

Civil Service LEADER

America's Largest Weekly for Public Employees

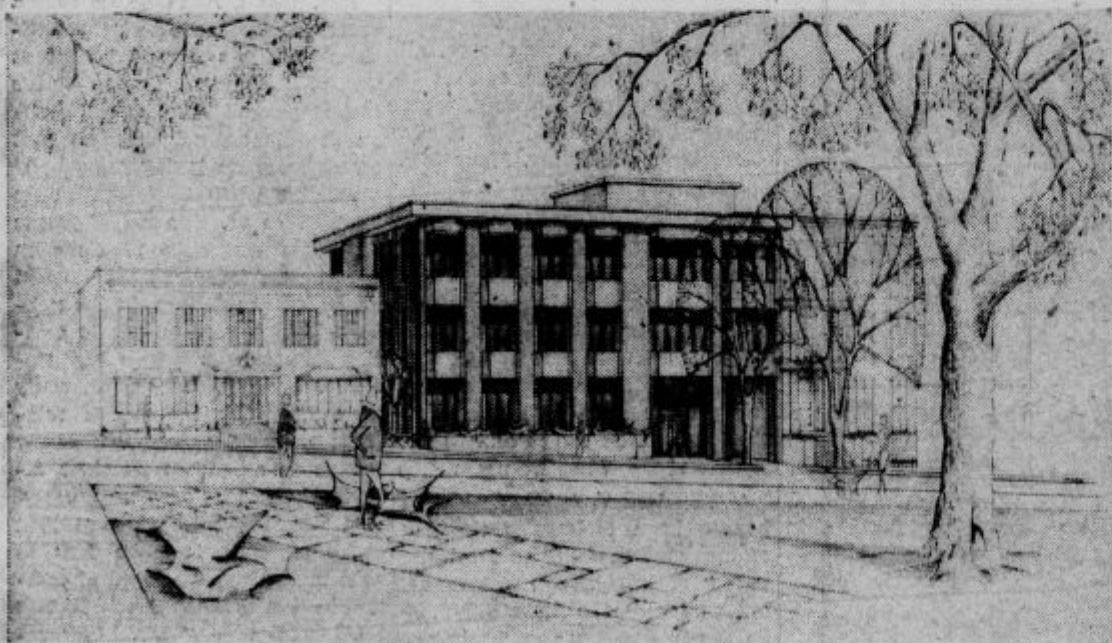
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Photo Report

See Pages 8 & 9

Administration, Legislature To Get CSEA Wage Hike Demand



CSEA FUTURAMA — Donald J. Stephens Associates, Architects' rendering of new headquarters office building as proposed for 33

Elk Street. The 26,000 square foot, three story and basement structure will feature a brick and stone exterior designed to reflect the traditional character of this historic street.

Delegates Get A Glimpse Of New Headquarters For CSEA At Education Meet

There is a new headquarters in the future of the Civil Service Employees Assn. and, in a session conducted by CSEA Education Committee under the chairmanship of Celeste Rosenkranz, delegates to the recent annual meeting of CSEA got a glimpse of that future.

Ronald Richard Rucinski, partner in the firm of Donald J. Stephens Associates, Architects, Loudonville, New York, presented at the convention a photographic slide program illustrating the design of the proposed new headquarters building.

The structure will be located at 33 Elk Street in Albany, across Lafayette Park from the New York State Capitol. Presently the 60 person CSEA staff is housed at 8 Elk Street. This building will be sold when the new building is complete. Construction is scheduled to begin next spring and occupancy is expected in September, 1967.

Room For Expansion

A total of 26,000 square feet is planned, with three stories and a basement. The top floor will be

Lost & Found

A gold Hamilton watch was lost by Deloras G. Fussell while attending the annual delegates meeting at the Concord Hotel and has not yet been recovered.

Miss Fussell would be most grateful if the finder of the watch would contact her at 111 Winthrop St., Albany.

available for rental and will serve as long range expansion space for CSEA.

