

Civil Service LEADER

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Lists

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Counsel's Report

By HARRY ALBRIGHT



Mr. Albright is associate counsel, Civil Service Employees Assn.
(Continued From Last Week)

MINIMUM PAY FOR WELFARE CASE WORKERS

THE MOST IMPORTANT piece of legislation enacted during the 1964 session, from the vantage point of our members in the political subdivisions, was undoubtedly the enactment of legislation providing for minimum salaries of social welfare case workers. Perhaps no other measure affecting the civil service received as wide publicity prior to and during the session. Its real significance, however, was that this bill was the first bill, supported by the Association, which has mandated a minimum salary for any employee of the political subdivisions other than police officers, probation officers and teachers. The bill, therefore, established an important precedent and should serve as a warning to all political subdivisions that the legislature will not stand idly by and permit the continuation of wholly insufficient salary schedules in the localities.

THE BILL ITSELF was introduced under the auspices of Commissioner Wyman of the Department of Social Welfare. Another earlier version of the bill had been sponsored by the Association for better than eight years. The departmental bill in its original version had two broad purposes—the first, to make provision for a minimum salary of \$4,500 for local social welfare case workers and second, to require higher salaries for local social welfare case workers as well as other social service personnel having approved graduate training.

THE BILL IN ITS final form carried out only the first purpose, namely, the minimum salary feature of \$4,500. The successful passage of this measure over the strong opposition of certain groups clearly establishes that the principle of proper and efficient administration of public assistance care programs requires competent, qualified and trained personnel.

WE ARE MOST grateful to Commissioner Wyman and his counsel Felix Infausto of the Social Welfare Department; the New York Public Welfare Association and to Allan Dixon, its president; Roger Butts, chairman of the Association's Legislative Committee; Winfred Oliphant, Legislative representative for the American Association of Social Workers; as well as the sponsors and supporters of the legislation, speaker Carlino and Senator Mahoney for all the support
(Continued on Page 16)



T&F OFFICER — Newly elected officers of the Twenty Year Club, Department of Taxation & Finance, New York City, are: left to right, Gertrude Baer, membership committee; Joseph King, president; Kate Paskin, entertainment committee. Standing: Simon Dickman, finance committee; and Joseph Carter, treasurer. Absent at time of photo were: Abe Diamond, vice president; Selma Cohn, secretary; and Dora Field, good and welfare committees.

ST. LAWRENCE BOARD OKAYS 3% DECREASE IN EMPLOYEE'S RETIREMENT CONTRIBUTIONS

CANTON, June 22— The St. Lawrence County Board of Supervisors last week approved an additional three percent decrease in county employees' retirement contributions and authorized an extras day's leave for all employees when any of six holiday fall on a Saturday.

The three percent benefit, effective June 6, was made possible through legislation won in the 1964 state legislature by the Civil Service Employees Assn.

It is equivalent, actually, to a four percent increase in gross pay

for most employees because of tax savings.

The new retirement benefits is in addition to the five percent reduction in contributions which the board previously had granted to

county employees. Under the holiday resolution, employees will receive the day off on the preceding Friday when the following holidays occur on a Saturday: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Veteran's Day, and Christmas. Employees having to work on the preceding Friday will receive compensatory time off under the board's action.

The employees association has been urging counties in other subdivisions throughout the state to take advantage of the three percent benefit.

CSEA, which also had secured the earlier five percent benefits,
(Continued on Page 3)

CSEA Seeks Upgrading Of Motor Vehicle Men

ALBANY, June 22— Arguments backing up a Civil Service Employees Assn. appeal for the upgrading of motor vehicle operators in state service were aired last week at a hearing conducted by the Division of Classification and Compensation of the Department of Civil Service.

CSEA is seeking a grade 6 to grade 9 reallocation on behalf of more than 300 motor vehicle operators. The case is being brought in the name of George Smith, an employee at Rockland State Hospital, who instituted the appeal earlier this year.

'Grossly Underpaid'

Speaking in favor of the reallocation at the hearing, Thomas Coyle, of the research staff of CSEA, contended that the drivers in these positions are "grossly underpaid" in comparison with truck drivers in private employment across New York State. He

cited comparative salary studies to support this.

The Association claims that the positions in state service carry a higher level of responsibility than similar positions in private employment because the drivers are required to transport patients who are essentially "wards of the state and whose safety and general welfare are the responsibility of the state."

In its appeal, the Association also cited the "open door" policy within the state mental hospitals, claiming that it has made the work of the motor vehicle operator "more difficult and trying."
(Continued from Page 3)

Wait For Appeal Before Action On New Titles Is Taken, CSEA Asks C. S.

ALBANY, June 22 — A special CSEA sub-committee on counselor titles in the State Division of Employment has asked the Civil Service Department to withhold final action in two proposed new titles until the Commission decides on the reallocation appeal of Employment Interviewer and Unemployment Insurance Claims Examiner.

The proposed new titles are Employment Counselor and Senior Employment Counselor.

The request was made by Robert Dalley, chairman of the Special Subcommittee of the CSEA Division of Employment Committee, to Mary Goode Krone, Presi-

dent of the Civil Service Commission.

Dalley said "In view of the similarity of the proposed duties in the new titles and those currently being performed by the incumbents in Employment Interviewer Grade 12 positions, it is our opinion that this proposal substantiates our request for reallocation."

Withhold Approval

He said:

"Due to these same relationships and the complexities necessarily involved, it is requested that the Civil Service Department withhold approval or disapproval
(Continued on Page 3)

Don't Repeat This!

This Could Be The Year For The Democrats

IT'S been a long dry spell for the Democrats in the New York State Legislature control battle, with a gap of 29 years since they last had control.

However, the tables could be turned in this year's elections, experts along the Albany beat predict.

Last week's historical decision by the United States Supreme Court, which ordered reapportionment of State legislative bodies by population, and which will
(Continued on Page 2)

Succeeds Power

Governor Rockefeller recently announced the recess appointment of Mrs. Edward S. King, Rochester, as a member of the Board of Visitors to Rochester State Hospital for a term ending December 31, 1968.

Mrs. King succeeds Mrs. Helen Power, Rochester, who resigned March 25, 1964.

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

Don't Repeat This!

(Continued from Page 1)

affect 46 states across the country, but which affects New York more than any other, could make for Democratic control of the Legislature for a long time.

With a cutback in the staunch GOP rural areas and an increase of urban representation, Democrats could gain the 11 seats necessary to control the Assembly and the five seats needed to control the Senate. William M. McKeon, Democratic State Chairman, has urged speedy implementation of the reapportionment order.

Isolated pockets in upstate New York areas still offer support to Barry Goldwater, GOP presidential aspirant. However, it is generally felt that if Goldwater is nominated, the GOP, as a whole, will suffer in New York State.

New York City, with 47 percent of the State population, had 43 percent of the representation in the Assembly—65 seats out of 150. Under new apportionment, it stands to gain several seats.

In the Senate, the Metropolitan area could well gain two or three seats. If Lyndon Baines

Johnson pulls a big November sweep, he will carry the Democrats with him, and this is exactly what the experts predict will happen. Therefore, whether or not the reapportionment takes place prior to the State election, the Democratic camp is optimistic about securing control without the assistance given them by the nation's highest court.

This optimistic feeling can well be substantiated with the GOP State chairman, Fred Young, constantly warning Republicans about the chances of a Democratic takeover.

To Be Remembered

Lest the Democrats Forget. They still must battle the suburban areas like Nassau and Rockland counties, which are strong Republican sections, before real success is achieved in the overall strength of the Democratic party in New York State.

Lest the Republicans Forget. If the reapportionment order is not acted upon prior to the November election, the Democrats could elect candidates at large to prove what reapportionment means in Democratic circles and in overall State politics.

Leader Publisher Named Dem. Convention Delegate

Jerry Finkelstein, publisher of The Leader and The New York Law Journal has been named Delegate-at-Large to the Democratic National Convention to be held in Atlantic City Convention Hall starting August 24.

Other delegates are:

William H. McKeon, 56 Kearney Avenue, Auburn, N.Y.
Mae Gurevich, 1020 Grand Concourse, Bronx, N.Y.
Benjamin Wetzler, 410 East 57th Street, New York, N.Y.
David Russell, 540 East 20th Street, New York, N.Y.
Monroe Goldwater, 220 East 66th Street, New York, N.Y.
Ruth Field, New York, N.Y.
John F. English, Syosset, N.Y.
Marvin D. Cristenfeld, Merrick, N.Y.
Robert S. Benjamin, Kings Point, N.Y.
Morris Schneider, Rockville Center, N.Y.
Arnold Brown, Garden City South, N.Y.
Moses Weinstein, Flushing, N.Y.
Mario J. Cariello Long Island City, N.Y.
Dominick F. Paduano, South Ozone Park, N.Y.
Frank D. Doyle, Laurelton, N.Y.
Murray Schwartz, Laurelton, N.Y.
Andrew W. Mulrain, Bayside, N.Y.
Frank D. O'Connor, Jamaica, N.Y.
Stanley Steingut, Brooklyn, N.Y.
Abraham Multer, Brooklyn, N.Y.
Frank D. Gilligan, Brooklyn, N.Y.
Alexander G. Hesterberg, Brooklyn, N.Y.
Meade H. Esposito, Brooklyn, N.Y.
Abraham D. Beame, Brooklyn, N.Y.
Abe Stark, Brooklyn, N.Y.
J. Courtney McGroaty, Brooklyn, N.Y.
Fred J. Parise, Brooklyn, N.Y.
John M. Murphy, Staten Island, N.Y.
John J. Lynch, Brooklyn, N.Y.
Edward R. Dudley, New York, N.Y.
Edward N. Costikyan, New York, N.Y.
Justin Feldman, New York, N.Y.
Adam Clayton Powell, New York, N.Y.
Paul O'Dwyer, New York, N.Y.
Eleanor Clark French, New York, N.Y.

Charlotte Spiegel, New York, N.Y.
Charles A. Buckley, New York, N.Y.
Daniel V. Sullivan, Bronx, N.Y.
Jerome Schutzer, Bronx, N.Y.
Alexander Chananau, Bronx, N.Y.
James C. Healey, Bronx, N.Y.
Jacob H. Gilbert, Bronx, N.Y.
Michael Greco, Bronx, N.Y.
Harold T. Garrity, Chappaqua, N.Y.
Anthony Posillipo, Port Chester, N.Y.
Marvin Rosenberg, Bronxville, N.Y.
R. Peter Straus, New York, N.Y.
Kenneth C. Royall, New York, N.Y.
Howard J. Samuel, Canandaigua, N.Y.
Francis J. Tierney, Fort Howard, New York
Louis G. Grieco, Watertown, N.Y.
Richard H. Balch, Utica, N.Y.
John J. Burns, Binghamton, N.Y.
Ida Benderson, Syracuse, N.Y.
Samuel S. Stratton, Amsterdam, N.Y.
William H. Morgan, Homer, N.Y.
James P. Wilnot, Pittsford, N.Y.
C. Peter McCollough, Rochester, N.Y.
Robert Prescott, Livonia, N.Y.
H. Floyd, Burd, Warsaw, N.Y.
Peter J. Crotty, Buffalo, N.Y.
Chester C. Gorski, Buffalo, N.Y.
Patrick J. McGroder, Buffalo, N.Y.
Isydor Lasser, Buffalo, N.Y.
Delmar L. Mitchell, Buffalo, N.Y.
Robert F. Costanzo, Buffalo, N.Y.
Joseph Ambrusco, North Tonawanda, N.Y.
William N. Posner, Penfield, N.Y.
John O'Rourke, Woodside, N.Y.
Charles Kerrigan, Miller Place, N.Y.
Raymond Corbett, Brooklyn, N.Y.
Robert F. Wagner, New York, N.Y.
W. Averell Harriman, New York, N.Y.
Arthur Levitt, Brooklyn, N.Y.

