

# Civil Service LEADER

America's Largest Weekly for Public Employees

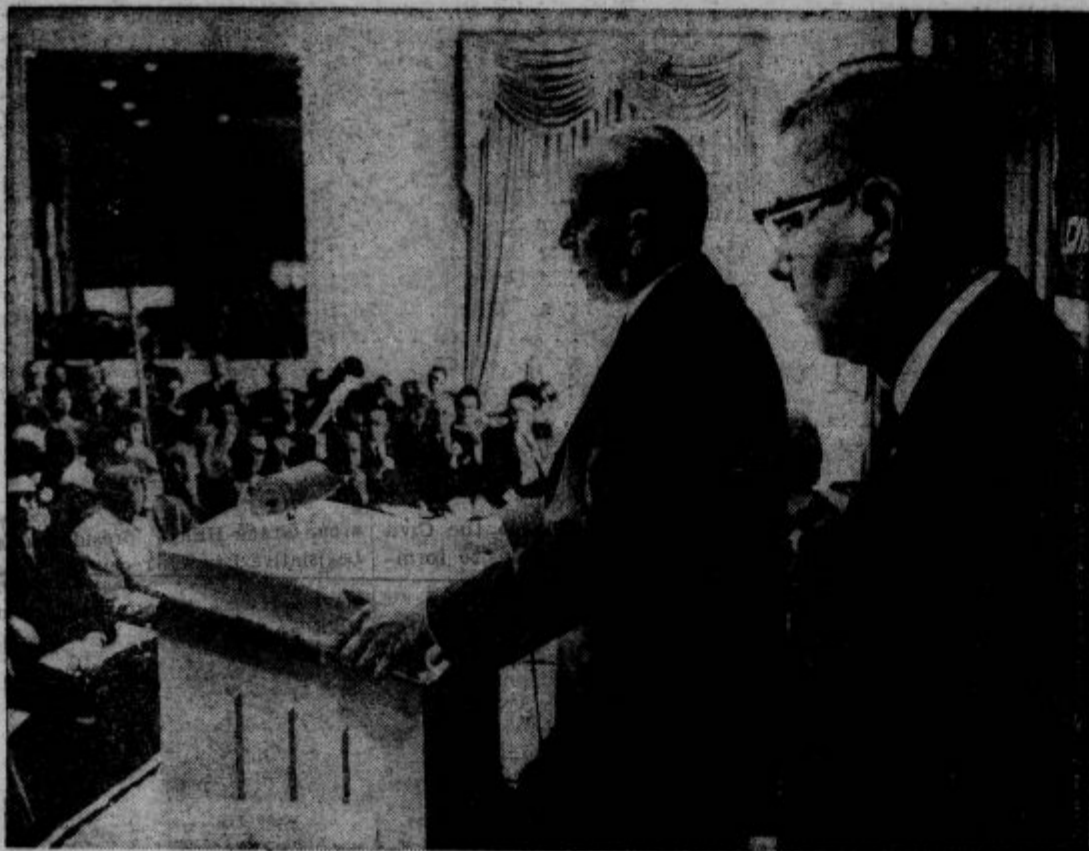
Vol. XXVII, No. 28 Tuesday, March 15, 1966 Price Ten Cents

## Promotion Exams

See Page 15

### At Annual CSEA Dinner:

# ROCKEFELLER'S SURPRISE: 5 NEW PROPOSALS TOLD



**WELCOME** — Albany Mayor Erastus Corning II, greets delegates to the 56th Annual Meeting of the Civil Service Employees Assn. during the

opening session at the Ten Eyck Hotel. Mayor Corning was introduced to the delegation by CSEA president Joseph F. Feily, right.

### For New CSEA Headquarters

## Three Civil Service Employees Will Ride To Work In Comfort Through Building Fund Drive

ALBANY — Three civil service employees will be able to ride to work in style next year — in an air conditioned Cadillac, complete with power steering, power brakes, automatic transmission, radio and heater — as the result of a report of the special committee on financing the new headquarters.

Delegates to the annual meeting of the statewide Civil Service Employees Assn., heard Irving Flaumenbaum, committee chairman, inform them of the system to be used in raising the necessary funds to pay for the new building to be located just up the street from the present headquarters building at 8 Elk St., Albany.

The complete report of Flaumenbaum's committee follows:

At the October, 1965 meeting, the delegates directed the Association to undertake a fund-raising campaign involving donations and awards to assist in financing our new headquarters building which would follow the pattern of the campaign which

was used in 1948-49 to finance the present headquarters. Our committee met on Feb. 18, to plan the fund-raising campaign authorized by the delegates.

The headquarters fund raising campaign material will be available to all chapters about May

### John J. Morton

OLEAN — John J. Morton, 70, a member of Cattaraugus County Civil Service Commission since 1942, died March 10 in the Mountain Clinic here. Mr. Morton was the retired managing editor of the Olean Times Herald.

1, 1966, or as soon as possible prior thereto. The drawing of awards will be scheduled for the March, 1967 meeting.

The following awards have been set up for the campaign:

First, second and third award—Each award will be a Cadillac, equipped with air conditioning, automatic transmission, power brakes, power steering, radio and heater.

Fourth, fifth and sixth awards—Each award will be an Impala Chevrolet, equipped with air conditioning, automatic transmission,

(Continued on Page 14)

## Topics Range From Time Off To Fully Paid Death Benefit

(Special to The Leader)

ALBANY—Governor Rockefeller brought a surprise package with him to the annual dinner meeting of the Civil Service Employees Assn. here. The more than 1,000 persons attending the dinner heard the governor make a series of proposals for State workers that ranged from accelerated salary increases upon reallocation to an amendment to the State Attendance Rules to allow for such justifiable emergencies as the recent heavy snows that plagued so many parts of the state.

None of the proposals had been anticipated although the majority of them have been in various stages of negotiations by CSEA for some time. Governor Rockefeller said he would propose:

- Accelerated salary increases upon reallocation;
- Cash advances to cover anticipated travel expenses;
- Reopening of the Age 55 Plan to offer those in the Age 60 Plan another opportunity for a 16 per cent increase in pensions;
- Increased protection of employees affected by automation;
- Death benefit coverage for retired employees;

The governor explained each of his proposals in more detail as "1) Accelerated salary increases upon reallocation—I will recom-

(Continued on Page 16)

### Special Tribute To Harry Albright

ALBANY — Irving Flaumenbaum, toastmaster for the annual dinner of the Civil Service Employees Assn., told the large number of guests at the dinner, headed by Governor Rockefeller, that he wanted to invoke a toastmaster's privilege in order to pay special tribute to Harry W. Albright, Jr., counsel to the Association.

"During these past five or six years, few people have worked for public employees and earned such stature in the Legislature, the administration and in our affections as had Harry."

After being introduced, Governor Rockefeller declared that "I want to confirm most heartedly Mr. Flaumenbaum's sentiments concerning Harry Albright. He is a remarkable man."

### Delegates Applaud Salary Comm. Action

ALBANY — Because the annual dinner of the Civil Service Employees Assn. extended beyond Leader deadline this year, not all committee reports and CSEA business reports were available for this edition. In one major action, delegates expressed rousing approval for the accomplishments of the CSEA salary committee headed by Solomon Bendet in securing an eight per cent pay increase for State workers.

Other committee reports and other business will be printed in next week's edition of The Leader. There will be extensive photo coverage as well.

*Don't Repeat This!*

In Legislature —

### Condon-Wadlin Reluctance May Lengthen Session

REVIEW of the Condon-Wadlin anti-strike law—an act most employee organizations and a good many legislators have pledged themselves to—is turning out to be something like that old adage about the weather: everybody talks about it but no one does much about it.

The transit strike proved once and for all the futility of harsh anti-strike laws for public employees. This in turn made it obvious about Condon-Wadlin, that also some new concept in labor relations between government and their employees would have to be found.

(Continued on Page 6)

## Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Dean of 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.

### PR In A New Law

**RACK UP** a huge step forward for public relations in government: public relations is to be written right into the proposed law to expand the United States Employment Service—a service paid for by the Federal government and operated by the States.

**WHAT IS** important to civil service employees is the recognition by legislators that government must operate in offices where the physical atmosphere is conducive to good performance and good service to a most important public—the job seeker.

**SEN. JOSEPH** Clark and Rep. Elmer Holland, both of Pennsylvania, have incorporated the upgrading of the U.S.E.S. image directly into the bill they have introduced—a bill which has an excellent chance of passing Congress this session.

**THE TWO** legislators would rename the employment offices as "manpower services centers." This should go a long way toward erasing the stigma of the Federally-financed, state-operated job centers, now generally known as "unemployment offices."

**ALTHOUGH NOT** true in most parts of New York State, it is all too true in many states, particularly in the South, where the same office processes unemployment compensation claims and services people looking for jobs.

**THE PROPOSED** law would separate these procedures, as has already been ordered in cities with a population of over 250,000. It is easy to understand how state-operated employment offices have acquired a bad image. Just take a look at almost any unemployment compensation office for a good case of mental depression.

**ANOTHER IMPORTANT** move toward shining the badly tarnished image of government employment offices is increased salaries and staff for placement work. It is hard to believe that nearly a third of state job service interviews now makes less than \$5,000 a year—an unhappy fact which makes for instant bad public relations for civil service.

**PUBLIC RELATIONS** could be said to have become of age in government for yet another part of the proposed law: Secretary of Labor Wirtz would have a full-time information officer in each urban "manpower center" to compile better data on job vacancies and improve communications with employers and private placement agencies.

**THE IDEA** is basically not new, but to have it written into the law is in itself a daring innovation. Of greater import is the recognition that public relations

## City Employee Has His Own Youth Corps

One of New York City's civil servants is doing his part to help children in his neighborhood. In a small way, Harry Bodeck, an employee of the Department of Highways, is running his own neighborhood youth corps.

In his spare time, and especially during the summer months, Bodeck takes children of all ages and provides them with activities from swimming to baseball.

He takes teenagers to school yards and instructs them in baseball. Other times he has taken the neighborhood kids to swimming pools for instruction or to sandlots where track and field events are taught and practiced.

Bodeck and his wife live in Brooklyn. They have no children of their own. So—to the kids in his neighborhood, he has become a part-time father. He says that he benefits from the children's companionship as much as the kids do from his.

Bodeck said that he wished other men who have some spare time would also help the children in their areas.