The building will set back from one side of the property line to permit windows on one side as well as the front and rear of the building. Parking for 24 cars will be provided at the rear of

the site on Spruce Street. The parking area will be connected to Elk Street by a covered ramp.

Office space will be fully air conditioned and will have provision for movable partitioning. Light, power and telephone systems will be arranged to permit

(Continued on Page 3)

Levitt Orders Increase On Subsistence, Mileage

ALBANY, Oct. 18 — Revisions in the regulations governing State employee travel on official business were announced last week by Comptroller Arthur Levitt.

The changes were based on recommendations by the Comptroller's Committee on Travel Rules, which had consulted with the Civil Service Employees Assn.'s Special Committee on Subsistence and Mileage Rates. The CSEA committee has been pressing for liberalization of the regulations.

The Comptroller's committee is comprised of representatives of the Division of the Budget, the Department of Civil Service and the Department of Audit and Control.

The revisions are:

- Paragraph 8.2 — Travel expenses of State employees incurred when traveling more than 50 miles from their home or official station when reporting for promotion examinations or interviews in connection therewith will be reimbursed.

- Paragraph 8.4.e — The maximum allowance for public transportation between an employee's

(Continued on Page 3)

Annual Meeting Proposals Affect Wide Range Of Need

By PAUL KYER

ALBANY, Oct. 18 — The Civil Service Employees Assn. seek immediate meetings with members of the State Administration and key figures of the Legislature to inform them of State worker salary goals as mandated last week by 1,000 delegates attending the 55th annual meeting of the Employees Association at the Concord Hotel in Klamesha Lake.

Basic demands in a pay resolution approved by the delegates is a 12½ per cent, \$600 minimum across-the board raise for State workers. In a parallel attempt to improve the wages of local government employees, several resolutions were passed which call for legislation mandating salary schedules and full or part payment of health insurance plans.

A major overall goal for all State and local employees was assurance of a retirement system with benefits computed at 1/60th of final average salary.

CSEA members also passed strongly for legislation that would provide lump sum payment for unused sick leave upon retirement, death or separation from service for any reason and again expressed determination to gain a \$2,000 death benefit for employees after retirement.

Other areas touching upon fringe benefits included a demand to increase mileage allowance to 11 cents a mile and "realistic" allowances for food and lodging while traveling on official State business.

35-Hour Week

Proposals were also made to put State workers on a 35-hour work week to match "the growing tendency toward this work pattern in private industry."

A major drive to repeal the Condon-Wadlin anti-strike law was also urged but delegates approved, for the time being, the retention in the CSEA constitution of a ban against strikes by public employees as being in the best interest of the public. Delegates also refused to abandon their long history of non-partisanship in politics.

Omission

In reporting on the election of Civil Service Employees Assn. departmental representatives The Leader omitted the election of Michael S. Sewek as representative for the Public Service Commission. The Leader regrets the omission.

A large number of resolutions was devoted to solving job problems in various State departments and agencies; improving the general wage and fringe benefit programs for large sectors of local government employment and providing various increases in benefits in retirement programs, including more supplemental pension aid to already retired public employees.

In a move to strengthen CSEA support against injustices, delegates voted to change the name of the Civil Rights Committee to the Committee on Human Rights and suggested a broader scope, thereby, of activities.

Wilson, Levitt Speak

Lieut. Governor Malcolm Wilson and Comptroller Arthur Levitt were speakers at two dinner sessions of the conventions and while

(Continued on Page 3)

Don't
Repeat This!

Poll Shows

Employees Worry Over "Election" Of Republican Mayor

WHILE our informal poll of readers on their choice of a mayoralty candidate is not yet over, one outstanding theme has prevailed in the correspondence that we have received to date and that is that many participants in the poll feel very strongly that a Republican mayor would be bad for civil service.

