee will meet Jan.

Charges Committee Refused To Consult With Association

(Special To The Leader)

ALBANY—A study of the State Retirement Study originally requested from Gov. Nelson A. Rockefeller by the Civil Service Employees Assn. last week was totally disavowed by the Employees Association.

In a strongly worded letter to David G. Moore, who heads a special committee for the study, CSEA President Joseph F. Feily charged the group with continued

refusals to meet with the Employees Association on the subject. He said that "no self-respecting employee organization can afford to support any further something that has been so clandestine as the activities of this committee."

Although a substantial amount of Retirement System funds have been contributed by workers represented by the Employees Association, Feily declared that their right to know—through CSEA participation—what the study has produced has been totally ignored.

In view of all the needed changes in the System, Feily said that what was "most tragic" was the waste of time spent on preparing a report that will have to be rejected.

The letter to Moore, dean of the Cornell School of Industrial and Labor Relations, reads:

"This is to officially advise you that the Civil Service Employees Assn., Inc. withdraws its support of the committee which you head to study the New York State Employees Retirement System.

"We do so because of your continued refusal to meet with us and to disclose the nature of your studies and purposes for which you have been meeting. This is almost unbelievable in view of the fact that this Association originally requested that Governor

(Continued on Page 16)

Constitution Guarantees At Stake

Riegelman Proposals Call For Wide Changes In City Civil Service Procedures

Proposals for changes in constitutional and statutory provisions affecting City Civil Service were made by Harold Riegelman last week to the City Bar Association's Municipal Affairs Committee. Riegelman was chairman of Mayor's Lindsay's Task Force on City Personnel, which completed its report last May. Since then, those of its recommendations which were executive and not statutory have been put into effect or are in process.

The constitutional change proposed by Riegelman was to replace the competitive examination as a sole test of merit and fitness with more flexible tests to be prescribed by the State or City Civil

Service Commission. He also suggested that veteran preference in appointment and promotion be replaced by some other recognition which would not impair the morale and efficiency of the civil service. This would not prohibit educational credits for positions

for which military training provides special qualifications.

The full text of his remarks follow:

This discussion should begin with the premise that the function of government is first, to establish policy which

(Continued on Page 9)

Don't Repeat This!

Civil Service To Check Memories Of Pre-Fall 'Friends'

STARTING right now, civil service will have its eyes open to see how many of its pre-election friends now in the Legislature and elected as delegates to the forthcoming Constitutional Convention are still the friends they claimed to be last

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Kick-Off Jan. 31

First Blood Solicitation Under New State Plan Set For Manhattan State

ALBANY — The first blood solicitation under the State Civil Service Department's new State and local government employee blood program will be made Jan. 31 at Manhattan State Hospital, it was announced last week.

The program, established to serve the needs of public employees and their families throughout the State, has been developed by the Civil Service Department in coordination with the Civil Service Employees Assn., and various blood agencies.

The main purpose of the program is to eliminate recognized regional inadequacies, both qualitative and quantitative, duplication of facilities, and other problems in blood services now available to State and local government workers.

The kick-off at Manhattan State Hospital will be at 9 a.m. with State and local government

dignitaries, CSEA officials and others participating. A fully-equipped bloodmobile, will remain at the hospital until all interested employees have been given an opportunity to donate.

One of the most significant features of the new program is that first-class blood would be available not only to the employees and members of his immediate family, but also to parents, grandparents, parents-in-law, and grandparents-in-law.

Joseph F. Felly, CSEA president, has called on all capable members of CSEA's Manhattan

(Continued on Page 15)

Mrs. Ersa Poston

New State Civil Service Head Favors Repeal Now Of Condon-Wadlin Law

(Special To The Leader)

ALBANY — The new president of the State Civil Service Commission believes a "more liberal approach" to labor and personnel problems is needed and she is willing to go on record that the Condon-Wadlin Act "must go," as now constituted.

Mrs. Ersa H. Poston, who has been named by Gov. Rockefeller to the State's top personnel post, succeeds Mary Goode Krone who is retiring after a long career in State service.

Mrs. Poston's appointment is a first in the New York State government. She is the first Negro to hold top-level cabinet rank as head of a New York State department.

In an interview on her appointment, Mrs. Poston said she may have some recommendations to make later on the State's controversial Condon-Wadlin Law

which bars strikes by public employees.

She favors, in general, the Governor's bill introduced at the 1966 legislative session to rewrite the law. The measure failed to win approval, however, when it meet objections from organized labor and the Democrats.

"We must move in this area," Mrs. Poston says, "We're still operating under a cloud in labor relations and its very demoralizing."

Joining Mrs. Poston on the three-member commission is Michael N. Scelsi, who has succeeded Orin S. Wilcox who resigned. Scelsi is the former appointments officer for the governor and handled patronage appointments.

Both appointments are effective Feb. 1. Mrs. Poston's term ends Feb. 1, 1973. Scelsi's term is over Feb. 1, 1971.

In making the announcements, the Governor stated:

"In State government service spanning ten years, Mrs. Poston has handled major assignments with distinction, and I fully expect her to equal this record in this important and challenging position. She is an able administrator and a creative planner of programs to expand opportunities and horizons. She combines a deep understanding of the aspirations of our citizens with a keen awareness of the goals of an enlightened government."

Mrs. Poston is the former Director of the New York State Office of Economic Opportunity which has the responsibility for coordinating the efforts of departments of State government participating in the Economic Opportunity Program.

Immediate prior to this assignment (Continued on Page 15)

WONDERFUL WORLD

1967 Tour Program

FOR MEMBERS OF CIVIL SERVICE EMPLOYEES ASSOCIATION

Shown below are most of the tours from the very large selection of BUDGET-WISE ALL-INCLUSIVE EUROPEAN JET TOURS AVAILABLE

\$309 9 DAYS: SPRINGTIME IN PARIS Long Island Conference Charter—Members only. Departing March 25. Tour No. 1.

\$495 15 DAYS: FOUR EUROPEAN CAPITALS Long Island Conference Charter—Members only. Departing July 14. LONDON - AMSTERDAM-BRUSSELS-PARIS. Tour No. 2

\$659 22 DAYS: IRELAND & BRITISH ISLES Departing July 17. Group Tour No. 10.

\$716 22 DAYS: IBERIAN-NORTH AFRICA Group Tour No. 4 and No. 5. Departing May 8 & May 22. SPAIN-MOROCCO-PORTUGAL.

\$745 22 DAYS: GRAND TOUR of EUROPE Group Tour No. 9 and No. 13. Departing July 13 and August 3. FRANCE-SWITZERLAND ITALY-ENGLAND.

from \$769 26 DAYS: MEDITERRANEAN Sea CRUISE S/S ATLANTIC (American Registry) Tour No. 3 and No. 14. Departing: April 19 and August 8 (Supplement \$94) 14 ports.

\$835 22 DAYS: SCANDINAVIAN COUNTRIES Group Tour No. 7 and No. 11. Departing June 8 and July 20. DENMARK-SWEDEN-NORWAY-ENGLAND.

\$880 21 DAYS: GREECE - YUGOSLAVIA Group Tour No. 6. Departing: May 23 - GREECE and GREEK ISLANDS - YUGOSLAVIA - ITALY.

\$945 22 DAYS: ISRAEL and GREECE Group Tour No. 12. Departing August 3. ISRAEL-GREECE and GREEK ISLANDS.

\$1260 31 DAYS: EASTERN EUROPE Tour Group Tour No. 8. Civil Service Employees Assn.—Members only. Departing June 29. GERMANY-POLAND-U.S.S.R.-RUMANIA-HUNGARY-CZECHOSLOVAKIA-AUSTRIA.

ALSO AT SPECIAL CHARTER & GROUP RATES:

\$467 15 DAYS: HAWAII and the GOLDEN WEST Members only. Departing July 5 and July 22. Tour No. 21 and 22.

\$1225 28 DAYS: AROUND SOUTH AMERICA Tour No. 17. Departing: July 14

\$1698 29 DAYS: AROUND THE WORLD Tour No. 16—Civil Service Employees Assn.—Members only. Departing July 1.

\$1752 29 DAYS: THE SOUTH PACIFIC AUSTRALIA AND NEW ZEALAND Tour No. 15. Departing April 4.

BARGAIN RATES for MEXICO (July 15) - SAN JUAN/ST. THOMAS (April 26, May 26, Sept. 2, Oct. 11) GRAND BAHAMAS (May 26, July 17, Aug. 7, Aug. 21)

For folders containing Itineraries, Application and Other Information, write to the Tour Chairman in Charge:

- TOUR NO. 1 and 2: Mr. Irving Flaumenbaum, P.O. Box 91, Hempstead, L.I., N.Y. (516) PI 2-3169
TOUR NO. 3 and 14: Mrs. Grace C. Smith, Chairman, R.D. Box 1195, Waterford, N.Y. (518) CE 7-2087
TOUR NO. 4 and 5: Mr. Claude E. Rowell, Chairman, 64 Langslow St., Rochester, N.Y. (716) GR 3-5637
TOUR NO. 6: Mrs. Blanche Rueth, Chairman, 96 Whaley Street, Freeport, L.I. 11520. (516) FR 9-4529
TOUR NO. 7, 10, 11, 12 and 16: Mr. Sam Emmett, Chairman, 1060 E. 28 St., Brooklyn, N.Y. 11210. (212) 253-4488
TOUR NO. 8: Miss Deloras G. Fussell, Chairman, 111 Winthrop Ave., Albany, N.Y. (518) IV 2-3597
TOUR NO. 9 and 13: Miss Eve Armstrong, Chairman, 16 Florence Court, Babylon, L.I., N.Y. (516) MO 9-6327
TOUR NO. 15: Miss Celeste Rosenkranz, Chairman, 55 Sweeney Street, Buffalo, N.Y. (716) TX 3-2250
TOUR NO. 17: Mr. Carmelo Grillo, Chairman, 3109 85th Street, Jackson Hts., L.I., N.Y. 11370. (212) 446-4805 (Evenings)
TOUR NO. 21 and 22: Mrs. Julia Duffy, Chairman, P.O. Box 43, West Brentwood, L.I., N.Y. (516) 273-8633 and Mr. John J. Hennessey, Chairman, 276 Moore Avenue, Kenmore, N.Y. (716) TF 2-4966

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Springtime In Paris Tour Open

Through special arrangements, the first annual "Springtime in Paris" tour for Civil Service Employees Assn. members and their immediate families has been extended from eight to nine days at an additional cost of only \$10.