(Continued on Page 15)

Senate's Next Stop Is Pay Raise Bill: NFFE Still Cries Unfair

By ART YATES

Look for quick action on the passage of the Morrison Pay Bill now that the Civil Rights Legislature has gotten by the Senate. Washington experts predict that the next item of business by the high legal body will be the Pay Bill.

It is a known fact that President Johnson is eager to see quick action on the bill and for passage without change.

This, the experts predict, will happen.

The National Federation of Federal Employees is trying its damndest to get better provisions for the middle and higher income brackets of civil service workers.

"We will try until the bill comes to the floor to make some changes in the bill," Vaux Owen, president of the NFFE told The Leader.

Got Fast Action

President Johnson, who asked for and got fast action on the part of the House, is confident that the Senate will follow suit and pass the bill, which will offer raises to 1.7 million workers.

The administration has long considered the pay of government workers a serious deterrent to getting top people from the ranks of private industry. It is their hope that a few good raises in a few good places will alter that situation.

Sporting a white feather, and

happy over the House approval, the President is even happier these days as the civil rights debate is over which means that pending bills that have been sidelined up to

King Reelected President Of 20-Year Club

Joseph King has been re-elected president of the Twenty Year Club of the Department of Taxation & Finance, New York City. Other officers elected recently were: Abe Diamond, vice president; Joseph Carter, treasurer; Selma Cohn, secretary.

Committee chairman are: Kate Paskin, entertainment; Simon Dickman, finance; Gertrude Baer, membership; and Dora Field, welfare.

King who is a supervising corporation tax examiner, field audit, was re-elected after an amendment to the club's constitution eliminating the provision that no club president could succeed himself, was passed.

this point will now get the full concern of the high legal body.

The one stumbling block that has caused a great deal of concern in Washington circles in the fact that government agencies have been asked to assume 10 percent of the financial burden imposed by the raises, if and when they become effective.

This situation has been partially cleared up by Elmer Staats, Deputy Director of the Budget, who stated, "The idea that agencies will have to let go one out of every 10 employees in order to assume the 10 percent financial costs just doesn't hold water."

Economize

"There are no stipulations in the bill that tell agencies how they must pay the 10 percent; it only says they have to. This payment can be made by simply economizing within the agency, like cutting down on the number of paper clips used, and the like," the top government executive stated.

Disagreeing with this statement is Owen, who claims that the agencies will drop one out of 10 workers.

"The morale lift that the pay raise will cause among employees will then drop when the workers find out that one of 10 of them will be without a job," Owen told The Leader.

Whatever the case, Washington experts see the pay raise as a good political move, and a good method of satisfying most civil service workers.

Metro Unit Outing Set For June 27

The annual luncheon meeting and Jones Beach outing of the Metropolitan New York Conference, Civil Service Employees Assn. will take place Saturday, June 27, at the Boardwalk Restaurant, Jones Beach State Park, Long Island at 12 noon.

The registration of guests and members will take place between 10:30 a.m. and 11:30 a.m. on the North Porch of the Boardwalk Restaurant.

The price of the luncheon will be \$3.00 per person and there will be a special luncheon for children at \$1.50 which includes gratuities.

Tickets for the luncheon may be obtained from conference secretary. Requests for tickets must come from chapter presidents.

Toll passes are limited and will be distributed to chapter presidents only.

Checks for tickets should be made payable to the Metropolitan New York Conference. Your requests may be made in writing to Mrs. Amanda Perez, 722 West 168th Street, New York, N.Y. 10032.

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CSEA Photo Contest Ends July 24

A Click Of The Shutter Can Bring YOU Top \$\$\$

ALBANY, June 22—Members of the Civil Service Employees Assn., and their spouses are reminded that there is still a total of \$300.00 in prizes at stake in the photo contest now in full swing and being held in conjunction with CSEA's annual exhibit at the State Exposition in Syracuse in September.

The contest runs until July 24, with the thirteen winning entries to be displayed at the CSEA fair exhibit. It's easy to enter and the contest is open to amateur photographers only. Just follow these simple rules:

1. The contest is open to members of the Civil Service Employees Association and their spouses. The contest is for amateur photographers only.* The contest opens on June 1, 1964 and ends on July 24, 1964. Entries must be postmarked no later than 5 p.m. on July 24, 1964.

2. Developing and printing may be done by a photofinisher or by the entrant. Black and white pictures only are eligible. No prints will be returned. Entrants must have the negatives from which the submitted pictures are made. Do not send negatives, however, until requested.

3. No print or enlargement more than 10 inches in its longest dimension will be accepted. Slide films will not be accepted. No artwork or retouching is permitted on prints or the negatives from which they are made. No composite pictures, multiple printing or montages are allowed. Do not

mount pictures. Cropping is permissible.

4. Entrants may submit no more than five pictures. No one will be eligible for more than one prize.

5. To enter the contest mail your print or prints to: Photography Contest, Civil Service Employees Association, Inc., 8 Elk Street, Albany, New York. On the back of each picture print clearly your name, home address, work address and department or agency where employed.

6. Pictures will be judged on photographic quality, their appeal, or the general interest they arouse.

7. The following prizes will be awarded:

1st prize—\$75.00
2nd prize—50.00
3rd prize—25.00

and
10 Honorable Mentions of \$15.00 each.

Winners will be announced during the first week of August. The 13 winning entries will be displayed at the CSEA exhibit booth during the New York State Exposition at Syracuse from September 1 through September 7, 1964.

*An amateur photographer is one who does not earn a majority of his living from the sale or use of photographic products.

Civil Service Should Wait Before Taking Title Action

(Continued from Page 1)
of these proposed new titles. As an employee organization we must take the position that we cannot, at this time, give any consideration to these counselor title proposals until such time as the Commission makes its determination on the reallocation appeal for."

The reallocation request, on behalf of Employment Interviewers and UI Claims Examiners, was turned down by the Division of Classification and Compensation and was subsequently appealed to the Civil Service Commission which has yet to render a decision.

O'Brien Honored For 15 Years' Service By Utica Chapter

UTICA, June 22—About 100 attended a recent testimonial dinner honoring Joseph O'Brien who has completed 15 years of service as treasurer of the Utica Chapter, Civil Service Employees Assn.

Members presented O'Brien, a senior clerk in the State Motor Vehicles Department, with a gold pen and pencil set during the dinner at Maennerchor Hall.

Robert C Schindler was toastmaster and Albert Mazloom chairman of the event.

The chapter's officers also were installed. They were: Mrs. Clara Boone, president; Phil Caruso, vice president; Miss Mary Pat Bryan, secretary, and James Dickson, treasurer, who succeeded O'Brien.

Thomas Ranger, president of the Central Conference was the installing officer.

Assemblyman William S. Call, Republican candidate for the State Senate, was a guest.

Charles F. Loucks Dies After Short Illness



Charles F. Loucks, president of the Manhattan State Hospital Chapter, Civil Service Employees Assn., died June 16th at the age of 64. After service in World War II, Loucks joined the Motor Vehicle Department of the hospital and served in that section for 16 years.

He was active in the CSEA for many years and was just recently re-elected to the top post as president. He is survived by his wife, Angela, three daughters and one son.

Hammond Named Director of Willowbrook

Dr. Jack Hammond has been appointed director of Willowbrook State School, effective June 11, New York State Commissioner of Mental Hygiene Dr. Paul H. Hoch announced recently.

Dr. Hammond will assume his new post after serving as assistant director of Rome State School since 1959. He is a member of the American Psychiatric Assn., the American Assn. on Mental Deficiency, the American Medical Assn., and the New York State Medical Society. Since he entered State service in 1952, Dr. Hammond has served in various post at Willard State Hospital.

M. Vehicle Upgrading

(Continued from Page 1)
Under the "open door" policy, patients are afforded the opportunity of freedom of movement around the hospital grounds and are "less inclined toward a willingness to work on trucks."

In addition to Coyle and Smith, the following employees spoke on behalf of the appeal: Russell Wood, Middletown; David Patterson, Rockland State Hospital; Eugene Ritter, Peter Tracy and Joseph McCourt, all of Central Islip State Hospital; Howard T. LeRoy, Hudson River State Hospital, and Ross Houlihan of Buffalo State Hospital.

Syracuse Employees Need 15% Pay Boost According To CSEA Study; Salaries Same As '60

SYRACUSE, June 22—Syracuse city employees' salaries have remained "static" since 1960 and should be increased by 15 percent next Jan. 1, to keep pace with private industry, according to a study by the Civil Service Employees Assn.

A summary report of the study has been presented to Syracuse Mayor William F.

Walsh by the Onondaga Chapter in support of the chapter's recent request for a 10 per cent pay raise and other benefits for city workers.

Arthur Kasson Jr., president of the chapter which represents both city and county employees, said a copy of the report also was given to County Executive John H. Mulroy. The chapter's request for a 10 per cent increase for county workers was turned down, but Mulroy announced he will ask the Board of Supervisors to approve a three per cent pay boost.

Last Raise in '60

The CSEA report notes that the last general pay increase for city employees came on Jan. 1, 1960. Unless they receive an adjustment next Jan. 1, the report states, "Syracuse city salaries will have remained static for a 60-month period. Such a situation is significantly inconsistent with the wage and salary trend that has developed private employment across New York State during the past five years."

The report continues: "It is our contention that Syracuse City salaries should be increased on Jan. 1, 1965, by at least 15 per cent to keep pace with present trends in private industry." Actually, by using the .298 per cent (.00298) average monthly rate of increase and applying it to the 60-month period, Syracuse municipal salaries should be increased 17.8 per cent to keep pace with private industry, it says.

Behind State Salaries

Also, it was found that Syracuse city salaries lag behind state and Onondaga County salaries in most jobs, according to the report. City pay is about nine per cent lower than county salaries in the same jobs, and about 18 per cent lower than the state's rates of pay.

The report also urges that the city assume the additional three per cent of employees contributions to the State Retirement system, under legislation adopted by the 1964 Legislature.

The added payment by the city, the report points out, provides the city with a method of increasing employees' take-home pay by about four per cent without cost to the city for two years. The 1964 plan calls for a deferred payment to the State Retirement Plan for two years after its adop-

tion by a political subdivision.

Assumption by the city of the added three percent also was requested by the chapter in its letter to Mayor Walsh.

Other benefits sought include: Decrease from 25 to 20 the number of years of employment necessary for four weeks of vacation, and adoption of the state Health Insurance Plan by the city for its employees.

Kasson said he has not received a reply to his letter to Mayor Walsh.

Oneida County Fringe Plan Called Very Bad By Mathews

UTICA, June 22—A county employees fringe benefit plan containing some provisions that the president of the Oneida County Chapter, Civil Service Employees Assn. regards as "very bad," will be submitted to the Board of Supervisors.

The plan was approved by the ways and means committee of the board after a six months study.