### Communion Held For State Aides In Buffalo Area

**BUFFALO**—State employees in the Buffalo area held their sixth annual Communion and breakfast March 13. Most employees are members of Civil Service Employees Assn. chapters in the region.

The Mass was celebrated in St. Louis Church, 800 Main St. The breakfast was served in the Knights of Columbus auditorium, 506 Delaware Ave.

Edwin Muench, assistant Buffalo district engineer, State Public Works Department, was the toastmaster. James T. Duggan, an attorney and former FBI agent, was the speaker.

is an almost indispensable arm of government and thus an indispensable tool for all civil servants.

**FEWER AND** fewer government operations can get along these days without some public relations plan, which includes a generous portion of communications with all the public served by a specific agency. Management in private industry discovered public relations as an ally long ago. Government, which is bigger business than private business, is slowly making the discovery.

**WE SALUTE** Secretary Wirtz for suggesting this as part of his legislative package to expand the U.S.E.S. and Senator Clark and Rep. Holland for accepting the suggestion. All civil service is bound to benefit from this important legislative precedent.

### Penn. Celebrates 25th Anniversary Of Its Merit System

The State of Pennsylvania is celebrating the Silver Anniversary of the establishment of the Merit System in that State.


The law, consolidating three separate civil service systems, was passed by the General Assembly and signed by Governor Arthur James in 1941.

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

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**LEADER PUBLICATIONS, INC.**  
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# 65 or older still working?

**FIND OUT ABOUT**

## MEDICARE

- ★ Just about all people 65 and over  
(not only social security beneficiaries)  
are eligible for Medicare health insurance under social security
- ★ If you were 65 before January 1, 1966,  
and have not signed up, get in touch  
with your social security office

SIGN UP BY MARCH 31, 1966

to have medical insurance protection when the program starts in July 1966

## Bill Pending In Legislature Restors Rights of Disabled

**ALBANY**—Francis Finnegan, a partially blinded infantry veteran of World War II, who was awarded the Bronze Star and the Purple Heart, received recognition of another kind last week when the State Assembly passed a bill restoring his seniority rights as a New York City Welfare Department employee.

The bill, introduced by Assemblyman Seymour Posner (D-Bronx), provides that a disabled veteran who resigned from the City's Welfare Department because of a worsening of his disability, and who returns to his job after the disability has been corrected, shall regain the seniority rights he acquired before his resignation. At present, an employee in this situation loses his seniority rights and salary increments.

Finnegan, who was blinded in one eye during action in Germany, became a social investigator for the Department of Welfare in 1947.

In 1954, he started to lose the sight in his right eye because of his injury and was compelled to resign from his job.

For the next eight years Finnegan went from hospital to hospital and doctor to doctor, seeking a cure. Finally, a series of treatments by a Houston, Texas doctor restored the vision in his right eye.

In 1962, he returned to the work he loves best, as a case-worker in the Department of Welfare. He was warmly welcomed back be-

cause of his seven years of experience, and was given a full caseload and the responsibilities of an experienced worker.

His paycheck showed, however, that he was only a "trainee." Because he had been out of the Department for several years, he had lost his seniority rights and salary increments earned during his prior service.

The American Legion of New York County and the Social Service Employees Union referred Finnegan to Assemblyman Posner. After several unsuccessful attempts to pierce the City's bureaucratic hide on this issue, Assemblyman Posner introduced his bill to restore Finnegan's seniority rights and those of other disabled veterans who have the same problem.

The bill now goes to the Senate where it is sponsored by Senator John Calandra (R.-Bronx). If it passes it will go to Governor Rockefeller for his signature.

Finnegan, who now works at the Concourse Welfare Center, Bronx, is married to a nurse who, he says, "helped me during my illness and has always had faith that I would be better again." They are the parents of three small children.

## Bulletin!

**TO: Statewide subscribers age 65 or over**  
**RE: MEDICARE**

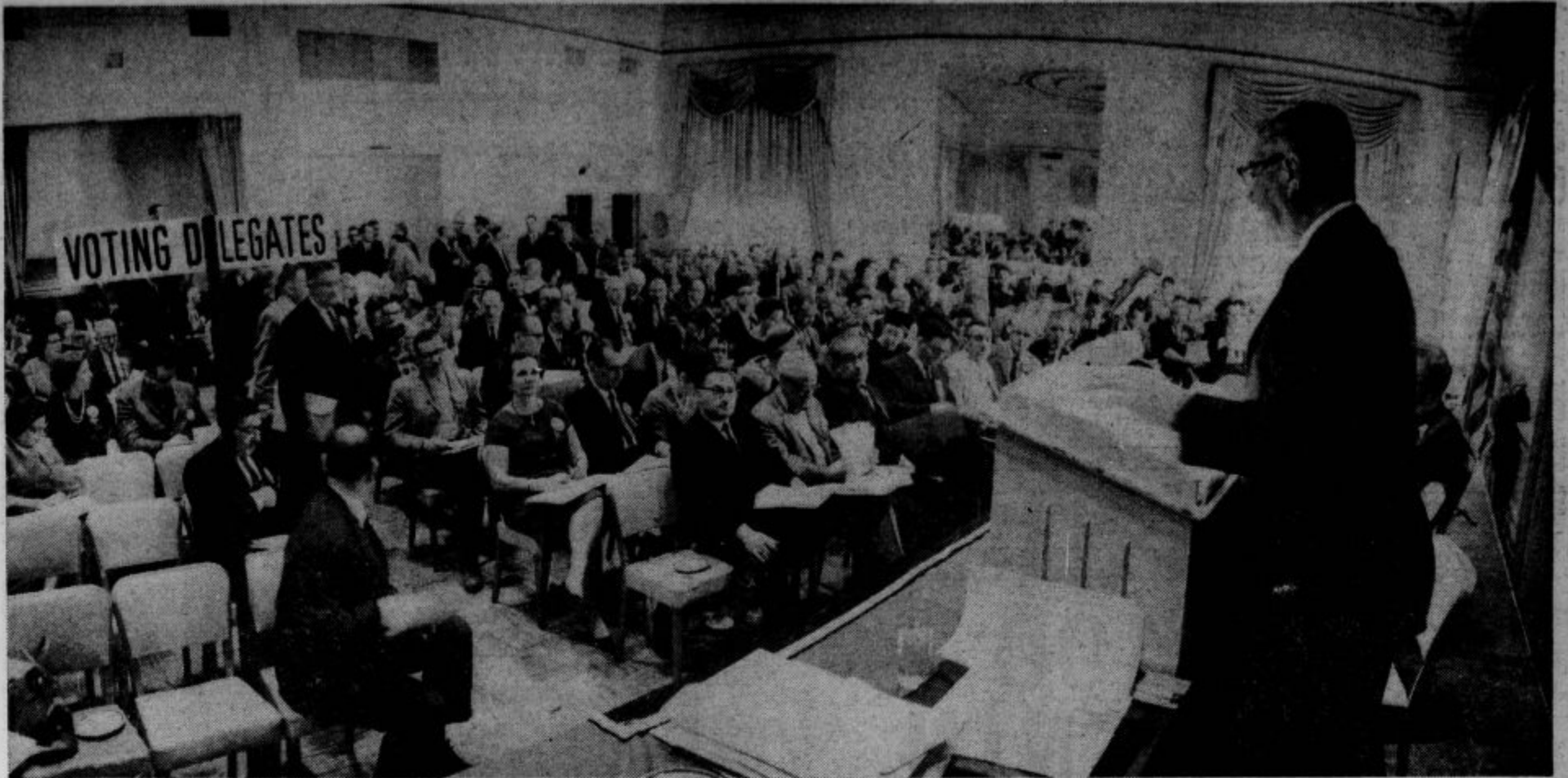
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**GREETINGS** — Joseph F. Feily, president of the Civil Service Employees Assn. welcomes delegates to the 56th Annual Meeting of the Association at the Ten Eyck Hotel in Albany last week.

## Nine Point Human Rights Program Recommended To CSEA Delegates At 56th Annual Meeting In Albany

By FRANK WALLACE,  
Human Rights Committee Chairman

This is the first report of this committee under its expanded role in accordance with the October, 1965 delegate wishes. The delegates felt activities would be better described as a human rights committee, felt that the scope of their activities should be increased and the membership of the committee enlarged.

The delegates also called for sponsorship of conferences on the subject of human rights. At the recent meeting of this committee they recommended that a conference be held this Spring. Since this is the first effort in this direction, the committee recommends that CSEA statewide officers, conference presidents or their representatives and this committee be in attendance. They also recommended that George H. Fowler, State Commissioner of Human Rights and a representative of the Governor's staff specializing in human rights be invited as guests.

The committee also reviewed the status of the film "Accent on Service." The committee notes

(Continued on Page 16)

## Training Director Urged By Education Committee

By CELESTE ROSENKRANZ,  
Chairman, Education Committee

The education committee proposes that a member of the professional staff of the Association be assigned duties of training director to conduct regular training programs throughout the entire Association for chapter and Conference officers and new additions to the Association's staff. Additional duties would be to conduct staff refresher courses.

Since new positions of associate program specialist and as-

stant program specialist are now being created, this committee recommends and requests that the training duties be incorporated in the specifications of these positions. We further recommend that if these duties cannot be incorporated in the specifications for associate and assistant program specialist, that a new position of training director be created.

The committee requests a reprint of 2,000 copies of the revised edition of the chapter officers' manual to be made available to chapters in any quantity they request. A nominal fee of \$1 per copy will be charged to cover reprint costs. The committee requests that a notice of the reprint of the chapter officers' manual be advertised in The Leader. The reprint and the necessary revisions to the chapter officers' manual will, of necessity, be completed after the March annual meeting.

The education committee feels that it could be of assistance to other association committees in publicizing their programs to the membership, and thus, makes itself and its resources available.

## Every Conference Should Have Grievance Committee, CSEA Delegates Are Told

By RANDOLPH V. JACOBS  
Chairman, Grievance Committee

The grievance committee met in Albany on the evening of Feb. 16, 1966 and discussed the following:

1) The role of the chapter and its officers in the area of grievances. The committee wished to emphasize, as it has in the past, the necessity of an effective and active grievance committee in each chapter. This includes: a—A thorough knowledge of the grievance machinery and the assistance and the legal aid available under the Association's grievance procedure; b—The scheduling of regular conferences with agency heads; c—the preparation of an agenda and the keeping of minutes of such meetings and, d—the publicizing of meetings and grievances handled.