The new price of \$309 includes round trip jet transportation from New York City to Paris, room with private bath at the new Paris Hilton Hotel, and a nightclub evening. Optional sightseeing tours will also be offered. The tour departs March 25.

It should be noted, however, that little space is left for this tour and remaining vacancies should be applied for at once. Persons who have already booked seats must add the additional \$10 to their final payments. New applicants should write at once to Irving Flaumenbaum, P.O. Box 91, Hempstead L.I. telephone (516) PI 2-3169.

This tour is strictly limited to CSEA members and their immediate families.

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L.I. Legislators Say 'Yes' And 'Hopefully' On CSEA's '67 Program

(Special to The Leader)

A delegation of 13 Long Island Republican and Democratic State legislators endorsed in principle the seven major legislative objectives of the Civil Service Employees Assn. presented to them in a special workshop-luncheon sponsored by the Long Island Conference.

As expected, however, the legislators proved skittish on proposals that would require major increases in State appropriations.



ASSMB. JERRY KREMER

State Sen. Edward J. Speno (R-East Meadow), speaking for nine GOP legislators, and Assemblyman Jerry Kremer (D-Long Beach), speaking for Democratic colleagues, gave warm support in general to the program outlined by seven CSEA speakers. However, both men cast doubt on whether—and how much—money could be allocated for general salary adjustments.

Definite

Both party representatives supported:

- 1) Revision of the Condon-Wadlin law;
- 2) Independent hearing officers, and
- 3) Revision of the Judicial Conference's control over court employees.

Hmmm

They expressed support, but mixed hopes, for:

- 1) General pay increase;
- 2) Time and one-half for overtime;
- 3) Fully prepaid health insurance, and
- 4) Pay for unused sick credits upon separation.

Wenzl's View

Ted Wenzl, the first vice president of the Statewide CSEA, told the gathering "you legislators will hear plenty from us on these objectives during this session." Wenzl said the legislators would receive forceful presentations from CSEA especially on the salary issues, repeal of the Condon-Wadlin law, and the Constitutional Convention. Wenzl, who represented the CSEA president Joseph F. Feily, who was ill, said of all the legislators: "We need them—and they need us."

Said Speno: "Although education is requesting a huge increase, we should find some salary money. The State lottery may free some money." He emphasized "may."

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NEW GAVEL — Irving Flaumenbaum, left, president of the Long Island Conference, Civil Service Employees Assn., has a new gavel with which to call meetings of his 20,000 member conference to order. Making the presentation is Senator John R. Dunne of Nassau County. The presentation was made at the recent legislative luncheon of the conference.



LIGHTER MOMENTS — Taking time out from discussions of legislative matters during the annual reception for legislators from Long Island's two counties sponsored by the Long Island Conference, Civil Service Employees Assn., are, left to right: Irving Flaumenbaum, president of the conference and Senators John R. Dunne, Norman F. Lent and John D. Caemcoer.



DISCUSSION — The aims and goals of the Long Island Conference, Civil Service Employees Assn., were explained recently by Irving Flaumenbaum, president of the conference, to legislators representing districts in both Nassau and Suffolk County at a legislative luncheon at Carl Hoppl's Restaurant, Baldwin. Standing left to right, are: Frank Olkusi, Roger Celli and Professor Thomas Ladonsky, chairmen of the arrangements committee of the affair. Seated, same order, are: Senator Edward Speno, Flaumenbaum and Assemblyman John R. Kingston, Assembly "whip."

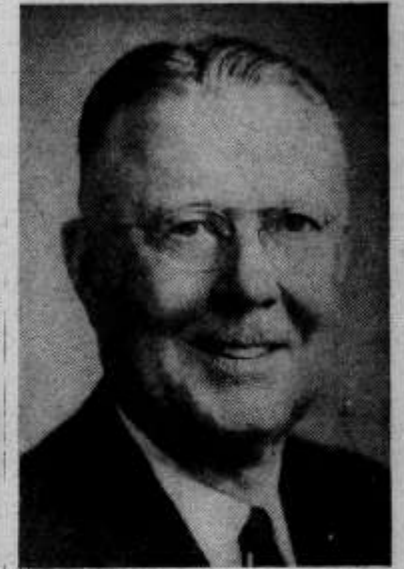
Catherwood, Bendet Named Winners Of Brotherhood Committee's Annual Awards

State Industrial Commissioner Martin P. Catherwood and Solomon Bendet, an employee of the State Insurance Dept. and a member of the board of directors of the Civil Service Employees Assn., have been named recipients of two major awards to be presented on Feb. 16 by the New York State Employees Brotherhood Committee.

better race, ethnic and religious toleration "through words and deeds."



SOLOMON BENDET



MARTIN P. CATHERWOOD

Catherwood, head of the State Department of Labor, will receive the Benjamin Potoker award. The latter Mr. Potoker was a founder of the brotherhood organization. The award in his name is given to a top executive in State government for his "demonstrated devotion to the cause of promoting better understanding among people of all races, religions and nationalities."

Bendet was selected as the top State employee who contributed the most for the furtherance of

Both awards will be given at a luncheon in the Commodore Hotel.

Alton G. Marshall, secretary to Governor Rockefeller, will present the citation to Bendet. Marshall, in accepting an invitation to make the award, declared that "I really feel as though I am the one being honored, not only because of having the opportunity to present the award but also for the privilege of having worked with some who so justifiably warrants such recognition."

Onondaga Aides Join Battle For Welfare Aides' Education Pay

SYRACUSE — Four Onondaga County welfare workers—two division directors and two case supervisors—have joined the legal battle to put into effect State-mandated premium salaries for employees with graduate training.

Arguments on an order directing the county to show cause why the 10 and 20 per cent salary increases should not be granted the four and "all others similarly situated" were adjourned last week (week of Jan. 16). It is expected that the adjournment will continue pending the outcome of similar cases in Westchester, Suffolk and Erie counties.

Contradicting decisions in Westchester county and in Suffolk County, which included the Erie case, are headed for a showdown in the State's appeals courts. All rulings so far have come in State Supreme Court.

Petitioners

Bringing the Onondaga County case are Directors Rudolph M. Maida of the public assistance division and Leon D. Harrington of the child welfare division, and two Case supervisors, Miss Patricia Driscoll and Miss Alice Angelo.

They are represented by Charles S. Webb, a Civil Service Employees Assn. attorney.

Named defendants are State Welfare Commissioner George K. Wyman; C. Walter Driscoll, area welfare director; County Execu-

tive John H. Mulroy; County Personnel Director Louis A. Harolds (ok), and County Welfare Commissioner John L. Lascaris.

The four county employees ask that the county be directed to boost their annual salaries by 10 or 20 per cent under a State law adopted by the Legislature in 1965. Taking effect Jan. 1, 1966, the law provides that counties pay a 10 per cent differential to social welfare employees with one year of graduate training and 20 per cent for two years of such training.

Contradictions

Earlier this month, State Supreme Court Justice John D. Dillon declared the law constitutional and directed Westchester County to put the premiums into effect.

That decision contradicts the earlier ruling of State Supreme Court in Suffolk County, where a judge declared the law unconstitutional.

Appeals of the two decisions are expected to result in a final ruling—either in the Appellate Division or in State Court of Appeals, the State highest tribunal—on the law.

Thermostat Repairer | repairer which was established recently, the Department of Personnel has revealed.

There are 23 names appearing on the present list for thermostat

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OUR 70th YEAR

Your Public Relations IQ

By LEO J. MARGOLIN



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

Imagination And Ingenuity

MORE AND more civil servants are being called upon to use their imagination and ingenuity in the operation of government. The demand on the creativity of the civil service corps will increase with the years as government's complexity grows greater and greater.

THE DAY OF the civil servant carrying out his assignment without thought or initiative is a thing of the far distant past. Only the tremendous brainpower of people in civil service will keep government running.

AS THE civil servant's involvement in tasks requiring inventiveness increases, he will be called upon more and more to give his assessment of things as they are and how they can be improved.

WHEN A civil servant is asked to comment on both concepts and actual operations, there is sound technique to follow, which will go a long way toward strengthening civil service public relations.

AS A STARTER, bear in mind that it is relatively easy to tear apart almost any idea of procedure. The difficulty is generating an alternative. It is here that the civil servant's great value to government cumulative brain power can be shown to best advantage.

THUS, WE CAN evolve a rule for all civil servants: Never criticize or tear apart a procedure unless you have a better alternative in your pocket, ready for almost immediate application.

THE RULE applied equally to private industry as well as to government. But the civil servant will soon discover that sometimes in private industry's dealing with government, businessmen fail to follow the rule.

NEW YORK City's taxi industry is a good case in point. Recently, the task force organized by Mayor Lindsay to deal with the vexing taxi problem, came up with a series of highly intelligent, constructive suggestions to modernize an industry still creaking along by ground rules, which may have been valid 30 years ago. Every suggestion was carefully thought out and documented.

ALTHOUGH THE taxi industry and unions were part of the task force, the industry began whittling away at the recommendations, never once suggesting a workable alternative. The sum total of the industry's "alternatives" were: keep things as they are.

WE HOPE CIVIL servants never retreat to such thinking. If they did, we would never have the welcome success of the suggestion contests, which just about every

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Manhattan Centrex Directory

The Manhattan Centrex Directory, listing the names and telephone extensions of some 15,000 City employees is now available to the public from the office of the City Record, Room 2213 of the Municipal Building. The 117 page booklet can be purchased for \$1.50.

Where to Apply For Public Jobs

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

CITY

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

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone 566-8720.

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

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated otherwise in the examination announcement.