This is not to say that John Lindsay, the GOP candidate has no support among public employees. He does. But while writers supporting Lindsay rarely come

(Continued on Page 14)

New Zealander Is Guest Of Mental Hygiene

ALBANY, Oct. 18—Ivan Charles Steinmetz, chief executive officer of the Ministry of Health in Wellington, New Zealand, was a recent guest of the State Department of Mental Hygiene.

Steinmetz visited the Department's central offices here on a

travel fellowship awarded him by the World Health Organization for the purpose of studying all aspects of public health administration.

The New Zealand Department of Health administers hospitals for the mentally ill and mentally retarded.

During his visit, he interviewed directors of various department bureaus and divisions and, accompanied by Dr. Charles E. Niles, inspector general for the department, he toured the Hudson River State Hospital.



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Your Public Relations IQ.

By LEO J. MARGOLIN



WE CAN NEVER write too much and too often about communications in government, the very heart of government public relations.

AS ALL OUR readers are well aware, the effectiveness of outstanding performance in the public interest is lost by failure to communicate with equal effectiveness.

JOHN W. MACY, Chairman of the U.S. Civil Service Commission, has declared war on gobbledygook in government communications. We heartily approve of what he said and to whom he said it—government public information officers.

"WE HAVE A new charge, all of us, to see what we can do to communicate more crisply, more exactly, more interestingly to the American public," Mr. Macy told the information officers in Washington.

"THE SCOPE OF government's services to the American people is now so great and so diversified that this has high priority and a higher need than ever before, and it is possible for us to improve our writing and our speaking so that we can be direct and forthright and say what we mean.

"CERTAINLY, AT TIMES there has to be a diplomatic cloaking of language in order to meet the needs of sensitive negotiations, but as far as the American public is concerned, we ought to say what we mean—factually based and expressed in terms that are understandable.

"WE OUGHT TO show progress where progress is being made. We ought not be afraid of confessing to errors or misjudgments if they come along."

WELL SAID, MR. Macy, and we particularly like the last paragraph quoted. We said it before and we are glad to repeat it again in Mr. Macy's words.

MR. MACY REPORTED that a survey of government communications practices disclosed that it was a "sometime thing — it's turned on and off, depending upon the amount of emphasis that comes from on high."

THIS FINDING COMES as no surprise to us. Too many people dealing with public relations in government have not yet learned an indispensable item in the public relations process—public relations must be a continuing process, every day, every week, every year. Stopping the public relations process for a day can totally neutralize all public relations efforts of previous years.

"OUR SURVEY SHOWED that much more needs to be done to achieve the high standard of communication that the President has set for all of us," Mr. Macy reported. "He wants communications of the executive branch to be clear, responsive, and prompt, and for employees to treat the public courteously, respectfully, and helpfully. He wants us, as the servants of the people, to respond with the answers that are called for."

IT IS SIGNIFICANT that Mr. Macy's report was based on an agency by agency survey of each agency's relationships with the public by mail, by telephone, and by visits to Federal establishments. Note especially that not a word is mentioned about relationships with outside printed media — newspapers, television, radio, etc.

SO IMPORTANT DO we consider Mr. Macy's presentation to the government public information officers that we will continue the discussion next week (Continued on Page 15)

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Don't forget to send your choice of Mayorality candidates to "Don't Repeat This".



WELCOME — Comptroller Arthur Levitt, center, is seen here at the first dinner session of the 55th annual delegates meeting, where he spoke, by Solomon Bendet, left, toastmaster for the evening, and Joseph F. Feily, CSEA president.



CONFERENCE — Lieut. Governor Malcolm Wilson, left, speaker at the second dinner session for the annual meeting of the Civil Service Employees Assn., is seen here as conferred briefly with toastmistress Grace T. Nulty and CSEA President Joseph F. Feily.



