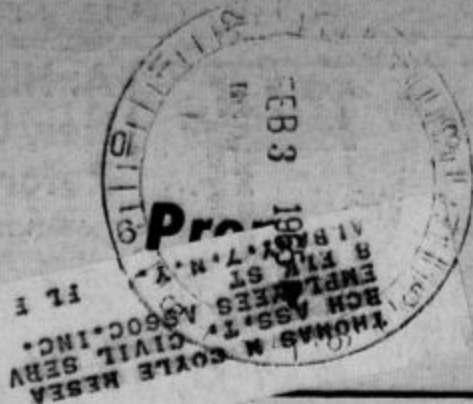


Civil Service LEADER

America's Largest Weekly for Public Employees

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Exams

See Page 8

NEGOTIATIONS ON SALARY RAISE CONTINUE—CSEA



AT METRO CONFERENCE —

Seen here at the recent meeting of the Metropolitan Conference of the Civil Service Employees Assn. held at Brooklyn State Hospital are, seated, Grace T. Nulty, chairman of the CSEA Legislative Committee; Kings County Assemblyman George A. Cin-cotta; Assemblywoman Shirley Chisholm, and Willi-

am Cunningham, president of Brooklyn State Hos-pital CSEA chapter. Standing, from left, are John Hennessey, CSEA treasurer; Salvatore Butero, Con-ference president; Joseph Feily, CSEA president; Solomon Bendet, chairman of the CSEA Salary Com-mittee; State Senator Jeremiah B. Bloom; Dr. Nath-an Beckenstein, Brooklyn State Hospital director, and Harry W. Albright, Jr., CSEA counsel.

Kings County Dems Give Ardent Vocal Backing To CSEA's Legislative Goals

Seven Kings County legislators gave vocal and ardent backing to the legislative goals of the Civil Service Employees Assn. when they attended the recent Winter meeting of the CSEA Metropolitan Conference in Brooklyn State Hospital.

Senator Jeremiah Bloom told his listeners that "I have been a strong proponent of

civil service legislation as a member of the Legislature's minority party and I intend to continue to push for progressive employee leg-islation as a member of the ma-jority party."

Assemblyman Max M. Turchen, described as the dean of the As-sembly, said that "tax increases or no tax increases, you people deserve the fruits of your labor the same as anybody working for
(Continued on Page 16)

Pleasure And Leisure Features Of Oriental Trip

The wonderful world of the Orient will be coupled with a visit to the Golden West and Hawaii in an unusual vacation program now open to members of the Civil Service Employees Assn.

Highlight of this tour to the Far East, which departs for 25 days on July 9, will be an extensive trip through colorful Japan and a journey to Hong Kong, shopping capital of the world. In Japan there will be visits to Tokyo, the temple city of Kyoto, the lake country and other beauty spots. Five full days will be spent in Hong Kong.

Before reaching Japan, tour members will spend a brief time in San Francisco and Hawaii on
(Continued on Page 14)

Seek Guarantee For Adequate Uniform Allowance

ALBANY, Feb. 1 — A policy guaranteeing adequate allowances to all State employees whose jobs require special uniforms has been requested by the Civil Service Em-ployees Assn.

The request to the Division of the Budget was based on actions taken by delegates to the annual meeting in October calling for CSEA to seek that the State furnish uniforms or work clothing to all employees where required by their official duties.

In its request CSEA asked for "prompt action" to adopt this policy. Also requested was an im-provement in the uniform allow-ance provided correction officers to cover the actual annual cost of purchase or replacement of uniforms.

L. I. Conference's Legislator Luncheon Is Re-scheduled

The Long Island Conference of the Civil Service Employees Assn. has re-scheduled its an-nual luncheon for Long Island legislators and it will now be held at noon on Feb. 20 in Carl Hoppl's Restaurant, Baldwin.

The event was canceled last month because of a snow storm. Most of Long Island's legislators are expected to attend.

Budget Message Provides Retirement Benefits And Mental Hygiene Upgradings

(Special To The Leader)

ALBANY, Feb. 1—Governor Rockefeller's proposed State budget for 1965-66 shows major victories for the Civil Service Employees Assn. in several areas, but is silent on the ques-tion of salary increases for State employees, for which CSEA has been negotiating since last October.

At Leader press time, however, Joseph F. Feily, CSEA president, said negotiations on the Em-ployees Association's request for eight and a half per cent across-the-board increases for all State em-ployees "very definitely are con-tinuing and by no means is the pay raise a dead issue."

CSEA gains in the Governor's budget message, released late last week, include a non-contributory retirement system for all State employees; liberalized vesting privileges; extensive salary up-gradings for Mental Hygiene Dept. employees, and other retirement benefits.

Institution Teachers

Also announced by the Em-ployees Association, although not con-tained in the budget message, was agreement with the Division of the Budget to provide a public school calendar for all institution teachers and vocational instruc-tors in the Department of Mental Hygiene, Correction, Social Wel-fare, Health and the Division for Youth.

Still under "serious discussion" according to the Division of the Budget and CSEA was a program for payment of unused accumu-lated sick leave upon retirement under which State health insur-ance plan premiums would be paid for retirees on the basis of the cash value of the unused sick
(Continued on Page 16)

Against Pay Cuts

CSEA Demands Barge Canal Protection

ALBANY, Feb. 1 — The Civil Service Employees Assn. last week repeated its demand to heads of two State agen-cies aimed at protecting the in-terests of barge canal employees faced with possible reduced work week and a resulting loss in take home pay.

The request was made by Jo-seph F. Feily, Association presi-dent, to J. Burch McMorran, Su-perintendent of Public Works, and to Dr. T. Norman Hurd, Director of the Division of the Budget.

(Continued on Page 3)

*Don't
Repeat This!*

Long Session May Be Help To Civil Service Programs

THE possibility that the 1965 Legislature may turn out to be the longest on record is being considered good news by many civil service organiza-tions who feel they happily can use the extra time to sell their programs to the State legislators.

As of now, the major occupa-tion of the Legislature in the com-ing weeks will be Governor Rocke-feller's budget and possible
(Continued on Page 2)

Decision Due On Appeals For Power Plant Series

CSEA contacted the Civil Ser-vice Department to determine the present status of the reallocation appeal for upgrading positions in the Power Plants Series. The Civil Service Department indicated that a decision on these appeals should be forthcoming within the next three weeks.

Don't Repeat This!

(Continued from Page 1)

counter proposals to it by the new Democratic majorities in the Senate and Assembly. The problems of State finance are complicated not only in fiscal terms but political ones as well and this delicate matter will not be resolved in a few days.

Furthermore, as this column pointed out last week, many newly-elected legislators have a reputation to make both in terms of the Legislature and local headlines in the newspapers back home. They need the opportunity of time—a long session—to do this and is one of the biggest reasons that an early closing is not expected.

The 'Little' Bills

Major civil service legislation will undoubtedly get the attention it rates but all employee organizations have numerous minor measures they would like to get passed but cannot even get attention to because of the rush that occurs in closing out most sessions of the Legislature. These bills usually effect smaller segments of their organizations and are necessary not only for the benefit of small parts of the membership but also for good internal public relations.

One example of this type of bill is the toll bill affecting Manhattan State Hospital employee members of the Civil Service Employees Assn. These employees must pay a bridge toll to get to work on Wards Island. Employees working on the island under other jurisdictions don't have to pay the toll. This bill has gone right down to the wire on many a legislative session but was then snowed under in the hurry to close down the Legislature. Its passage would effect only a very small part of the Employees Association membership—but to that part of the membership the toll has been a strong irritant for years.

As a matter of fact, it is legislation affecting working conditions for individual units of government that are the hardest to stir legislator interest in because so few people are affected. It's a collection of these few that make up the whole membership, however, and there are numerous pieces of this type of legislation that employee organizations feel could get passed if the Legislature were in session long enough for them to be taken up.

This may be the year for the small as well as the big bills.

IT COULD HAPPEN TO YOU

By LAWRENCE STESSIN

(The following is taken from "Employee Relations in Government," a bi-monthly newsletter published by Man & Manager, Inc.)

CAN YOU DENY AN EMPLOYEE THE RIGHT TO KNOW THE EVIDENCE TO BE USED AGAINST HIM AT A REMOVAL HEARING?

What Happened: When they conduct employee-removal proceedings, some agencies play their cards close to the chest. They fear that evidence too clearly spelled out often exposes—and cuts off—valuable sources of information.

Conversely, the accused employee anxiously tries to learn all he can about evidence against him (particularly in advance of the hearing.) The more he knows, the better he can fight the charges.

- These conflicting views often produce such a tug-of-war at the removal hearing that the case winds up in the courts.

Gus Wenger, a U.S. Department of Agriculture county office manager was handed a written notice of dismissal from his agency's state office. He was accused of "committing or attempting to commit fraud."

The socked office manager managed to induce the state office to give him a hearing in review of his dismissal. At the hearing, Gus and his lawyer demanded to see the evidence against him.

- But all they got was a written "summary" of the evidence—little more than a re-statement of the original charge of fraud. Gus never even saw his accusers.
- The hearing was quickly over and the county office manager's dismissal was sustained.

But the hostilities continued. The combatants went to the federal court. There Wenger's foes maintained:

1. The dismissal was supported by ample, though undisclosed evidence.
 2. The "summary" left no possibility of doubt in Wenger's mind as to what the charges were.
 3. The rest was up to him. It was too bad that he failed to produce adequate evidence of his own at the hearing to refute the charges.
- But Wenger replied:

- My dismissal was ordered by a kangaroo court.
- It was impossible for me to refute the charges against me because I was never was informed of the evidence on which they were based.
- Furthermore, I was never permitted to confront and cross-examine witness upon which the state office relied. This is a denial of due process.

Was Wenger's Dismissal Upheld: YES ☐ NO ☐
(ANSWER ON PAGE 15)

Manhattan Hospital Chapter to Hear Of Variable Annuities

Members of the Manhattan State Hospital chapter, Civil Service Employees Assn., will hear a representative of Comptroller Arthur Levitt speak on variable annuities on Feb. 3 in the Wards Island assembly hall at 4:45 p.m.

Members have been asked to attend and to give the attitudes toward the variable annuity proposal after the speaker has discussed it.

A Chapter legislative committee will also be appointed at the meeting.

Two Onondaga Aides Cited By Library

SYRACUSE, Feb. 1 — Two members of Onondaga chapter, Civil Service Employees Assn. were honored recently at a dinner of the Syracuse Public Library workers.