The foregoing has become tremendously important in view of the probability of enactment in the near future of legislation providing for employee representation. The committee warns against complacency on the part of both chapter officers who rely on their numerical majority among employees in their agencies. The opposition, who represents a minority, but a very vocal minority, will tend to give the impression that it is doing more for the employees when the exact opposite will be true.

The committee feels that grievances offer a very sensitive area for the chapter to show what it is doing for the employee. In sum, when handling grievances, have the formalized and insist that they be reported by your agency to the Civil Service Department for inclusion in the grievance appeals board report; and fully

publicize your grievance committee activities throughout your agency.

2) The committee recommends that those conferences of the Association which, at present, do not have a grievance committee as one of their standing committees take appropriate action to have one so included and to have reports made at conference meetings on grievance matters. Recommendations from the confer-

(Continued on Page 16)

## April 16 Is Western Conf. Meeting Date

HORNELL — The Western Conference of the Civil Service Employees Assn. will hold their next meeting on Saturday, April 16 at the Beacon Inn here. Host chapters will be the Hornell and Alfred units.

The program for the Conference includes business meetings from 1:30 to 5; cocktail hour at 5:15; dinner at 6:15 and dancing beginning at 9 p.m. Tickets, include dinner, cocktails and gratuity, at \$4.50 per person.

Available motels in the area are the Landon Motel, 27 Main Street; Robinson's Motel, 38 Main Street and the New Sherwood Motel, 91 Canistota Street, all in Hornell.

Reservations should be made no later than April 8. All correspondence should be submitted to Mrs. Dorothy Markham, New York State Department of Public Works, West Main Street, Hornell.



**INVOCATION** — Rabbi Arnold H. Miller of Temple Beth Emeth, Albany, delivers the invocation at the opening of the 56th annual meeting of the Civil Service Employees Assn. at the Ten Eyck Hotel, Albany. In the foreground is Mayor Erastus Corning II while resident Joseph F. Feily, is seen behind Rabbi Miller.

## Shanahan Family Expresses Thanks

The family of the late John J. Shanahan, a career employee at Sing Sing Prison has asked The Leader to convey their gratitude for the many kind expressions of sympathy they received from his former friends and associates.

**Make List Public**

The New York City Department of Personnel made public an eligible list on March 15 with 903

names in the title of maintainer's helper, group A. Medical and qualifying physical exams will be held March 17, 18, 23 and 24.

**U.S. Service News Items**

By JAMES F. O'HANLON

**Johnson Officially Calls For 3.2 Salary Raise**

Speaking on radio and television last week, President Johnson officially proposed a 3.2 wage increase for Federal government workers. The President defended his proposals as being exactly within the wage-hike guidelines which the Administration has recommended for wage negotiations in private industry.

That day the President spoke also of the danger of inflation. His statements regarding the propriety of the wage increase for

Federal workers was seen by some as an attempt to cut off criticism from leaders of labor and industry who have been chapping at the pressures exerted by the Administration to keep both prices and wages down in recent months. For the raise itself, the \$485 million package will allow an increase to 1.8 million Federal workers.

**Wage-Board Development**

Last week the Civil Service Commission released the following informational note on the development of a Federal wage-board pay system as suggested by the Administration during last year's pay legislation fight. It reads:

The Civil Service Commission has completed initial consultations with union representatives and is now awaiting their recommendations on actions to be taken in the development of a Government-wide wage-board pay system.

Establishment of the new system was directed last November by President Johnson in letters to Civil Service Commission Chairman John W. Macy, Jr., and heads of executive departments and agencies. Chairman Macy was assigned responsibility for giving leadership in the coordination of the collective effort, and for consultations with appropriate employee organizations.

Meetings were held with AFL-CIO affiliated organizations and with the largest independent organizations representing Federal wage-board employees.

During the initial consultative meeting the Civil Service Commission provided information to the employee representatives concerning the kinds and timetable of actions planned, and identified the principal matters requiring early policy decisions in establishing the new system. It is expected that the employee organizations shortly will furnish to the Commission their views on these principal policy matters as well as on other related matters, for consideration in the formulation of basic policies around which details of the system will be developed.

**U.S. Army School Is Seeking Instructors**

The United States Army Signal Center and School is seeking instructors in many fields including electronics, military tactics and communications.

Salaries vary with the type of instruction.

When applying for information, ask for announcement number NY-21-1 (1966).

For further information and applications contact the Executive Secretary, Board of U.S. Civil Service Examiners, Fort Monmouth, New Jersey.

**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 the last day of filing or if stated otherwise in the examination announcement.

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

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

Any of these addresses may be used for jobs with the State. The State's New York City Office is three blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications should include a large size return envelope.

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 St., N.Y. City, N.Y. 10007.

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OUR 69th YEAR

**\$100 A MONTH SUPPLEMENTAL INCOME**

CSEA members presently insured under The Association Accident and Sickness Policy who are under age 59 and whose salary is \$3,500 a year or more may now apply for the new \$100 a month Supplemental Income Benefit Rider.

This Rider has been prepared at the request of your association to permit you to purchase, at a reasonable cost, additional income protection in the event of total disability due to non-occupational injuries or sickness lasting more than 30 days. Because sick leave benefits are generally exhausted within a 30 day period, you are urged to consider this valuable addition to your Accident and Sickness Plan. Example: If you are totally disabled, this Rider would pay you \$100 a month after a 30 day waiting period

- for life—if disabled from non-occupational injuries
- for 2 years—if disabled by sickness beginning before age 60
- for 1 year—if disabled by sickness beginning on or after age 60

Table Of Rates For The \$100 A Month Supplemental Rider

ALL EMPLOYEES WITH BASIC COVERAGE	BI-WEEKLY		SEMI-MONTHLY	
	MALES	FEMALES	MALES	FEMALES
Premiums Up To Age 39½	.84	1.23	.91	1.33
Premiums Over Age 39½	1.02	1.48	1.11	1.60

This additional benefit is not payable for pre-existing conditions or for total disability resulting from pregnancy, childbirth, or miscarriage, and is otherwise subject to the terms and provisions of policy to which it is attached.

**How To Apply:**

1. Please print your name, address, place of employment and employee item number in the spaces provided on the coupon below.
2. Mail form to: Ter Bush & Powell, Inc.  
Civil Service Department  
148 Clinton Street  
Schenectady, New York
3. Or, call your nearest Ter Bush & Powell representative for details.



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Name \_\_\_\_\_  
Home Address \_\_\_\_\_  
Place of Employment \_\_\_\_\_  
Employee Item No. \_\_\_\_\_

PS. Don't forget, new employees can apply for basic CSEA Accident & Sickness Insurance non-medically during the first 60 days of employment, providing their age is under 39 years and six months.

# Filing Closes For Bridge And Tunnel Officer March 22; Starting Pay, \$5,825

Filing for the New York City examination for bridge and tunnel officer will continue until March 22. Salary in this position is \$5,425 to start with a maximum of \$7,625. Appointments are expected to be made at \$5,825.

Employees in the title of bridge and tunnel officer are accorded promotional opportunities, when eligible, to the title of bridge and tunnel sergeant, with a salary range of \$7,811 to and including \$9,020 per annum. Employees in this occupational group may by successive promotion examinations, when eligible reach the title of bridge and tunnel lieutenant with a salary range of \$8,371 and above per annum.

**Minimum Requirements**  
There are no formal educational or experience requirements for this position.

Applicants must be not less than 5 feet 3 inches in height (bare feet) and must approximate normal weight for height, have 20/40 vision in each eye separately (eyeglasses permitted), normal color vision, and normal hearing in each ear without hearing aid.

Applicants must have a valid motor vehicle operator's license at the time of appointment.

Under supervision: to collect tolls, direct traffic, patrol struc-

tures and clear traffic lanes on bridges and tunnels within the jurisdiction of the Triborough Bridge and Tunnel Authority; remove snow and assist in general maintenance work; drive various types of automotive equipment; occasionally supervise other employees when so assigned; perform related work.

Candidates shall be rejected for any deficiency, abnormality or disease that tends to impair health or fitness. Such causes for rejection include but are not limited to defective vision, heart and lung diseases, herina, paralysis and defective hearing. A history of psychoneurotic disorder may disqualify. Persons must be free from such physical or personal abnormalities or deformities as to speech and appearance as would handicap them in the performance of their duties.

Candidates who fail to attain the pass mark which shall be set for any test, subject or part of the examination shall be deemed to have failed the examination and no further test, subject or part of the examination shall be rated.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street, or local branches of the public library.

### Village Engineer

Westchester County is accepting applications until March 30 for an examination for village engineer. These positions are in the various villages of the County.

Salary varies with location of job.

For further information and applications contact the County Civil Service Commission, White Plains.

## Shoppers Service Guide

**Get The Authorized CSEA License Plate** The only car license plate authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 8 Elk St., Albany. The plate which sells for \$1, can also be ordered through local chapter offices.

**Cemetery Lots**  
BEAUTIFUL non-sectarian memorial park in Queens. One to 12 double lots. Private owner. For further information, write: Box 541, Leader, 97 Duane St., N.Y. 10007, N.Y.

**Wanted, Newstand**  
IN GOOD busy location. Write Box SR, 97 Duane St., N.Y., N.Y. 10007.

**CSEA REFLECTIVE DECAL** for bumper or auto window. Reflective Blue background, Civil Service name imprinted in Silver. Three inches in diameter. Easy to attach. Waterproof and guaranteed. Mail \$1.00 to J&E Signs—54 Hamilton Ave., Auburn, N.Y. 13021.

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**Information - Loans**  
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**For Sale**  
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### Construction Sup. Exam Closes On March 22, Pay Varies

The New York City Department of Personnel will accept applications until March 22 for a promotion examination for superintendent of construction. This exam is open only to qualified candidates in the Board of Education. This is examination number 1357.

An open-competitive examination will also be held for this title. This is exam number 1364. Persons who wish to file for the promotion exam should file for number 1357.

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

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### Jud. Conference Exams Announced

The Administrative Board of the Judicial Conference of the State of New York is announcing examinations to be held May 7, 1966 for positions in four titles in

the unified court system in New York City. These include open-competitive examinations for uniformed court officer and senior court officer and promotional examinations for assistant court clerk and court clerk I.

### Filing Is Open For Department Librarian In New York City

The New York City Department of Personnel will accept applications for the examination for department librarian through March 22.

Salary in this position is \$6,050 to start.