HONOR WITH HUMOR — John T. DeGraff, Sr., right, honored at the final dinner session of the Civil Service Employees Assn. annual meeting at Kiamesha Lake for his three decades of service as counsel to CSEA, drew a hearty laugh from toastmaster Gary Perkinson, CSEA public relations director, with a witty comment on Perkinson's introductory remarks. (We didn't hear what passed.)

Reunion

Four members who journeyed to Egypt the Near East and Greece under the direction of Deloras G. Fussell will have a reunion on Saturday, Oct. 23 at 6:30 p.m. in the Canary Room of the DeWitt Clin-

ton Hotel in Albany. Drinks will be "Dutch treat" and dinner will be served for \$4.50. Reservations should be made by making checks or money orders for the dinner payable to Miss Fussell and mailing them directly to her at 111 Wintrop Ave.

\$200 Raise For St. Lawrence County Aides

CANTON, Oct. 18—The St. Lawrence County Board of Supervisors has approved an \$118,355 employee pay raise package to give workers an across-the-board \$200-a-year boost.

The action, to take effect Jan. 1, 1966, climaxes a long fight by the northern New York county's civil service organizations.

The pay raise, carried with only four dissenting votes, increases the total County employee payroll to \$1,806,490. It involves 308 full time and 69 part time workers in the County.

The only exceptions to the \$200 increment involves the County's three judges — County, Family Court and Surrogate. By State mandate their salaries go to \$25,000 a year from \$20,000 with the County and State sharing the total cost.

Formula

The increase in base pay for employees amounts to \$61,624 while normal increments for 132 of them will be \$26,400. Longevity raises make up the balance of the increase package.

Only members of the board of supervisors voting against the pay raise were: Harold B. Smith, R., Canton; Donald A. Livingston, R., Oswegatchie; Donald D. Bush, R., DeKalb, and one Democrat, Francis G. Healy, Potsdam.

Supervisor Smith said the regular pay increments were "good" but labeled the across-the-board move "bad."

Lomenzo Awarded Columbia Medal

ALBANY, Oct. 18 — Secretary of State John P. Lomenzo has received the Columbia Medal from the Nassau County Columbia Associations in Civil Service as "the outstanding American of Italian ancestry in New York State government."

The medal was presented at the organization's recent scholarship and welfare dinner at Baldwin, Long Island. The group comprises Federal, State and municipal employees.

Pass your copy of The Leader on to a non-member.

Expense Allowances Increased

(Continued from Page 1)

residence and common carrier terminal at the beginning and conclusion of a trip is raised from \$2.00 to \$3.00, including tips. Such allowance is also extended to include reimbursement for the cost of transportation to and from the State garage to obtain or return a pool car. Subject to the \$3.00 maximum each way, reimbursement will also be made for personal car expenses (including mileage allowance, tolls, and parking) used in traveling between an employee's residence and transportation terminal.

• Paragraph 8.5.a — Coach rather than first-class accommodations shall be used for daytime train travel on trips of 200 miles or less each way.

• Paragraph 8.9d — The per diem rate for meals, including tips, shall be allowed at \$7.00 rather than \$6.65. The allowance for incomplete days will be as follows:

Breakfast, \$1.25; Lunch, \$1.65; Dinner, \$4.10.

New CSEA Headquarters Viewed At Concord Meet

(Continued from Page 1)

simple relocations to meet changes in office requirements. Floor load design will allow location of file rooms and electronic data processing equipment at any point.

In Character

Since many buildings of historic significance border the area, the CSEA building is designed to reflect the traditional character of the neighborhood in a contemporary manner. Building proportions, details of construction, and materials have been selected

to be compatible with those of adjoining buildings. Red brick and light colored stone will be used extensively. The cornice will be reminiscent of others on the street. Planting beds are planned at the front and side of the building.

The Architects, Donald J. Stephens Associates of Loudonville, have developed the design under the direction of the CSEA Building Committee, of which John C. Hennessey, CSEA treasurer, is chairman. Karl A. Brandt is project coordinator for the Architect.