Catherin M. Lawler was cited by the Library's Board of Trustees for outstanding service, and Victoria M. Schott, a guest of honor at the dinner, received a retirement gift from the members of the staff.

A. Hirst Named New Chairman Of Reform Assn.

Albert Hirst, New York lawyer, has been elected chairman of the Civil Service Reform Association. The Executive Committee of the Association—formed nearly ninety years ago to promote efficiency and quality in the public service and the originator of the civil service system in the United States—selected Hirst.

He has been a leader of the Association since 1927 and has participated in its many fights to protect the citizens' interest in public personnel management free from political spoils and based on appointment by merit.

In accepting his new post, Hirst said, "I feel greatly honored to be called upon to head this Association with its proud traditions. All my efforts as your chairman will be directed to this one goal—to make our people insist that civil service shall mean service to the citizens, and that from top to bottom."

Oneida Chapters To Work For CSEA Legislation

UTICA, Feb. 1 — The Oneida County Chapters Club will appoint a committee to work for support of Civil Service Employees Assn.—backed State legislation.

This was announced by Robert Wilber, Rome, chairman of the club after about 30 representatives of seven area CSEA chapters met with State Senator William S. Calli.

The representatives had planned to meet with Calli and Assemblymen Paul Worlock and Thomas Cosgrove, but the assemblymen were unable to attend.

Wilber said the committee would check periodically with the three legislators about legislation in which the CSEA was interested.

Civil Service In Pakistan Subject Of Recent Book

The power of the civil service to determine the viability and direction of democracy in a new nation is the subject of a new book by Henry Frank Goodnow, "The Civil Service of Pakistan—Bureaucracy in a New Nation" (New Haven: Yale University Press).

During three centuries of British rule over India, including what is now Pakistan, the bureaucracy was run by the famed Indian civil service.

The tendency since Pakistan became independent has been to follow the systematic though not always efficient procedures of the parent organization, including its class-conscious outlook.

Whether or not this or any other elite bureaucracy, controlling as it does the instruments of force and persuasion, can foster a workable democracy is the subject of the book.

Dr. James Memorial

ALBANY, Feb. 1—A memorial fund honoring the late Dr. Melvin E. James has been established at the School of Medicine at the State University at Buffalo. Dr. James, an assistant clinical professor of obstetrics and gynecology, died at the age of 43. Contributions will be used to support scholarships and innovation projects in medicine.

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.

"Up the Down Staircase"

IT REQUIRES an enormous amount of good public relations to justify an annual expenditure of approximately a billion dollars to pay more than 45,000 teachers to educate 1.16 million youngsters, and to build and maintain the schools to house this educational army.

ALONG WITH 850 school buildings, these are the "nutshell" figures of the New York City public school system, largest single educational complex in the world.

HUMANIZING THESE astronomical numbers is probably one of the toughest public relations assignments in the books. It is made even more difficult by extraneous occurrences, which generate headlines about "sit-ins," "sit-outs," "sit-downs," "boycotts," and "boycotts of boycotts."

CURIOSLY ENOUGH, a first rate teacher and writer rather than a public relations professional, has successfully humanized the numbers which translate into New York City's public schools.

THE ACHIEVEMENT is all the more praiseworthy because Miss Bel Kaufman uses the novel to breathe life, warmth and understanding into the numbers. In so doing, Miss Kaufman has rendered a major public relations service to the cause of education. After all, public relations involves the two-way street of communications and understanding.

IN "UP THE DOWN STAIRCASE" (\$4.95: Prentice-Hall), Miss Kaufman paints a sharply realistic picture of dedicated, talented teachers—and those not so endowed; gifted students, as well as unruly, irreverent pupils, and a bureaucracy, the inefficiency of which increases in proportion of its size.

SOMETIMES THE picture of the dedicated, selfless heroine, Miss Sylvia Barrett, is painted in bright, pleasing pastels. When Miss Kaufman reports her heroine's discouragements, the canvas is heavy with shades of black and grey. Of course bureaucracy calls for a sparkling red to color the endless tape.

THERE ARE MANY "messages" which come from Miss Kaufman's typewriter. The strongest seems to be that teachers, who comprise the largest single group of civil servants in New York State, have a tough job which is not made any easier by taxpaying and parent "publics" who have little or no idea of the problems teachers face.

MISS KAUFMAN proves her thesis that a teacher's lot is not always a happy one. She writes with the authority of 15 years as

a teacher in the New York City high schools. She could have been writing about any one of the City's 85 high schools, although she chose the mythical Calvin Coolidge High School which is presided over by a stuffed shirt suffering from a disease called "cliche-itis."

NOT EVERY good author is a good reporter. Fortunately for her readers, Miss Kaufman is both. In addition to making deft use of the novel, she presents some startling facts, employing the postscript in Miss Barrett's letters to a close friend for their transmission. Here are a few of these facts:

- IT WOULD cost New York City \$8 million to reduce the size of classes by a single child throughout the city.

- NEW YORK City High School teachers spend 500,000 hours annually in clerical work unrelated to actual teaching.

- OUT OF every 100 children who start school in New York City, only about 15 ever receive a college diploma.

- OUT OF the approximately 77,000 school dropouts in New York City, 90 percent are Negro and Puerto Rican children.

- DUE TO the "high mobility" of families unable to pay rent, some New York City schools have a turnover of 100 percent between September and June.

- ONE-THIRD of all N.Y. City teachers are substitutes. (Since the book was written, this figure has been reduced somewhat.)

- THERE ARE more school children in New York City than soldiers in the U.S. Army.

- ATTACKS by pupils on teachers in N.Y. City average one a day.

ANYONE for teaching?

Probation List

A New York City eligible list for probation officer containing 61 names has been recommended for establishment effective Jan. 27.

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Private Audit Sought Two-Front Battle Launched On Behalf Of Institutional Clerical And Office Employees

ALBANY, Feb. 1 — The Civil Service Employees Assn. last week opened two new fronts in its continuing fight for equitable treatment of clerical and office employees in State institutions.

In separate messages to State Budget Director T. Norman Hurd, CSEA president Joseph F. Felly, called for:

1. Extra pay in some form for the additional two and one-half hours work each week by institutional office employees; or work hours equalized with office-type positions as they exist in other State agencies.

2. Funds be made available to retain a private management consultant firm to survey all clerical and stenographic positions and to make recommendations to eliminate inequities between such positions in State institutions and central offices of other State agencies.

Referring to the work hours problem, CSEA said an immediate solution should be found to correct the situation where office employees in State institutions work two and one-half hours more per week than employees having the same title in other State agencies.

Morale Damaged

Felly urged that Governor Rockefeller look into the situation and "... provide a solution which is long overdue." He said, "a solution at this time would be most appropriate to tie in with his program to improve services in the State mental institutions, as certainly these institutions cannot compete effectively with other State agencies and with private industry in recruiting well qualified personnel to staff their office type positions."

The CSEA president said, "the morale of the institution office employees has been damaged materially through continued failure on the part of the State to

treat them on the same basis as their counter-parts in other State agencies."

In his request for a survey of office and clerical positions by an outside consulting firm, Felly said CSEA contends that, "a number of clerical and stenographic positions in institutions under the jurisdiction of the Departments of Correction, Health, Mental Hygiene and Social Welfare involved duties ... appear to differ significantly from duties performed by incumbents in the same titles elsewhere in State service."

Basic Problem

Felly said, "the problem is to identify each and every one of such positions and recommend a more appropriate title and higher salary grade where the duties performed are of a specialized nature." He said CSEA feels the only appropriate way to make such determinations would be for a complete desk audit of every institution clerical and stenographic position. Because of the time involved in such an audit, Felly said, it is the contention of CSEA's special committee for the reallocation of office and clerical workers that a private consulting firm be hired to do the work and to recommend solutions for inequities found.

Felly urged the budget director to make the funds available to hire a consulting firm and to arrange a meeting between CSEA and the Division of Budget to discuss the entire situation.

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

CSEA Has Mixed Feelings On 10 New Proposals For State Travel Regulations

ALBANY, Feb. 1—The Civil Service Employees Assn. last week responded with mixed reaction to a ten-point proposal calling for wholesale changes in the State travel policies and regulations advanced last November as the result of an extensive study by three State agencies.

The proposals resulted from a detailed study of the travel rules and regulations undertaken jointly by representatives of the Department of Audit and Control, the Division of the Budget and the Department of Civil Service.

In Favor

After a review of the proposals, at the request of Comptroller Arthur Levitt, CSEA endorsed the following items:

• A proposal to advance funds to employees to cover expenses they incur on official business.

CSEA has advocated this method for several years. CSEA president Joseph F. Felly, said, "The State has had free use of travel funds advanced by employees for extended periods at times, and we feel the time has come for the State to underwrite the State activities involved by advancing its own funds rather than through use of employees funds." Felly told Levitt that if legislation to this effect were introduced, CSEA would publicly support it.

• A proposal to improve the maximum allowance for public transportation between an em-

ployee's residence and common carrier terminal at the beginning and end of a trip. In its endorsement of this item, the Association feels that the actual expenses should be paid rather than a maximum allowance.

• A proposal that employees should be reimbursed for use of personal cars on overnight trips from their point of origin. However, CSEA recommends that this should not be limited to overnight trips but should apply to all trips.

• Coach rather than first-class train accommodations should be used for daytime trips of 200 miles or less each way.

• The maximum allowance for lodging in Nassau, Westchester and Rockland Counties should be increased from \$7 to \$8 per night.

• For overnight travelers, the per diem should be increased to \$7.50 to cover all meals, tips and other incidentals.

• CSEA also agrees that the present policy of reimbursing employees for travel expense in connection with promotion examinations and interviews should be included in the Comptroller's travel rules.

Opposite Views

Felly said that CSEA is opposed to a recommendation to delete lunch allowances for travel during regular work hours. He said employees now receiving these allowances were hired with the understanding that they would be paid.

The Employee's Association also takes issue with a plan that

(Continued on Page 14)

CSEA Takes 3 Barge Canal Appeals To CS Commission

ALBANY, Feb. 1 — A reallocation request for employees in three titles in the State's Barge Canal System has been appealed to the Civil Service Commission by the Civil Service Employees Assn.

The request for the upgrading was brought to the Commission, as a final resort, after it was denied by J. Earl Kelly, Director of the Civil Service Department's Division of Classification and Compensation.