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

STATE

STATE—Room 1100 at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone 227-1616; Governor Alfred F. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).

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

FEDERAL

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

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



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File Until February 15 For March 18 Federal Service Entrance Exam

Applications for the March 18 Federal Service Entrance Examination are now being accepted until Feb. 15. College graduates successful in their performance on this exam will qualify to fill positions in some 200 types of careers with the Federal Government.

Those hired from this test are trained to work on programs of both national and international importance and will be prepared to take further examinations above the grade 5 (\$5,331 per year) entrance level.

Once appointed, applicants will be trained for positions in personnel management, general administration, economics and social quasi-legal activities or food and drug inspection.

To meet the requirements for the grade 5 position, candidates must have completed or expect to complete within the next nine months, a four-year course leading to a bachelor's degree in an accredited college or university or have three years of experience in sciences, social security administration, management analysis, tax collection, electronic data processing, budget management, park ranger activities, statistics, investigation, procurement and supply administrative, professional, investigative or other responsible work which has prepared them for the appropriate specialty for which they are applying. Candidates may also take advantage of any equivalent combination of the experience and education. Thirty semester hours or 45 quarter hours will be considered equivalent to each nine months of the required experience.

Candidates with education or experience qualifications in excess of the minimum GS-5 requirements may also be considered qualified for GS-7 positions paying \$6,451 to start. For this grade they must have an additional year of study at the graduate level or have a year of experience at the super-

visory level or an equivalent combination of education and experience. Additionally, an LL.B degree, or higher, from a law school is acceptable.

A new experimental program inaugurated this year permits those college graduates who have completed all the requirements within the last two years or expect to complete them within nine months, to place on the eligible register without examination provided they have a 3.5 index in all undergraduate courses or rank within the top ten percent of their class.

Those taking the test and attaining a sufficiently high rating may be marked qualified for the GS-7 grade if they have had a 3.0 index in college courses or rank within the top 25 percent of their class or have been elected to membership in one of the national honorary societies or have attained a score of 600 or more in the Graduate Record Examination Area Test or Advanced Test.

Management Internships

There are also opportunities in management internships which will be filled from this test. This position is given to persons who show a potential for special training as management interns.

To file for this test, write to the U.S. Civil Service Commission 220 East 42 St., New York City and ask for applications for test member 400—The Federal Service Entrance Examination.

Test and application cut-off dates are: March 18, cut-off, February 15; cut-off, March 15; and May 20, cut-off April 19. The final test will be given on June 17.

Palestin Resigns

ALBANY—Ira J. Palestin has resigned as a State Tax Commissioner to enter private law practice. A Liberal Party member, he was first appointed to the State post by former Governor Averell Harriman.

The DELEHANTY INSTITUTE

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Joe Deasy, Jr., City Editor

Carol F. Smith, Assistant Editor

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TUESDAY, JANUARY 24, 1967

Incredible Omission

AS Incredible as it may seem, a study of the State Retirement System ordered by Gov. Nelson A. Rockefeller is about to conclude its findings and has done so without any consultation with representatives of the members of that system. We say incredible because the study came about at the request of the Civil Service Employees Assn., which represents tens of thousands of members of the System.

The upshot of shunning the CSEA is that last week it totally disavowed any association with the committee or its forthcoming report.

Established in 1965, the study group has gone its clandestine way and refused all requests to meet with the CSEA, despite the fact that its members have contributed a substantial amount of the funds in the Retirement System. It is doubtful that the Chase Manhattan Bank would have any friends if it treated its depositors in such high-handed fashion. Yet, such has been the case here and public employees whose entire retirement future is at stake are in total ignorance of what is going to be recommended in the future administration of their monies.

As the Employees Association noted in its rejection of the committee, the refusal to meet not only represents a tragic waste of time and effort but poses the probability of a serious and antagonistic reaction in civil service that could produce some formidable strain on the relations between government here and its workers.

The study committee is not alone in its fault. The CSEA informed Governor Rockefeller only last month of the deterioration in the relationship of the Employees Association stitutional revisions.

It is now up to the Rockefeller Administration to take drastic steps at once and avoid, if still possible, any long lasting damage to the Retirement System.

Poor Remedy

WHILE some changes in City civil service procedures now being proposed by Harold Riegelman, former chairman of Mayor's Lindsay's Task Force on City Personnel, are not without merit, public employees should view with alarm his current thinking about present promotional methods since he advocates changes that would require radical Constitutional changes.

In a speech before the New York City Bar Association's Municipal Affairs Committee, Riegelman proposed that provisions in the State Constitution which firmly declare that promotion in civil service be made on the basis of fitness and merit be made "more flexible." He contends that the State's courts have interpreted this section of the Constitution to mean that the major emphasis for determining promotions should be through written examinations.

There could be, under certain circumstances, some truth in his arguments that not all traits of adaptability and on-the-job performance can be determined by a written examination. However, where Riegelman's proposals become dangerous is that they argue solely against written examinations as the major means of determining promotional merit and without giving any solutions as to how to prevent the abuse that has come through attempts to promote by other means, particularly in the use of oral examinations.

If there are means by which promotions can be made more flexible without a return—directly or indirectly—to the spoils system, we feel they should be fully investigated. But to remove present Constitutional guards on promotion by fitness and merit would accomplish nothing.

Let public employees once again be warned that the battle for their future lies very much on the doings of the forthcoming State Constitutional Convention.

LETTERS TO THE EDITOR

Letters to the editor must be from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader.

There are Typists and There are Typists

Editor, The Leader:

As a State employee of more than four years, I find it hard to believe that there is essentially one category of typist in the entire State system. True, there is the title of senior typist but openings in this category are about as rare as a day in June.

Having worked for more than 25 years as manuscript typist, statistical and engineering typist, and correspondent-typist, using all makes and models of electric and manual machines, I feel short-changed with a grade 3 typist title. There should in all fairness be no less than three typist titles: junior intermediate and senior, depending upon ability, experience and educational background.

Why a beginner just out of school with no actual work experience should be handed the same grade 3 title as an accomplished typist of many years' experience is more than I can comprehend. To illustrate further, there are many with a typist classification who type only an hour or so a day, while the more proficient ones type complex documents, graphs, and statistical data, yet have no higher grade. (The title of statistical typist seems to be non-existent in State service).

TRUE TO TYPE
New York City

Fellow Clerks: Unite And Fight

Editor, The Leader:

From the attendance we have had on reallocation of clerical workers at various meetings being held throughout the State, it seems to me that only a few departments of the various agencies that are just looking on, would yell their heads off if only those who are fighting for this reallocation received it.

Why not wake up? It has been over 10 years since we have had a reallocation, and now with the past increase in other departments, I would think the agencies' pride would be hurt, and you would be fighting mad.

Don't you realize that approximately 60 per cent of the State workers are in clerical positions, and if we all stand together as one, we wouldn't have to ask for a reallocation. We could demand it, purely on our service to the State.

Let us all unite and fight together.

JOHN W. HARRISON,
Chairman of the Reallocation Committee,
Bronx State Hospital.

Tutuska Appointed

ALBANY—Gov. Rockefeller has appointed B. John Tutuska of Buffalo to the Municipal Police Training Council. Mr. Tutuska is sheriff of Erie County, and a former patrolman with the Buffalo Police Department.

Civil Service Law & You

By WILLIAM GOFFEN



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

Right To Institute Proceedings

THE QUESTION of standing to institute proceedings for judicial review is still frequently raised by Civil Service Commissions. This is usually done through a motion to dismiss the petition on the ground that the petitioner is not personally aggrieved by the Commissioner's action. A very recent illustration of such a contention is the case of **Blondell v. Hoberman** (New York Law Journal, January 16, 1967).

THE BLONDELL petitioners are Supervisors of Motor Transport. Their Article 78 proceeding seeks to compel the New York City Civil Service Commission to rescind notice of a promotional examination for that title.

THE EXAMINATION was announced on behalf of employees of the City Department of Public Works in the category of Dispatcher. The petitioning Supervisors of Motor Transport alleged that Dispatchers do not qualify for the supervisory position. Accordingly, the examination would violate Section 52(8) of the Civil Service Law which prohibits promotions to a position the qualifications of which are higher than those required in the position presently held.

JUSTICE SAMUEL H. Hofstadter held that the petitioners had standing to maintain their proceeding although they were not personally aggrieved at least in the sense that their own jobs were not challenged by the proposed examination.

THE RESPONDENT Civil Service Commission was correct in urging that one who is not aggrieved will ordinarily lack standing to maintain an action. However, exceptions are made in two situations. One is in case involving questions of public importance which are likely to recur frequently. The other exception is on behalf of citizens or taxpayers seeking to compel officials to perform their duties.

AMONG THE leading cases referred to by Justice Hofstadter as an illustration of the second exception is **Andresen v. Rice**. Justice Hofstadter quoted the following appropriate language of the Court of Appeals in that case:

The point has been raised that the petitioner here is not capable of presenting this matter to the court, as he has not applied for a position on the (State Police) force. He is of age to make such application, but, more than that, he is a citizen of the State of New York, and being such, is capable of presenting to the courts his petition for the enforcement by officials of their mandatory duties.

ILLUSTRATIVE OF the first ground for entertaining a proceeding brought by one who is not personally hurt by the action of which complaint is made, is **Rosenbluth v. Finkelstein**. In that case, the Court of Appeal entertained a proceeding brought to compel the Temporary City Housing Rent Commission to issue a certificate of eviction to enable the petitioner landlord to obtain possession of an apartment in a building he had purchased. During the course of the litigation, the issue became academic because the landlord obtained another apartment. Still, the Court of Appeals denied a motion to dismiss the appeal.

JUDGE STANLEY H. Fuld (now Chief Judge) writing for the Court of Appeals, said:

Although the appeal has become moot and academic, we refrain from dismissing it because of the importance of the issue presented. Affecting as it does the administration of the emergency housing legislation in the City of New York, the question is one of major importance and, because it will arise again and again, one that invites immediate decision.