Minimum requirements include a college degree and one year of study at a library school approved by the State Department of Education or a satisfactory equivalent.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street or any local branch of the public library.

Formal announcements will be promulgated and distributed in the very near future at which time applications will be accepted directly at the Office of the State Administrator, Administrative Board, Judicial Conference, and should be addressed to the Personnel Officer, Room 1300, 370 Broadway, New York, New York 10007. Closing date for applying is April 11.

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TUESDAY, MARCH 15, 1966

## Ask Governor's Help

FOR weeks now the State Senate has had tied up in committee a measure that would exempt Welfare employees of New York City from provisions of the Condon-Wadlin Law. We have commented on this before.

Now it is learned that the Social Service Employees Union, which represents most of these workers, has requested Governor Rockefeller to intervene and get the bill moving. This request is a simple one.

The support of City officials was asked for and received. An amnesty was granted to the employees of the Transit Authority. And—the measure passed the Assembly.

Therefore, the question arises as to why the Senate is refusing to take action. If there is a good reason then it should be made known. If there is none, then this group of civil servants are being discriminated against and their problem treated unjustly.

## Don't Repeat This!

(Continued from Page 1)

What's keeping the Legislature from taking any one course of action in this field, to date, is that there is so many conflicting ideas on what should be done. Legislators from the Metropolitan area largely are seeking a program that will satisfy most of the big labor groups in New York City. In other areas, however, there is the fear that legislation written in favor of the big unions would give them too much power, which could later be used to squeeze out competing smaller organizations or to harass the big, independent groups.

Another cause of delay is that several legislators are quietly saying they will fight strenuously against any bill that would not give some strong assurance that public employees would not strike.

### Divided House

The fact that the Legislature is politically divided is another factor keeping any particular bill from shaping up. Both parties want to get a bill written and done with, but as one Assemblyman wryly observed: "Republicans and Democrats appear about as unified on an employee-employer relations program for public workers as they are on reapportionment."

Governor Rockefeller, on his own, has asked a panel to investigate and develop a program that

### Principal Honored

Benjamin Messinger, principal of PS 216, Brooklyn, has been named "Man of the Year" by the Beach Haven - South Marlboro Youth Council of Brooklyn in recognition of his 'outstanding work in fostering community relations.'

would eliminate the necessity for public employees to strike. But, nobody in either house may buy his version of the law.

What all this leads to is the fact that the Legislature may have a second marathon session. Predictions early this year were that while the Legislature would not go back to sessions as short as those in previous years it probably would sit only through April.

If some common ground of labor philosophy isn't found soon, however, the lawmakers may not be able to leave Albany until June again. Although employee organizations in the State may not agree on what the new labor legislation should be, they do agree on one thing; they want the Condon-Wadlin anti-strike law repealed this year. And, it is apparent, Condon-Wadlin will not be repealed until a substitute for it is found.

## Reilly Named In Labor Department

ALBANY—John F. Reilly of New York City has been named assistant industrial commissioner for the State Labor Department's Division of Employment.

He succeeds Leon Climenko, who recently was placed in charge of the department's metropolitan New York operations.

Reilly is a graduate of Fordham Law School and served for a time with the administration bureau in the State Attorney General's office. His salary will be \$13,444.

## Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs are listed below.

Tuesday, March 15

2:00 p.m. Nursing Today II— "Supervision in Nursing."

4:00 p.m.—Around the Clock— New York City Police Department Training Program: "The Policeman and the Community."

9:00 p.m. — Televised Clinical Science Seminar.

Wednesday, March 16

2:00 p.m.—Nursing Today, II. Repeat.

2:30 p.m.—Viewpoint on Mental Health—Commissioner Marvin Perkins of the New York City Mental Health Board interviews Dr. Alfred Freedman on "Training of Psychiatrists"

4:00 p.m. — Around the Clock— New York City Police Dept. program. Repeat.

7:30 p.m.—On the Job—New York City Fire Department training program.

10:00 p.m. — International Interview—United Nations Representatives are interviewed by newsmen.

Thursday, March 17

3:30 p.m.—College Humanities—Lecture XX—"Bach" with Dr. Didier Graeffe.

4:00 p.m.—Around the Clock — New York City Police Department program. Repeat.

7:30 p.m.—On the Job—New York City Fire Department training program.

10:00 p.m.—Community Action: "What Social Workers Do In Hospitals."

Friday, March 18

4:00 p.m.—Around the Clock—New York City Police Department training program: "Protecting the Accident Scene."

9:00 p.m.—American History — A College Level Course.

Saturday, March 19

5:00 p.m.—Columbia University Series—Lecture XII—"Taoism and Buddhism."

7:00 p.m. — Community Action. Repeat.

7:30 p.m.—On the Job—New York City Fire Dept. training program.

## Medicare Blanks At Post Offices

In keeping with a proclamation issued by President Johnson, Postmaster General Lawrence F. O'Brien announced last week that application blanks for supplemental Medicare benefits will be available at some 34,000 main post offices throughout the country.

The forms are being made available through the post offices as the Social Security Administration seeks to register, by March 31, some 3.1 million persons over the age of 65.

President Johnson issued a proclamation recently, noting the March 31 sign-up deadline imposed in the Medicare law. He urged all citizens who will be 65 or older on July 1 to register, and he directed all Federal agencies to assist in the effort. Senior citizens who reached 65 before 1965 face a two year delay if they do not sign up by March 31.

### Sr. Consultant

The New York City Department of Personnel established an eligible list for promotion to senior consultant (early childhood education) March 15 with one name

## 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.")

## Food For Thought

EVER SINCE Jean Val Jean, it has not been a crime to steal bread. Yet, a well qualified candidate for the position of Patrolman in the Police Department of the City of New York was rejected for eating food which he had not even stolen.

THE CANDIDATE'S superior qualifications are manifest. He achieved Number 9 on a list of 1,400 eligibles out of 3,100 who took the test. He is a high school graduate with an additional year's study at the New York Institute of Dietetics. His work experience is entirely satisfactory and includes one year as a food supervisor for American Airlines and over five years as a truckdriver for Canada Dry. He is a churchgoer and a good husband and father.

HIS DIFFICULTIES originated in the Navy in which he had enlisted while in his teens. He worked as a Navy cook, and one day was charged with illegally eating sandwiches, milk and apples at various times in the barracks. If he had eaten the same food in the galley, there would have been no violation. The total value placed on the food eaten in this illegal manner was estimated at \$16.32.

THE SAME charge was lodged against 16 other hungry Navy cooks. All 17 culprits were assured that a plea of guilty would result in a light penalty. They all pleaded guilty to the charge of "misappropriating government property," and the 16 other cooks were fined small sums as promised. However, the Navy authorities overlooked sentencing him for two weeks and by then apparently forgot their assurances with the result that he was fined \$60 and sentenced to 30 days of hard labor. In addition he was demoted from seaman to seaman apprentice. Fortunately, this inadvertent miscarriage of justice was corrected three days later when further imprisonment and reduction in rank were cancelled.

UPON COMPLETION of his service, he was granted an honorable discharge, an indication that the Navy did not regard the incident as a serious reflection upon his character.

TEN YEARS later, undergoing investigation prior to certification to the Police Department, the candidate was given the opportunity to submit supplementary information because of the unfavorable item in his past history, consisting of "military disciplinary record." Such opportunity must be given when the applicant is found by the Civil Service Commission to have been "guilty of a crime or of infamous or notoriously disgraceful conduct." Civil Service Law, Section 50. The applicant explained his dereliction as the consequence of his immaturity and pointed to the fact that he was actually recommended for re-enlistment. Nevertheless, the Personnel Director of the City of New York marked him "Not Qualified," but with the opportunity to appeal to the City Civil Service Commission. At such appeal the candidate was represented by attorney, and the actual situation was made clear at a hearing granted. The Civil Service Commission accordingly marked the candidate "Qualified."

ANTICIPATING the utilization of the One-out-of-Three-Rule by the Police Department to by-pass the candidate without any real understanding of the Navy incident, the attorney wrote to the then Police Commissioner, stating:

"The particular experience involved his plea of guilty to a charge of 'misappropriating government property.' My client was then at the age of 20 years, a Navy cook. Despite the wording of the charge, it involved nothing more than his eating sandwiches and other food in the barracks instead of in the galley. He did not even know that this was a violation. Indeed, sixteen other cooks were similarly charged."

NOT LONG after, the Police Department righteously by-passed the candidate without assigning any reason Civil Service Law, Section 61, One-out-of-Three Rule), and he had not even stolen the food he had eaten.

### Lifeguard Exams Set In Suffolk

A. John Willis, secretary and chief examiner of the Suffolk County Civil Service Commission has announced that the first in the 1966 series of lifeguard examinations will be held on Saturday, April 9 at the Stony Brook State University Pool, Nichols Road, Stony Brook, New York. Examinations will begin at 9 a.m. and continue until 4 p.m.

To qualify for the examination, candidates must be at least 17 years of age; a minimum of 5' 8" tall and weigh not less than 150 pounds; and present a recent certificate from a licensed physician indicating that they are in a condition of good health and are

physically capable of performing the duties and functions of a lifeguard.

All interested candidates are urged to appear promptly at 9 a.m. as Joseph Dooley, chief lifeguard examiner, will conduct a preliminary demonstration clinic indicating the latest approved team and individual techniques in life saving and artificial respiration prior to the actual examinations.

Application forms may be completed at the time of examination. For further information, candidates may contact the Suffolk County Civil Service Commission, County Center, Riverhead, Park 7-4700, ext. 249.

### Farm Products Inspectors In State Service

ALBANY — An annual production of more than a billion dollars worth of food in New York State shows the necessity for continuing quality and fair representation of farm products. To ensure this, the State Department of Agriculture and Markets needs farm products inspectors.

To fill these positions, a State civil service examination will be held June 4. Starting salary is \$5,500 a year with five annual increases to \$6,740. Applications should be filed by May 2.

Farm products inspectors check and grade farm products at shipping and receiving points and pro-

cessing plants. They issue certificates of grade according to standards of quality and condition established by the Federal government. Close checks are made for compliance with the law on misbranding and misrepresentation.

Applicants for farm products inspector openings should have two years' training in agriculture or food technology, either in an associate degree program or in a program leading to a bachelor's degree. Applicants must possess either a bachelor's degree in agriculture or food technology or a license to inspect and certify farm products.