A major feature of the plan calls for one week vacation after six months of service, two weeks after a year, three weeks after 12 years and a month after 25 years. The county chapter of the CSEA had sought three weeks after five years and a month after 10 years. Under the present system, all employees receive two weeks, no matter how long they have served.

Joseph A. Mathews, president of the county chapter, said the vacation feature was "very bad." He said, "Most counties in the State are better and the State government provides three weeks

after three years and four weeks after seven years."

Mathews also said, "As far as the ways and means committee is concerned, the employees don't exist." He said he had tried to explain the CSEA reasons for its requests, but he had been ignored.

Mathews also expressed criticism of the working hours feature of the plan.

Under the plan, employees would work 9 to 5, with an hour for lunch, except during July and August when the hours would be 8:30 to 4 with a half-hour off for lunch.

Proposed Half Hour

Mathews said the chapter had studied the possibility of urging a 9 to 4:30 day throughout the year with a half-hour lunch. But, he said, employees could not leave their place of work, eat in a restaurant and return within a half hour.

Mathews said chapter members were not "too disgruntled" with the rest of the benefits plan. Most employees "do not think it is too bad," he said.

County Executive Charles T. Lanigan, commenting on the plan, said, "It may not be what the Civil Service Employees Assn. wanted, but it is sound in many ways and is a vast improvement over what exists today."

Other provisions in the plan call for 11 holidays, three days of leave with pay for a death in the immediate family, accumulation of sick leave at the rate of one day for each month of service up to 120 days and compensatory time off not to exceed the amount of overtime worked.

Groepler Retires

ALBANY, June 22 — Moritz Groepler, Sr., has retired after 35 years with the New York State Department of Public Works, Division of Architecture, as engineer in charge of construction. He headed projects totaling over \$100,000,000.

Groepler was honored last week with a party at Revoir's Lakeville Manor Restaurant, Lake Success, N. Y.

Decrease Approved

(Continued from Page 1)
has pointed out to municipalities that, in addition to the increased gross pay aspects, the plan has the following advantages:

1. The cost of the reduction to the municipalities is deferred while the municipality being billed for the costs about two years after the effective date of the benefit.

2. Employees retirement benefits are in no way diminished.

3. The death benefit under the retirement system is improved to the extent of 5 percent of salary during the period the 5 percent plan is in effect, and an additional three percent of salary during the period the three percent plan is in effect, prior to death.

4. The cost to the employer is net because the cost is incurred only in cases of employees who stay until retirement or become eligible and vast retirement benefits, or who die and a beneficiary receives the death benefit.

5. Employees may, by signing a waiver, elect to continue to contribute their normal rate. By doing so, their final retirement allowance, which includes the annuity portion, would be improved.

Maglich On Board

ALBANY, June 22 — Frank J. Maglich of Lackawanna has been appointed a member of the Board of Visitors of the State Agricultural and Industrial School of Industry for a term ending Feb. 1966.

Maglich succeeds Erie County Judge Charles J. Gaughan, who resigned March 10.

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

Resolutions Group Prepares For October Delegates Meet

ALBANY, June 22—The Resolutions Committee of the Civil Service Employees Assn., meets in Albany this week to begin its annual task of reviewing resolutions that will be presented to delegates at the coming Annual Meeting in October.

Many of the important resolutions will form the bulk of the Employees Association's 1965 Legislative program.

Henry Shemin, committee chairman, has advised all CSEA chapter presidents of the meeting and has requested that as many resolutions as possible be sent to the committee prior to the first meeting so that they may be considered at that time.

Cites By-Laws

In his notice to chapter presidents, Shemin cited the CSEA by-laws which state: All resolutions for consideration at an annual meeting shall first be submitted in writing to the Resolutions Committee. All resolutions submitted on or before the twentieth day of

August shall be reviewed, edited and consolidated by the committee, which shall, on or before the tenth day of September, report to all chapters of the Association the disposition of such resolutions."

Shemin pointed out that the by-laws enable chapters to consider resolutions which will be taken up at the annual meeting and instruct their delegates in advance of the chapter position on such resolutions.

He stressed, "It is not fair or advisable for delegates to bring new resolutions up on the date of the annual meeting which prevents full consideration of the proposal by our chapters and our Resolutions Committee unless there is an emergency which has caused such to happen."

U.S. Service News Items

By ROSEMARIE VERRY

NFFE Fights Validity Of Executive Order 10988

The National Federation of Federal Employees has filed suit against the Secretary of Defense, the Secretary of the Navy, and the Commanding Officer and Director of the U.S. Naval Marine Engineering Laboratory at Annapolis.

NFFE is suing in the U.S. District Court for the attempted enforcement of Executive Order 10988. The executive order sets up three categories of recognition for employee organizations, both formal and exclusive, and will bring into Federal service collective bargaining for private industry without an act of Congress. NFFE has asked the U.S. District Court to declare the order invalid on the ground that it was not

authorized by law and is not within the constitutional authority of the President. In a telephone interview, Vaux Owen, president of NFFE stated that the order "should not apply to employees of the U.S. government."

The NFFE suit was filed when the Navy Dept. accepted the decision of an arbitrator called in by the International Assn. of

Machinists on the basis of Order 10988 to negotiate with the Navy Dept. On the arbitrator's suggestion, the Navy Dept. reversed previous decisions and began negotiating a contract affecting NFFE members against their will. This is perhaps the first time the validity of the order has been challenged legally, and its outcome will greatly affect the 1,000-member NFFE.

CSC Initiates New Promotion Program

A new program to improve the Federal government's merit promotion system has been announced by the Civil Service Commission. The program will aim to inform employees about promotion procedures and eliminate their distrust of present methods.

Aides Ill-Informed

A CSC investigation showed that many Federal employees felt promotions were not determined by merit but "preselected," that they lacked confidence in their agency's program of promotion, and that they were generally ill-informed about procedures of upgrading.

Proposed Steps

In view of these findings, the CSC has proposed the following steps to improve the merit system of promotion:

- increased emphasis on merit promotion methods during personnel training;
- workshops for personnel outlining good promotion plans;
- increased aid by the CSC to agencies in developing broader use of promotion evaluation and

ranking techniques;

- an intensified review by the CSC of agencies' promotion plans and operations during regular inspection;

- increased emphasis on promotion opportunities by Federal recruiting activities.

Suggests Fairness

The CSC further warned agencies to "maintain the highest degree of objectivity, fairness and effectiveness in merit promotion operations," keeping all employees fully informed of their agencies' merit promotion plans, their principles and operations.

Letchworth Post

Governor Rockefeller recently announced the recess reappointment of Dr. Howard W. Potter, Tompkins Cove, Rockland County, as a member of the Board of Visitors to Letchworth Village, in the State Department of Mental Hygiene, for a term ending December 31, 1970.

Montgomery Named NYFBA President

The New York Federal Business Assn. recently elected Brig. Gen. A. J. Montgomery, commander, U.S. Army Terminal Command, Atlantic, president of the association.

Presently chairman of the Systems and Procedures Subcommittee of the Management Improvement Committee of the New York Federal Executive Board, Montgomery will now preside over NYFBA, which is composed of heads of Federal agencies in the New York metropolitan area. It cooperates closely with NYFEB to promote inter-agency sharing of facilities and exchange of ideas, management techniques and procedures among Federal employees.

Montgomery succeeds Thomas E. Scanlon, district director of the Brooklyn Internal Revenue Service.

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CLERICAL PROMOTIONS

Clerical promotion were made last Thursday in the Department of Sanitation to senior and supervising clerk. All of the employees promoted in the picture above were Terminal Employees Local 832 members and are shown along with Herbert S. Bauch, president of the local and Sanitation Commissioner Frank Lucia. Left to right, seated, are: Florine

Ingram, Lillie Tirone, Sadie Steelman, Muriel Lawson, Myrtle Eccleston, Alfred Terrible. Standing, same order: Sebastian Salvato, John J. O'Connor, Andrew Gabrielson, Russel Lawson, Robert Stern, Larry Goodman, James Johnson, John McSherry, Robert Fleshman, Gertrude Bartha, Sally Schwartz, Rose Fleming, Ralph Rubin, Bauch and Commissioner Lucia.

Eligible Lists

Transit Pflmn. NYCTA

(Continued From Last Week)
William Gallmon, Fred L. Phillips, Vincent T. Carrera, Edward T. Hughes, Charles L. Kobel, Luther P. Gales, James A. Saxman, Golden R. Jefferson.

1171-1190

James W. Goodman, John P. Jastrebski, Robert A. Farrell, Thomas J. Vitale, Eugene M. Tonick, Charles L. Harris, James A. Vanson, Paul J. Maurice, Martin J. Laffey, Gerald E. Sanford, Gregory R. Keough, John T. Coston, Ronald D. Luedtke, Edwin J. Newlands, John A. Tacconi, Joseph D. Gennaro, Thomas J. Dalton, Jr., Edward A. Worth, abian B. Blache, Jr., John T. Freddo.

David W. Richardson, Benny Quaglierini, Peter C. Perry, Jr., Thomas R. Moran, Charles H. Texidor, William R. Burke, Joseph Scire, Vincent Catapano, Joseph A. Martinez, William J. Phelan, Ernest Belkin, Vincent J. Hary, Floriano J. Juliano, Daniel J. Hurley, Charles R. Brown, Robert P. Smolinski, Michael A. Scotto, John T. Secott, Robert J. Burgo, Edmond J. Zorio, Eric Johnson, Carlton S. Been, Edward J. Stanke, Milton U. Caines, Jr., William A. Broadhurst.

Reginald P. Sabella, George C. Alves, John J. Orourke, Thomas M. Kelly, Louis Mascolo, Jr. Ralph G. Ballen, Edward J. Chiappa, Frederick Brown, John P. Coleman, Lawrence M. Toney, Charles M. Martin, Michael J. Gardiner, Abraham Evans, Andrew Friedman, Richard J. Hardy, Carlo V. Albanese, Junious L. Burns, Barry W. Hutton, Rodney P. Stewart, Charles E. Smith, Robert F. Harris, Richard J. Drake, Salvatore Monduori, Richard P. Bailey Robert J. DiPalo.