OF COURSE, the principle of the **Rosenbluth** case was recognized by the Court of Appeals more recently in **Donohue v. Cornelius**. Judge Kenneth B. Keating there recognized expressly "the exception to the rule of practice under which this court on occasion decides questions which even though moot between the parties affect the entire State or transactions of a similar character which are numerous and likely to arise with frequency . . ."

CONSISTENTLY WITH the authorities, Justice Hofstadter concluded that the petitioning Supervisors of Motor Transport "clearly have standing, for the matter is of great public interest involving the proper administration of the Civil Service Law and even of the Civil Service provisions of the State Constitution."

U.S. Service News Items

By JAMES F. O'HANLON

Social Security Raise May Hike Retirement Benefits

It is being speculated in Washington that President Johnson's recent State of the Union Message carried an indirect promise of substantial increases in retirement and survivorship protection for thousands of Federal civil servants and dependents. The boost may range as high as 30 per cent for many.

The speculation is built around a well entrenched Administration priority reform proposal that all Federal civil service retirement benefits be at least as much as if the work on which they are based were performed under social security.

In the State of the Union Speech the President proposed an overall average increase of Social Security benefits of 20 per cent. In addition the President called for a 59 percent Social Security payment hike, bringing a minimum payment from about \$44 to \$70 a month. He also proposed a guaranteed minimum payment of \$100 a month for those with 25 years of service.

It is felt by some observers that if the annual \$100 minimum payment is approved, for example, the base level for Federal civil service retirees will also be raised.

The adoption of the Administrations Social Security raise proposals, paired with the speculated raise of retirement benefits which could parallel the Social Security hikes all the way down the line, will result in great improvements in the over-all coverage of Federal civil service retirees and their survivors.

Economy Champions Rewarded Big For Ideas

The first Roll of Economy

Champions — 59 civil servants whose combined efforts saved Uncle Sam \$3,481,065 last year — was unveiled last week by Civil Service Commission Chairman John W. Macy, Jr., in a ceremony in the lobby of the Commission's headquarters in Washington. The 59 award winners are spotlighted in an exhibit which remains on display. Four were present for the ceremony, along with directors of personnel of Federal departments and agencies.

An Economy Champion is a Federal employee whose achievement or adopted suggestion during fiscal year 1967 has shown first-year measurable benefits of \$10,000 or more. The Commission started the program, in which all Federal agencies are participating, in support of the President's cost-reduction program.

The exhibit consists of the Honor Roll itself, to which names will be added monthly through July, and five special poster board displays depicting cost-cutting achievement of representative January Economy Champions.

Among the highest award winners were:

Hernandildo Gonzales, a machine operator at Kelly Air Force Base, San Antonio, Tex., who devised a way to prevent jet engine turbine vanes from warping while undergoing repairs. It enabled the Air Force to salvage 900 vanes at net first-year savings of \$114,201. Gonzales who, with his wife Lupie, was present at the ceremony received an initial award of \$1,000.

William E. Stelzer, a contract specialist with the Defense Supply Agency, Columbus, Ohio. He proposed a change in specifications for fuel hose purchased for the Armed Forces that saved \$377,208 on one procurement. Stelzer, 40, married and the father of two boys, received an initial award of \$1,000.

John P. Puffett, as an accountant with the Department of Agriculture's National Animal Disease Laboratory in Ames, Iowa, identified certain public utility charges against the Agricultural Laboratory that he believed should be reduced. He persuaded the City of Ames to accept his proposal, thereby saving the Government \$274,485. This is the fourth cost-reduction action he initiated in his short career with USDA; and his award for it was \$1,325.

Allen W. Niles, Donald S. Peck and Orville W. Wahtera, aero-

space technologists at NASA's John F. Kennedy Space Center, Fla., recognized that the yearly visual inspection of rocket fuel tanks was too stringent when compared to results, and suggested that a 5-year cycle be instituted. This change in cycle cut inspection costs by \$69,000 annually. The three shared a \$1,000 award.

Mary L. Bettencort, a clerk-stenographer, and James L. Webb, a fiscal clerk, in the Pacific Coastal Area Office of the Small Business Administration, San Francisco, Calif., on their own initiative analyzed the photo-reproduction operation in the San Francisco Office and suggested a change in equipment to achieve economies in both rental and per copy reproduction costs. Adoption of the suggestion in 49 Small Business Administration offices throughout the country will save an estimated \$25,638 in fiscal year 1967. The pair shared a \$780 award.

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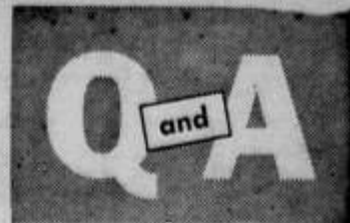
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QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



This column will appear periodically. As a public service Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 1215 Western Avenue, Albany, N.Y. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

NOTE: The first question in my column of December 27, 1966 asked this question: "In order to claim benefits under the Major Medical part of my Statewide Plan, must I file my claim through my local school or may I send it directly?"

I should like to clarify my answer to this question with this statement: All Major Medical claims must be filed through your local payroll or personnel officer.

If you wish to keep the nature of your expenses confidential, you may place three copies of the worksheet and all bills and receipts in an envelope marked confidential and attach this envelope to the claim form. The third copy of the worksheet should be retained to verify the payment received.

Q. I became 65 a short time ago and my Statewide Plan premium has remained the same. Please tell me why?

A. You should immediately communicate with your payroll or personnel officer and inform him that you have reached 65 and have enrolled in Part B of Medicare. This change in your share of the Statewide Plan premium will be \$3.00 per month. The change must be initiated by your payroll or personnel officer.

Q. Must I be hospitalized in order to receive reimbursement for home and office doctor calls under my Statewide Plan?

A. No. Such calls are covered under Part III (Major Medical) of the Statewide Plan. You need not be hospitalized in order to receive Major Medical benefits, but the co-insurance and deductible factors do apply.

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

A. It is not necessary for your dependents to be shown on your identification card. Eligibility for benefits under the Statewide Plan is verified from records in your personnel office. These records have information as to whether you are enrolled for dependent coverage.

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With Urban Corps 2,000 Summer Jobs For College Students

The 1967 operation of the New York City Urban Corps Summer Internship Program is about to get under way. Approximately 2,000 jobs are being made available to college students who attend educational institutions which participate in the Federal government's work-study grant programs.

This year's Urban Corps program is an enlargement of last year's initial operation when 1,200 college students took part in the daily operation of the City's government with degree of success and initiative which proved a boon to both the City agencies in which they worked and the study programs of the students themselves.

Student application forms can usually be had at any college participating in the Federal work-study program and the Urban Corp. The Urban Corps will accept applications after Feb. 15 and up to May 1 for this year's program.

Students participating in the Urban Corps program usually work a 30-hour week and are paid between two and three dollars an hour, according to a rising scale based on the level of study they are presently undertaking.

Arrangements for student participation in the City's Urban Corps program must be made by agreement between the City and the college which the student is attending.

This year more colleges are lining up to register for the City's highly successful work-study operation. The program then, will be made available to that many more students. For example, it has been reported that Yale University has entered the program in order that its students who so choose may participate.

This recent showing of enthusiasm for the Urban Corps seems to be based on reports of last year's initial operation.

There is no requirement that participating students be residents of New York City. The Urban Corps is a cooperative venture of the City, the Federal government and the participating colleges and universities.

The Urban Corps functions under the provisions of the Federal College Work-Study Program as provided by Title IV of the Higher Education Act of 1965.

The Urban Corps is not a recruitment program for the future City personnel. Nor is it merely a work program to get urgently needed jobs done. Rather, its basic purpose is to provide an opportunity for bright, motivated young people to work within their field of study in City government.

Urban Corps student interns are assigned to substantive work with the agencies and departments of

the City in activities covering virtually all areas of academic and vocational interest.

Every effort is made to place a participating student in a work area which relates most directly to his field of study.

This year's operation is scheduled to get underway on Monday, June 12. This will be the first workday of the 1967 program. The program will terminate on Friday, Sept. 1. Later starting dates and earlier terminating dates may be arranged where individual cases may warrant such action.

If a student who is interested in participating in the program is attending a college which does not take part in the Federal work-study program it is possible to arrange to work in the Urban Corps on a voluntary non-paid part or full-time basis.

For further information on the Urban Corps write or visit: Urban Corps, Office of the Mayor, City of New York, 250 Broadway, New York City, New York 10007 or call (212) 566-3953, 4.

Also, for further information on the operation and possibilities of

the Urban Corps see future editions of The Leader.

Below is a list of the assignments possible under the current administration of the City's 1967 Urban Corps program.

Legend—Explanation of Symbols

A single star (*) after the title of an assignment indicates that the assignment requires either an upperclassman or one whose special training enables him to fulfill the assignment.

A double star (**) after the title of an assignment indicates that the assignment requires either a graduate student or one whose special training or experience enables him to fulfill the assignment.

An "X" after the code number indicates an advanced assignment, requiring special skills.

An "S" after the code number indicates an assignment available only to students MAJORING in Business or Secretarial Science.

Accounting (basic)*; Accounting (advanced)**; Statistics (basic); Statistics (advanced)*; Personnel Assistant*; Management Assistant*; Library Assistant (basic); Library Assistant (advanced)*; Economic Research Assistant*; Secretarial Assistant (See Note); Secretarial Assistant-Stenographer (See Note). NOTE: Available ONLY to students MAJORING in Business or Secretarial Science.)

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ing Assistant (basic); Data Processing Assistant (advanced)**; Mechanical Technology Assistant; Electrical Technology Assistant; Electronic Technology Assistant; Mechanical Engineering Assistant*; Chemical Engineering Assistant*; Civil Engineering Assistant*; Electrical Engineering Assistant*; Traffic Engineering**; Drafting Assistant; City Planning Assistant**; Architectural Assistant**; Geological Assistant*; Zoological Assistant*; Criminology Assistant**; Radio-TV Production Assistant.

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The series of evening classes, beginning Jan. 23 and Jan. 24, will prepare and qualify candidates for the June examination in New York State and New Jersey. Tuition of \$110 includes the text.