CSEA HONORS WILCOX — Orin S. Wilcox, new member of the State Civil Service Commission, was honored at a banquet closing a two day Central Conference session of the Civil Service Employees Assn. The meeting was held at the Edgewood Resort, Alexandria Bay. Fannie Smith, president of the Jefferson County chapter, CSEA, presented Wilcox with an engraved silver tray. Pictured, from left, are: Joseph F. Feily, president of the State CSEA; Wilcox; Mrs. Smith; S. Samuel Borrelly, president of the Central Counties Workshop and Henry Shemin, CSEA Resolutions Committee chairman and toastmaster for the dinner. . .

Central Conf. Pays Tribute To Wilcox

ALEXANDRIA BAY, Oct. 18—Orin Wilcox, former Jefferson County Assemblyman and newest member of the State Civil Service Commission, was guest of honor here at a dinner session that concluded the Fall meeting of the Central Conference of the Civil Service Employees Assn.

Host for the dinner was Jefferson County chapter of CSEA.

Wilcox, speaking at the banquet in his honor at the closing of a two-day Central Conference workshop session of the Civil Service Employees Assn. of New York State, praised civil service employees for doing a good job, but reminded them that the public image of civil service can be improved or harmed by the individual.

Henry Shemin, Brooklyn, chairman of the CSEA's resolutions committee, introduced Wilcox as a man "who knows civil service problems and has demonstrated his knowledge by being a friend of the civil service employee."

Wilcox was appointed to the state civil service commission in July by Gov. Nelson A. Rockefeller after a 34-year career in public office—six of them as Theresa town clerk, seven as supervisor and 21 as assemblyman.

Of Shemin's remarks on his political career and champion for civil service betterment, Wilcox said it had made him "humble"

(Continued on Page 16)

The regulations also state that any agency having a type of assignment for which the maximum meal and lodging rates prescribed in this section are in excess of that which is necessary or appropriate may establish lower rates for such assignments.

School Lunch Managers Meeting Today

A meeting of the school lunch managers in the City's Board of Education will be held today, Tuesday Oct. 19, at 4:30 p.m. in the auditorium of Terminal Employees Local 832 at 325 Broadway, to discuss coming meetings with representatives of the Board of Education.

Herbert S. Bauch, president of the local said that the local had

achieved significant victories in many areas during the summer months and that these items and others would be discussed at the meeting.

All school lunch managers, whether or not they were members of the union, were invited to attend. The local president said that over ninety percent of the in-title school lunch managers were now members of the local

U.S. Service News Items

By JAMES F. O'HANLON

At Leader Press time it was learned that the Senate Civil Service and Post Office Committee had completed their draft of a pay bill for Federal civil servants to be presented to the full Senate for a vote early next week. The Senate bill calls for a one year 3.6 percent raise tailored to avoid a Presidential veto.

The Udall bill passed in the House recently calls for a four percent raise this year and an eight percent increase next year. The Senate version of the Pay bill also eliminated 27 million in fringe benefits.

Full details, including word on final Senate action, will appear in the Leader next week.

Benefits for Disabled — Off Until Next Year?

It appears that Congress will hold off until next year on the President's recommendation for greater benefits for Federal employees injured in the line of duty and survivors of those killed while on the job. Many in Civil Service feel that

such action is the most pressing of all tentative legislative revisions. Administration officials agree that many of the 40,000 or more beneficiaries who depend on these payments are are victims of archaic payment standards and are in great need of an up-dating in compensation rates.

Federal salaries have risen over 80 percent and living costs are up 30 percent since 1949 but the payment rates for these injured Federal workers and survivors have not, even remotely, kept up with this pace.