Job Titles

The job titles and requests are: canal structure operator, grade 7 to grade 9; chief lock operator, grade 11 to grade 13; canal electrical supervisor, grade 13 to grade 15.

In February of 1964, employees in these three titles submitted an application through CSEA to the Division of Classification and Compensation for the reallocations. A hearing was held before Kelly last June when the employees and representatives of CSEA presented oral justifications of their requests.

Subsequent to the hearing, the Director of Classification and Compensation, accompanied by members of his staff, made personal visits to local operations in the Capital District area in order to obtain first-hand information pertaining to the jobs of canal structure operator and chief lock operator. In November of 1964 Kelly turned down the request.

Reversal Sought

In its appeal CSEA urged the Commission to reverse the determination made by the Division of Classification and Compensation and approve the upward reallocation. The Employee's Association claims that there is "adequate justification" for such approval and that disapproval of the requests can only result in the continuance of existing inequities.

If the Commission conducts a hearing on the appeal, CSEA said it would be pleased to parti-

cipate on behalf of the employees. The titles involved are in the canal structure series of the Department of Public Works.

Demand Pay Protection

(Continued from Page 1)

It was pointed out that a plan for additional positions for the express purpose of reducing work hours suffers no loss in take home pay of 16 and two-thirds percent for the affected employees. This would be achieved by the loss of eight hours overtime each week.

Felly charged that barge canal employees would be discriminated against if such a plan is enacted because institutional employees who regularly work beyond 40 hours suffer no loss in take home pay when their work hours were reduced to 40 hours per week a few years ago.

Proper Policy

He asked for adoption of a policy to treat canal employees on an equal basis with institutional employees by protecting their take home pay in the work hour reduction.

He concluded, "we urge that this matter be called to the attention of the Governor so that the present State administration will establish a policy, and propose the legislation if necessary, to carry out the fair treatment urged for these barge canal employees."

In recent years, CSEA repeatedly has sought a uniform reduction of the work week of the canal employees to 40-hours without loss in take home pay or continuation of six day week with cash payments for the extra day.



(Leader Staff Photo)

DE RALLY — Harry Albright, Jr., counsel for the Civil Service Employees Assn. explains recent CSEA court victory in attaining reallocation of interviewer and claims examiner titles in the Division of Employment. Seated at right is Robert Dailey,

president of the Metropolitan Division of Employment chapter, sponsor of the rally which was attended by almost 200 employees of the affected titles. Dailey and Ed Croft, chairman of the Statewide Division of Employment Committee, CSEA, also addressed the meeting.

Where to Apply For Public Jobs

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

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

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

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

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

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

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

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

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

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

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

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

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

U.S. Service News Items

Thirteen IRS Aides Are Recognized

Thirteen employees received recognition under the incentive awards program for October through December 1964, according to Howard D. Taylor, New York Regional Commissioner of Internal Revenue.

Award recipients, all assigned to the New York Regional Offices were:

For superior work performance—Louis D. Brandeis, Sidney Peck, and Rae Schoen.

Special Act or Service—Claire H. Allen, Mario DeCristofaro, Mario Guecia and Gladys M. Heller.

Adopted Suggestions—Ann D. Boylan, Lorraine M. Bussey, Mollie Cohen, Irwin Goldstein, Ingram J. Grosberg, and Sally Zislis.

...

IR Transfers in Offing

Some 200 employees of the Internal Revenue Service in Boston will be offered transfers to New York when the Boston regional office is merged with the New York regional office.

...

Number of Negroes In High-Pay Class Increased Last Year

For the third year in a row, the number of Negroes holding higher-paying Government jobs has increased over the previous year, according to the annual minority census report taken for the President's Committee on Equal Employment Opportunity.

In a statement accompanying the committee's report, President Johnson said, "This progress is the result of affirmative and persistent efforts by the Federal agencies to hire, train and promote on the basis of merit alone, without consideration of irrelevancies such as race and ancestry."

The committee told Mr. Johnson the increase in employment of Negroes and other minorities in the middle and upper grades was made despite a drop in overall minority employment in line with the general cutback in Federal employment.

The report said similar gains in Negro employment occurred in upper levels of blue collar, postal and other pay categories.

The number of Negroes employed by the Government in all pay categories was 299,430 or 13.2 per cent of the total work force.

...

25 Of 38 Agencies Allow Open Interviews; Inconsistency Is Rule

Only 25 out of 38 Federal agencies answered affirmatively when asked if they permitted employees or applicants for employment to have a counsel, friend or relative present at interviews.

Three agencies forbid attendance by a third party, and a few

will permit the presence of counsel, but deny or discourage the friend or relative.

This came out of a report issued recently by the Senate Subcommittee on Constitutional rights, which is investigating the possibility that rights are being denied or trespassed on by Government testing.

Questionnaires were sent out to Government agencies inquiring into their policies on testing, and from the 38 replies received one conclusion at least was inescapable. That there is a great deal of inconsistency within the Government on testing.

For example, the Atomic Energy Commission and Defense Department components, including the National Security Agency allow counsel, friend or relative, while the Civil Service Commission, the U.S. Information Agency and the Navy Department deny or discourage them.

...

High Benefits Aim Of Retiree Income Study

Sources of income of Federal retirees are the subject of a confidential inquiry being made by the Civil Service Commission. The data resulting from the check will be used in reporting on the various bills before Congress to increase benefits to the 700,000 retirees and survivors.

The inquiry is being made in the form of questionnaires sent to 45,000 retirees whose retirement accounts end soon. They

were asked about all regular sources of income—social security, investments, etc.

Response to the survey has been good. More than 25,000 have answered the questions. Similar income survey were made in 1957-58 on orders from the House CS Committee. CSC is doing this one on its own.

...

Most U.S. Employees In Metropolitan Areas

Some 77 percent of Federal employees stationed in the U.S. work in metropolitan areas. According to the Civil Service Commission, 1,796,231 aides work in the 216 standard metropolitan areas.

The area with the largest number of U.S. employees is, of course, Washington, D.C., with 263,185. In second place, quite a way behind, is New York City with 130,619.

Other areas with large concentrations of Federal employees are: Philadelphia (75,594); Chicago (69,997); Los Angeles (55,807); Boston (4,119); San An-

tonio, Tex. (32,154); and Norfolk-Portsmouth, Va. (30,985).

Civil Service is 82 Years Old

The 82nd anniversary of the Civil Service Act was celebrated recently. In a statement issued on the occasion, Civil Service Commissioners John W. Macy, L.J. Andolsek and Robert E. Hampton had this to say:

"On this anniversary, members of the career service may well be proud of their past performances and of the traditions of dedication and dependability they have strengthened and sustained.

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Miss Civil Service Contest Begins 1965 Search For Beauty

The loveliest ladies in civil service will also be among the luckiest soon, when The Leader chooses four women to reign as "Miss Civil Service of 1965." One winner will be chosen from each major area of public service—City, State, Federal and local governments.

As with last year's contest, final selection of the beauty queens will be made on Civil Service Day, May 31, at the World's Fair.

The winners are chosen from among entries submitted by readers in the form of a glossy photograph of the candidate along with her name, address, department, title, and age. Preliminary selections will be made from the photographs, so the best available should be sent.

The standard 8 x 10 inch size is the best, though not necessary. In no case, however, should the pictures be smaller than 2 x 3. And all photos should be black and white.

The winners will be chosen by a panel of judges to be named later. The selections will be made

in three stages, preliminaries, semi-finals and finals.

The prizes will be announced later. Last year's winners each won a trip for two to Puerto Rico and a week's stay at a luxury beach hotel there.

There are no requirements aside from (1) employment in civil service, and (2) beauty. Marital status does not matter. A coupon for entering the contest appears above.

Entries should be sent to Miss Civil Service Contest, 97 Duane St., New York, N.Y. 10007. The closing date for accepting of entries is April 15, 1965.

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For more information visit any local office of the New York State Employment Service or write to Recruitment Unit 79, New York State Department of Civil Service, The State Campus, Albany, New York 12226.

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For further information contact the County Civil Service Commission, Oswego.

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TUESDAY, FEBRUARY 2, 1965

Career Promotions—Good Government

THE New York City Transit Authority last week announced the appointment of Harold J. McLaughlin, a career employee to the Authority's highest operating post.

The 49-year-old McLaughlin, the son of a motorman on the old Sixth Avenue Elevated, started his career as a change booth agent during the Great Depression in 1935.

This promotion is just one more example of what we hope is a trend in civil service to promote from within.

Martin Scott who started as a fire alarm dispatcher over 40 years ago rose through the Fire Department ranks to the position as Chief Fire Marshal and executive assistant to the Fire Commissioner. His loyal service to the department was rewarded last year when he was named Fire Commissioner by Mayor Wagner.

This principle of promoting top executives from the ranks, thereby recognizing the civil service employee for his true worth, should be spread throughout every system in the country.

Questions Answered On Social Security

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

I got a letter the other day saying I have to make a social security report of my baby sitter's wages if I pay her at least \$50 cash in a calendar quarter. I hire a baby sitter one night a week and pay her \$4 each time she sits. Will I have to report the money I pay her?

If your baby sitter works for you every week of the quarter (January - March, April - June, etc.), her wages would total \$52. The law requires that you report these wages.

Why is it necessary for me to check on my social security account? I thought the Social Security Administration kept all the records for me, and I didn't have to worry about my record being accurate."

Many persons change jobs frequently, and there is always the possibility your employer may have copied down your number incorrectly—and if he has, your earnings may not be credited to the correct account. By checking on your account from time to time, you can correct any errors that might have occurred, before it is too late.

When I applied for my social security benefits I estimated that my earnings for the year would be \$1700. Now it looks as if they will

be \$2100. Should I file a revised estimate now or wait until the end of the year?

You should file a revised estimate with the Social Security Administration right away; otherwise, you might be overpaid in benefits which you would have to refund.

I am 42 years old and worked steadily as a truck driver until I had a serious accident in March of 1964. I have been unable to work since that time. I have a wife and two minor children. My return to work is doubtful. Can I collect social security disability benefits?"

If your injury is so severe that you are unable to do any substantial work, and if it is unlikely that your condition will improve, you may be eligible for social security disability insurance benefits. Benefits may also be payable to your dependents. However, you should talk to the social security district office about the situation.

I am 73 years old but have never applied for social security as I am still working and earning in the neighborhood of \$9,000 per year. Should I apply for social security?

Yes, you should. The social security law states that a person can receive his benefits after he becomes 72 no matter how much he earns; you could apply and receive all your benefits despite your high earnings.