Anthony Racloppo, Ronald G. Rogiers, James P. Gaffney, Lawrence L. Schwartz, Louis H. Kraker, Robert Anderson, LeRoy J. Adams, Barrett Taylor, Arthur P. Warfield, Michael I. Warren, Ralph Greaves, Edward L. Card, Robert E. Langilotti, Malcolm Wilson, Albert E. Gumbs, Jr. William H. Aldsworth, Thomas P. Domer, Michael J. Flanagan, Bernard L. Christopher, Myrin T. Schell, Jr. Douglas C. Cochran. (Continued on Page 13)

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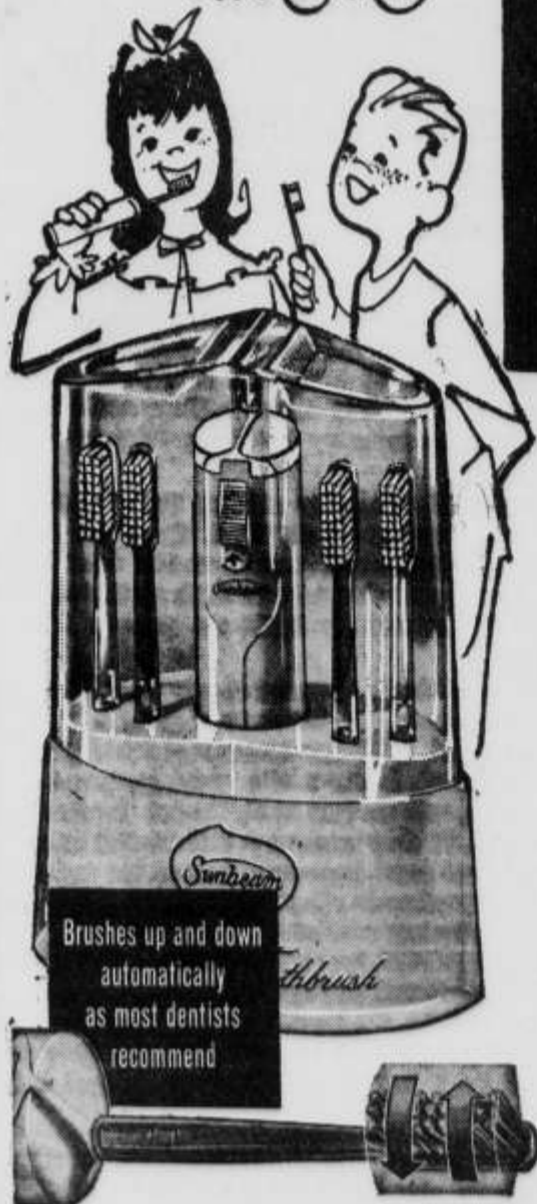
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Class Meets - Wed., June 24 at 5:30 or 7:30 P.M.
- REFRIGERATION OPERATOR LICENSE
Class Meets Thurs., June 25 at 7 P.M.
- STATIONARY ENGINEER LICENSE
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TUESDAY, JUNE 23, 1964

'Ad Multos Anos'

IN the years before World War I, stick-to-it-iveness was one of the virtues which parents taught to children. A man took a job and saw it through to the end. He preserved, minded his work, increased his skills and climbed up the latter to more responsibility and authority.

Three men were honored yesterday by Mayor Robert F. Wagner for the completion of 50 years of service to New York City. These men were from that pre-World War I generation. They remained so dedicated to their positions that they scorned retirement, so imbued with the job to be done that they stayed on through years of change.

Following the presentation of awards at City Hall, the golden jubiliarians were guests of The Civil Service Leader at a dinner in their honor. The Leader is proud to join in the homage to these three loyal employees. To them, we say: "Ad multos anos".

3% Reduction Is Good Deal

ONE part of the take-home salary boost won for State employees by the Civil Service Employees Assn. this year calls for an additional three percent reduction in pension contributions by the employee.

Two counties have followed suit and offered the same benefit—St. Lawrence and Dutchess. Other counties are looking into the matter. Permissive legislation sponsored by CSEA was passed by the 1964 State Legislature.

St. Lawrence and Dutchess Counties are to be congratulated for their actions and we hope it will not be too long before other local governments approve the state plan.

This Week's Civil Service Television List

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

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

Tuesday, June 23

2 p.m.—The Big Picture—U. S. Army film series.

4 p.m. Around the clock—NYC Police Dept. training program: "Human Relations and Crowd Psychology."

Wednesday, June 24

3 p.m.—Improving Nursing Care in Nursing Homes—NYC Dept. of Hospital series.

4 p.m.—Around the clock—NYC Police Dept. training program: "Human Relations and Crowd Psychology."

7:30 p.m. — On the Job—NYC Fire Dept. training course: "Direction of Stream"

Thursday, June 25

4 p.m.—Around the clock—NYC Police Dept. training program: "Human Relations and Crowd Psychology."

7:30 p.m. — On the Job—NYC Fire Dept. training course: "Rescue Breathing."

Friday, June 26

3 p.m.—Improving Nursing Care in Nursing Homes—NYC Dept. of Hospitals series.

4 p.m.—Around the clock—NYC Police Dept. training program: "Human Relations and Crowd Psychology."

6 p.m.—The Big Picture—U. S. Army film series.

Saturday, June 27

7:30 p.m. — On the Job—NYC Fire Dept. training course: Army film series.

8 p.m.—Air Force Story.

9 p.m.—The Big Picture—U. S. Army film series.

Your Public Relations IQ

By LEO J. MARGOLIN



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

Public Relations and 'Pay Grabs'

HAVE FEDERAL CIVIL servants earned enough good public relations to rate a strong vote of confidence from the U.S. Senate in the form of a pay raise?

WE CERTAINLY hope so. Federal staffers deserve their raise as a result of good performance in the public interest. There is every reason to believe that "the distinguished and able gentlemen"—as they address each other in the Senate—will agree.

UNFORTUNATELY for Federal civil servants, the public relations of Congress has become entangled with the public relations of 1.7 million Federal workers. This is because a \$7,500 pay raise for Congress is tied to the Federal pay bill.

AS LONG AS anyone can remember, the pay of Congressmen was the yoke all Federal civil servants had to bear. It evolved into a formula, almost encased on concrete, that no one in the Federal service—except the President of the United States—could make more money than a Congressman.

NOT TOO LONG ago, the formula was shattered when Justices of the U.S. Supreme Court were raised to \$35,000. Then the formula was further destroyed when cabinet members went to \$25,000, while Congressmen remained at \$22,500.

BUT TOP CAREER civil servants were frozen behind the Congressmen, and nothing short of a miracle—and a pay raise for the legislators—could unfreeze this legislative nonsense.

HOWEVER, some things did happen to change the situation. The Federal government lost a host of topnotch trained careerists and are having a hard time recruiting replacements. On top of that, recruiting of young people lagged badly as private industry snared the best young potentials.

FEDERAL workers are not out of the pay raise woods yet. Many newspapers are calling the Congressional pay increase a "pay grab", completely ignoring the realities of the situation.

ALMOST EVERY newspaper we saw reminded its readers that if the Federal pay raise was voted, it would be the third in 19 months. No newspaper mentioned a significant fact: the three raises were too little too late, to begin with.

WHAT PUZZLES us is that complaining newspaper editorial writers don't read their own newspapers or those of their competitors. Had they done so, they would have found that pay in private industry has long since outrun pay in government.

FOR EXAMPLE: the City of New York is still offering new secretaries a salary of \$3,750, a figure we think is as insulting as it is ridiculous. A look at the want ads would show that good secretaries rate as high as \$7,500, and even so-called junior secretaries begin in private industry at \$4000-\$4500.

WE ARE heartily in favor of a pay raise for Congressmen to \$30,000 a year. We think they deserve it. Their responsibility is great, although sometimes their performance is not equally great. Many make great personal sacrifices. Those who don't, will be less likely to get involved in conflicts of interest, if they receive a substantial raise.

FRANKLY, our most important reason for urging a Congressional pay increase is simply this: such move will give the genuine, dedicated careerists a pay raise.

A CONGRESSIONAL boost in salary is a very small price to pay to keep good civil servants in their jobs. Government operations would be a shambles without them. And besides, Congressmen passing laws is one thing, but getting the laws to work could be many things—mostly trained careerists who know what to do.

Social Security Questions Answered

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

"My earnings average \$200 a month. This barely supports me and my wife who is also 65 years old. How much must I reduce my earnings before I can receive benefits?"

You don't have to reduce your earnings to get some of your benefits. Based on a monthly average of \$200, you and your wife can now start receiving about \$562 a year in partial social security benefits. When you retire or earn less than \$1,200 a year, you can receive \$84 a month in addition to your wife's benefit of \$42. Further details on partial benefits may be obtained at the social security office.

"How can I check my social security record?"

You can obtain a self-addressed post card (Form 7004) at your local social security office for use in obtaining a record of income credited to your account. A statement of earnings cannot be furnished without a signed statement from you.

"I'll be 65 in December and my wife will be 62 the same month. We both work. How long must we have worked in order to qualify for retirement benefits?"

Men who reach 65 or women who reach 62 in 1963, need only three years (12 quarters) of work under social security in order to qualify for retirement benefits.

"I expect to move soon. How can I be sure my check will get to me on time at my new address?"

Report your new address to the Social Security Administration as early as possible. If the notice is received by the middle of the month, there will be no delay in the delivery of your check. Be sure to also notify your post office.

"My husband and I were receiving social security benefits. My husband died before endorsing our last check. Must I return the check?"

Yes. A new check will then be issued in your name.

"I made my report of earnings to social security earlier this year; and at that time, I estimated I would earn \$1,700 in 1963. I have now retired and don't expect to work any more this year.

I had earned \$1,100 prior to retirement. What should I do?"

Notify the nearest social security office of the revised estimate of earnings. Since you don't expect to earn over \$1,200 this year, all social security checks will be payable to you for the year.

"I expect to move to Europe sometime this year. Do I merely notify the social security office of my change of address, or is some special report required?"

In addition to a change of address the Social Security Administration will have to get information regarding any expected work activity and your citizenship status. Therefore you should visit the social security office as soon as your plans are definite.

"I receive social security disability benefits. I expect to receive a settlement from my employer under a Workman's Compensation claim I filed as a result of my accident. Must I report this to the Social Security Administration?"

No, the receipt of Workman's Compensation or any other disability benefit has no bearing on your entitlement to social security benefits.

"I am a widow receiving benefits for myself, my son, and my daughter. My son will be 18 years old in a few months. Must I re-

port that fact to the Social Security Administration?"

No, your son's check will be stopped automatically with the month before he becomes 18, and payments will continue to you and your daughter.

"Is there an age limit after which a war orphan may no longer be eligible for Educational Assistance?"

Generally the age is between 18 and 23, but in no case may the recipient continue to receive payment. Do I have to renew this arrangement each year?

No. Once the credit arrangement on dividends is authorized by you, it remains in effect until cancelled. It is not necessary to renew your authorization each year.

Matteawan State Hospital Awards Service Pins To 52 Employees

BEACON, June 22—Employees of Matteawan State Hospital were honored for service at an annual awarding of service pins and recognition ceremony conducted recently in the hospital's auditorium.

Honoring employees with up to 35 years of service at the hospital were Dr. W. Cecil Johnston, superintendent, and Leon J. Vincent, security superintendent.

Honored for 35 years of service were Dr. Solon C. Wolff, Michael Dwan, Joseph Bradley, Joseph Fitzgerald and Ernest Cox.

Those with 30 years of service were Frederick Haight, Frank Stanulwich, Charles Ager, Arthur Guilbault, Mrs. Mary Hayden and John Dunay.

Also, 25 years of service, John Gorey, Miss Frances Pechosak,

draw Jablonsky, Edwin Simpson, Dominick DelBoccio, Victor Di-Giovanni Sr., John Sovik and Frederick Zeitler.

Also, 20 years, Joseph DeCaterina, Mrs. Emily Oris, Francis Dostillio, Thomas Greene, Mrs. Margaret Dooner, Mrs. Rita Stephens, Charles Boyea, Richard Bush, Anthony Piccone, Floyd Lewis, Robert Lent, Matthew Kormornik, George DelVescovo, Joseph Mullin and Frank Masopust.

Alexander Burka Sr., Charles Phillipi, Earl Pettit, Ford Lutz, Arthur Oliver, William Bolander, Nicholas Idema, Joseph Dell, George Post, Paul Stankiewicz, Clifford Miller, Peter Miller, Leonard Romanelli, Mrs. Angelina Morrone, Frank Gromko, Miss Mary Devon, Vincent Pesce, An-

Succeeds Sanders

ALBANY, June 22 — Leonard Habert of Monsey has succeeded Joseph R. Sanders as secretary to the State Board of Examiners of Psychologists in the State Education Department.