For more information write to Recruitment Unit 213, New York

State Department of Civil Service, State Campus, Albany, New York 12228.

### Cartographer Tests For State Service

New York State is accepting applications until March 28 for three examinations in the cartographic field. These are supervisor of cartographic services, senior cartographer and cartographer.

Salaries for the three positions vary. For further information contact the State Department of Civil Service, the State Campus, Albany.

### Key Punch Operator In Jefferson County

Applications are being accepted by the Jefferson County Civil Service Commission until April 6 for an examination for key punch operator.

Salary in this position is \$9,573 to start.

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

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### Assistant Engineer In Suffolk County

The Suffolk County Civil Service Commission will accept applications until March 30 for an examination for assistant civil engineer.

Salary in this position is \$319 bi-weekly to start. For further information contact the County Civil Service Commission, County Center, Riverhead.

### Case Supervisor In Livingston County

Applications will be accepted by the Livingston County Civil Service Commission for an examination for case supervisor B (child welfare), until April 6.

Salary to start is \$5,460. For further information and application contact the County Civil Service Commission, Geneseo.

### Promotion Test For Employment Cons.

The New York State Department of Civil Service has announced a promotion examination for associate employment consultant (minority groups).

This exam is open to qualified personnel of the State Division of Employment, Department of Labor. For further information contact your agency personnel officer or the State Civil Service Department, Albany or New York City.

### Public List

The New York City Department of Personnel has made public an eligible list on March 15 in the title of maintainer's helper, group C with 846 names. Medical and qualifying physical exams will be held March 17, 18, 23 and 24.

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# HIP Praises City For New Health Plan

Surviving dependents of retired New York City employees who select H.I.P. under the new health program for retirees can continue in H.I.P. by direct payment without reduction in basic benefits such as home calls and visits to family doctors and specialists.

This was announced by James Brindle, H.I.P. president, in a statement commending the City of New York for agreeing to pay 75 per cent of basic medical and hospital coverage for retired employees and their dependents beginning April 1 of this year. The City's contribution will be increased to 100 per cent on April 1, 1967.

"We take pride in the fact that H.I.P. will be the only plan offering dependents, regardless of age, the same program of basic benefits that she or he enjoyed while the retiree was alive," Brindle said.

"From the beginning adequate health coverage for retirees and their dependents has been a major concern of H.I.P.," Brindle declared. "H.I.P. has always given retired members the right to continue in the plan by direct payment without reduction in basic benefits. Unfortunately, too many of them could not afford to pay the premium for both H.I.P. and Blue Cross at a time when their medical needs were likely to be heavier.

"The City of New York deserves the highest praise for making health coverage more readily available to its retired employees by contributing substantially to the premium for them and their dependents during the first year and paying the whole premium after April 1, 1967," he continued.

"However, the City will not continue to pay for the spouse or other eligible dependents in the event they survive the retired employee.

"To such dependents H.I.P. will give the opportunity to continue in the plan by direct payment of premium and without reduction in basic benefits such as home calls and office visits to family doctors

and specialists.

"Of course, if the spouse is eligible for Medicare, she or he will have available the broad program of benefits that H.I.P. is developing to supplement Part B of Medicare. The dependent would pay directly to H.I.P. for the plan's share of the benefits."

### New Contract For Kings Co. Hospital

A major improvement in psychiatric services for children was forecast last week by Marvin E. Perkins, M.D., Commissioner of Mental Health Services, in announcing the Board of Estimate's approval of an affiliation contract between the New York City Community Mental Health Board and the State University — Downstate Medical Center for the operation of the Child Psychiatry Division of the Kings County Hospital Center Department of Psychiatry. The contract, based on a two and one half year period, will cost \$445,820 for the remaining months of this fiscal year; \$1,183,684 in fiscal 1966-67; and \$1,387,716 in fiscal 1967-68.

Commenting on the contract, Dr. Perkins said, "This new affiliation contract for Child Psychiatry Services at Kings County Hospital is a momentous undertaking between the City of New York, through the Community Mental Health Board, the City Department of Hospitals and the State University—Downstate Medical Center, resulting from negotiations and planning for over a year.

"It will establish an active treatment program at Kings County Hospital aimed at determining and then providing for the needs of the mentally ill child at the moment of original contact. The new program will provide a variety of the newly-available therapeutic procedures in its in- and out-patient departments and apply them to expansion and diversification of services into prevention, emergency care, intensive community-oriented treatment and adequate follow-up services.



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### Court Steno I In Onondaga Co.

Onondaga County will accept applications until March 20 for an examination for court stenographer I. Salary in this position varies according to location.

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

### Senior Tabulating Equipment Operator In Suffolk County

Suffolk County will accept applications until April 30 for an examination for senior tabulating equipment operator (IBM). Salary on a bi-weekly basis is \$227 to \$276.

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

### Associate Physician In State Service

Applications are being accepted by the State of New York for examinations for associate physician (Employee Health Service). Salaries range from \$16,201 to \$17,225.

For further information contact Recruitment Section Number four, State Department of Civil Service, 1220 Washington Avenue, Albany.

### Social Work Exams Scheduled By State:

The State of New York is accepting applications until April 18 for the examinations for careers in professional social work. Starting salaries are as high as \$13,170 per annum. New York State residence is not required. For further information contact the State Department of Civil Service, the State Campus, Albany; the State Office Buildings

in Buffalo, Syracuse and New York City, or any local office of the State Employment Service.

### Roach Reappointed

ALBANY—Dr. John F. Roach of Loudonville has been reappointed to the Public Health Committee in the State Health Department.



# A WORD TO THE WIVES



## and Husbands, Too!

The new health insurance benefits for retired City employees and their dependents start April 1, 1966.

Under a choice-of-plan program, the City will pay 75 per cent of the cost of basic medical and hospital coverage for retirees and their dependents until March 31, 1967. Thereafter the City will pay 100 per cent.

However, in the event the spouse or other dependents survive the retiree, the City will not continue to pay for their health coverage.

It is important, therefore, that in making a choice of medical plan you consider the kind of health insurance protection your surviving dependents can expect once they leave the City program.

H.I.P. takes pride in the fact that it is the *only* medical plan in which surviving dependents can continue by direct payment the same program of basic benefits they enjoyed while the retiree was alive. This means continuing benefits for home calls and visits to family doctors and specialists, which will not be available to them by direct payment under the other medical programs.

Both the retiree and spouse who are eligible for Medicare should enroll now for Part B of Medicare in order to have available the broad program of benefits that H.I.P. is developing to supplement the federal program.



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# The Job Market

By V. RAIDER WEXLER

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

**Zipper Workers** will get \$1.30 to \$1.50 an hour to work as top and bottom stop inspectors, slide assemblers . . . A Candy Dipper will get \$1.50 an hour to hand dip and stroke candy centers in chocolate . . . S & S Operator experienced in set-up box shop only will earn \$75 a week to operate wrapping machine that glues on paper wraps to cardboard boxes . . . Heel Coverers will earn \$60 to \$80 a week to cover wood heels with glued fabric or leatherette . . . Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street in downtown Brooklyn.

Needed in Queens is a fully experienced **Brush Maker** to weigh brush bristles and insert them into brush ferrules. Will work on one to four-inch brushes. Must be able to read ounces on scale. The pay is \$75 a week. Trainees will get \$60 a week or work part-time at \$2 an hour . . . Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza, Long Island City.

**Office Machine Operators** will earn \$85 to \$100 a week. Positions as operators of bookkeeping machines, NOR, Burroughs and Olivette are available. Most jobs require knowledge of typing . . . **Billers** Typists with experience in computing own extensions will earn \$75 to \$85 a week. Electric typewriter experience usually required . . . Apply at the Office Personnel Placement Center, 575 Lexington Avenue at 51st Street, Manhattan.

**Public Accountants** are needed at all levels at salaries ranging

from \$90 to \$175 a week. Must be college graduates with accounting majors and experience with CPA firms . . . **Industrial Arts Teachers** with experience in wood-working, metals, electrical or maintenance will earn \$5,000 to \$6,700 a year . . . Apply at the Professional Placement Center, 444 Madison Avenue, Manhattan.

**Cylinder And Platen Pressmen** will get \$90 to \$150 a week to set up (make ready and operate any cylinder or platen press. There are also openings for **Feeders and Assistant Pressmen** at from \$60 to \$100 a week . . . **Cabinetmakers** will get \$3 an hour to construct fine wood furniture pieces using cabinetmaking hand tools . . . **Jewelry Workers** will get 1.25 to \$4.50 an hour to cut and set diamonds, assemble, file and solder complete line of jewelry, decorators on costumes jewelry. There are some openings for **Trainees** . . . Apply at the Manhattan Industrial Office, 255 West 54th Street, between Broadway and Eighth Avenue.

## Court Steno In Wayne County

Applications will be accepted until March 30 by the Wayne County Civil Service Commission for an examination for court stenographer.

Salary in this position starts at \$6,000. For further information contact the County Civil Service Commission, County Office Building, Lyons.

## Rockland State Hospital Pressing For 'Strike' Time

ORANGETOWN — Members of the Rockland State Hospital's Civil Service Employees Assn. chapter are pressing for "a satisfactory decision for the more than 400 employees who were affected by the recent New York City transit strike."

According to Marie Herbold, president of the chapter, "The employees formed car pools, drove miles out of their way to pick up fellow employees, and some walked many blocks to catch a ride. All this was done for the welfare of the patients under their charge."

The chapter has asked that these employees be given time off as was given by the Governor to civil service employees in New York City. Their request was rejected by Civil Service Commissioner Mary Goode Krone.



**GRIEVANCE** — Gertie Green, left, an employee of the Rockland State Hospital, is shown submitting a grievance from the hospital's employees to Marie Herbold, president of the Rockland State Hospital CSEA chapter, requesting time off as granted New York City employees concerned with the recent New York City transit strike.

## Manhattan Borough Community College Classes Extended

Registration for the Spring, 1966 Municipal Personnel Program of Borough of Manhattan Community College and Long Island University evening courses for City employees has been extended through March 18. Classes start on Monday, March 14.

The college-level courses cover such areas as social case work supervision; planning for retirement; basic, intermediate and advanced Conversational Spanish; developing supervisory skills in administration; multiple dwelling law applications for City inspectors and ability to take a civil service examination.

All college classes meet from 6 to 8 p.m. in the City Hall area for 10 weekly sessions. There is a registration fee of \$15 per course.