The main trouble seems to be that, although their case is generally recognized to be a strong one, their voice is weak on Capitol Hill; few are anxious to carry their fight, and the cause tends to get lost in the hurried scuffle for monies in the year-end budget squeeze. There are hopes that the House will approve an interim measure bringing a substantial benefit raise which is being written by a Labor subcommittee headed by Rep. O'Hara (Dem., Mich.). However, word from the Senate has it that like action there will have to be deferred until next year.

Pay Bill Chamber Music

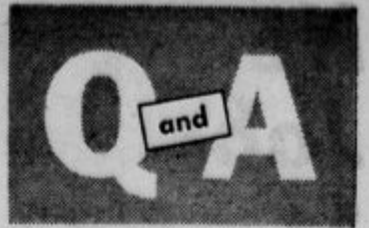
Last week the Senate Civil Service and Post Committee went behind closed doors to draft their version of a pay bill—a prelude to Comparability in three-quarter time. Excluding the possibility of a blatantly false note struck during an overture or a busted string (attached) here and there the bill should be ready for Senate vote and budget lovers everywhere sometime early this week.

Administration officials wound up their recital for common sense in the allotment of raises by singing poorhouse to a respectful audience of Senate committeemen headed by chairman Mike Monroney of Oklahoma.

Charles M. Schultz, Budget Bureau Director and John W. Macy, Civil Service Commission Chairman, were their usual resonant selves and could be heard in the rear of the auditorium. They stood on past testimony.

Murphy Names Aide

ALBANY, Oct. 18 — State Tax Commissioner Joseph H. Murphy has named David G. Retchless of Clifton Springs as estate tax attorney for Ontario County at an annual salary of \$5,395 a year. He succeeds the late James Reed of Naples.



QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



This column will appear periodically. As a public service, Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 135 Washington Ave., Albany, N.Y. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. I have to have a cyst removed from my eye, and my doctor says he will probably do it in his office. Am I covered for this under the Statewide Plan?

A. Yes. You don't have to be a patient in a hospital to be covered for surgery. Part II (Blue Shield) of your Statewide Plan covers surgery performed by a qualified doctor anywhere.

Q. Is hospital coverage for tuberculosis provided for in the Statewide Plan?

A. Yes. If a covered individual is confined in a hospital for diagnosis or treatment of pulmonary tuberculosis, benefits will be payable up to a maximum period of 30 days under Part I (Blue Cross.) Additional coverage for this illness will be available under Part III (the Major Medical coverage part of the Statewide Plan.)

Q. Will you please tell me if the Statewide Plan covers out-patient psychiatric care?

A. Psychiatric care will be covered under Part III (Major Medical) of the Statewide Plan if this care is a medical necessity, rather than being voluntary submission for treatment.

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New York City Clerk Jobs Open In December; Starting Pay Is \$3,750

The City of New York Department of Personnel will begin accepting applications in December for positions as clerks in the City civil Service.

The annual salary in this job is \$3,750 with increments to a maximum of \$4,850.

File For Office Jobs With State

The State of New York Civil Service Department is accepting applications on a continual basis for certain office position.

These jobs are typist, stenographer and dictaphone machine operator.

The typist position pays \$3,365 to \$4,200. There are no education or experience requirements for this job except that candidates must be able to type a minimum of 47 words per minute.

The stenographer pay is \$3,880 to \$4,405 per year. As with the typist job, there are no education or experience requirements other than the ability to take shorthand at the rate of at least 80 words per minute.

The dictating machine transcriber position requires only that applicants be able to type at the minimum of 40 words per minute. The State will train candidates for this position.

Salary for this job is \$3,530 to \$4,405.

A brief clerical and performance test will be given. For applications and information, contact the local State CS Commission at 270 Broadway or any local office of the State Employment Service.

ENTERS STATE U.

ALBANY, Oct. 18—Linda Mauer, who is the reigning Miss Thruway for 1965, has entered the State University of Agriculture and Technical Institute at Farmingdale, where she will major in secretarial science.

Miss Mauer, who was chosen Miss Thruway this summer, is the daughter of Karl Mauer, assistant traffic supervisor for the New York Division of the Authority.