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Riegelman Proposals On Civil Service Procedures

(Continued from Page 1)

best serves the public interests and, second, to recruit and maintain staff needed to effectuate policy.

We are concerned with the second factor, without which the first is useless.

The second factor is the large body of public employees. It is so large and the amount of money it absorbs is so great that there has always been a strong temptation to use public employment as a means of rewarding partisan services to the victorious party; and the questionable quality of the beneficiaries of these rewards has in the past often invited venal conduct on their part.

These abuses steadily rose to a peak in the 1870s when popular resistance took more and more effective measures and civil service reform swung into full stride. By the early 1920s the reform had accomplished its goals and the backbone of the spoils system was effectively broken in New York State and the Federal Government.

A system of rules was established to insure appointment and promotion of civil servants on the basis of merit. Merit was to be established by competitive examination. Lines of promotion became rigid. Unusual effort by a civil servant received no recognition unless reflected in an examination. An exception was made for veterans who, because they had served their country in time of war, though not necessarily in combat or under conditions less favorable than they had enjoyed in private life, were given preferences, first in appointment and later in promotion.

What started out as a laudable and successful effort to destroy the spoils system crystallized into a series of restrictions which dampened ambition; encouraged mediocre performance and, except in times of deep depression and high unemployment, discouraged many able, competent, ambitious young men and women from entering the civil service and invited civil servants with those qualities to leave it.

This does not mean that all or even a majority of civil servants lack high performance potential and dedication. But certainly in a city which employs a third of a million people, the ineffectiveness of a sizeable minority is an expensive price for the public to pay for something much less than it needs.

A number of specific remedial recommendations were made on May 3, 1966, by the Mayor's Committee on City Personnel. Many of these have been or are being implemented by executive order and City Civil Service Commission rule changes. But some can be accomplished only by constitutional or statutory changes. It is of this kind of change that I shall speak to you.

Examinations

An important contributor to unsatisfactory appointment and advancement methods and results is insistence on the written competitive examination as the major test of recruitment and promotion. This is rooted in Article V, Section 6 of our State Constitution. It provides that appointments and promotions in the civil service "shall be

made according to merit and fitness." Certainly a laudable mandate but for the qualifying phrase: "to be ascertained as far as practicable by examination which, as far as practicable, shall be competitive."

The Courts have given this qualifying phrase a strict interpretation.

It is generally conceded by educators and employers, public and private, that written competitive examinations are, in many cases, a dubious way of testing an applicant's relative aptitude for a type of work or for an incumbent's eligibility to promotion. I shall not develop the arguments against the examination as a sole test of competence because I am sure you can recall plenty of examples from your own experience. One is that the Corporation Counsel is bound by a written competitive examination in the selection or promotion of attorneys to be assigned to appellate work or any other specialized practice.

Certainly some criteria of merit and fitness are necessary and desirable. But the required skills have become so diverse, and human as well as technical qualifications so refined, that while written competitive examinations can frequently serve a useful purpose, other and more flexible tests are needed.

This need would, I submit, be adequately and safely met by removing the straight-jacket qualifying phrase from the Constitution and requiring instead that merit and fitness be ascertained "in a manner prescribed by the State Civil Service Commission or, in the City of New York by the City Civil Service Commission."

Veteran Preference

In this same Article V, Section 6, is another obstacle to an efficient civil service. This provides that certain veterans are to receive preference of 5 points on their entrance examination and 2½ points for one promotion examination; if disabled in military service, they get double these points. These differences are substantial. World War I and World War II, Korean and Vietnam war veterans, including non-combatants, receive this credit. Those who served between World War II and Korea or between Korea and Vietnam do not.

Aside from these discriminations which have no necessary relation to exposure to the hazards of war, there is the more basic question of whether a citizen who bears arms for his country and thus does his plain duty as a citizen, is entitled to a preference on appointment to the civil service and to promotion, when better qualified personnel may be available. The effect of such a preference, wholly unrelated to competence, has a depressing and discouraging effect all along the line. I fought the recruitment preference in the 1938 Convention and failed. I fought the promotion preference there and succeeded. But twelve years late that success was reversed. I am a veteran of both World Wars. I saw combat in both. I am convinced that whatever thanks a grateful republic may feel moved to express, it should not be in a way which impairs the civil service or the morale of civil servants who were born too soon, too late or were

physically too unfit to serve in the armed forces in time of war. A special educational credit, under Civil Service Commission rules, for the kind of military service which would enhance fitness for a specific type of civil service would be appropriate and useful.

The first order of business should be to repeal all of Article V, Section 6, except the first 50-odd words, and to amend these by eliminating examinations and substituting Civil Service Commission regulations which in proper cases may well require examinations.

Interrupted Probationary Periods

Other suggestions in the main do not involve the Constitution. The first of these, however, does affect civil servants who enter military service before the end of the six or nine months' probationary period or before completion within three years, of the normal investigation of their character and experience. This can be corrected by suspending the running of the probationary investigating period during military service, and resuming it when that service is ended. The civil servant would thus be on probation for the full six or nine months of his first public employment, and not merely a day, a week or three months simply because he joined the armed forces and continued in them until his probationary period expired. This warrants an amendment of Section 50, subdivision 4 of the Civil Service Law and Section 243, subdivision 9 of the Military Law.

Rigidity of Promotion and Transfer

An excellent example of inflexibility is based on Sections 52 and 70 of the Civil Service Law. These in effect require that an employee can only be promoted within the service to which he was originally appointed. Additional education and training will not ordinarily qualify him for a horizontal transfer to a much more congenial and useful job or for promotion to a position in another service. It is difficult to think of a greater hindrance to mobility within the civil service or a greater discouragement to self-improvement.

Transfer of Employees of an Abolished Agency

Section 70 of the Civil Service Law needs a new subdivision to accelerate and insure transfer to another agency and maintenance of promotion rights of persons employed by an agency which is abolished. At present, employees of an agency which is to be abolished must await actual layoff before any such action is taken. This is unfair to the employee, a loss of up to six months work time for public, and also unnecessary and correctible.

Discharge for Disability

Employees can be discharged only after a formal disciplinary hearing. This is sound practice except in two respects. First, Section 72 of the Civil Service Law provides for the disciplinary procedure before an employee who cannot, because of illness or disability, perform his duties. His record bears the notation that he was separated from the service as the result of a disciplinary hearing. This is grossly unfair to the employee

and embarrassing to the agency which discharges him. The correction should be for the agency head to substitute a special medical examination with provision for possible transfer to a similar or lower grade position for which the employee may still be suited. In any case, the record should show that the discharge or transfer was for medical reasons rather than discipline.

Minor Disciplinary Action

The second defect in relation to discipline is in Section 75 of the Civil Service Law. This section, requiring as it does, that no disciplinary action can be taken unless on written charges and formal hearing, virtually defeats all disciplinary action except in flagrant cases. Supervisors are loath to devote the many hours and heavy paper work necessary to prefer charges against and prosecute any except the worst offenders. Many whose offenses justify discipline thus escape all together. In other instances relatively minor offenders are subjected to heavier penalty than is warranted, the punishment being more proportionate to the time and expense incurred in the proceeding than to the gravity of the dereliction ultimately proved. In any case, the agency's action is reviewed by the City Civil Service Commission and this affords some protection to the offender against excessive penalty, but absorbs even more time of agency officials and aggravates a resort to the easier course of refraining from much disciplinary action which is justified.

There should be a means for establishing unacceptable conduct, not involving a discharge and without formal hearing or review by the Commission. A solution would be to amend Section 75, subdivision 2 of the Civil Service Law to permit an informal hearing and recommendation by the hearing officer if the employee is given notice of the charge and the disciplinary action by the agency head is not greater than a one-day suspension without pay.

Elimination of the right to appeal to the Commission in such cases would require amendment of Section 76, subdivision 1 of the Civil Service Law.

Decentralized Management Control

The Mayor's Task Force on City Personnel unanimously urged that more authority be given to agency heads to change employee numbers, schedules, activities, program and payroll certification procedures within the agency's then existing budget. The tight rein on agency heads in these respects seriously impairs their powers to manage their agencies efficiently. No private business could survive this want of authority of management to manage. My earlier reference to the need for amending Article V, Section 6 of the Constitution affects this unsatisfactory situation, but the main remedy is an amendment of Sections 112 to 123 of the City Charter.

Attacks on Examination Results

I referred earlier to the over-use of examinations for appointment or promotion, as required by the Constitution. There is another, and procedural, abuse connected with

the examination. An increasing number of candidates have attacked answers and ratings by City Department of Personnel examiners. Obviously, there must be some recourse for an aggrieved candidate. In order to reduce time and expense to all concerned, the Supreme Court should be eliminated as a court of original jurisdiction in such cases and the alleged grievance should be brought in the first instance to either the City or the State Civil Service Commission whose decision could be reviewed by the Appellate Division on a writ of certiorari, with ultimate appeal to the Court of Appeals from the decision by a divided Appellate Division.

More than mere time and expense are involved because, under the existing procedure, a number of instances have occurred where the City was unable to fill important posts on a permanent basis, while the question of examination answers and ratings was slowly filtering through the courts.

Collective Bargaining

And, finally, there is no City or State law which authorizes or establishes any framework for collective bargaining by City employees. A good State bill proposed last year by an able panel was not passed by the Legislature. Another bill which has much to commend it was placed before the City Council by the City Administration. There have been hearings but no action. Its more obvious faults are its failure to prohibit strikes by public employees, a recourse which would seem wholly unnecessary in view of the admirable impartial mechanism proposed for impasse procedures; and second, the bill's failure to recognize the right of an employee to refrain from joining an employee organization. In that respect, the bill evidently contemplates a closed shop and sets up no effective machinery for grievances and the controversies involving an employee who declines to join a union.

Conclusion

I should not wish you to get the impression that the changes I have outlined are all that are necessary to correct the deficiencies in our civil service. Other adjustments within local authority are now in progress. The ones I have outlined here are the more important changes, without which little can be done to create a civil service of a quality, morale and efficiency needed to give the public the service it sorely needs and richly deserves.