Additional information, registration forms, and a brochure describing each course may be obtained from your agency training or personnel officer, or from the Training and Career Development Division, Department of Personnel, 40 Worth Street, Room M-6, Phone 566-8816.

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# The Veteran's Counselor

By FRANK V. VOTTO



## Real Property Tax Exemption For Veterans

In light of recent inquiries relative to real property tax exemptions for veterans, we are again listing the eligible funds used in the purchase of real property, which are tax exempt.

The chief provisions of the State law concerning veterans tax exemption on real property are as follows:

- The property must be purchased with eligible funds;
- The property must be owned by the veteran or his wife or unremarried widow or dependent father or mother, or by his minor children;
- An application for exemption must be presented to the assessors;
- The exemption cannot exceed \$5,000.
- The exemption covers general municipal taxation, but not school taxes or special district levies or assessments.

In order for veterans to take advantage of the New York State law granting tax exemption on real property, an application must be filed with the local Board of Assessors on or before grievance day. (The date of grievance day varies in different sections of the State.)

Those veterans seeking to claim the tax exemption are advised to submit their applications a reasonable time in advance of grievance day to allow time for consideration and processing by the Board of Assessors.

The following have been held to include "eligible funds" and hence real property purchased with such funds is exempt:

- Monthly payments both for a service-connected and a non-service connected disability or death;
- Retirement pay and disability retirement pay;
- Mustering-out pay;
- Proceeds of World War Adjusted Service Bonds and interest (Bonus, World War I);
- A death gratuity or benefit equal to six months' pay;
- Lump sum readjustment allowance paid to members of reserve components on involuntary release;
- Lump sum payment to Army and Navy Air Corps Reserve officers upon release from active duty;
- Readjustment allowances;
- Subsistence allowance under GI Bill of Rights including such allowance in connection with college and school education and training, on-the-job training, apprentice training and vocational rehabilitation programs. Exemption is limited (a) to the reasonable rental value to the veteran of the premises purchased by him and which he occupies during the period he is actually in attendance at school or college or in training or (b) after payment is terminated to an amount (used to purchase real property) equal to the excess, if any, of such allowance over and above the reasonable cost of subsistence. The use of other funds for subsistence does not permit application of unused subsistence allowance as "eligible funds" under provision (b).
- Bonus granted by New York State;
- Proceeds from the sale of exempt real property or from sale of real property entitled to exemption used to purchase another parcel of real property or an exchange to the extent of "eligible funds" used in the original purchase;
- The 4% payment made by the government for the first year on the guaranteed portion of a GI loan on real property when used to reduce the principal of the mortgage, not to exceed \$160.
- (a) Proceeds on maturity or death and (b) cash value on actual surrender of United States Government Life Insurance and National Service Life Insurance;
- Dividends or refunds on insurance granted by the United States;
- Disability severance pay, and severance pay;
- Annuity to blind veterans;
- Fleet Reserve Retainer Pay.

Further information concerning veterans exemption from real property taxes may be obtained at any office of the New York State Division of Veterans' Affairs or local Veterans Service Agency.



**OFFICERS INSTALLED** — New officers of the Nassau County Civil Service Mixed Bowling League were installed recently by Judge Kathleen Kane of the Nassau County District Court. Left to right are: Donald Askerman, treasurer; Elsa Walsh, vice-president; Judge Kane; Dudley Kinsley, president and Jeanette Southard, secretary.

## Walk-In Tests For Hospital Care Investigator In NYC

The New York City Department of Personnel is accepting applications on March 9, May 31, June 14 and June 28 for examination as hospital care investigator (trainee). This is a new title, which was brought about after negotiations between the Welfare Department and the Social Service Employees Union.

Salary to start is \$6,400 per year.

Tests will be given on the day of filing. Applicants should report to the Department of Personnel, Mezzanine Floor, 40 Worth Street on the day of the test.

### Minimum Requirements

Minimum requirements include (a) A baccalaureate degree issued after completion of a four-year course in an accredited college or university; or (b) graduation from a senior high school and four years of program or other appropriate experience in an approved social welfare agency, including service in a hospital setting; or (c) a satisfactory equivalent.

### Duties and Responsibility

Under close supervision, receives training and performs beginning level work in conducting investigations in hospitals and other institutions to determine eligibility of indigent persons for medical assistance at public expense; per-

forms related work.

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

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## Inhalation Therapist Sought In State Serv.

Applications are being accepted on a continual basis for the New York State examination for inhalation therapist. State residence is not required. Appointment will be made at approximately \$5,200.

For further information contact the State Department of Civil Service, the State Campus, Albany.

## Exec. Director In Niagara Falls

Niagara Falls is seeking an executive director for its Human Relations Commission. General requirements include a college degree and five years experience in the field or related fields.

For further information contact the Commission chairman, Paul H. Reid Jr., United Office Building, Niagara Falls.

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## Putnam County Incinerator Sup.

The New York State Civil Service Commission is accepting applications until May 4 for an examination for incinerator superintendent in Putnam County. Salary is \$4,800 to start.

For further information and applications contact the State Civil Service Commission, the State Campus, Albany.

## Sr. Coordinator List

The New York City Department of Personnel establish an eligible list March 15 with 13 names in the title of senior area services coordinator.

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# Travel Topics

## Around-The-World Tour Is Offered

Spain, Israel, Iran, India, Hong Kong, Thailand, Japan and Hawaii are the major lands to be visited in an around-the-world tour by jet now open for bookings to Civil Service Employees Assn. members and members of their immediate families.

The globe circling trip departs on July 2 for 28 days and for only \$1,565 tour members will receive air fare, all hotels, most meals, sightseeing tours, etc. Time has been scheduled for leisure in Majorca and Honolulu in addition to viewing the cultures of Spain, the Middle East and the Orient.

A colorful, descriptive brochure of the trip may be had by writing either to Celeste Rosenkranz, 55 Sweeney St., Buffalo, or in the Metropolitan area to Mrs. Eve Armstrong, 16 Florence St., Babylon, Long Island, N.Y.

This offering is strictly limited to CSEA members and their families.

**Only \$463**

## Hawaii By Jet At Lowest Price Yet

The 1966 tour to Hawaii and the West for members of the Civil Service Employees Assn. will not only offer jet transportation for the first time but the total price—\$463 plus tax—is the lowest since the Hawaii tours were inaugurated. The two-week tour departs from New York on July 11.

Despite the lower price, the Hawaii program is higher than ever in quality. In addition to providing swift, jet air service, the tour this year will be accompanied by a professional courier who will deal with hotels, arrange plane seating and take care of any problems that might arise during the tour.

Highlights of the voyage will be visits to San Francisco, Hawaii and Las Vegas and will include sightseeing and special parties. Optional tours will be offered to other islands in the Hawaiians.

This program is strictly limited to CSEA members and members of their immediate families. Early bookings are urged again to avoid disappointment. It should be noted that last year's tour was sold out within three months of being offered.

Persons in the New York Metropolitan area should apply to Mrs. Julia Duffy, P.O. Box 43, West Brentwood, Long Island, N.Y. Upstate members should apply to John Hennessy, 276 Moore Ave., Kenmore, N.Y.

## Mediterranean Cruise Open

Africa, Italy, France, Spain, Portugal and the islands of Sardinia, Gibraltar and Majorca will be the exciting ports of call during a 26-day cruise of the Mediterranean, which is now open for bookings by members of the Civil Service Employees Assn., their families and friends.

Sailing on the SS Atlantic, the on April 14 and return there on

## South America Tour Offered First Time

For the first time, a tour of South America is being offered by Civil Service Travel Club to members of the Civil Service Employees Assn., their families and friends. The 28-day tour, which will be conducted by Deloras Fussell of Albany, will depart from New York on July 1.

Included in the itinerary are the countries of Peru, Chile, Argentina, Uruguay, Brazil and the island of Trinidad. A panorama of South American history will be seen on the trip. The majestic Andes Mountains, the colonies and temples of the ancient Incas, seventeenth and eighteenth century Spanish cities such as Lima in Peru, mighty forests and the gay cosmopolitan cities of Rio de Janeiro and Buenos Aires are but a few of the highlights of the tour.

Time for leisure and duty free shopping is scheduled. The inclusive price of \$1,150 provides for round trip air fare; all hotel rooms, most meals, sightseeing tours, land transportation, guide service, tips and taxes.

Reservations are limited and space may be had by writing to Deloras Fussell, 111 Winthrop Ave., Albany, N.Y. Telephone (518) IV 2-3597.

## Mexico 'Festa' Tour Now Open

A 16-day "Mexican Fiesta" tour is now open to Civil Service Employees Assn. members, their families and friends. The tour, which will fly to Mexico by jet from New York City on July 30, is now open for bookings.

Highlights of this exciting vacation offering will include a stay in the glamorous capital of Mexico City with its glittering shops and night life and a seat at the bull fights. On the way down to the resort city of Acapulco, much of the beauty of old Colonial Mexico will be seen as well as spectacular landscapes that range from deserts to mountains to the Pacific Ocean.

The price of only \$545 includes most meals, all hotel rooms, round trip jet plane fare, sightseeing tours and such extra features as a picnic lunch at a famous beauty site and cocktail parties.

Immediate application may be had by writing at once to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y., 11230. After 5 p.m., telephone (313) CL 2-5241

May 14. Cabin prices start at \$682 and the ship is your hotel throughout, with the exception of a side trip to Rome where hotel rooms are provided. Also included are meals, extensive sightseeing and a variety of shipboard entertainment.

A descriptive brochure of the cruise and application blanks may be had by writing to Mrs. Grace D. Smith, R.D. Box 1195, Watford, N.Y.

## Scandinavian And Grand Tours Now Open For Bookings

A tour of Scandinavia and a Grand Tour of Europe will both depart on July 19 for 22 days each and are open for bookings now to Civil Service Employees Assn. members, their families and friends.

The north country program will offer visits to Holland, Denmark, Sweden and Norway and will also include a visit to England and Scotland. In addition to visiting Scandinavian capitals of Copenhagen, Oslo and Stockholm, there will be the popular three-day journey among the fjords of Norway. A full program of sightseeing in the other cities of Amsterdam, London and Edinburgh is also included.

Total price of the Scandinavian tour is \$899 and includes round trip jet air fare, all hotel rooms, most meals, sightseeing, land transportation, porter and guide service.