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to this position. There are no experience requirements.

The written examination will be held Saturday, April 23, 1966 and will include questions intended to test the applicant's clerical aptitude, ability to follow instructions, and may include questions on vocabulary, arithmetic, grammar spelling; reading comprehension, and other pertinent subjects. A minimum passing mark of 70 percent is required.

Filing will open December 1 and continue until December 21. Do not try to apply for this examination until the opening date. Applications are not available.

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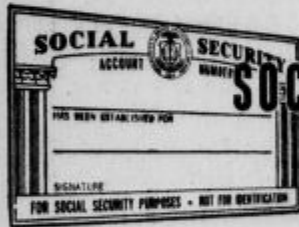
TUESDAY, OCTOBER 19, 1965

CSEA's Pay Goal

THE Civil Service Employees Assn. has set its sights on gaining State workers a 12½ percent, \$600 minimum "wage adjustment." The quote marks are to emphasize the fact that having been unjustly denied any wage increase this year, CSEA knows for a fact that the salary goal above is a minimum needed to adjust State salaries closer to increased living costs.

There is every reason to believe that the State's own studies of the pay picture will support CSEA claims that an adjustment in wages is seriously needed. Failure to act on correcting that need would place State workers in serious financial jeopardy, a state that workers in some grades find themselves right now.

Whatever the words, whatever the statistics, there can only be one answer from the Administration and the Legislature—positive pay action this time around and action that will produce the minimum salary increase (adjustment, we now call it rightly) sought by the Employees Association.



SOCIAL SECURITY Questions and Answers

If something happen to me, what would my widow and two young children get from my social security?

It depends on your social security earnings record. The monthly payment to a widow and two children can range from \$60 to \$254. For a more detailed explanation, ask your social security office for a copy of booklet OASI-855.

Can you send my social security check to me while I am in a foreign country?

In most cases, yes. However, there are certain restrictions that apply when you receive benefits outside the United States. Get in touch with your local social security office for details. They can also give you a special post card on which to report your new address.

I was in a car wreck last month. I have a wife and three young children. If I qualify for social security, can I get any extra for my family?

Yes. If you qualify, your wife and children will also get paid.

After I check my social security account once, how soon can I check it again?

You can check your account as often as once a year if you like. There is no charge for this service. We encourage everyone to check his social security record at least once every three years. This is especially important if you work for more than one employer. In this way, you can keep up with your record and make sure it is

correct. Remember, if there has been a mistake made on your record, the longer the mistake goes unnoticed the harder it is to correct.

My husband and I receive social security. Recently, our street number was changed. Is it really necessary to change our address with the Social Security Administration? The postman knows where we live.

Your present postman may know your address, but a new postman may look for you at the address on your check. He might send your check back to the Treasury Department for remailing if he doesn't find you at that address, which could cause a delay in the delivery of your check. You also risk the possibility of having your check lost or stolen. Therefore, you really should notify the Social Security Administration of your change of address.

During the tax-filing season I am self-employed as a tax consultant. I have heard of a handbook on social security and taxes published by the Department of Health, Education, and Welfare. Where can I get a copy of this?

Your nearest social security district office has a limited number of copies of the "Social Security Handbook," published chiefly for tax consultants and other professional people. Copies of this may be purchased from the Superintendent of Documents, Government Printing Office, Washington, D.S. 20402.

LETTERS TO THE EDITOR

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

SSEU Disputes Charges by NYC Welfare Head

Editor, The Leader:

In his letter published last week, replying to The Leader editorial on the Ascher firing, Welfare Commissioner Louchheim referred to the clients' "widely observed and protected right" to privacy. He does not say in what way inviting clients to protest voluntarily on behalf of their own most vital interests constitutes a violation of their privacy. Clients are citizens, endowed with all the rights of citizenship, including the right to public demonstration.