I can think of no more useful undertaking by the Committee than a sustained effort to accomplish the constitutional and statutory changes necessary to establish and maintain that kind of civil service.

Onondaga Chapter Donates To Boys Club

SYRACUSE—The annual \$100 donation made by Onondaga chapter, Civil Service Employees Assn., this year went to the Boys' Club of Syracuse.

Leona Appel presented the \$100 check by mail to Thomas Coulter, executive director of the Boys' Club.

DON'T REPEAT THIS

(Continued from Page 1)

Fall. Furthermore, most public employee organizations are keeping a detailed record of actions for, or against civil service as reminders on how to vote in 1968—the year of an important U.S. Senate election here, as well as a Presidential contest.

Ordinarily, it is only the Legislature and the programs of the Governor that public employees have to be concerned about. Their watchfulness is having to be increased this year because of the revision of the State Constitution and new threats to the merit system and other public employee benefits now guaranteed by the Constitution are now being revealed almost daily.

New Enemies

Civil service has just learned, for instance, that one of their worst enemies in rewriting the Constitution may not be the traditional taxpayer and citizen groups that have for years opposed any benefits for public employees but the towns, counties and other government units for which they work.

Many of the less populated and one or two of the larger town and county areas have kept down civil service wages, retirement benefits

and working conditions to such a low degree that the Legislature has been forced to mandate certain minimum standards in these areas to assure that local citizens were getting at least the minimum amount of protection in such vital services as education, welfare, police and fire departments. In most cases, it is simply an unwillingness on the part of local political parties in power to raise taxes sufficiently to pay their public employees properly. One of the major aims of some town and county officials, then, is to try and strip from the constitution the right of the Legislature to force them to action. They will be doing this under the guise of calling for more Home Rule, but in many instances the real motive is not so much more Home Rule as the avoidance of responsibility to public services.

Public employees helped elect a good many Constitutional Convention delegates and they are going to keep up a steady pressure on these delegates to maintain and reinforce the position of the merit system in the new constitution.

Executive & Legislature

In the Legislature, civil service has a wide-range program that not only has to get through the

Senate and Assembly but has to have the approval of Governor Rockefeller. This program includes repeal of the Condon-Wadlin Law and its replacement with a workable labor relations law; wage increases for State employees to correct inflationary pressures on present wages; improvements in the State Retirement System and a host of other vital fringe benefits.

Public employees—Federal, State and local—now number some 20 per cent of the electorate in this state. It's been said before and civil service will repeat it again and again to remind public officials that many of them owe their recent victories to the votes of public employees. They want them to remember this and show it by positive actions in both the current session of the Legislature and the forthcoming Constitutional Convention.

Sergeant Named

ALBANY—Joseph E. Gillespie is the new First Sergeant of Troop T of the State Police. He succeeds Mike Wilmoth, who was promoted to Lieutenant recently.

One Week Remains For 17 State Competitive Tests; Others Open Until Feb. 13

The New York State Department of Civil Service is accepting applications until Jan. 30 for the March 4 open competitive examination series, in which 17 exams are included. Applications must be filed by Feb. 13 for four more exams to be held March 18. New York State residence is not required for ten of these tests.

A list of the March 4 examinations series follows.

Bookmobile clerk-driver, exam number 40-240, \$4,500 to \$5,000.

Clerk (Clinton-Essex Franklin Library), exam number 40-264, \$3,430 to \$4,230.

Damages evaluator, exam number 21-237, \$6,675 to \$8,135.

Educational television specialist, exam number 21-045, \$7,065 to \$8,590.

Assistant electric engineer, exam number 21-239, \$8,825 to \$10,670.

Senior electric engineer, exam number 21-240, \$10,895 to \$13,080
Engineering materials technician, exam number 1-236, \$4,725 to \$5,855.

Field representative (education), exam number 21-189, \$8,825 to

\$10,670.

Field representative (office of economic opportunity), exam number 21-190, \$9,975 to \$11,805.

Field representative (commission for human rights), exam number 21-188, \$8,825 to \$10,670.

Senior field representative (commission for human rights), exam number 21-191, \$10,330 to \$12,430.

Associate sanitary engineer, exam number 21-183, \$13,500 to \$16,050.

Principal sanitary engineer, exam number 21-187, \$16,655 to \$19,590.

Assistant superintendent of construction, exam number 21-235, \$7,065 to \$8,590.

Telephone operator (Bronx County), exam number 40-229, \$4,000 to \$5,080.

Assistant valuation engineer, exam number 21-238, \$8,825 to \$10,670.

Associate welfare consultant (client resources), exam number 21-251, \$12,140 to \$14,505.

The four exams to be held March 18 are:

Youth rehabilitation program supervisor, exam number 21-149 \$10,330 to \$12,430.

Division for youth camp superintendent, exam number 21-226, \$10,330 to \$12,430.

Supervisor for youth division center, exam number 21-260, \$10,330 to \$13,430.

Associate curator (geology), exam number 21-245, \$8,365 to \$10,125.

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. In the Matter of the Application of CALVIN EARL HENRY, Petitioner, For the Dissolution of his Marriage with RUTH HENRY, Respondent. Pursuant to Article 12 Domestic Relations Law. TO: RUTH HENRY

PLEASE TAKE NOTICE that petition has been presented to this Court by CALVIN EARL HENRY, your husband, for dissolution of your marriage on the ground that you absented yourself for five successive years last past without being known to him to be living and that he believes you to be dead, and that pursuant to an order of said Court dated the 3rd day of January, 1967, a hearing will be had upon said petition at the said Supreme Court, Special Term, Part 1, at the Courthouse, located at 851 Grand Concourse, Borough of Bronx, City and State of New York, on the 7th day of April 1967, at 9:30 o'clock in the forenoon.

Dated: New York, January 3, 1967.
CALVIN EARL HENRY
STANLEY A. COHEN
Attorney for Petitioner
1591 Broadway
New York 36, New York

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX, BENJAMIN ORSKY, Plaintiff, against WILLIAM S. PETERS, CATHERINE MAYBERRY, CORINNE W. PETERS, MARK SOBIN, MARGIE ROBERTS, "JOHN" MAYBERRY, if any or all of the foregoing be living, and if they or any of them be dead, then it is intended to sue their heirs-at-law, devisees, distributees, next of kin, executors, administrators, wives, widows, lessors and creditors and their respective successors in interest all of whom and whose names and addresses and whereabouts are unknown to plaintiff and who are joined and designated as a class of "unknown defendants", and THE CITY OF NEW YORK, Defendants. Plaintiff designates Bronx County as the place of trial. The basis of the venue is the plaintiff's residence in Bronx County, New York.

SUMMONS: TO MARK SOBIN and "JOHN" MAYBERRY, the above named defendants: YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer on the Plaintiff's Attorney within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York) and in case of your failure to answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated, New York, New York, January 10, 1967, TOLCHIN & SCHIFF, Attorneys for plaintiff, Office and Post Office Address 11 Park Place, New York, N.Y. 10007.

To: The above-named defendants: The foregoing summons is served upon you by publication pursuant to an Order of the HON ARTHUR MARKEWICH, a Justice of the Supreme Court of the State of New York - County of Bronx, dated the 27th day of December, 1966, and filed with the complaint and other papers in the Office of the Clerk of County of the Bronx, Bronx County Court House located at 851 Grand Concourse, Bronx, New York. The object of this action is for foreclosure of a mortgage of the property described below according to the respective rights of the person interested therein: "ALL that certain plot, piece or parcel of land, with the buildings and improvements thereon erected, situate, lying and being in the Borough of Bronx, City and State of New York, bounded and described as follows: - BEGINNING at a point on the southerly side of 165th Street, as it existed before the legal opening thereof, distant 55 feet easterly from the corner formed by the intersection of the said southerly side of 165th Street with the easterly side of Union Avenue, as it existed before the legal opening thereof; running thence easterly along said southerly side of 165th Street, 25 feet; thence southerly parallel with the easterly side of Union Avenue, 110 feet, more or less, to a fence which forms the division line of the premises hereby described and the property now or formerly of Anselm Stollberg; thence westerly parallel with the said southerly side of 165th Street, 25 feet; thence northerly again parallel with the easterly side of Union Avenue, 110 feet more or less to the southerly side of 165th Street to the point or place of beginning, excepting therefrom so much thereof as has been taken by the City of New York for the opening of 165th Street. Said premises being known as 816 East 165th Street, Bronx, N.Y. Dated: January 10, 1967, New York, New York. TOLCHIN & SCHIFF, Attorneys for Plaintiff, Office and P.O. Address 11 Park Place, New York, N.Y. 10007.