I am 65 and about to retire. But I thought I might wait and collect three or four years' social security at once, since I have enough to get along on right now. Is this possible.

No. When you apply for social

In The City Civil Service

No Potholes As Chinese Twist Through Streets

When the dragons twist through the winding streets of Chinatown in celebration of the Chinese New Year today (Feb. 2) they will be prancing on streets free of potholes and construction crews.

Commissioner of Highways John T. Carroll has issued orders for his Department to honor in all respects the Year of the Serpent—the Chinese calendar's Year 4663.

Maintenance crews were dispatched into the area to make all necessary street repairs in advance of the festivities that began Monday, the eve of the holiday, and runs through Sunday, Feb. 7.

Permits for street work in Chinatown will not be issued by the Department of Highways for the entire week, except in the case of an emergency, the Commissioner said.

The area affected is bounded by East Broadway, Bowery, Canal, Bayard, Division, Worth and Baxter Streets.

Appointed Assistant NYU Grad School

Professor Troy R. Westmeyer was named last week to the newly created position of assistant dean of New York University's State Graduate School of Public Administration.

Dean Westmeyer will be in charge of admissions, the school's research program and student activities. He has taught in Boston University, Northeastern University and the University of Denver.

From 1943 to 1948 Dean Westmeyer held various positions in governmental and research agencies. He was a senior associate with the National Municipal League, executive director of the Massachusetts Special Commission on Taxation, a research associate with the Tax Foundation, Inc., New York City, and was a special examiner for the Colorado Civil Service Commission.

Equivalency Class Offered by Delehanty In Nassau County

The Delehanty Institute will extend to Nassau County its classes in preparation for high school equivalency diploma examinations.

The High School Equivalency Diploma awarded to those who pass these exams is the legal equivalent of graduation from a four-year High School. It is valuable to non-graduates of high school in obtaining employment and promotion in private industry and fulfills the educational requirements for many civil service examinations.

Any person over 17 who is interested in this training may attend a class as a guest or obtain full information by calling GR 3-6900 in N.Y. City.

security benefits, payments can be retroactive for only one year. Make your application now. If you do not need the money for living expenses, you can put it in a savings account.

Civil Service Law & You

By WILLIAM GOFFEN



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

THE LIFE of a civil service eligible list is fixed by statute at a maximum of four years. Upon the list's expiration, any rights deriving from it expire. The practical consequence accordingly is that a petitioner for judicial relief must comply with two time hazards. He must institute Court proceedings while the list is still alive, as well as comply with the four-month statute of limitations.

THE APPELLATE Division, First Department, considered the problem when a group of police lieutenants moved for a rehearing of a petition for review of their marks on an examination for Captain (*Singer v. Schechter*). The application for a rehearing was based upon facts newly discovered during the trial of *Cohen v. Schechter*. (See this column in the November 3, 1964, issue of *The Civil Service Leader*). That trial raised the question whether the examination had been properly graded.

THOUGH THE REQUEST for rehearing had been brought more than four years after dismissal of the proceeding, the proceeding itself had been instituted within the four-month limitation. The Civil Service Commission, however, sought a dismissal because of the interim expiration of the list. In denying such a consequence and remanding the case for trial, the Court said:

This proceeding was instituted before the promotion list expired and within the four-month statutory limitation . . . Nevertheless the commission asserts that the automatic expiration of the list (Civil Service Law, sec. 56) cut off any rights petitioners otherwise had. Such a harsh result need not be considered, because even if it were true that petitioners cannot be appointed after expiration of the list, the proceeding is not rendered moot.

THE COMMISSION had also contended the petitioners should be barred because they had allowed four years to elapse without prosecuting their appeal from the dismissal (*laches*). The Court held this issue should be decided at the trial, stating:

It may be that *laches* may also be asserted or proven with respect to prosecution of the appeals. Petitioners, of course, explain the delay in the appeals by their awaiting the results in the *Cohen* case, *supra*. That, too, is a matter for determination as an issue of fact.

ANOTHER GROUP of police lieutenants sought to intervene in the same proceeding. Their position was the same as the *Singer* petitioners except that they had not instituted action before the automatic expiration of the eligible list. The petition was denied without opinion, but it is reasonable to assume that if the petitioners had started their action while the list was alive, they would have been granted relief. Indeed, there are a number of precedents the effect of which is to keep an eligible list alive for the benefit of litigants who instituted action during the life of the list but who were unable to conclude the suit until after the list's expiration.

ON THE OTHER hand, in the leading case of *Cash v. Bates*, the Court of Appeals reversed the dismissal of a petition by a group of disabled veterans for appointment to the position of motor vehicle license examiner, even though the proceeding was brought after the expiration of the list and four years after the act of which Court review was desired.

THE HIGH COURT disposed of the defense of the statute of limitations on the ground the failure to appoint the petitioners was a continuing wrong. Concerning the expiration of the list, the Court ruled:

On the other hand, the respondents are right when they say that appointment of any of the petitioners after the expiration of the eligible list was a legal impossibility, and they are right, too, when they say that they could not stop themselves from asserting the fact of such expiration . . . Even so, the erroneous appointments—though made in good faith—ought to be open to attack by the petitioners, because as citizens and taxpayers they are entitled to an opportunity to insist upon the construction which this court placed upon the civil service article of the State Constitution . . .

YET, ONE wonders whether Judge Fuld's lone dissent was not more realistic in recognizing that since the voiding of the erroneous appointments could not lead to designation of the petitioners from the dead list, the petition should have been dismissed.

Ten O.C. Exams Scheduled In Westchester County; Closing Date Is Feb. 3

Westchester County is accepting applications for 10 open competitive examinations until Feb. 3. The titles, exam number and salaries:

CLINIC SUPERVISOR, number 8281-C. Salary, \$7,930 to \$10,170. No resident requirements.

SENIOR CLINIC SUPERVISOR, number 8282-C. Salary, \$8,810 to \$11,290. No resident requirements.

SENIOR CLERK, number 2805-C. Salary, varies with school districts. Four month resident requirement.

JUNIOR BUDGET CLERK, number 2810-C. Salary, \$4,470 to \$5,710. Four month residency required.

SANITARY ENGINEER, number 2800-C. Salary, \$7,930 to \$10,170. Four months residence required.

CASE WORKER, number 2770. Salary, \$4,500 to \$6,046. No resident requirements.

PROBATION OFFICER, number 2771. Salary, up to \$6,440. No residence requirements.

Oneida County Account Clerk

Oneida County has an opening for an account clerk-typist at a salary of \$3,483 to \$4,180. Closing date is Feb. 17. For further information contact the County Civil Service Commission, County Office Building, Utica.

Car For Sale

FORD, 1963 V-8 Sport Convertible, full power, automatic trans., low mileage, mint condition, black on black color scheme. \$2,995. Call 212-BE 3-6145 between 10 a.m. and 4 p.m.

Custodians Sought In Washington Co.

Vacancies for custodian and custodian-bus drivers exist in the Hudson Fall Central School District in Washington County. Closing date for applications is Feb. 17.

Candidates must have been residents of the State for at least four months prior to the examination. For further information contact the County Civil Service Commission, Fort Edward.

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Plans Examiner

New York City is looking for plans examiners for the Department of Buildings. Salary in this position is \$10,300 to \$12,700 per

year. Filing closes Feb. 24.

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

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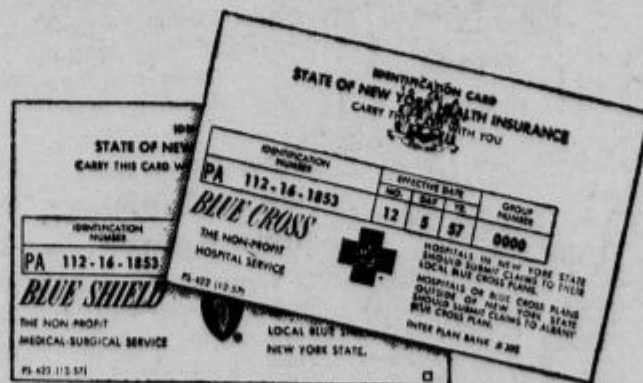
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35 YEARS PINS — Dr. W. Cecil Johnston, center, superintendent of the Matteawan State Hospital for the criminally insane, Beacon, recently presented 35-year service pins to, left to right, James M. Browne, Dominick Mauriello, William Holland and Frank Patterson. Also honored for 35 years of service but not pictured were John Veling, William Corrigan and Norman Jessey.

Matteawan State Hospital Service Awards Presented

At ceremonies recently at Matteawan State Hospital for the criminally insane, award pins for years of service were presented.

30 Years Service
Dr. W. Cecil Johnston, superintendent at the hospital presented 30-year service pins to Kathryn Farley, Florence Hoyt, William Hayden, Ralph Carpenter, Nicola Delbianco and Robert Nicholls.

Others to receive this award were Henry Freer, George Ager, Frank Vassallo, Paul Knapp and Edward Scofield.

25 Years
Receiving 25-year pins were Albert Carr, Thomas Larkin, Walter Travis, Donald Jackson, Jo-

seph Pennucci, and Alphonso Pellella.

Others were Joseph Crawford, Russell Frederick and Mendy Antonucci.

20 years
Those who received 20-year pins were Francis Magier, Rothwell Smith (posthumously) and Anna Soroghan.

Also participating in the ceremonies were Vincent Smith, chief officer and Leon Vincent, security supervisor.

Pictured above are the recipients of the 35-year awards.

13 Promotional Examinations Announced By New York State; Closing Date Is February 15

The New York State Department of Civil Service has announced promotional examinations for 13 titles in various departments. The closing date for filing for these tests is Feb. 15.

These promotional opportunities are open to qualified employees of the departments in which the openings exist.

Audit and Control Dept.
ASSISTANT DIRECTOR OF RETIREMENT SERVICES, exam number 1651, Salary is \$8,600 to \$10,385.

RETIREMENT BENEFITS EXAMINER, exam number 1648, Salary is \$5,200 to \$6,385.

SENIOR RETIREMENT BENEFITS EXAMINER, exam number 1649, Salary is \$6,180 to \$7,535.

ASSOCIATE RETIREMENT BENEFITS EXAMINER, exam number 1650, Salary is \$7,320 to \$8,875.

Conservation Department
SENIOR FORESTER, exam number 1644, Salary is \$7,745 to \$9,375.

ASSOCIATE FORESTER, exam number 1645, Salary is \$9,574 to \$11,510.