Genovese Appointed

ALBANY, June 22 — Miss Lorraine Genovese of Brooklyn has been given a temporary appointment as stenographer in the New York City office of the State Banking Department.

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Key Answers For Roofer

Tentative key answers for written test held June 20, 1964 for roofer, exam no. 8961.

- 1.D; 2.C; 3.A; 4.B; 5.C; 6.C; 7.D;
- 8.C; 9.B; 10.C; 11.D; 12.A; 13.C;
- 14.C; 15.A; 16.B; 17.A; 18.C; 19.B;
- 20.B; 21.D; 22.D; 23.A; 24.C; 25.B;
- 26.D; 27.A; 28.C; 29.B; 30.A; 31.D;
- 32.C; 33.B; 34.C; 35.A; 36.B; 37.A;
- 38.C; 39.D; 40.C.
- 41.B; 42.A; 43.C; 44.B; 45.D;
- 46.D; 47.B; 48.B; 49.D; 50.C; 51.A;
- 52.C; 53.D; 54.B; 55.D; 56.B; 57.D;
- 58.B; 59.A; 60.C; 61.B; 62.A; 63.C;
- 64.B; 65.D; 66.C; 67.A; 68.C; 69.B;
- 70.D; 71.A; 72.D; 73.C; 74.B; 75.D;
- 76.D; 77.B; 78.C; 79.B; 80.D.

Photographer Key Answers

Tentative key answers for written test held June 20, 1964 for photographer, exam no. 1071.

- 1.C; 2.D; 3.B; 4.B; 5.C; 6.C; 7.A;
- 8.B; 9.D; 10.D; 11.C; 12.B; 13.C;
- 14.B; 15.D; 16.B; 17.C; 18.B; 19.C;
- 20.B; 21.C; 22.B; 23.C; 24.B; 25.B;
- 26.A; 27.D; 28.C; 29.B; 30.D; 31.C;
- 32.C; 33.B; 34.C; 35.D; 36.C; 37.D;
- 38.A; 39.B; 40.C.
- 41.B; 42.D; 43.D; 44.C; 45.D;
- 46.B; 47.B; 48.A; 49.C; 50.D; 51.A;
- 52.C; 53.C; 54.B; 55.D; 56.D; 57.C;
- 58.A; 59.B; 60.A; 61.C; 62.D; 63.B;
- 64.A; 65.C; 66.D; 67.B; 68.D; 69.A;
- 70.B; 71.D; 72.C; 73.A; 74.C; 75.B;
- 76.C; 77.A; 78.B; 79.A; 80.C.

Sengbusch Assigned

ALBANY, June 22 — Mrs. Anne W. Sengbusch of Kenmore has been appointed to the Nurse Advisory Council in the State Education Department to succeed

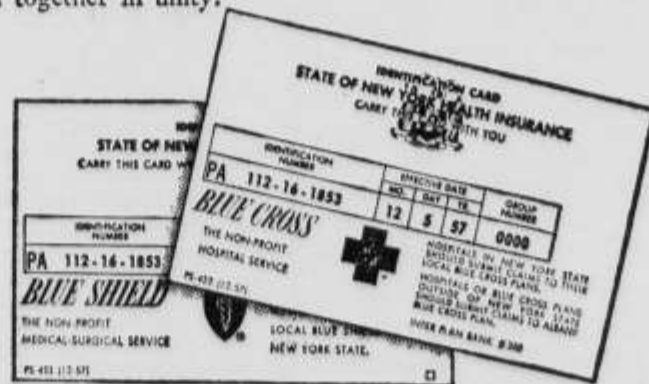
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43 City Employees To Receive Cash Awards Totaling \$650 For Approved Employees Suggestions

Thomas Jefferson Miley, Chairman of New York City's Suggestion Award Board, has announced that 43 City employees will receive cash awards totalling \$650 for approved employee suggestions for improving the efficiency or economy of the City's operations. In addition, five employees will receive Certificates of Merit.

Two of the award winners will receive more than one award. Evelyn Mary Martin of 762 East 2nd Street, Brooklyn, a supervisor in the department of welfare, will receive three awards: two cash awards amounting to \$40 and a Certificate of Merit.

Joel Rodin, 2352 West 8th Street, Brooklyn, a senior stenographer with the New York City Community College, will receive two awards totalling \$25.

The following will receive awards of \$25 each:

Alma Warner, 469 Herkimer Street, Brooklyn, an accountant, Board of Education.

Bernard J. Ferry, 2433 East 12th

Street, Brooklyn, a captain, Fire Department.

Albert Seltenreich, 2228 St. Raymond Avenue, Bronx, an auto machinist, Fire Department.

Rose O'Agoglia, 157 22nd Street, Brooklyn, a senior clerk, Transit Authority.

Walter J. Boland, 1318 McBride Street, Far Rockaway, a patrolman, Police Department.

Thomas Coyne, 35-18 95th St., Jackson Heights, a patrolman, Police Department.

Ray A. Devita, 36 Cornelia St., Brooklyn, assistant stockman, Board of Higher Education.

Patsy Passarella, 91-07 215th Street, Queens Village, an auto machinist, Department of Sanitation.

The following will receive awards of \$15:

Samuel S. Flachner, 1444 Gipsom Street, Far Rockaway, inspector of buildings, Department of Buildings.

Sidney Lerner, 224-15 Manor Road, Queens Village, an inspector of Housing, Department of Buildings.

Abraham Novikoff, 605 East 14th Street, New York, an administrative assistant, Department of Finance.

Mollie B. Schwartz, 698 West End Avenue, New York, a supervising clerk, Department of Finance.

Pauline Schlossberg, 80 Van Cortland Park South, Bronx, a supervising stenographer, Department of Finance.

Elizabeth W. Willis, 92 Morningside Avenue, New York, a public health nurse, Health Department.

Herbert F. Donaldson, 11 Clawson Street, Staten Island, a captain, Department of Marine & Aviation.

Peter McDermott, 45-35 47th Street, Woodside, an accountant, Department of Marine & Aviation.

Patsy Faele, 1780 70th Street, Brooklyn, a laborer, Department of Public Works.

Lawrence P. Horan, 97-29 121st Street, Richmond Hill, a district superintendent, Department of Sanitation.

Erwin H. Fuhlbrugge, 4432 Richardson Avenue, Bronx, a senior electrical inspector, Department of Water Supply, Gas & Electricity, \$12.50 each:

Peter Bongiovanni, 1456 Taylor Avenue, Bronx, a machinist's helper, Department of Sanitation and Morris J. Welsberg, 20 Woodruff Avenue, Brooklyn, a machinist's helper, Department of Sanitation, who jointly submitted a suggestion which was approved for a \$25 award.

The following will receive \$10 awards:

Gertrude M. Morehouse, 143-25 84th Drive, Briarwood, New York, a senior clerk, New York City Community College.

Sam Mevorach, 175-09 74th Avenue, Flushing, a supervising clerk, office of the Comptroller.

Rose Jacobs, 2257 West 11th Street, Brooklyn, a stenographer, Department of Finance.

Catherine A. Close, 2580 Bainbridge Avenue, Bronx, a supervising clerk, Fire Department.

Joseph J. Kudless, 107 Elmwood Avenue, Staten Island, a lieutenant, Fire Department.

Mrs. Stella Toppins, 816 Hancock Street, Brooklyn, a public health assistant, Department of Health.

William E. Roth, 1770 Montgomery Avenue, Bronx, an assistant account, Department of Hospitals.

Roy D'Alto, 320 Humboldt Street, Brooklyn, an administrative assistant, Department of Parks.

John Marshall, 443 Minneford Avenue, City Island, forman auto machinic, Department of Parks.

Walter Connery, 1632 East 33rd Street, Brooklyn, a patrolman, Police Department.

Martin Rose, 1570 East 14th Street, Brooklyn, an administrative assistant, Department of Purchase.

Nick D. Radice, 335 East 19th Street, Brooklyn, a sanitation man, Department of Sanitation.

Jacob Director, 945 East 94th Street, Brooklyn, a surface line operator, Transit Authority.

Sophie Andrus, 47-18 44th St., Woodside, a railroad clerk, Transit Authority.

Helen Famous, 941 Roger Place, Bronx, a clerk, Department of Water Supply, Gas & Electricity.

William Goldberg, 314 West 94th Street, New York, a social

investigator, Department of Welfare.

Harry Marshak, 295 St. John's Place, Brooklyn, an assistant supervisor, Department of Welfare.

Edith W. Rennecker, 235 East 22nd Street, New York, a social investigator, Department of Welfare.

Milton Zellner, 155-09 71st Avenue, Flushing, an administrative assistant, Department of Welfare.

Aurora Zito, 97-37 Carona Avenue, Carona, a senior clerk, Department of Welfare.

Certificates of Merit will be awarded to the following:

Joseph Menkes, 550 - J Grand Street, New York, an administrative assistant, Department of Hospitals.

Louis J. Capobianco, 17 Bay 17th Street, Brooklyn, a sanitation man, Department of Sanitation.

Gordon T. Maloney, 216 East 36th Street, New York, a social investigator, Department of Welfare.

Elizabeth H. Walton, 130 West 16th Street, New York, a senior clerk, Department of Welfare.

Gets Council Post

ALBANY, June 22 — Samuel Nakasian of Bronxville has been named a member of the Council of Harpur College of the State University. He succeeds Victor Borella of New York City, who resigned.

Patent Examiners For Fed. Service

Patent examiners (GS-5 through 13) are needed for positions in Washington, D.C. and other Federal agencies throughout the country, the U.S. Civil Service Commission has announced.

Positions pay from \$5,650 to \$11,725 annually and are open until further notice. Applicants must have had appropriate education in engineering or sciences, or a combination of education and pertinent experience.

Announcement (No. 329-B) and application forms may be obtained from most post offices, or from the U.S. CSC Information and Examining Office, 1906 E. Street NW, Washington, D.C. 20415.

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LEGAL NOTICE

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To: Attorney General of the State of New York: Dolores Irastorza Sainz, French Hospital, Anesthesia Medical Group, Arturo Martinez, New York Telephone Company, Consolidated Laundries Corp., RCA Communications, Inc., Consolidated Edison Company of New York, Inc., Sun Chemical Corp., Empire Shield Sales Corp., Frances Pernas, Cristina Pernas King, Frank M. Echeverria, Michael Turansky, Sabina Turansky, Dun & Bradstreet, Inc., Armando Fojo Prieto, Consul General of Spain, and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Nicholas Irastorza, also known as Nicholas M. Irastorza, Nicholas Manuel Irastorza and N. Mirastorza, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Nicholas Irastorza, also known as Nicholas M. Irastorza, Nicholas Manuel Irastorza and N. Mirastorza, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Nicholas Irastorza, also known as Nicholas M. Irastorza, Nicholas Manuel Irastorza and N. Mirastorza, deceased, who at the time of his death was a resident of Hotel Chesterfield, 130 West 40th Street, New York, N.Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased;

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 14th day of July 1964, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 19th day of May, in the year of our Lord one thousand nine hundred and sixty-four.