### Grand Tour

The Grand Tour of Europe is designed especially for persons visiting abroad the first time. It will take CSEA members to Holland, Switzerland, Italy, France and England and offer scenery ranging from the Alps of Switzerland to the canals of Venice. Also included are visits to Rome, the French Riviera, Paris, London and Amsterdam. Total price is \$835 and includes all items mentioned for the Scandinavian Tour.

Application for either vacation trip may be had by writing to Claude Rowell, 64 Langslow St., Rochester, N.Y.

## Honor Buffalo SLA Manager

BUFFALO—William E. McKernan, manager of the Buffalo office of the State Liquor Authority for more than 30 years, was honored at a retirement dinner at the Park Lane Restaurant recently.

McKernan, 70, retired March 1. He was appointed manager when the Buffalo office of the SLA was opened after repeal of prohibition in 1933. He remained in that post except for a two-year period during World War II when he entered private industry.

A native of Buffalo, McKernan moved with his family to Ellicottville as a boy and was graduated from Ellicottville High School. He returned to Buffalo and was graduated from Bryant Stratton Business Institute before joining the 78th Division during World War I.

"When we started the Buffalo office of the SLA we had a staff of four," McKernan said. "Today the staff totals 48."

McKernan and his wife, Theresa, live in the City. He has two step-children, John T. O'Hara, of Baltimore, Md., and Mrs. Mary Dahl of Chicago. Mrs. Dahl's husband, Walter P. Dahl, is chief judge of Family Court in Cook County, Ill.

## Jefferson County Junior Engineer

Applications will be accepted until March 28 for an examination for junior engineer in Jefferson County. Salary is \$4,897 to start.

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

## Four Miss Civil Service Winners To Be Chosen

The search for Miss Civil Service is on once again. For the third year in a row, The Civil Service Leader is sponsoring a contest to find the fairest of public employees.

This contest is open to both married and single women who are employed in New York City, Federal, State or local government in the State of New York.

The past winners of this contest have received trips and clothes. This year's prize to the winners will be just as good and will be announced in the near future.

An entry blank is provided for your use and is on page —

All entries must be accompanied by a photo (preferably a 5 x 7 or 8 x 10 head shot). Send entries to the Miss Civil Service Contest, c/o The Civil Service Leader, 97 Duane Street, New York City.

## Miss Civil Service Contest

Name .....

Address .....

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Area of Employment — circle one —

Federal State New York City Local

Send entries to Miss Civil Service Contest, c/o The Civil Service Leader, 97 Duane Street, New York City.

## CSEA Headquarters Building Fund Drive Gets Underway

(Continued from Page 1)

power steering, power brakes, radio and heater.

The next 20 awards—Each a 24 inch color television.

The next 100 awards—Each a \$100 U.S. Savings Bond, Series E.

A \$500 U.S. Savings Bond, Series E, will be donated to each of the three persons who collected the donations which resulted in the first, second and third awards.

A \$300 U.S. Savings Bond, Series E will be awarded to each of the three persons who collected the donations which resulted in the fourth, fifth and sixth awards.

A \$500 U.S. Savings Bond, Series E will be awarded to the female CSEA member who disposes of the most donation books with receipt therefore transmitted to headquarters.

A \$500 U.S. Savings Bond, Series E, will be awarded to the male CSEA member who disposes of the most donation books with receipt therefore transmitted to headquarters.

The headquarters building fund raising material will be transmitted through the field representatives both to and from the chapters. No other method of transportation will be used.

The headquarters building fund campaign is in the interest of each of the 135,000 members of the Association throughout the State. An adequate fully equipped headquarters will enable improved service to our members and more effective representation of our members.

Our committee calls on all chapters and delegates to, in turn,

### Named Chairman

ALBANY — Professor Kenneth F. Happy, an associate professor of education, has been named chairman of the Education Department at the State University College at Plattsburgh. He succeeds Dr. Mark B. Scurrah, who resigned.

urge all CSEA members and their families and friends to wholeheartedly support the CSEA headquarters building fund campaign to assure its full success.

## CSEA Protests Psychological Test Program

ALBANY—Adoption of a psychological testing program for administrative personnel of the Department of Motor Vehicles without prior consultation with the Civil Service Employees Assn. has drawn a sharp protest from the Employees Association.

In a letter to Mary Goode Krone, president of the State Civil Service Commission, CSEA president Joseph F. Felly said that the Association's Board of Directors has "voiced complaint over the fact that the use of psychologists was not discussed beforehand with CSEA, and the fact that they had to read about it in the newspapers to gain first knowledge of the matter."

"We would appreciate your looking into this matter," Felly said, "and advising us in detail as to the use of the psychologists as referred to in press articles."

Alarm at the lack of advance notification, stems from what the Association considers unfavorable implications of such a testing program. "Concern was expressed," Felly said, "as to whether this was the beginning of a practice which may be used in conjunction with promotion examinations."

Alluding to CSEA's traditional stand against oral tests in promotion examinations, Felly speculated as to "whether the use of psychologists will now be resorted to in giving appointing authorities even greater leeway in selecting persons to be promoted."

# State Promotion Exams Closes On March 18

The State Department of Civil Service will accept applications until March 18 for promotion examinations in various departments and agencies. These exams are open only to permanent employees in the department or promotion unit for which the exams are announced.

The exams, number and salaries follow:

- Interdepartmental**
- ASSOCIATE ECONOMIST — 36-020 — \$10,090 to \$12,110.
- ASSOCIATE ECONOMIST — 36-021 (Business Research)—\$10,090 to \$12,110.
- ASSOCIATE ECONOMIST (Labor Research) — 36-022 — \$10,090 to \$12,110.
- PERSONNEL MANAGEMENT POSITIONS — 36-007 — Grade 27 to 31.
- SENIOR ECONOMIST — 36-010 — \$7,745 to \$9,375.
- SENIOR ECONOMIST (Business Research) — 36-011 — \$7,745 to \$9,375.
- SENIOR ECONOMIST (Labor Research) — 36-012 — \$7,745 to \$9,375.
- Commerce Department**
- SENIOR EDITORIAL CLERK — 32-002 — \$4,135 to \$5,135.
- Conservation Dept.**
- L.I. State Park Commission
- TOLL DIVISION ASST. SUPERVISOR — 32-018 — \$6,920 to \$8,400.
- Education Department**
- CHIEF, Bureau of Continuing Education Curriculum Development—\$13,170 to \$15,625.
- CHIEF, Bureau of Industrial Arts Education — 32-014—\$13,170 to \$15,625.

- SENIOR EDITORIAL CLERK — 32-003 — \$4,135 to \$5,135.
  - Labor Department**
  - Division of Employment**
  - ASSOCIATE EMPLOYMENT CONSULTANT (Minority Groups)—32-017 — \$11,240 to \$13,430.
  - Public Service Dept.**
  - SENIOR EDITORIAL CLERK — 32-006 — \$4,135 to \$5,135.
  - SENIOR TELEPHONE ENGINEER — 36-000 — \$10,090 to \$12,110.
  - SENIOR VALUATION ENGINEER — 36-001 — \$10,090 to \$12,110.
  - Public Works Department**
  - ASSISTANT ENGINEERING GEOLOGIST — 32-000 — \$8,175 to \$9,880.
  - SENIOR ENGINEERING GEOLOGIST — 32,001 — \$10,090 to \$12,110.
  - ASSISTANT TO PUBLIC WORKS CONTROLLER — 37-045 — \$12,500 to \$14,860.
  - Social Welfare Dept.**
  - SENIOR EDITORIAL CLERK — 32-004 — \$4,135 to \$5,135.
  - State Department**
  - SENIOR EDITORIAL CLERK — 32-005 — \$4,135 to \$5,135.
- For further information and applications contact the State Department of Civil Service or your department personnel officer.

# School Secretary Exams Are Given Through June 30

Applications will be accepted until further notice for the examination for substitute licenses for school secretary in the Board of Education. The examinations will be given through June 30, 1966.

This position pays \$4,400 per annum for beginning substitute school secretary and \$4,600 for school secretaries who can perform additional course requirements.

To acquire a substitute license an applicant must have graduated from a four-year high school in addition to having compiled thirty semester hours in courses in education and school records and accounts.

Applicants should have one and one-half years in approved office clerical or secretarial work or one year in clerical or secretarial work as a regularly appointed civil service clerk or stenographer for the Board of Education, or an equivalent or combination thereof.

A baccalaureate degree may be offered in lieu of one-half of the experience requirement.

For information and a complete circular of requirements

along with an application form, please WRITE to the following address, enclosing a large stamped, self-addressed envelope

Information Office, Room 422  
Board of Examiners  
110 Livingston Street  
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## Tomahawk Lake Sale Announced

The sale of the 1,018-acre Tomahawk Lake community in the township of Blooming Grove, Orange County, has been announced by Percy Brower, Newman & Frayne, brokers, of 22 East 13th Street, Manhattan.

The property is located 30 miles from Manhattan, seven miles from Monroe and approximately three miles from the historic village of Washingtonville. The area is in the "Expressway Triangle" formed by the New York Thruway, Route 17 Quickway and U.S. Highway 84, now under construction from the Hudson River Bridge at Newburgh, nine miles away.

J. Alwin Froehlich and Associates, of Rockville Centre, L.I., purchased the property from Carl Adolph Frommer, president of the Tomahawk Lake Development Company. Attorney for the buyer was Peter Snyder, of Pelletreau and Pelletreau, Patchogue, L.I. Attorney for the seller was Maharay, Ewing & McCann, of Newburgh, N.Y. Title was insured by Security Title & Guaranty Company Percy Brower, Newman & Frayne, Inc., brokers in the transaction, has been appointed sales agents for the property.

The 1,018-acre tract surrounds the 180-acre Tomahawk Lake which was partially developed in 1947. There are now 40 homes in the \$20,000 to \$30,000 price bracket built and occupied on the property.

## Greenburg Appointed

ALBANY — Dr. Leonard Greenburg, chairman of the Department of Preventive and Environmental Medicine at Yeshiva University, has been named to the Air Pollution Board in the State Health Department.

## Citizenship Waived

## Statistician Test Is Set By NY City

The New York City Department of Personnel will accept applications until June 30 for an examination for assistant statistician. Salary in this position is \$6,050 to \$7,490.

### Minimum Requirements

A baccalaureate or higher degree issued upon completion of a four-year course in a college or university accredited by the University of the State of New York with at least 24 credits in college level courses in mathematics and/or statistics including at least six credits in statistics. Up to two years of satisfactory full-time paid professional experience in statistical work may be substituted on a prorated basis for 12 of the required credits in mathematics and/or statistics except that candidates must possess a minimum of three credits in statistics.