Department of Public Service
ASSISTANT ELECTRICAL ENGINEER, exam number 1646, Salary is \$8,175 to \$9,880.

ASSISTANT GAS ENGINEER, exam number 1647, Salary is \$8,175 to \$9,880.

Public Works Department
ENGINEERING MATERIALS TECHNICIAN, exam number 1639, Salary is \$4,375 to \$5,420.

SENIOR ENGINEERING MATERIALS TECHNICIAN, exam number 1640, Salary is \$5,200 to \$6,385.

LANDSCAPE ARCHITECT, exam number 1641, Salary is \$8,175 to \$9,880.

SENIOR LANDSCAPE ARCHITECT, exam number 1642, Salary is \$10,090 to \$12,110.

ASSOCIATE LANDSCAPE ARCHITECT, exam number 1643, Salary is \$12,500 to \$14,860.

For further information and applications contact the State Department of Civil Service, the State Campus, Albany; the State Office Buildings, Buffalo and Syracuse; 270 Broadway, New York City or any State Employment Office.

Onondaga Will Not Increase Working Hours, Kasson Says

SYRACUSE, Feb. 1 — Members and officers were "very pleased" with the decision of County Executive John H. Mulroy not to increase working hours of County employees, Arthur Kasson Jr., Onondaga chapter president, said.

Kasson noted that the Chapter had asked—in one of its five requests submitted early last year—that employees' hours not be extended.

He also had made similar requests in several oral discussions with Mulroy during the year.

Mulroy, last week, announced he would wait until next year before deciding whether a 35-hour work week would be set for all County employees. He did not want to institute longer hours for about 800 workers now working less than 25 hours weekly until he could boost wages at the same time, the County executive said.

gratitude of the Chapter to Mulroy.

"And," he said, "this means that County Executive Mulroy is taking a further look into the role of the individual employee and his value to the County. We compliment him on this."

The boost in working hours without pay increases for the 800 employees was recommended in August 1963 by the Board of Supervisors Republican majority. The County Executive is empowered to set working hours of employees.

Pay Plan Dissatisfaction

Mulroy also said he was "not satisfied" with the new County salary plan, which has been attacked privately by many employees and executives. Critics say the plan, which went into effect this year, gave a large number of the County's approximately 2,300 employees "token raises" of under \$25 annually.

About 800 County employees work 32½-hour weeks, 200 work 35 hours and 1,300, or more than one-half, 40 hours weekly. Critics also have pointed out that many employees who work less than 40 hours for which they receive no pay. Court attendants and clerks, for example, receive no extra pay for hours over time waiting for juries to return verdicts.

Compliment Paid

Kasson also expressed the

Account Clerk Key Answers

These are the proposed key answers for the written test held Jan. 30, for account clerk.

1.B; 2.A; 3.C; 4.B; 5.C; 6.C; 7.D; 8.A; 9.C; 10.B; 11.A; 12.D; 13.A; 14.B; 15.C; 16.B; 17.D; 18.C; 19.A; 20.D.

21.C; 22.C; 23.C; 24.D; 25.D; 26.D; 27.D; 28.C; 29.D; 30.C; 31.D; 32.D; 33.D; 34.C; 35.C; 36.C; 37.B; 38.A; 39.B; 40.A; 41.B.

42.B; 43.D; 44.A; 45.D; 46.D; 47.D; 48.D; 49.A; 50.C; 51.C; 52.D; 53.A; 54.D; 55.B; 56.C; 57.B; 58.A; 59.C; 60.A; 61.D; 62.B.

63.A; 64.B; 65.B; 66.D; 67.A; 68.B; 69.D; 70.A.

TAKE A TIP FROM MR. ZIP ... INCLUDE ZIP CODES IN ALL ADDRESSES

Key Answers: Claim Examiner, Investigator

These are the proposed key answers for the written tests held Jan. 30 for claim examiner and investigator.

1.B; 2.A; 3.D; 4.C; 5.B; 6.A; 7.B; 8.C; 9.B; 10.C; 11.B; 12.C; 13.D; 14.C; 15.A; 16.B; 17.D; 18.B; 19.A; 20.D.

21.C; 22.D; 23.A; 24.C; 25.A; 26.D; 27.D; 28.B; 29.C; 30.D; 31.B; 32.B; 33.A; 34.B; 35.A; 36.A; 37.A; 38.B; 39.A; 40.D; 41.A.

42.A; 43.D; 44.C; 45.C; 46.C; 47.B; 48.D; 49.B; 50.D; 51.C; 52.A; 53.A; 54.B; 55.C; 56.A; 57.B; 58.D; 59.D; 60.C; 61.B; 62.C.

63.D; 64.D; 65.A; 66.D; 67.B; 68.A; 69.C; 70.A; 71.C; 72.D; 73.D; 74.B; 75.C; 76.A; 77.B; 78.D; 79.D; 80.B; 81.A; 82.D; 83.B.

84.C; 85.B; 86.C; 87.C; 88.A; 89.C; 90.D; 91.B; 92.B; 93.A; 94.D; 95.C; 96.B; 97.C; 98.C; 99.D; 100.B.

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Mexico Fiesta Tour Now Open

Summer will arrive early for participants in the second annual "Mexico Fiesta Tour" which will head south from New York City on April 24. The 15-day tour is being organized by Mrs. Eve Armstrong for members of the Civil Service Employees Assn., their families and friends.

A program of activities ranging from watching the famous bull fights in Mexico City to swimming in the Pacific Ocean at Acapulco has been arranged and, for the first time, the beautiful spa-resort city of San Jose Purua will be included on the itinerary. It is famous for its waterfalls, terraced vineyards and architecture.

Also featured will be a visit to the ancient pyramids of the Mayans outside Mexico City and the nearby shrine of Our Lady of Guadalupe. Taxco, the silver crafts capital of Mexico—and one of the country's most beautiful towns—is also on the itinerary.

The total price of \$496 includes round trip jet transportation, all hotel rooms, meals outside of Mexico City, sightseeing, etc.

Application blanks and a descriptive brochure of the tour may be had by writing to Mrs. Eve Armstrong, 16 Florence Court, Babylon, L.I., New York.

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In comparing medical plans, why not do a little handicapping on your own and see what kind of odds each plan offers you. You might ask a few questions on past performance, such as:

- Q.** Would I be taking a chance on having to pay extra doctors' charges in a cash allowance program, even though it talks about "paid-in-full" benefits?
- A.** You certainly are taking that chance in a cash allowance plan. Programs of that kind can't protect you against unexpected doctor bills for many services. A major New York City union found that two-thirds of its members who had been hospitalized under a cash allowance plan had to pay the doctor more than the plan allowed. The "extra" payment averaged \$177! In 11 percent of the cases the extra payment was \$300 or more! Another union found that two-thirds of its members had to pay doctors' fees over and above the plan's allowances for care in and out of the hospital.

It was to overcome just such extra payments that H.I.P. was founded by Mayor La Guardia and selected as the best plan for City employees by later administrations. Only H.I.P., with its newer way of paying in advance for medical care provided through groups of highly qualified family doctors and specialists, can really protect you against extra charges.

- Q** Am I willing to take a chance on maternity care?
- A.** In one New York cash allowance program, maternity care is never a "paid-in-full" benefit. In another program it is a \$125 "paid-in-full" allowance only if a doctor is picked from a panel of "Participating Family Doctors". But this panel is made up mainly of general practitioners—not obstetricians. In H.I.P. there is never any question of cost for complete maternity care by obstetrical specialists.

H.I.P.'s high standards require that babies be delivered only by obstetrical specialists—not by general practitioners. This reduces another very important area of chance. Perhaps you remember seeing this headline in the New York Times, "Maternity Study Favors H.I.P. Care". Or this one in the Herald-Tribune, "Birth Record Found Better Under H.I.P."



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What's Doing In City Departments

In cooperation with the Bronx Borough President's office, the Department of Correction opened an exhibit this week in the exhibit hall of the Bronx County Building. The exhibit portrays the Department's activities and will be on display until Feb. 26.

Thirteen Health Dept. employees, seven smokers and six non-smokers, are participating in a smoking exposure project being run by the Department with funds provided by the American Cancer Society. The test will determine if smoking leaves accumulations of certain chemicals in the smoker's systems.

The City may soon be selling some six million gallons of water a day to Stamford, Conn., which suffers from a water shortage. The water would come from the Delaware River if the river master approves the deal.

Three new prenatal clinics have been opened by the Department of Health in Brownsville, the Lower West Side, and Williamsburg, according to Dr. Jean Pakter, chief of the Division of Maternity and Newborn. The clinics provide prenatal care to help the expectant mother's chances of having a healthy, normal baby.

The Housing Authority swore in 47 police recruits recently. The 47 will undergo eight weeks of training, seven of academic work and one of field duty.

Some 122,525 New Yorkers took advantage of free chest X-rays between January and November this year. They were X-rayed in two cooperative surveys being conducted by the Health Department and the New York Tuberculosis and Health Assn.

City Relocation Commissioner Herman Badillo has been appointed a member of the Antipoverty Operations Board by Mayor Wagner. At 35, Badillo is the youngest commissioner in the City.

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Radiation Therapy
Physio-Therapy
Electro-Shock Therapy
Allergies
Ambulance Service
Visiting Nurse Service

In-Hospital

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Medical Care
Maternity Care
Anesthesia
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Infant Care
Radiation Therapy
Psychiatric Care
Electro-Shock Therapy

Hospitalization Coverage—In most cases GHI subscribers are covered by Blue Cross.

The above describes GHI's Family Doctor Plan, which protects most of GHI's subscribers. In some groups benefits are also provided for the cost of Prescribed Drugs and Private Duty Nursing.

This is merely intended as a general description of the benefits provided. Further details, as to benefits, exclusions and limitations, are available upon request.



For more details call or write:

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File Now For Two Correction Officer Tests For City Jobs

Filing opened today, Tuesday, for two New York City correction officer examinations scheduled for late Spring. Two examinations are needed to fill vacancies in both the male and female positions, according to the Department of Personnel. Salary to start is \$6,647 with increments annually until the top pay of \$8,098 is reached.

Minimum Requirements

Minimum requirements for this position include a senior high school diploma or equivalency diploma. Candidates must be at least 20 years of age to qualify for the test for men and 22 years of age for women.

Applicants must not have reached their 31st birthday to apply for this examination.

Announcement of filing dates will appear in The Leader when they are released by the Department of Personnel.