Philip A. Donahue,
(Seal) Clerk of the Surrogate's Court

Monroe Employees To Get 6% Pay Raise On July 1

ROCHESTER, June 22—Take-home pay raises averaging 6 percent effective July 1 were approved recently by the County Board of Supervisors for most employees of Monroe County.

Raises for the 3,300 employees are in the form of increased county payments for hospitalization and retirement benefits.

The increased payments are the result of recommendations made by Vincent J. Alessai, president of the Monroe County Chapter of the Civil Service Employees Assn., and endorsed by county manager Gordon A. Howe.

They will cost the county about \$100,000 for the rest of this year. County officials figure the cost at about \$555,000 a year by 1967.

County Increase

A typical county employee in the median wage range earning \$5,928 a year will receive an increase in his bi-weekly take-home pay of \$11.45, from the present \$180.76 to \$192.21.

The county, which now pays half the cost of Blue Cross-Blue Shield coverage for all regular and retired employees, will pay the full cost July 1.

The increase in contributions to the state retirement system would effect 2,662 county employees.

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

Hears Talk On Ins. Benefits

ONEONTA, June 22—The Oneonta Chapter of the Civil Service Employees' Assn. held a meeting recently at Molinari's Restaurant here. Jack Carey, CSEA field representative from Association headquarters in Albany, spoke on full support of the 121,000 CSEA members in New York State.

Jack Healy, field representative of TerBush & Powell Insurance Co., also gave a speech on some of the more recent benefits of the accident and sickness policy issued by his company for CSEA members. Following these, the delegates' report on the summer meeting of the Central Conference, CSEA, at Utica was made.

Edward Griffin, chapter president, announced the formation of the following committees for the next two years:

Social Chairman: Daniel Dorrittle, Homer Folks Hospital.

Grievance: Alfred Frieman, Div. of Employment.

Publicity & Education: Miss Marion Wakin, NYS Health Dept.

Non-Partisan: Mrs. Hilda Mercun, State Univer. College at Oneonta.

Legislative: Mrs. Nell Rothery, Joe Sauer, Gilbert Lake State Homer Folks Hospital.

Membership: Chairman—Mrs. er Folks Hospital. Doris Cody, Agnes Williams, Div. of Employment, Mrs. Jane Bozanic, SUCCO, State Conservation Dept. Marion Wakin, Health Dept.



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New York City

Van Acker Appointed

Governor Rockefeller recently announced the appointment of Dr. Benjamin Van Acker, Troy, as a member of the Fort Crailo Memorial Commission for a term ending April 1, 1970.

Dr. Van Acker, succeeds Dr. Thomas W. Phelan, Rensselaer, whose term expired April 1, 1964.

Dr. Van Acker, a practicing dentist in Rensselaer, is president of the Rensselaer Boys' Club.

COTTAGE VACATION GUIDE

O. V. Burton's 1964 Cottage Vacation Guide lists location & describes accomm. at 500 rental cottage colonies in the major resort areas of New York, New England & Eastern Pa. Northeastern Calendar of Events also included. Mail \$1.00 to: Resort Publishing Associates, Box 597-CS, Lynbrook, N.Y. 11563



THE WENDY HOME — This home has three bedrooms with decks facing harbor and woods. There are picture windows and sliding glass doors to take in the diversified views. Price \$13,500, plus land which is available at \$2,690 for a plot of a half acre or more. The price of the plot will constitute the down payment of the house. J. Alvin Froehlich of Rockville Centre, who heads the group developing Hampton Waters-On-Three-Mile-Harbor, East Hampton, Long Island, said, "The reason for this is prices of land have advanced tremendously, in practically all communities within a hundred miles of New York City." Municipal building codes, greatly increasing the required amount of living area and dictating good, sound lasting construction methods, have more than tripled building costs over those of the old-time summer cottage," he added.

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CITATION. — File No. P3850, 1964. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent,

To "John Doe" and "Jane Doe," the names being fictitious and representative of other distributees of the Testatrix, the true names and post office addresses of whom are unknown and cannot after diligent inquiry be ascertained by the petitioner, if living, and if dead, to their heirs at law, next of kin and distributees whose names and places of residence are unknown and if they died subsequent to the decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and to all other heirs at law, next of kin and distributees of Bertha Singer, also known as "Birdie" Singer, the decedent herein, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on August 12, 1964, at 10:00 A.M., why a certain writing dated June 12, 1944, which has been offered for probate by Bessie Eliasberg, Executrix, residing at 1150 Park Avenue, New York, N. Y., should not be probated as the last Will and Testament, relating to real and personal property, of BERTHA SINGER, also known as "BIRDIE" SINGER, Deceased, who was at the time of her death a resident of 12 East 88th Street, in the County of New York, New York.

Dated, Attested and Sealed, June 4, 1964.

HON. S. SAMUEL DI FALCO, Surrogate, New York County, Philip A. Donahue, Clerk.

GOLDMAN, SAMUEL SIDNEY.—CITATION.—File No. P 1535, 1964.—The People of the State of New York, By the Grace of God Free and Independent, To Barbara Posner, and "John" Goldman, the true first name being fictitious and unknown, but said "John" Goldman being the son of Joseph Goldman, late of 200 West 93rd Street, New York, New York, brother of the deceased Samuel Sidney Goldman, if said "John" Goldman be living, and if he be deceased, to his heirs at law, next of kin and distributees, if they be living, and if any of them be dead, to their heirs at law, next of kin, distributees, legatees, executors, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence: YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on July 22, 1964, at 10 A.M., why a certain writing dated February 7, 1958, which has been offered for probate by Richard M. Chapman, residing at 214 Central Park South, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property of Samuel Sidney Goldman, Deceased, who was at the time of his death a resident of 129 West 82nd Street, in the County of New York, New York.

Dated, Attested and Sealed, June 12, 1964.

HON. S. SAMUEL DI FALCO, (L.S.) Surrogate, New York County, PHILIP A. DONAHUE, Clerk



FIRST GRADUATES — Pictured from left are Lloyd Whipple, deputy warden of Wallkill State Prison; George Ryan supervisor of Otisville Training School; and Carelton L. Gillette, supervisor of Annex Training, Goshen. The three are the first graduates of the Correction Administrative program, begun in 1961 under the direction of deputy commissioner Benjamin Weinberg, Dept. of Correction and Walter M. Wallack, warden of Wallkill Prison. It was initiated at Orange County Community College and is now in effect in several such colleges.



CHAPTER PRESIDENT — Joseph C. Sykes was recently elected president of the Thruway Headquarters chapter of the Civil Service Employees' Assn. Pictured from left are: Joseph Roulier, CSEA field representative; Sykes, F. Henry Galpin, CSEA assistant executive director; and Martin Dupree, Thruway Traffic Dept., whom Sykes succeeded. Sykes is presently in charge of mail room operations for Elsmere headquarters, Thruway Authority.

Olds Speaks At Welfare Assn. Meeting

ALBANY, June 22—The opening session of the 94th annual meeting of the New York Public Welfare Assn. was marked by an address from Dr. Glenn A. Olds, a member of the President's Task Force Against Poverty. The meeting, took place on June 17-20 at the Whiteface Inn, Lake Placid and included a speech by State Social Welfare commissioner George K. Wyman on public welfare developments, and an

address by Dr. Wesley N. Haines, vice president of Bucknell University, on the human relations aspects of public welfare.

New Director Named

ALBANY, June 22—Dr. Guy M. Walters is the new director of Rochester State Hospital.

The appointment was effective June 11 and was announced here by Dr. Paul H. Hoch, state commissioner of mental hygiene.

Since 1950, Dr. Walters has been assistant director at Rochester and has been in state service since 1933. He succeeds Dr. Christopher F. Terrence, who recently was named first deputy commissioner for the department.

LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York; Margaret Buckley; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Ann Allen, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Ann Allen, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Ann Allen, deceased, who at the time of her death was a resident of 537 West 49th Street, New York, N.Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records,

Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased;

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 15th day of September, 1964, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

(Seal) **WITNESS, HON. S. SAMUEL DI FALCO,** a Surrogate of our said County, at the County of New York, the 1st day of June, in the year of our Lord one thousand nine hundred and sixty-four.

Philip A. Donahue, Clerk of the surrogate's Court

'Know Your Association' Feature Of Western Conference Meeting

ROCHESTER, June 22 — The Western Conference, Civil Service Employees Assn., held its regular meeting here recently at the Manger Hotel. Under the direction of Leo Bernstein, education chairman, the first session included an address by Celeste Rosenkranz, Buffalo, on the subject, "Good Officers Make Good Chapters."

In the first afternoon session, Joseph F. Feily, president of the CSEA, continued the series, "What the Board of Directors Does." George DeLong presided over the second session, the last of his two years in office. Claude Rowell membership chairman, announced that the Niagara County group is joining the Western Conference.

Guests at the evening session, introduced by Bernstein, included Senator Frank Van Lare, Assemblymen Eugene Goddard and Charles Stockmeister, and chapter vice presidents Raymond Castle, Vern Tapper, Claude Towell and Fred Caves. Hazel Abrams, state secretary, and John Hennessy, state treasurer, were also present. Kenneth Storandt, executive director, Council of Social Agencies, Monroe County, spoke

at this session on "The Public Employee and the Community," pointing out ways in which civil servants can aid their communities.

The installation ceremony was the final order of business, conducted by Feily. New officers installed were: William Rossiter, president; Melba Binn, first vice-president; Pauline Fitchpatrick, second vice president; Kenyon Tice, third vice-president; Thomas Pritchard, treasurer; Virginia Halbert, recording secretary; and Ethel Colby, corresponding secretary.

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

Burke Cited As He Enters Sixth Term

BUFFALO, June 22 — President of the Erie County Chapter, Civil Service Employees Assn. Alexander T. Burke was presented with a \$100 bond recently.

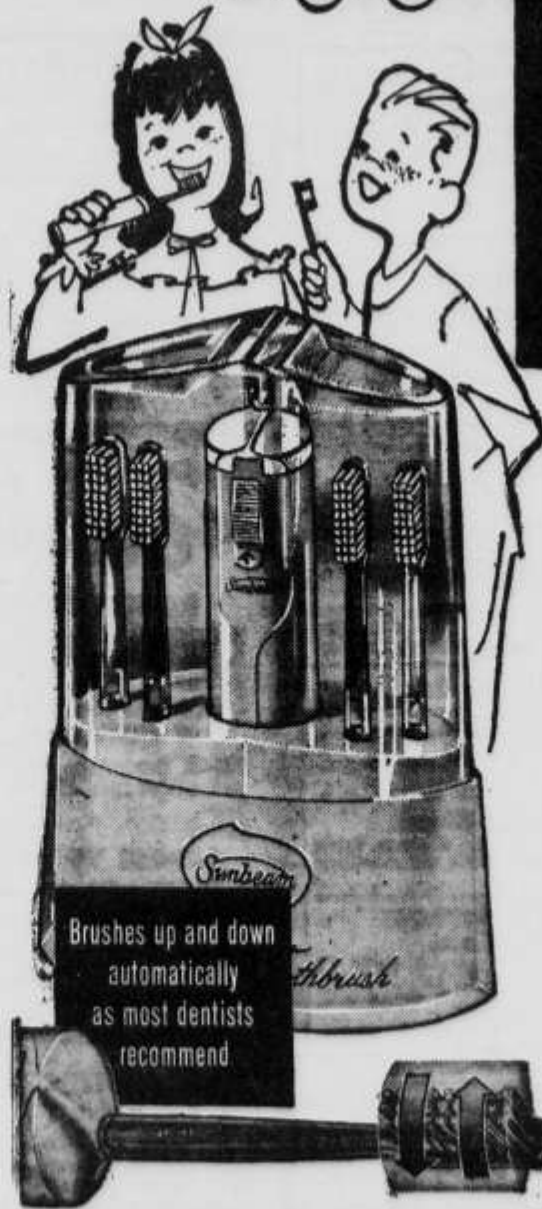
On behalf of the chapter, Burke's grandsons, Michael, 11, and Gregory, 13, awarded him the bond for his service to the chapter as president for the past five years.