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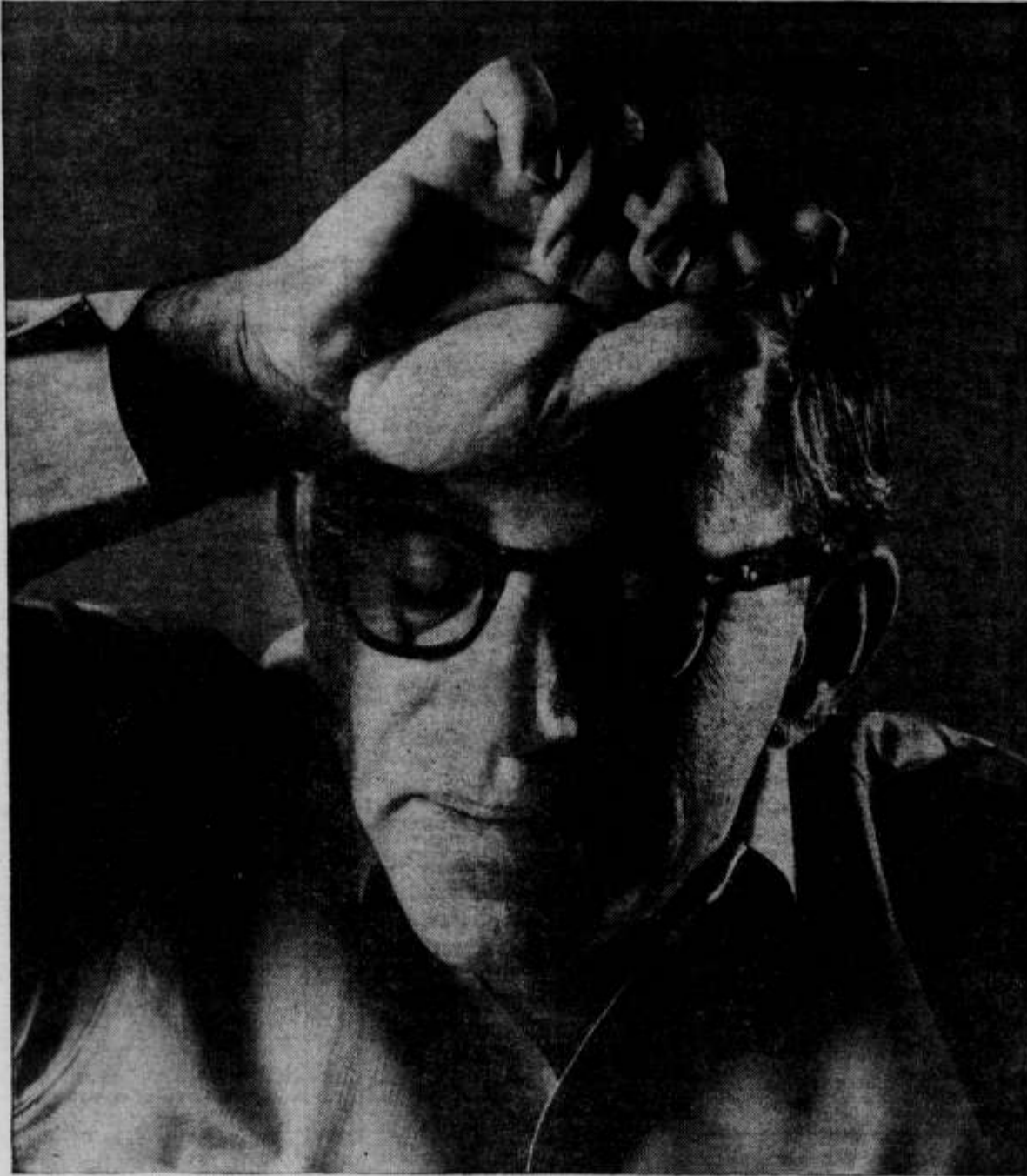
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A message to employees of the City of New York



The Story of Timothy T or How Fast Could You Raise \$7,140.65?

When Timothy T chose his health plan from the three offered to City employees, he and his family were all feeling fine.

Then, within one ten-week period, his wife and two children were all hospitalized with unrelated serious illnesses.

Their bills came to \$7,140.65. His health plan paid \$6,051.30—or about 85%—of these costs. If he had chosen either of the other two plans, the maximum payment would have been only \$2,643.90—less than 38% of his actual costs.

He undoubtedly had to go into his savings for \$1,089.35. Rough enough. But a financial life-saver

compared to the \$4,496.75—most of which he would have had to borrow someplace—to make up for either of the other two plans' lack of coverage. Fortunately, Timothy T had chosen well. He had voted the BLUE SHIELD—BLUE CROSS—METROPOLITAN LIFE ticket.

He chose the *only* plan that offers any and all of these Major Medical and other benefits to New York City employees:

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4. Private duty nursing care.

5. Psychiatric treatment in doctor's office.

6. Freedom to select the doctor you want.

Some of these considerations undoubtedly influenced Timothy T's original selection.

Today he has another reason to stick with the plan he chose so wisely. A \$6,051.30 reason.

Few illnesses, of course, involve such staggering figures. You could be one of the lucky ones, with a health bill of only \$10 or \$15 next year. But big ones like Timothy's *do* come up.

And it could happen to you.

Reduce the risk of back-breaking health costs—and the worries that accompany financial disability. Choose the BLUE SHIELD—BLUE CROSS—METROPOLITAN LIFE program for yourself and your family.

If you have any questions, by all means call us at one of the special numbers below. A ten-cent telephone call today may prove one of the finest investments you'll ever make!

● Ask for "City Information" at both numbers: Blue Cross—Blue Shield, 689-2800; Metropolitan Life, 578-2211.

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No Citizenship Requirements Sought For State Jobs As Psychiatric Social Worker

Two psychiatric social worker examinations, held at frequent intervals, are being offered by the New York State Civil Service Commission.

Applications are being accepted continuously for the supervising position which pays from \$9,795 to \$11,805 a year, in five annual

increments; and for the senior position, with a salary ranging from \$8,365 to \$10,125 per year.

The positions of supervising psychiatric social worker and senior psychiatric social worker, with the Department of Mental Hygiene, are located in hospitals, schools for mental defectives, and aftercare clinics throughout the State.

All candidates must have master's degrees in social work. In addition, those applying for the senior position must have two years of social casework experience and those seeking the supervising position must have three years of work experience.

Neither U.S. citizenship nor New York State residence is required for the examinations or appointments.

Further information may be obtained by writing to the New York State Department of Civil Service, 1220 Washington Ave., Albany, New York 12226.

P.R. Column

(Continued from Page 4)

department and agency of government has adopted during the last 20 years.

MILLIONS OF dollars have been saved and service to the public has improved significantly as a result of the thousands of suggestions made by civil servants. One budget executive told us recently that the cost of government would be at least 10 per cent higher, were it not for some of the ingenious suggestions made by civil servants.

TANGIBLE contributions such as these have added cumulatively to the good public relations of civil service. It should be expanded as the challenges to civil service become greater and greater.

Gov. Appoints Carman

ALBANY—Governor Rockefeller has named Willis B. Carman of Farmingdale to the Council of the State University Agricultural and Technical College at Farmingdale. His term ends July 1, 1975.

Carman, an attorney, succeeds Walter A. Lynch Jr. of Port Washington, whose term expired

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- 6 Day New England July 24-July 29
- 5 Day St. Anne - Feast Day July 24-July 29
- 21 Day Yellowstone August 12-September 1
- 6 Day Virginia Beach July 24-July 29
- 5 Day St. Lawrence Seaway August 7-August 11
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New Civil Service Commissioners

(Continued from Page 2)
ment, Mrs. Poston was Youth and Work Coordinator for the State's Division for Youth and responsible for planning and developing new types of youth services with special emphasis on work-training programs for school dropouts.

Her service with New York State government began in 1957 when she became the Regional Director for the Youth Commission, predecessor of the Division for Youth. In this capacity, she was responsible for the field operations in seventeen counties including the Metropolitan New York area.

Before coming to the State agency, Mrs. Poston had served as Assistant Director of Group Work and Recreation for the New York City Youth Board; as Field Secretary for the Queensboro Council for Social Welfare (a branch affiliate of the Welfare and Health Council); and Director of a Board of Education-Y.W.C.A. Community Center on Manhattan's West Side and Community Organization Secretary for the Hartford, Connecticut, Tuberculosis and Health Association.

Mrs. Poston, a native Kentuckian, is a graduate of Kentucky State College. She received a Master of Social Work Degree

from the Atlanta University School of Social Work, and is a member of the National Association of Social Workers and the Academy of Certified Social Workers.

Announcement of the two appointments was made by the Governor personally in ceremonies in the plush, red-draped and carpeted Red Room in the State Capitol.

Scelsi, who has been Appointments Officer to the Governor since Feb. 1965, was born March 8, 1917 in New York City and grew up in Endicott. He was Executive Director of the New York Republican State Committee from 1959 until Feb. 1965. Prior to that Scelsi was Assistant Industrial Commissioner in the New York State Department of Labor, and for ten years served

as assistant to the President of Harpur College of State University of New York at Binghamton. He is a graduate of Louisiana State University, with a BA in Government.

The Governor also had a few special comments on Miss Krone's decision to retire, saying: "It is not easy to accept."

He added: "You should take great pride in your accomplishments as a member of the commission under three administrations and as its president for more than three years."

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Blood Bank

(Continued from Page 2)

State Hospital chapter to participate in the program and to assist the plan's coordinator at the hospital in reaching the entire employee force there. Feily pointed out in a letter to chapter officials that "the honor of Manhattan State being the first agency under the new plan to be solicited brings with it also the responsibility of securing an overwhelming success there. Our Manhattan State Hospital chapter, therefore, must see to it that every employee, member or not, must be reached and encouraged to participate."

The Civil Service Department currently is compiling a list of the other agencies it will solicit in the coming weeks. Dates and places of such solicitations will be printed in The Leader as they are determined.

Navy Needs Men With Mechanical Skills In Queens

The U.S. Navy Reserve Training Center in Whitestone, N.Y. is recruiting men with mechanical skills to serve in Ship Activation, Maintenance and Repair, Unit 3-3. The work schedule provides four days pay each month for working a Saturday and Sunday.

Previous service, Navy or otherwise, is not necessary, nor is there any top age limit.

For further information, visit the Naval Reserve Training Center the first weekend of each month, write SAMR 3-3, 150-74 Sixth Ave., Whitestone, N.Y., or phone FL 9-4064.

Rochester Chapter To Meet Jan. 31

The Rochester chapter of the Civil Service Employees Assn. will hold its next meeting on Tuesday, Jan. 31 at 8:00 p.m. at the 40 and 8 Club, 933 University Avenue in Rochester.

CSEA Rejects Study Of Retirement System

(Continued from Page 1)
Rockefeller appoint your committee to study the Retirement System. The committee was appointed on Dec. 12, 1965; has met upon innumerable occasions, and has not provided one single opportunity despite repeated requests, to meet with us.

"Without knowing the nature of the study or the report, we now disavow and disassociate ourselves from the study group in a formal way. Conceding the possibility that there might be some salutary features included in the report, we believe that there is an important principle involving your refusal to discuss the report with Retirement System members, thus rendering the report of questionable value to the public and members of the System. As we wrote to the governor on Dec. 8, 1966:

No Interference

"This is not, we submit, the case of an employee organization improperly seeking to involve itself in the affairs of management or executive prerogatives. Participation in the affairs of the Retirement System presents a completely different issue. Our members have contributed, over the years, a substantial portion of the total assets of the system itself. Employees earn their retirement benefits and have every right to know all that is available in the way of a study or a fact in this general regard.