Medical and physical requirements for men are: not less than 5 feet 7½ inches tall; 20/30 vision in each eye without glasses and normal hearing.

Women's Requirements

Physical requirements for

women include that applicant not be less than 5 feet 2 inches tall; 20/40 vision in each eye without glasses and have normal hearing.

Duties

The duties of a correction officer include the responsibility for the custody, control and care of inmates in a correctional institution. The officer is also responsible for the work performance and job training of the inmates.

For further information and applications, contact the Department of Personnel, 55 Thomas Street, N.Y. 10007. This office is open from 9 a.m. to 5 p.m. daily and from 9 a.m. to noon on Saturdays.

Housing Inspector Proposed Answers

The proposed answers for Part I of a New York City housing inspector exam held Jan. 23 have been released. The test was taken by 470 candidates.

The answers are:

Part I

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

Oswego President

ALBANY, Feb. 1—Dr. James E. Perdue has been appointed president of the State University at Oswego, effective July 1 at a salary of \$23,195 a year.

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Oneida County Needs Clerks

Oneida County has announced an open-competitive examination for clerk. Salary is varied according to location.

For further information contact the County Department of Personnel, Utica. Closing date is Feb. 3.

School Purchasing Agent In Suffolk

Suffolk County needs a school purchasing agent. Salary in this

position is \$7,400. Last day for filing is Feb. 3.

For further information contact the County Civil Service Commission, County Center, Riverhead.

Deleware County Needs Clerk

Deleware County will accept applications until Feb. 3 for its clerk examination. Salary in this position is usually \$3,000. For further information contact the County Civil Service Commission, Delhi.

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Seasonal Police Needed In Suffolk

For vacation employment, Suffolk County has openings for seasonal patrolmen. Salary in this position is \$2.25 per hour.

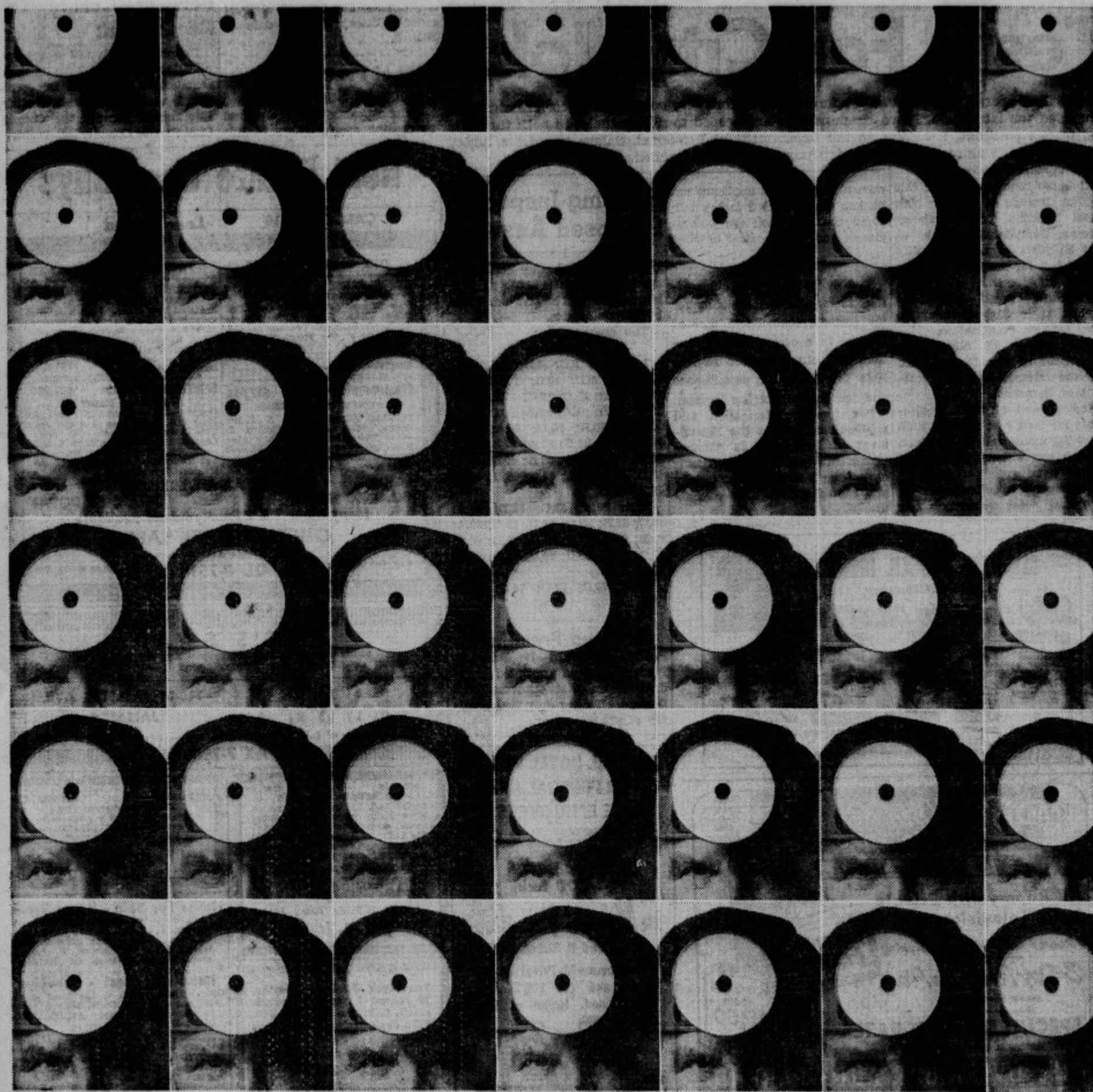
Applications will be accepted until April 5. For further information contact the County Civil Service Commission, Riverhead.

Custodian Needed In Jefferson Co.

Jefferson County has an opening for a custodian in the Carthage Central School. Salary in this position is \$3,200 to \$4,600 per

year. Candidates must have been residents for four months of Jefferson County and the Carthage

Central School district to qualify. Closing date for applications is Feb. 15. For further information contact the County Civil Service Commission, Watertown.

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Hyde Park Unit, CSEA Elects New Officers

(From Leader Correspondent)

HYDE PARK, Feb. 1 — Oscar Dayton was elected president of the Hyde Park unit, Dutchess County Civil Service Employees Assn., at a meeting conducted recently at the American Legion Hall. Other officers include Charles Olsen, vice president, Larry Kwant, secretary, and Mrs. Kay Zeleznick, treasurer.

Dayton appointed committees for the coming year, including, Audit Committee, Mrs. Betty Perkins, Fred Brandt and Rudolph Traudt; Social Committee, Olsen and Gordon Post; Publicity Committee, Mrs. Perkins and Traudt; Membership Committee, Barney Colton, Olsen and Don Dingee; Grievance Committee, Frank Wells, Mae Fallon, Brandt and Olsen; Legislative Committee, Harvey Rymph, Kwant and Post; and Ways and Means Committee, Post, Dayton, Olsen, Dingee and Kwant.

Lamb To Install

Plans are being made for an installation dinner to be held Feb. 6 at The Kitchen, Hyde Park.

Charles Lamb, third vice president of the State Civil Service Employees Assn., will be the installing officer. Honored guests of the unit will be Mr. and Mrs. Lamb, William Schryver, president of the Dutchess County chapter, CSEA, and Mrs. Schryver, Thomas Lupoello, district field representative for the State, CSEA, and

Mrs. Lupoello. Entertainment will be furnished by "Tex" Roy. There will be a social hour at 6:15 p.m., followed at 7 p.m. by a buffet dinner.

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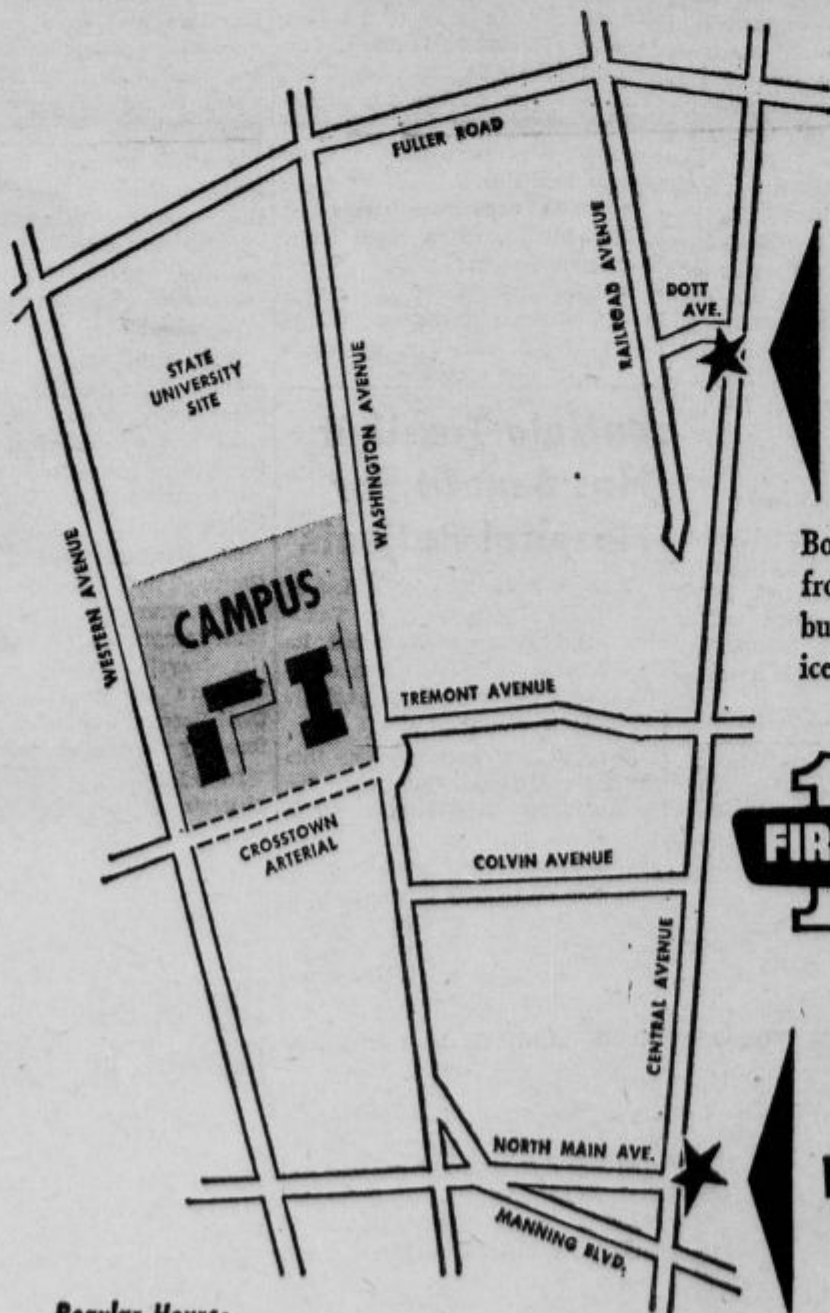
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Oneida County Rejects 8-Point Plan Without Facts, Mathews Charges

(From Leader Correspondent)

UTICA, Feb. 1 — The executive council of the Oneida County chapter, Civil Service Employees Assn., has criticized the Board of Supervisors for rejecting a Chapter request for County assumption of 8 percent of employees' contributions to the retirement system.