Burke was recently installed as president for the sixth term at installation ceremonies held in the Trap and Field Club here.

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(Continued from Page 5)

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liam D. Everett, Martin P. Wise, Bernard C. Armstrong, Woodrow Wilson, Charles A. Schroeder, Michael J. O'Leary, Ivil K. Anderson, Robert Teasley, Willie James, Edward M. Holden, Freddie Singleton, William E. Mahoney, Salvatore DiStefano, Christophe Gawelko, Joseph F. Madden, Anthony G. Orapallo, Peter A. Tannazzo, 3rd, Thomas J. DiRusso.

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Monroe C.S. Commission Should Be Abolished, Charter Commission Says

ROCHESTER, June 22 — The abolition of the Monroe County Civil Service Commission was recommended recently by the bipartisan Monroe County Charter Commission.

The 11-member commission proposed that the commission be replaced by the executive office of personnel.

The personnel director, appointed for a six-year term, would be responsible for administering the Civil Service Law and for administering and developing a personnel system.

He would serve under the supervision of the New York State Civil Service Commission and assist in the preparation of Civil Service examinations.

Charter Proposed

The Charter Commission presented its recommendations for a new charter and many governmental changes to the County Board of Supervisors, which may alter the charter, add to it, discard it or rewrite any or all sections.

The commission, formed 18 months ago to streamline local county government, expressed no opinion on the Rochester Civil Service Commission.

Law requires that the final form of the charter be passed as a local law 50 days or more before Election Day, Nov. 3. This would mean no later than Sept. 4.

If the Board of Supervisors approves a new charter, the proposals will go on a referendum Nov.

Shields Appointed

ALBANY, June 22 — Cornellius Shields of Larchmont has been named by Governor Rockefeller to the Council of the State Maritime College at Fort Schuyler for a term ending in 1971. He succeeds William C. White of New York City, whose term expired.

3. It would have to receive a majority of the votes cast in the City of Rochester and a majority of the votes cast in the county's 19 towns.

L.I. Armory Unit Elects Kempey Pres.

HEMPSTEAD, June 22 — William M. Kempey of the Hempstead Armory has been elected president of the Long Island Armory Employees Chapter, Civil Service Employees Assn., at a meeting held recently at the Nesconset Armory. Other officers elected were: Philip H. Murphy, Bayshore Armory, first vice president; Kenneth MacDonald, Patchogue, secretary; L. M. Fable, Huntington Station, Treasurer; and W. H. Kennedy, Nesconset, Sgt. at Arms. J. Gibbons, past president, administered the oath of office to the newly elected officers.

Welfare Study

ALBANY, June 22—The State Social Welfare Department has retained the New York management consultant firm of John B. Joynt and Associates to make a two-year study of how to simplify public welfare administration.

The project will cost about \$334,500 of which \$308,000 will be in Federal funds.



OFFICERS INSTALLED — Western Division Thruway Chapter, CSEA, were recently installed by John Hennessey, state CSEA Treasurer at a dinner-installation party held in the Burmon Inn, Orchard Park, N.Y. Guest speaker was Henry Gdula, CSEA fieldman for the Western Division. Pictured, left to right are: Richard Ku-

biak, Immediate Past President; Donald Cole, Corresponding Secretary; Virginia Helbert, Western Conference Secretary; Gerald Watson, Treasurer; Bernice Berchou, Recording Secretary; John Hennessey, State Treasurer; Shirley Lacey, Vice President; Albert Jerls Sr., President and Gdula.

Feily, Syrett Talk

WCB Unit Holds Annual Dinner

ALBANY, June 22—The Workmen's Compensation Board Albany Chapter of the Civil Service Employees Assn. held its annual dinner and meeting recently at Mario's Airport Inn in Troy.

Guest speakers were Joseph F. Feily, president, CSEA and George J. Syrett, administrator of business management and personnel for the Workmen's Compensation Board.

Feily spoke on the organization and cooperation required to achieve pay raises for State employees this year, and paid tribute to the work done by chapter legislative committees.

Syrett's topic was "Promotional Opportunities Within the Workmen's Compensation Board." "Promotional opportunities are being expanded," Mr. Syrett pointed out, "by a revised title structure which reduces the number of examining titles from 17 to 3 and reduces the series of promotional eligibility from four to one."

A revised constitution with new by-laws was approved by chapter members at the meeting, culminating months of work by the committee on the chapter constitution and by-laws. Caroline Rothenberg chairman, and Grace Myers and Arthur Israel were members of this Committee.

State Eligible Lists

(Continued From Last Week)
CORRECTION OFFICER

- 339 Stueda, J., Einberg Dep 790
- 340 Saville, G. 790
- 341 Mangione, J., Katonah 790
- 342 Clemens, B., Elmira Hts 790
- 343 Donivan, G., Plattsburg 790
- 344 Leone, F., Catskill 790
- 345 Newton, G. 790
- 346 Brooks, R., Perry 790
- 347 Brown, J., Elmira 790
- 348 Earlson, T., Elmira 790
- 349 Paguao, J., Marlboro 790
- 350 McGraw, D., Saratog 790
- 351 Lepkowski, J., Elmira 790
- 352 Wrisley, R., Plattsburg 790
- 353 Chapin, F., Georgetown 789
- 354 Haskins, H., Elmira 789
- 355 Balliette, C., Auburn 789
- 356 MacDonald, R., Saratog 789
- 357 Palmatier, T., Wappingr 789
- 358 Beck, F., Beaver Dam 789
- 359 Zelinsky, N., Ellenville 789
- 360 Miller, J., Montgomery 789
- 361 Dickson, E., Plattsburg 789
- 362 Simmons, J., Rockaway 789
- 363 Devore, A., Elmira 789
- 364 Venne, D. 789
- 365 Novak, R., Elmira 789
- 366 Wouderly, H., Seneca 789
- 367 Woods, R., Attica 789
- 368 Goodwin, J., Montgomery 789
- 369 Anguish, J. 789
- 370 Hoxan, P. 789
- 371 Joyner, R., Ossining 789
- 372 Corzer, R., Linburg Dep 789
- 373 Kwariler, D. 779
- 374 Moak, L., Hudson Falls 779
- 375 Shambo, D. 779
- 376 Lake, E. 779
- 377 Russell, J., Mt. Vernon 779
- 378 Patterson, R., Wappingr 779
- 379 Butler, C., Cold Spring 779
- 380 Lurek, J., Chazy 779
- 381 Bell, B., Hudson Falls 779
- 382 Wolff, D., Batavia 779
- 383 Mills, R., St. Johns 779
- 384 Mannix, T., Plattsburg 779
- 385 Favreau, H., Plattsburg 779
- 386 Randall, R., Horseheads 779
- 387 Munson, F., Croton 779
- 388 Seeley, F., Elmira 779
- 389 Bonner, C., Brooklyn 779
- 390 Woodcock, T., Carthage 779
- 391 Short, R., Port Byron 779
- 392 Carrow, J., Saratog 779
- 393 Dirga, S., Granville 779
- 394 Franczek, R., Auburn 760
- 395 Elberth, W. 760
- 396 Aubin, A., Whitehall 760
- 397 Bathrun, L., Granville 760
- 398 Tetrauli, R., Peru 760
- 399 Petrie, T., Attica 760
- 400 Gill, G., Mt. Morris 760
- 401 Lavigne, D. 760
- 402 Vandusen, C., Chenung 760
- 403 Hauer, M., Millport 760
- 404 Monahan, J., Fort Ana 760
- 405 King, C., Corona 760
- 406 Tierney, T., Glenn Falls 760
- 407 Buff, W., Croton 760
- 408 Irwin, D., Ellenville 760
- 409 Carozzi, R., E. Irvington 760
- 410 Ganett, Gasner, Brooklyn 760
- 411 Parlo, L., Elmira 760
- 412 Perleian, R., Bronx 760

- 413 Gerhardt, W. 760
- 414 Beiter, J., Coxsacki 760
- 415 Wright, K., Coxsacki 760
- 416 Pearce, G., Plattsburg 759
- 417 Cranston, Springville 759
- 418 Brake, C., Elmira 759
- 419 Gallagher, J., Dannemora 759
- 420 Patnode, R., Chateaugay 759
- 421 Kaulec, V., Elmira Hts. 759
- 422 Pant, D., Elmira 759
- 423 Banks, T., Hudson 759
- 424 Sleight, R., Plattsburg 759
- 425 Sindoni, P., Waverly 759
- 426 Finnegan, H., Keeseville 759
- 427 Peffer, L., Keeseville 759
- 428 Stazerman, R., Plattsburg 759
- 429 Zepp, D., Elmira 759
- 430 Cahill, J., Beacon 759
- 431 Carter, O. 759
- 432 Burke, R., Glenham 759
- 433 Porkey, Sherman, Plattsburg 759
- 434 Tornick, S., Hopewell 759
- 435 Upright, R., Walker Vly 759



W.C.B. OFFICER AND GUESTS

Attending annual meeting of Workmen's Compensation Board, Albany Chapter, Civil Service Employees Assn. recently were: seated from left to right: Shirley Ellett, vice president of the chapter; Joseph F. Feily, president of the CSEA; Sylvester J. Riley, president of the Chapter; George J. Syrett, Administrator of Business Management and Personnel — Workmen's Compensation Board; Wilma McCormack, Secretary of the Chapter. Standing, from left to right: A. Victor Costa, president of the Albany Conference, CSEA; Harry Kolothros, vice president of the Albany Conference, CSEA; Elizabeth Cron, treasurer of the Chapter; Joseph Roulier, Albany field representative of the CSEA.



PILGRIM AWARDS

Arnold C. Carpenter, winner of the Psychiatric Aide Award, accepts a U.S. savings bond from George Felkel, president of Pilgrim Chapter 302, Civil Service Employees Assn. Irene Herschl, Anna ... Agnes Kenna and Lev ... Simmons also received boi.

Delegates To Dem National Convention

(Continued from Page 2)

Franklin D. Roosevelt, Jr., New York, N. Y.
Edward Loughlin, Brooklyn, N. Y.
William A. Shea, Brooklyn, N. Y.
James A. Farley, New York, N. Y.
Edward Weisl, Jr., New York, N. Y.
John I. Snyder, Jr., Scarsdale,

N. Y.
Michael J. Merkin, New York, N.Y.
Arthur Krim, New York, N. Y.
Norman K. Winston, New York,
Harry Gould, New York, N. Y.
Martha Morgenthau, Bronx, N. Y.
Orin Lehman, New York, N. Y.
John A. Coleman, New York, N. Y.