At least one year of college education or one year of satisfactory professional experience in statistical work must have been acquired within five years of the opening date of filing for this examination.

Applications will be accepted from candidates who will meet the requirements by September, 1966. Such candidates should state this fact on their application form.

Form A Experience Paper must be filed with the application.

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

# Rockefeller's Surprise Proposals Program Recommended By Human Rights Committee

(Continued from Page 1)  
mend that the salary of a reallocated employee shall be the salary the employee would have received had all of his service been in the new grade.

"Under this proposal, to mention a typical example, an employee in the fourth step of Grade 7 whose position is reallocated to Grade 8 would move into the fourth step of Grade 8. Thus (using the proposed new salary schedule) he would get a \$290 pay raise the first year instead of \$10 increase the first year.

"To mention another example, a Grade 7 employee in the second step would get a \$270 raise instead of a \$44 increase the first year his job was reallocated to Grade 8.

"(2) Cash advances to cover anticipated travel expenses—In accordance with recommendations of an interdepartmental committee composed of representatives of the Department of Civil Service, the Department of Audit and Control and the Division of the Budget, I am joining with Comptroller Levitt in supporting legislation to permit the State to advance cash to employees to cover anticipated costs of travel on official business.

"This will serve to eliminate hardships on State employees who must now use their own funds when they travel on State business and then await reimbursement.

"(3) Reopening of the Age-55 Plan to offer an opportunity for a 16 per cent increase in pensions—I favor legislation to reopen the Age 55 Retirement Plan once again for members of the State Employees Retirement System.

"I would urge you to stress to your members enrolled under the Age 60 Plan that the Age 55 Plan provides 16 per cent larger pensions—and they should take advantage of this opportunity.

"(4) Increased protection of employees affected by automation—My administration is backing two bills in this respect:

"First, Senate Introductory 1659, Assembly Introductory 3466, providing a means for reserving permanent vacancies in State service so that they may be filled by employees displaced because of automation;

"Second, Senate Introductory 1657, Assembly Introductory 2898, to guarantee that employees who are demoted because their positions are abolished will not suffer any loss in salary and increment rights—unless the employee refused an appointment, promotion, transfer or reinstatement to a higher position.

"These bills were developed through the cooperative efforts of the CSEA and the interdepartmental committee appointed by Civil Service Commission President Krone to study the impact of automation on personnel in the State service.

"(5) Death benefit coverage for retired State employees—My staff is working on a proposal to provide a death benefit for retired employees similar to the proposal of your Association last year.

"The Administration proposal, to be submitted shortly, will overcome the technical faults of the 1965 bill while meeting your goal of providing a form of death benefit coverage for State employees after retirement.

"In addition to supporting these five enumerated proposals, I would also like to indicate that I favor an improvement in supplementa-

tion of retirement allowances of those retired from the State Retirement Systems.

"The constant effort to make the State a better employer for its dedicated civil servants is based squarely on the proposition that there can be no compromise with quality in public service.

"Our doctors, nurses, hospital attendants, lawyers, engineers, social workers, professors, policemen, conservation officers and all the other State employees must meet the highest standards.

"The eight per cent across-the-board increase in State pay which I have recommended will help to close the gap between State salaries and the rising pay scales in private industry and business. It also will be in compliance with the "guideposts" first set forth by the Federal Government in 1962.

"The net estimated cost of \$49 million dollars, will also provide funds for reallocation of some specific titles to eliminate salary inequities.

"One of the major problems facing public employees and government itself is that of employer-employee relations.

"I have long recognized the need for changes in the Condon-Wadlin Law.

"If the changes I proposed last year had been enacted, we might have avoided some of the difficulties we have encountered.

"The appointment of an outstanding committee of five professionals in this field is an indication of the great importance that I attach to this problem.

"Their preliminary report has been submitted, and I am sure we can all expect them to produce a workable solution which can be enacted before adjournment of the 1966 Legislature.

## Snow Time Off

"Finally, I have one further announcement with respect to the recent snows:

"I have reviewed the impact of the severe snow storm on the attendances of the State employees in the central and western parts of the State.

"It is obvious that the impact varies greatly in terms of geographical location and among the various agencies.

"Such great variation makes it impractical for me to take single action which would appropriately

treat with all these varying conditions.

"I have sent today to all the heads of the departments and agencies a memorandum encouraging them to make a request to the Civil Service Commission for waivers on existing Attendance Rules wherever in their judgment such waivers are called for.

"I have also spoken to Mary Goode Krone and asked her to give very careful consideration to these requests so that, in appropriate instances, employees can be granted time off without charging it to their leave or accumulated credits.

"The people of New York State deserve, expect and are getting the best from their public servants.

"Thank you for your dedicated efforts—and rest assured that I, as your governor, shall continue to do everything I can to make this State a good and appreciative employer.

## Grievance Comm.

(Continued from Page 3)

ences could then be channeled to the Association's grievance committee for study and any action it may deem necessary.

3) The committee further recommends the preparation of an appropriate form by headquarters staff which, when completed by the chapter presidents and/or the chapter grievance committee chairman, will keep staff and the Association's grievance committee apprised of the grievance activities in each chapter.

4) The committee commends highly the persistent efforts of president Feily, at the behest of the committee, to obtain from the grievance appeals board, reports semi-annually of its activities. We urge that he continue his endeavors in this matter until the committee's objective is obtained.

5) The committee reviewed grievance procedures submitted by the Department of Public Works and the Judicial Conference and found conformity, in their essentials, with the Governor's executive order. However, exceptions were taken to certain parts in both procedures and staff has been requested to take appropriate actions.



**55 YEARS** — At the recent ceremonies sponsored by the Tax Department for its first Annual Awards Dinner, Thomas J. Fealey, right, shown with president of the Tax Commission Joseph H. Murphy, left, and Deputy Comptroller Norman Gallman, was awarded a beautiful gold watch suitably inscribed for his almost 55 years of service to the State. Fealey entered service October 3, 1911 in the then office of the Fiscal Supervisor of State Charities as a page. He has advanced through the career system of the State to the position of Chief Account Clerk in the Miscellaneous State Tax Section.

(Continued from Page 3)

that this matter has been considered by the public relations committee and respectfully refers the delegates to that report which will detail Association actions with respect to modifying this film. At the present time, the film is not being shown. This position of action with respect to changing the film will be taken care of under the public relations committee report.

The committee also makes the following recommendations to the president and Association for implementation:

1—Continue and increase the amount of liaison with the Governor's office concerning the existence and activities of this committee and of their interest in supporting and participating in the State's Human Rights program. The committee was pleased to learn of the initial action of the president in alerting the Governor's office of the Association's interest and activity.

2—In keeping with the mandate of the delegates of the October, 1965 meeting to increase the scope of this committee's activities in dealing with the problems of human rights, we request authorization to review complaints regarding discriminatory practices involving the civil servant in New York State.

3—Request the Association to communicate with the National Association of Intergroup Relations Officers (Washington D.C.) to solicit their help to the Civil Service Employees Assn. to formulate a more effective human rights program.

A—To train their field representatives in the field of human rights.

B—Establish human rights conferences under the auspices of the CSEA.

4—Provide ways and means to send official representatives to conferences or other meetings of organizations that are concerned with the problem of human rights.

5—Request the president to continue to take into account ethnic origins in the employment practices of the Association.

6—Recommend that if the Association becomes aware that any contractors with whom it does business engage in discriminatory labor practices that it take appropriate steps in keeping with its philosophy in the field of human rights and that each major contract include a clause against discriminatory practices.

7—The committee supports the action of the Board of Directors against the hiring procedures and pre-screening process used by the Division of Parole for parole officers.

8—The committee reaffirms the desirability of holding more frequent meetings of this committee

## Rabbi Is Visitor

ALBANY—Rabbi Dr. Julius G. Neumann of New York City has been named to a new term on the Board of Visitors at Manhattan State Hospital. His new term ends Dec. 31, 1972.

## Cortland County Clerk

ALBANY — John Kimmich of Marathon is the new County Clerk of Cortland County. He succeeds S. Keator Brown, who retired.

in order to provide better continuity and also reaffirms the desirability and need for conducting annual or semi-annual conferences on the subject of human rights and its relation to the civil servant.

9—Request the written advice of the president concerning the above recommendations.

The committee wishes to assure the delegates of its intention to put forth important efforts to make programs in the field within its jurisdiction.

## Buffalo Unit And Western Conf. Report

BUFFALO — The February meeting of the Buffalo chapter, Civil Service Employees Assn. was held at the Stuyvesant Restaurant. Thomas Canty of Ter Bush & Powell spoke to the members on insurance and Ray Green, chairman of the County Workshop also spoke to the membership. It was announced that the second vice-president, Dale Burrell, resigned his office due to a change of employment.

### Legislator Brunch

The Western Conference Legislative Contact Coordinator for this area, Grace Hillery, presided at a Legislative Brunch recently at the Park Lane Area legislators who attended were Senators Bertrand Hook and Tom McGowan; Assemblymen Dorothy Rose, Arthur Hardwick, Albert Hausbeck, John Lis and Floyd Long. Also present for Senator William Adavis was his counsel, Roger Barth. Also in attendance were Supervisors Jim Hennessey and Ray Griffin.

Others who were present included Melba Binn, president of Western Conference, John Hennessey, State treasurer, Ray Green, County Workshop Chairman and Joseph Kenney of the Armories.

Delegates and officers represented the following chapters: West Seneca State School, Erie County Thruway, Roswell Park, State University of New York at Buffalo, Niagara County and the Buffalo chapter led by Notaro. Hennessey emphasized that the legislators should review thoroughly the salary analysis prepared by CSEA which fully justifies the need for a salary increase.

Other resolutions reviewed for the legislators by the delegates included lump sum payment for unused sick leave on separation; longevity increments after 15 and 20 years service; State pay full cost of health plan; require Budget Director to give reason in writing for reclassification or reallocation veto; make them non-reviewable by Budget Director; protection against removal for non-competitive, per diem and labor class after five years service; place civil service employees under State Labor Law; and numerous other bills of interest to State and County employees.

The Buffalo chapter is confident that this was a successful meeting in that some of the legislators remained after the luncheon to discuss the needs of CSEA further," a spokesman said.