The rejection came in a report from the planning, research and personnel committee of the board. There was no comment when the report was submitted at a meeting of the supervisors.

Reasons For Rejection

Five reasons were cited by the committee in rejecting the request. They were:

(1) The cost to the County would be too high. (2) The County contributes "generously" to the retirement fund. (3) The retirement system would become virtually non-contributory for employees. (4) Assumption of the contribution would amount to "across-the-board salary increases" for only the employees in the system. (5) A salary plan is being studied.

After the committee report, the CSEA council met and authorized Joseph A. Mathews, president of the Chapter, to refute the statements made by the committee.

The report "again demonstrated a lack of progressiveness and interest in the welfare of the employees by the Board of Supervisors," Mathews said. "Through the lackadaisical attitude of some members and action without facts of others, much progressive legislation for the county is allowed to be killed or die a slow death in committee without an opportunity for action by the full board."

Mathew's Rebuttal

Mathews then commented on the reasons cited by the committee.

As to the point that the County already contributes generously at the rate of 7 to 7½ per cent of employees' salaries, Mathews said this was a mandatory payment for municipalities participating in the State Retirement System. The payment is applied to the pension portion of the retirement and not the annuity to which the employee contributes.

Mathews also said that State Comptroller Arthur Levitt has advocated that the State Retirement

System be made non-contributory and that Governor Rockefeller has endorsed legislation to this effect.

"Assumption of 8 percent will not make it non-contributory as employee contribution rates range from 6.45 to 13.6 percent of employees' salaries," he added.

"Two of the five reasons are contradictory," Mathews said. "One states that it would be unfair to employees who are not members of the system and another states that if the County assumes the payments non-members would join, making the cost high."

"In the first place, the 8 percent can not in any way be considered a salary increase. It merely increases the take-home pay of the employee. This money is applied to the pension portion of retirement and not the annuity portion. Any member may elect to continue his normal contribution thus building up the amount he will receive at retirement."

Can't Afford It

"Those employees who are non-members, other than elective and exempt employees with questionable tenure, are largely in lower paid salary grades and cannot afford the retirement deduction from their salary checks."

Binghamton Hospital Credit Union Names Board Of Directors

The Binghamton State Hospital Federal Credit Union elected its board of directors at a recent meeting.

The following officers were selected: president, Ralph M. Hutta; first vice president, Aloysious Sweeney; second vice president, Helen K. McAndrews; treasurer, William Carter; secretary, Grace Lord and board members, Bessie Easterwood and Leslie Newton.

"By the same token, these employees have no provision for their retirement years and if by the 8 percent assumption they should join, the County would be fulfilling an obligation to these employees and their morale would be improved."

As for postponing action because of the salary plan study, Mathews said the increased contribution would be a fringe benefit and should have no bearing on the plan.

"Although this Association was and is in favor of the salary plan, any review made should be concentrated on placing of positions in a salary grade which adequately recompenses the employee," he said.

He also said the Association had been led to believe in 1963 that the salary plan would result in better salaries.

Mathews also pointed out that the cost to the County would be 5.92 percent, not 8 percent, because of the actuarial tables used.

No Meeting

"The committee did not meet with employee representatives in considering the request," Mathews said. "Had we been granted this consideration, the committee would have had all facts presented and we feel certain a more intelligent report would have been issued. In the face of this, and the lack of a minority report, the Chapter and its watchdog committee can only assume that all committee members voted against our request."

Mathews said the Chapter would continue to "fight for this benefit."

Named Advisor

ALBANY, Feb. 1—Dr. Karl D. Hartzell, administrative officer for the State University at Stony Brook, has been named to the Advisory Industrial Commission of Suffolk County. It is a three-year term.



(Leader Staff Photo)

EXPLANATION — Arnold Moses, left, explains programs of the Mental Hygiene Employees Assn. to Assemblyman Stanley Steingut of Brooklyn in the Assembly chambers in the State Capitol last week. Looking on is Mary Bussing. Moses and Mrs. Bussing represent the Brooklyn State Hospital chapter of the MHEA. —

Travel Policies

(Continued from Page 3)

would reduce to 7.5 cents per mile the reimbursement for personal cars used in preference to available pool cars. The Association claims that the current nine-cents per mile for the personal car reimbursement does not fully reimburse the employee for the actual cost in making his car available for State business. Consequently, CSEA does not feel that the use of the personally-owned car should be reimbursed at 7.5 cents just because a State car is available.

CSEA Recommendations

In addition, CSEA made these recommendations:

- Liberalization of the proposed uniform subsistence allowance of \$11. per day, of which

not more than \$4.00 for lodging in many areas causes employees to finance their lodging expenses partially from their own funds.

- Removal of the "discriminatory" travel allowance rules in the Department of Public Works. In particular it is requested that the limited reimbursement for travel to and from construction jobs, as regulated by DPW rules, be removed because of the unusual conditions encountered in these jobs.

- Space be made available on State expense voucher forms for the employees to enter the full amount of expenses they have incurred regardless of whether the amount exceeds the maximum reimbursable by the State.

- Amendment of the rules to require approval by the State Comptroller before an agency head can establish rules providing less reimbursement than provided under the Comptroller's Rules.

CSEA reviewed the proposals at the request of Comptroller Arthur Levitt who said, "Since many State employees are affected by the travel regulations, we wish to have the comments of the Civil Service Employees Assn. before any changes are made."

In addition to discussion with officials of the Department of Audit and Control, CSEA's Special Committee on Subsistence and Mileage also studied the proposals in detail.

The Orient Offered In July

(Continued from Page 1)

the way Eastward to assure a leisurely approach to the Orient. On the way home there will be a stop in Los Angeles.

Total price of the tour, \$1,455 includes round trip jet air fare via Japan Air Lines, all hotel rooms, all meals in the Far East, and numerous sightseeing tours and entertainments.

Application blanks and descriptive brochures of the tour may be had by writing at once to Samuel Ernett, 1060 East 23rd St., Brooklyn 10, or by calling CL 2-5241.

Buffalo Tax Unit Has Benefit For Hospital Patients

The Buffalo District office of the State Department of Taxation and Finance conducted its 2nd annual Christmas cheer campaign for the benefit of patients at Buffalo State Hospital.

Sponsor and spearhead of this drive was Florence Elliott of the Commodities Tax Section. The Office employees donated four cartons of gift-wrapped packages consisting of warm and gaily colored caps, scarves, mittens, dolls and a very wide assortment of toys and games for children ranging in age from 4½ to 16 years.

One of the outstanding gifts was a large bowling game for group enjoyment. The adult patients were not forgotten; \$18 in cash was collected and donated so that these friendless and lonely patients would have spending money for snacks, etc.

College Conference

ALBANY, Feb. 1—Paul B. Orvis, State University executive dean, has announced that the annual conference of the faculties of the two-year colleges will be held June 16-18 at the Agricultural and Technical College at Cobleskill.



PROGRAMS — The 1965 programs of the Mental Hygiene Employees Assn. are explained to Acting Commissioner of Mental Hygiene Dr. Christopher Terrence, second from left, front, by MHEA president Frank Costello at Winter meeting of the Association in Albany last week. Looking on are, front row, left to right: Dorris Blust,

secretary-treasurer; Granvill Hills, department personnel director, and Irving Fisher, MHEA consultant. Second row, same order, are: Marie Donaldson, first vice-president of MHEA; Clarence Laufer, second vice-president; Irene Hills, fourth vice-president; Rebella Eufemia, third vice-president and Sam Cipolla, Association consultant.

Ithaca Workers Take Home More Pay; CSEA Tompkins Unit Reports

The Tompkins County chapter, Civil Service Employees Assn., reported recently that employees in the City of Ithaca have been taking home three percent more pay since Jan. 1.

On that date the City, which had been paying 5 percent of retirement contributions for employees who are members of the State Retirement System, increased the contribution to 8 percent.

Individual members were given the option of waiving the reduction in his contribution, thereby continuing to build up his annuity savings account.

Sympathy Extended

The Chapter extended its sympathy to County Treasurer Donald Stobbs and his family upon the death of Mrs. Stobbs. Sympathy was also extended to Helen Deavney, admissions clerk

at the County Hospital on the death of her brother.

Get Well Soon

Members who had been involved in accidents that resulted in injury were sent get well soon and better luck greetings. They were Constance Wright of the Motor Vehicle Bureau; Ronald Harding of the County Hospital and Peter Baldini of the Board of Education.

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IT COULD HAPPEN TO YOU

(Law Case On Page 2)

What A Montana Federal District Court held: Administrative hearings are not expected "to conform to all of the procedural niceties which surround the judicial process."

But, they are expected to maintain certain minimum standards of fairness. One of these standards is that an accused have "a reasonable opportunity to know the claims of the opposing party and to meet them."

"I conclude that, by reason of the refusal of the (state office) at the hearing . . . to apprise (the county office manager) of the evidence against him and grant him the rights of confrontation and cross-examination, there was a failure to meet the requirements of the regulations and a denial of due process in the conduct of the hearing." Gus kept his job. (222 F. Supp. 430)

COMMENT: It is not a valid argument, courts have indicated, that disclosure of witnesses in removal proceedings will make it more difficult for an agency later to press similar charges against other employees.

The entire question was thor-

oughly aired in the famous "security cases" of the 1950's. The decision here dramatizes the important point that in issues other than security (and there are quite common in removal cases), an agency is also barred from raising the same defense against disclosing witnesses and evidence. After all, fair play demands that an employee know what the charges are in detail so that he can meet them.

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CSEA Continues To Press For State Salary Increase

(Continued from Page 1)
leave time. A decision on this program is expected shortly.