Paul E. Fitzpatrick, Buffalo, N. Y.
Audrey S. Hess, New York, N. Y.
Joseph M. Baird, Merrick, N. Y.
Lansdell Christie, Syosset, N. Y.
Stephen Smith, New York, N. Y.
Francis J. Quillinan, Rye, N. Y.
Frank E. Karelsen, New York, N.Y.
Joyce Phillips Austin, New York, N. Y.
Louis Hollander, New York, N. Y.
Maurice Uchitel, Brooklyn, N. Y.
Luis Quero Chiesa, Flushing, N. Y.
J. Raymond Jones, New York, N.Y.
Frank S. Hogan, New York, N. Y.
Henry Fischbach, New York, N. Y.
Stanley Lowell, New York, N. Y.

Hopkins Named To Fourth Term As Oswego Head

OSWEGO, June 22 — David Hopkins last week was installed in his fourth term as president of the Oswego County Chapter, Civil Service Employees Assn.

He and other officers were installed by Benjamin L. Roberts, field representative, at the chapter's annual dinner in the Hotel Pontiac. Toastmaster was Raymond Castle, Syracuse, first vice president of the state-wide CSEA. Vernon Tapper, Syracuse, second CSEA vice president, was the principal speaker. He stressed co-operation of members with each other—for greater benefits to the chapter — and as it pertains to the public.

He also said that the high number of service awards by the chapter are "a tribute to the kind of service the people of Oswego County are getting from the civil service employee."

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POUGHKEEPSIE, June 22 — William P. Schryver, president of the Dutchess County Chapter, Civil Service Employees Assn., said last week he has received a letter from the Travellers' Insurance Co. of Connecticut that 467 persons of the chapter are eligible for insurance without a medical examina-

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CSEA COUNSEL REPORT - 1964

(Continued from Page 1)

and help which they gave to the passage of this most important bill.

Appeal Rights In Disciplinary Hearings

ANOTHER BILL endorsed and supported by the Association amends Section 76, subdivision 1 of the Civil Service Law relating to appeals from disciplinary proceedings. Under the former law, appeals from disciplinary proceedings were limited to employees who had been suspended for a period exceeding ten days, or employees who had been fined for sums exceeding \$50. Under the new law, these limitations are deleted and the appellate process is available to an employee in any matter where the appointing authority has made a finding against the employee.

IN OUR LETTER to the Governor supporting this bill, we wrote:

"In a matter as vital and important to a career of a public employee as an adverse determination in charges brought against him by his appointing authority, we believe that the present provisions of the law are unfair. Under the present law, an administrator who wishes to avoid an appeal may fine an employee for less than \$50 or suspend him for less than ten days, and thereby avoid a review either by the Civil Service Commission or by the courts.

"Such an employee who has been found guilty under these circumstances can find scant comfort in the fact that the fine was less than \$50 or the suspension less than ten days, for to him, his reputation and career have already been seriously damaged.

"We believe that Mr. Weinstein's bill represents an improvement in the Civil Service Law which presents no heavy burden upon any party and will more completely protect the rights of public employees."

THE BILL SPONSORED by Assemblyman Weinstein represents an important improvement in the advance of the rights of all civil servants with respect to job security. We commend Assemblyman Weinstein for his introduction of this bill. This measure, effective April 18, 1964, has become Chapter 826 of the Laws of 1964.

Five Year Non-Competitive Bill

THE ASSOCIATION membership passed its bill in both houses of the legislature amending the Civil Service Law to provide protection against removal for non-competitive employees of the state who have completed five years of continuous service in the non-competitive class.

THIS BILL, WHICH last year passed by only one vote in the Assembly, passed with relative ease this year, receiving overwhelming approval. This year, the bill was passed in the Senate with only two voting in the negative. In the Assembly, the bill received 106 votes, while only 76 votes were required for passage.

ALTHOUGH THE legislature was convinced of the merits of the bill, to our great disappointment, Governor Rockefeller once again vetoed this measure. The grounds of the Governor's veto were that the bill:

"Would not require the employee to have served for five years in the particular position, but could cover an employee serving many different

positions over the five-year period. It is clear that the sponsors of this measure intend to confer tenure only upon the incumbents to positions which do not involve the making of policy decisions. While many of the positions in the non-competitive class of the State Civil Service fit that description, a considerable number of them involve policy-making functions or duties which require a substantial degree of personal confidence between the appointee and the appointing officer. This bill would grant tenure to all employees occupying positions in the non-competitive class after five years continuous service in that class, irrespective of the nature or the sensitivity of the duties performed."

ALL OF OUR MEMBERS regret the position which the Governor took in vetoing this measure. It is even more difficult to accept as valid the reasons stated by the Governor in his veto message. No one in supporting or advocating this measure has ever suggested that it would be important to require in such a bill that an employee must serve for five years "in the particular position" before receiving the protection of the bill. If an employee were working as a mechanic and during the five-year period was promoted to a senior mechanic, would anyone seriously urge, as does the Governor, that such employee should start all over again in the earning of the five years necessary for the protection afforded in this bill? Yet, this is what the veto message suggests.

EVERYONE FULLY recognizes that the selection of the five-year period itself by the sponsors of this measure was a responsible effort to require service during at least two separate gubernatorial administrations and represents an overly long period of probation at that.

THE SECOND OBJECTION raised in the Governor's memorandum of disapproval was that the sponsors of the measure, namely the Association, intended to confer tenure only upon the incumbents of positions which do not involve the making of policy decisions.

THE ASSOCIATION, of all people, was fully aware that in a few isolated instances there were some positions which had been erroneously classified in the non-competitive class which more properly belonged in the exempt class or competitive classes. Indeed, in a formal letter supporting this bill, the Association made a review of the positions in the non-competitive class contained in Appendix B of the Civil Service Law. We pointed out that a few positions had been erroneously classified and that such a position could be remedied when the position once again became vacant.

WE WROTE ON April 9, 1964: "This group represents a mere fraction of the total number of employees involved, and again balancing the equities, we should find it difficult to lose for all of these people reasonable provisions for job security because of the presence of very few positions

which concededly might better not be included in the non-competitive class."

ALTHOUGH THE Governor's veto was a surprise and a bitter blow, we intend to seek a meeting with the Governor and members of his administration at the earliest possible moment in order to arrange a format of the bill which will be acceptable to the Governor. In any event, if positions are erroneously classified in the non-competitive class which are policy making, as the Governor's message states, we must in all fairness to our position point out that his administration has controlled and designated the Civil Service Commission for better than six years through its majority of two Republican commissioners on such commission during most of this period. If steps should have been taken to make appropriate jurisdictional reclassifications, the power to make such reclassifications has long been within the power of this administration.

LAYING ALL OF the technical objections aside, these long-term employees in the non-competitive class who have served through a number of administrations are entitled to more reasonable job security than is provided under the present law. This Association should pursue this end until all these individuals receive fair treatment.

WE WOULD BE REMISS of we did not point out the herculean work performed by Assemblyman Orin Wilcox, sponsor of the bill in the Assembly, and Senator Walter Mahoney, who championed our cause in the Senate. No two more loyal legislative sponsors could be found in either house and every member of the Association cannot help but be grateful to these men for espousing this valid cause.

Supplemental Pension Bill

GOVERNOR ROCKEFELER in his budget message submitted to the Legislature on January 22, 1964, wrote:

"To help pensioners of State

retirement systems living on fixed incomes during a period of rising prices, this Budget provides a first instance appropriation of \$600,000 to finance a three percentage point increase which I am proposing in supplemental retirement allowances to help meet the rise in the cost of living since 1961. These funds will also permit a \$100 increase in the present \$1,200 ceiling on supplementation and the \$3,600 ceiling on the combination of retirement allowances, supplementation and social security benefits. They will also provide for the proposed extension of the program to those who retired in 1957."

THE GOVERNOR'S MESSAGE

was implemented by the introduction of legislation which became Chapter 371 of the Laws of 1964. We must commend the Director of the Budget, Dr. Hurd, for recommending this much needed increase, particularly in view of the fact that, for the most part, retired employees simply are not represented by any single organization within the State except to some degree this Association.

Survivor Benefit Bill

ANOTHER LEGISLATIVE victory for the Association, frustrated by the Governor's veto, would have amended the Civil Service Law to provide statutory authority for our political subdivisions to establish a Survivor Benefit Program similar to that now provided for employees of the state. You will recall that on March 31, 1962, Governor Rockefeller signed a bill which became Chapter 255 of the Laws of 1962 and added Section 156 to the Civil Service Law. This "Survivor's Benefit Law" guarantees minimum financial protection to designated survivors of State employees by providing a non-contributory death benefit based on annual earnings for the twelve-month period preceding death. It does not apply to persons employed by an authority or commission established under the

Public Authorities Law, or a member of the political subdivisions of this State.

THE STATE SURVIVOR'S Benefit Law provides a death benefit or a supplemental death benefit to State employees: 1) who are not members of a retirement system which pays an ordinary death benefit; 2) who are members of a retirement system but not eligible for an ordinary death benefit because of limited member service; and 3) who are eligible for a retirement system death benefit but for an amount less than one-half their annual earnings or less than \$2,000. The maximum benefit payable (survivor's benefit alone or survivor's benefit plus the retirement system benefit) cannot exceed \$10,000. Our bill vetoed by the Governor would have authorized "any political subdivision or locality in the State to provide comparable benefits to its employees." The Governor stated: "Without reaching the merits of this bill, I am constrained to disapprove" this bill because of technical defects.

THE VETO ON TECHNICAL grounds, while disappointing, is not fatal since the political subdivisions, under their home rule powers, presently have the authority in the absence of statute, to provide a Survivor's Benefit Program for their employees. In any event, we have written to the President of the Civil Service Commission requesting that a bill be introduced by the Department of Civil Service to accomplish this result. Perhaps in this way, we can be assured that our proposal to provide clear statutory authority for the political subdivisions will be approved by Governor Rockefeller.

Annual Comparative Wage and Salary Survey

ANOTHER MEASURE which evidenced the hard work of the Legislative committee chairman, Miss Grace Nulty and her committee was also vetoed by the Governor. This bill would amend the Civil Service Law to require the Director of Classification and Compensation to "prepare annually a comparative wage and salary survey of all State employees . . ." from which he would be required to make findings and recommendations to the Legislature.

THE GOVERNOR, as we anticipated, vetoed this bill stating: "The phrase 'comparative wages and salary survey' has not been defined in the bill. If the bill is intended to mandate a survey of employees in industry and other governments and a comparison of all State positions with their counterparts in industry and other governments, the sponsors have failed to provide adequate funds for the performance of this task. The Department of Civil Service reports that there are 2,900 separate classifications of State positions. A comparative survey of all of them would require a considerable increase in the research expenses of the Department. Moreover, this bill is at variance with the spirit of the State Constitution which places upon the Governor the responsibility for preparing and submitting the Executive Budget to the Legislature."

(Continued Next Week)

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NEW YORK



GRADUATED — Thomas A. McDonough Jr., right, Public Relations Assistant of the Civil Service Employee's Assn., recently received his certificate of completion after graduating the comprehensive 18-week Seminar on Public Relations conducted by the Albany Business College evening division. Presenting McDonough with his diploma is Harry Shave, Seminar Instructor and Director of Public Relations at ABC. A number of Civil Service employees also completed the graduate level program, which will be presented for a third time, next September. McDonough, incidentally, graduated from the program "with honors."