"It is inconceivable to us that any committee study a system without wanting the fullest kind of participation from representatives of the members of the system, particularly as to the goals or criteria which are the basis for the study.

"Our major concern is that the issuance of even a tentative report or finding may result in a serious rupture be-

L.I. Legislators

(Continued from Page 3)

Kremer said there may "perhaps be a compromise" with the education demands.

The workshop-luncheon was chaired by Irving Flaumenbaum, president of the Long Island Conference. It was held Saturday, Jan. 14 at Carl Hoppl's restaurant in Baldwin, L.I. More than 250 delegates from Long Island chapters attended.

Flaumenbaum asserted that "these public officials are to be commended for their awareness of the just proposals advanced by the civil servants."

Proponents of Goals

The CSEA objectives were presented by: Arthur Miller, Suffolk chapter, pay increase; Thomas Purtell, president, Central Islip chapter, sick leave pay; George J. Koch, second vice president of the conference, revision of Condon-Wadlin; Natale Zummo, president, Kings Park chapter, non-contributory health plan; Flaumenbaum, independent hearing officers; Francis Diviney, vice president, Nassau chapter, revision of Judicial Conference control of court employees, and Bill Kallman, State Department of Public Works chapter, time and one-half for overtime.

tween the employees and the study group which might seriously jeopardize the success of a study which we requested and continue to support.

Members Ignored

"We repeat, your committee and its staff have totally ignored the representatives of the overwhelming majority of the members of the Retirement System. No self-respecting employee organization can continue to support any further, something that has been so clandestine as the activities of this committee. What is really the most tragic waste, however, is time. We now are meeting with the State Budget Director and we have no report on the 1/60th bill of last year, the need for greater retroactivity in this bill, the cost of living bill, which would maintain the value of a pension dollar for retired employees, the need for a really representative board to administer the plan, and the elimination of reintroducing "repeat bills" that long since should have been made permanent benefits.

"The committee, as we envisioned it, could have provided, with the confidence of the employees an invaluable asset of study and review of the retirement plan affecting the rights of more than three hundred thousand people."

17 Armory Aides Cited For Service At Awards Dinner

AMITYVILLE — Seventeen employees of the Long Island armories have been presented with longevity awards marking a total of 245 combined years of service by Mayor Howard Ostrander and William Kempey, president of the Long Island Armory Employees chapter, Civil Service Employees Assn.

The awards presentation ceremony took place during the chapter's first annual awards dinner at the Old Heidelberg Restaurant, Brightwaters.

Richard Montoux of the Hempstead chapter received the top award, denoting 35 years of State service.

Paul Richmond of Riverhead was runner-up with 25 years of service.

Others cited included Kempey and Henry Spersen, each with 20 years; Philip Murphy, Joseph Radcliffe and Stano Spadafora, each with 15 years.

Ten year pins were presented to Frank Altrui, James Carter, Harry Donker, John Frank, Mervin Lafferty, John Malosky, William Reinhard, Charles Rendina, Cosmo Scuteri and Richard Silbercohn.

Representing the Employees Assn. was John Corcoran, Long Island field representative.

Two Named

ALBANY—Gov. Rockefeller has renamed Oscar M. Ruebhausen and James W. Stevens, both of New York City, trustees of the City University Construction Fund for terms ending in 1970.

85 Non-Teaching Buffalo School Aides Enroll In CSEA

BUFFALO—The drive for equal rights and equal treatment for the non-teaching personnel of the Buffalo school system gained impetus here recently with the enrollment of 85 new central office employees in the Buffalo unit of the Civil Service Employees Assn.

Directed by unit president Joseph Drago and secretary Henry Powell, a contingent of central school office workers led by Florence Biegajski and Lina Landau attended a recent budget hearing held by the School Board at Buffalo's City Hall.

Daniel Tattenbaum, president of the Buffalo Sewer Authority chapter, CSEA, presented the school employees requests.

These Included:

- A 15 per cent raise;
- Time and one-half for overtime work;
- Five days personal leave;
- Hospitalization coverage for both regular and temporary employees on same basis as now granted teachers, principals and administrative staff.
- Paid extended coverage under Blue Cross and Blue Shield;
- Paid hospitalization coverage for retirees;
- Full payment of retirement;
- Easter and Christmas vacation for all employees;
- Accumulated sick time to 300 days;
- Vacations after 15 years of four weeks and five weeks after 20 years; and
- Lowering of longevity to 15 years and basing same on increment basis.

Capital District Conf. Sets Dinner Meeting

ALBANY — The first 1967 dinner-meeting of the Capital District Conference, Civil Service Employees Assn., has been called for Monday, Jan. 30, at the Ambassador Restaurant at 5:30 p.m. by A. Victor Costa, conference president.

Featured will be a panel discussion moderated by Ellis T. Riker, administrative director of the Department of Motor Vehicles. Riker is also chairman of the professional training committee of the Capital District chapter of the American Society for Public Administration and is past president of the chapter.

Panelists will include Daniel Klepak, administrative director of the Office of General Services; Abe Lavine, director of field operations of the Division of Employment and Theodore Becker, administrative director of the Department of Law, according to Margaret Fleming, first vice-president of the conference and chairman of the program committee.

Reservations for the dinner which precedes the meeting must be made with the social committee chairman, Mrs. Mary Hart, daily before 9:30 a.m. at 518 GR 4-3857 prior to Jan. 27. After 6 p.m., reservations can be made at 518 IV 2-3948.

Albright Presents Views

Top Personnel Aides Hear CSEA Proposals For Labor Relations

ALBANY—More than 300 top personnel workers in State government last week heard a spokesman for the Civil Service Employees Assn. call for early repeal of the Condon-Wadlin no-strike law and replacement of it with a law

which would provide workable employer-employee procedures on all levels of government in the State.

Harry W. Albright counsel to the 142,000-member CSEA, speaking at a forum here on "Labor Relations in the Public Service," co-sponsored by local units of the State Personnel Council and the Public Personnel Association, also warned that groups, mainly on the local government level upstate, which are resisting modernization of the State's archaic personnel relations policy, "... preferring the present vacuum to continue ... will find that the difficulties which have been encountered in New York City will be theirs within in a short time."

Six Speak

Albright was one of six main speakers who appeared at the day-long forum. Others were Sen. Thomas Laverne (Rep.-Rochester), Assemblyman Frank Rossetti (Dem.-N.Y.C.), Alfred B. Wurf, executive director of Council 50, American Federation of State and Municipal Employees, and Richard N. Winfield, assistant counsel to the governor.

Jay Kramer, chairman of the State Labor Relations Board, served as moderator of the program. Other speakers included Hon. Mary Goode Krone, president of the State Civil Service Commission, Sam D. Freeman, president, Albany District Chapter, PBA, and Bette Dowling, chairman, State Personnel Council.

A panel of personnel administrators served as interrogators of the speakers. They were Edward D. Meacham, director of personnel services, State Department of Civil Service, Harry P. Smith, director of Personnel, State Division of Employment, and William E. Tinney, director of administrative services, State Thruway Authority.

One of the highlights of the program was questions from the panelists and the audience following each speaker's formal address.

Major Principles

In his prepared remarks, Albright said any new legislation formalizing public employee-employer relations in the State should contain three principles:

1. In order to be recognized as legitimate employee representatives, an organization must subscribe to the principle that essential and vital government services must continue uninterrupted in the public service.

2. That public employees must be guaranteed the right to organize and negotiate with their employer as to salaries, fringe benefits and working conditions.

3. That the public employer must designate a responsible person or agency to meet with and negotiate in good faith all differences with its employees.

Albright told a questioner that CSEA believed that bargaining units should be set up on as large a basis as possible, much like the private sector's industry-

wide bargaining, with the heaviest voice in decisions being given to non-supervisory personnel.

Both Senator Laverne and Assemblyman Rossetti said they saw "some sort of compromise on repeal of the Condon-Wadlin Law coming out of the Legislature this year."

Backs Taylor Bill

Senator Laverne, who is a member of the Joint Legislative Committee on Industrial and Labor Relations—of which Assemblyman Rossetti is chairman, lined up solidly behind the Governor's "Taylor Bill", with some minor defects removed. The "Taylor Bill", so named after the chairman of a special committee appointed early last year by the governor to work out recommendations for legislation which would establish workable employee-employer relations procedures, passed the Republican-controlled Senate late in the 1966 session but moved no further.

Assemblyman Rossetti attacked what he considered the overly-harsh penalties against employee organizations and employees themselves in the "Taylor Bill". He said those penalties were "just as unrealistic and unworkable as present penalties." Assemblyman Rossetti was the sponsor of the bill, popularly called the "Rossetti Bill", which would establish the same basic procedures as those contained in the "Taylor Bill". His legislation was successful last year in the Democratic Assembly, but was not approved by the Senate.

Speno, Ginsberg

(Continued from Page 1)

the state's 62 counties had school districts with deficiency rates of over five percent.

The bill corrects the present inequity by limiting a district's deficiency payments to the actual dollar amount determined by the actuarial analysis. Thus, any changes in benefits in the system at future dates would be charged against all members equally. A district would not be required to make contributions in excess of the amount required to take care of their employees.

Affected Areas

School districts affected by the legislation may be found in the following counties:

Westchester, Nassau, Wayne, Montgomery, Washington, Monroe, Warren, Madison, Ulster, Livingston, Tompkins, Lewis, Tioga, Jefferson, Sullivan, Herkimer, Suffolk, Hamilton, Steuben, Greene, Seneca, Genesee, Schoharie, Fulton, Saratoga and Franklin.

St. Lawrence, Essex, Rockland, Erie, Rensselaer, Dutchess, Orleans, Delaware, Orange, Clinton, Ontario, Chenango, Otsego, Chemung, Oswego, Chautauqua, Onondaga, Cayuga, Niagara, Cattaraugus, Broome, Allegany, and Albany.