Other CSEA victories outlined in the budget message are:

Reduction of the minimum period required for vesting of retirement benefits from 15 to 10 years.

Reopening of the age-55 retirement plan.

Payment of vested pension benefits at age 55 for members of the age-55 retirement plan.

Extension of existing temporary benefits such as the program for death gamble; ordinary two-year death benefit; eight percentage points retirement contribution, and survivors benefits.

A 14-million dollar item in the message, labeled "State employee benefits," refers only to State contributions to existing employee retirement, social security and health insurance programs.

Feily, Bendet Statement

In a joint statement, Feily and Solomon Bendet, chairman of the CSEA Salary Committee, said:

"The Governor's budget message is ample testimony that we are progressing in our negotiations for employee benefits this year. The omission of any mention of salary increases, as such, is regrettable but very definitely does not close the door on such increases. We have spoken with the Budget Director today (Jan. 29) and he has assured us that our discussions in respect to salaries of State employees are to continue. Meetings are expected shortly and we will continue to press for the pay raise, the need for which, we are confident, we have proven without doubt, and for all other points in our 1965 legislative program as adopted by our delegates."

Adoption of a fully non-contributory retirement system will mean, increases in take-home pay for about one-half of all State employees.

Adoption of the non-contributory program by the Governor is expected to assure its ultimate passage in the Legislature, as Comptroller Arthur Levitt, an early supporter of such a system, has announced he will continue to support a non-contributory retirement system.

Of great significance also is announcement of reopening of the 55-year retirement program, as all members of the system will be able to join it for the first time without additional cost of any kind.

Mental Hygiene Upgradings

The reallocations for Mental Hygiene ward personnel, which cost about \$3.2 millions, are the result of the CSEA's negotiations with the Administration and continuous discussions with the State Division of Classification and Compensation. The extent of the reallocations was first announced by CSEA last week, at the same time the Governor announced unspecified upgradings in the Department of Mental Hygiene.

Under the program, attendants

will go from Grade 5 to 6; staff attendants from Grade 7 to 8; practical nurse, from Grade 8 to 7; staff nurse, from Grade 9 to 10, and head nurse, from Grade 11 to 12. In addition, new supervisory positions will be estimated for evening and night shifts to supervise wards. An appropriate title will be established for this position and will be allocated to Grade 7.

In all, some 30,000 employees in the Department of Mental Hygiene will be affected by the reallocations. An effective date will be announced. Procedures under which the reallocations are expected to be implemented will be reported in next week's issue of The Leader.

Under the institution teachers plan, needed legislation will provide payment of annual salaries as on the public school calendar during a ten month period for all institution teachers and vocational instructors included in the Departments of Social Welfare, Correction, Mental Hygiene, Health and the Division for Youth.

Legal Protection

In a statement on this victory Feily said, "most importantly, this gives legal sanction and protection to all of the people in these positions who will be assured now of the continuation of this program where it presently exists. For those who have not had a school calendar system, and these are by far the overwhelming majority in State service, it provides, for the first time, recognition of the professional status of such employees and, most importantly, an opportunity to improve through summer training professional level of competence of teachers in State service."

The plan still under discussion for use of accumulated sick leave credits upon retirement is to use the credits to pay for the premium of the State Health Insurance Plan of retired employees at a time when they need it most.

"Although this is not everything we have asked for in this area," a CSEA spokesman said, "it would establish for the first time in this state the principal of payment for unused sick leave and would reward employees on a sensible formula and basis for long and faithful service."

Back CSEA Pay, Pension Proposals

ALBANY, Feb. 1 — The Association of New York State Bank examiners has given unanimous approval for the salary-pension resolutions being sought by the Civil Service Employees Assn. in the current session of the State Legislature.

Donald J. O'Brien, secretary of the bank examiners group, notified CSEA president Joseph F. Feily that approximately three hundred members of the Association "wholeheartedly endorse your efforts to obtain better employment benefits for State employees."

He said the Board of Governors at a recent meeting took particular note of the resolutions providing for an across-the-board salary increase and the "greatly needed revision of the retirement plan."

Dutchess Pay Inequities Hit By 30

POUGHKEEPSIE, Feb. 1 — Thirty persons submitted, in writing and over their signature, examples of inequities in the present Dutchess County salary schedule, including classifications, promotions, vacation and sick leave, reinstatements and longevity payments, at an annual grievance meeting of the County unit, Civil Service Employees Assn., last week at the Dutchess County Courthouse.

The more than 60 persons attending heard Matthew Netter, president, declare, "I feel concrete examples of inequities will further point up to the County Officers and Compensation Committee of the Board of Supervisors the urgent need for a thorough study of the salary schedule to be started immediately."

The officers of the unit, who met three times with the committee last year, plan to collate grievances as they are submitted and request a series of meetings with the committee, the first tentatively set for this week. Mrs. Margaret Seymour, vice president, and Mrs. Beatrice Sheffield, recording secretary, will join Netter in meetings with the committee.

CSEA Objects To New Grievance Time Limits

ALBANY, Feb. 1—The Civil Service Employees Assn. has objected to new time limitations under which a decision must be announced at the agency head level of the grievance procedure for State employees.

CSEA made known its objections through its president, Joseph F. Feily, to Samuel R. Pierce, Jr. and William J. Isaacson, of the Grievance Appeals Board. The objections pertain to new regulations which state that notice of determination of agency head should be made within fifteen days in cases where no hearing is requested or held; and within thirty days of the date of hearing where a second stage hearing is held.

"Stage Three" Cases

Also announced by the Board was a modification to forty-five days for determination in stage three cases where a hearing before the Board is held. The new regulation states that, "Determination of the Board shall be made within forty-five days after the Board's hearing or the date fixed for submission of briefs or supplemental statements requested by the Board. The employee, his representative and the head of the agency concerned shall be

notified in writing of the decision of the Board."

Concerning this procedure, Feily said "We feel that a 45-day wait for decision after a hearing is much too long a period, and we urge that this be reduced to 15 days." Feily also said this would seem to be "sufficient" for a final determination by any agency head.

"Disappointed"

With respect to the thirty-day limitations on agency heads, Feily said "we are very disappointed by the action taken." He said "We understand that the previous five-day limitation, which was removed, was removed through error, and now we find that your Grievance Appeals Board has reinstated a time limit which is far less liberal to our members than the previous limitation which was removed."

CSEA also asked that the Board urge all agencies to reinstate in their grievance procedure the time limitation finally arrived at.

Metro Conference

(Continued from Page 1)

private industry. There is no reason why public employees should be made the goats for someone else's pet schemes that cost money. I aim to do everything I can to see that doesn't happen in this session. Your rewards for hard work are long over due."

Strong backing came also from Assemblywoman Shirley Chisholm. She declared that "I have had the pleasure of being a friend of civil service for many years. Now that I am a member of the Legislature's majority party I hope to be able to express that friendship in a positive and definite way—through legislation that will serve you and, in so doing, will also serve the people of this State."

Assemblymen George Cincotta, L. E. Yoswein and Harold Cohn and Senator William Thompson added their pledges to help boost CSEA bills through the Legislature this year.

Feily, Bendet

Prior to the remarks by the Kings County Democrats, Joseph F. Feily, CSEA president, had told the Conference delegates that the Employees Association was continuing its drive for an eight and one-half per cent salary increase for all State workers "and every other resolution you delegates mandated at the October convention."

A report on the current status of negotiations with the Rockefeller Administration was given by Solomon Bendet, chairman of the CSEA Salary Committee. And, just before the legislators in attendance spoke, Bendet said that "this Association has a record of remembering its friends — and ignoring the others." He also reminded them that both Administration and CSEA statistics justified a State pay increase.

Harry W. Albright, Jr., CSEA counsel, also addressed the dele-

gates and introduced several of the legislators.

Spring Workshop

Bendet reported to the Conference that arrangements had been completed to hold the annual Metro-Southern Conference Spring Workshop in the Concord Hotel April 25 and 26. Bendet said all CSEA members throughout the State were welcome to attend.

Salvatore Butero, Conference president, conducted a session on the business affairs of the Conference. Hosts to the event were Brooklyn State Hospital chapter, which provided the dinner for the large number of delegates and guests.

Ulster 'Reporter' Will Tell Citizens Civil Service Facts

(From Leader Correspondent)

KINGSTON, Feb. 1 — The Ulster County chapter, Civil Service Employees Assn., is sponsoring the publication of a pamphlet entitled "The Reporter" which is to be published every six to eight weeks and is designed to acquaint area residents of the workings and activities of the Civil Service in this area.

First Topics

Edited by Dorothy Lacey and circulated by managers Lillian Donahue, Peggy Carle and Bertha Passer, "The Reporter's" first edition, which was mailed on Jan. 20, included such articles as "The Civil Service in Ulster County;" "Requirements for Case Supervisors (Child Welfare);" "I Wonder Why," (which dealt with costs of running the government being increased without consideration of the taxpayer but salary

Non-Teaching Unit In Oceanside Takes CSEA Over A Union

Irving Flaumenbaum, President of the Nassau chapter, has been advised by Joseph Bosco, Secretary, that the Oceanside Non-Teaching Unit overwhelmingly voted to join Nassau chapter, Civil Service Employees Assn., and that a union was completely rejected.

Bosco asked that those who are not now members of the Civil Service Employees Assn., join up immediately so that this Unit can obtain 100 percent membership. Elections for officers will be held in the near future and a new program for these employees is now being prepared.

The two co-chairmen of the Oceanside unit are Harry Roth and Bert Mac Donald. Further information for employees of this district can be gotten from the two chairmen mentioned or Bosco.

Flaumenbaum stated "This again proves the fact that public employees receive better service and help from the Civil Service Employees Assn. and for a comparatively small amount of dues. I congratulate the Oceanside unit and wish them success. We, in Nassau chapter, will certainly cooperate 100 percent with this group."

Amer. Studies Head

ALBANY, Feb. 1—Dr. Kendall Birr, chairman of the Social Studies Department at the State University at Albany, is the new president of the New York State American Studies Assn.

requests immediately being compared to taxpayer hardships) "Grievance Committee;" "Salary Help;" "Advocate a Career Incentive Pay Plan for Your Own Kind of Job;" and "Pay Plans."

Harpur College Now University

ALBANY, Feb. 1—Harpur College at Binghamton has been formally designated as the fourth State University Center. Effective immediately has been a change of name to the State University of New York at Binghamton.