The East Harlem rally was publicized by local groups and by street corner leafleting. Leaflets were distributed to the general public by social workers, community organizers and people from political clubs of both major parties; as well as by caseworkers from all over the city. We invaded the privacy of no one's home and we intimidated no one. The accusation is totally unfounded. The tremendous enthusiasm of the clients at the rally, and the fact that every contacted East Harlem community organization and social work agency endorsed, supported, or participated in this demonstration, denies the Commissioner's accusations.

If he is really concerned with the clients' right to privacy, the Commissioner could have given more concrete evidence of this concern, in connection with the Ascher dismissal. He could have repudiated the supervisors who, without sufficient evidence of wrongdoing, insisted upon a 6 a.m. raid on a client, over the objections of the caseworker who was fired. He could have repudiated these same supervisors when they condemned the caseworker for supporting her client's action when the client stood upon her constitutional rights and refused admittance to the Department's "Midnight Raiders." And Commissioner Louchheim might have commented on the actions of his Special Investigators who, through outright lies and intimidation, attempt to involve a client in a dirty and unfounded attack on Miss Ascher's morality, integrity and honesty. Obviously the "widely observed and protected rights" for which the Commissioner indicates concern are being ignored in his own Department. We are awaiting any action on his part to support his public pronouncement.

The Commissioner says that he is baffled by The Leader's argument. He is baffled because he fails to comprehend the real significance of this client protest. The significance of this very successful protest is that it demonstrates the client's own dissatisfaction with the Department's capricious policies. Failing to grasp this basic point is directly related to a certain concept of Welfare clients. It is the Commissioner's apparent opinion that clients are incapable of determining where their own interests lie. The traditional concept of a client as someone who must be

(Continued on Page 13)

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.")

Self Incrimination

A PROVISION OF our State Constitution may place the Civil Service employee between the devil and the deep blue sea. The provision purports to extend to all persons the privilege against self-incrimination. The privilege, however, is weakened by the statement that any public officer called as a witness before a Grand Jury to testify concerning the performance of his official duties who refuses to sign a waiver of immunity against subsequent criminal prosecution or to answer relevant questions, shall be removed from office by the appropriate authority. In addition, he is disqualified from holding public employment for five years.

WHILE THE ABRIDGEMENT of the privilege against self-incrimination is applicable to "public officers", it has been held to apply to ordinary Civil Service employees. Thus, in *Conlon v. Murphy*, the petitioner affected by the Constitutional provision was a Patrolman. The decision at Special Term was discussed in my column of October 5th. Conlon's summary dismissal from the police force for refusing to answer Grand Jury questions relating to bribery and graft in the Department was sustained by the Court.

CONLON HAD REQUESTED retirement after a Medical Board of physicians had certified to the Board of Trustees of the Police Pension Fund that he was disabled in line of duty without fault on his part. He thereafter signed a limited waiver of immunity and testified before the Grand Jury before declining to testify further until he had the opportunity to consult with his attorney.

IN AN ENLIGHTENED opinion (New York Law Journal, October 8, 1965), the First Department reversed Special Term's dismissal of the petition and vacated the Police Commissioner's termination of Conlon's appointment. It remanded the proceeding for a new determination by the police commissioner under proper safeguards of Conlon's rights to due notice and a hearing as to whether his appointment should be terminated and without prejudice to his right to due consideration of his pension application.

THE FIRST DEPARTMENT agreed with Special Term that the Police Pension Fund had not been tardy in failing to retire the petitioner. The Police Pension Fund is required to act "forthwith" by the Administrative Code, once the Medical Board certifies that the employee is incapacitated as the proximate result of an accidental injury received in City-Service without willful negligence on the employee's part. As the Board of Trustees had not met before the transcript of Conlon's refusals to answer before the Grand Jury had been transferred to the police commissioner, it could not be said that the Board had not acted "forthwith".

THE HIGHER COURT'S reversal was based upon the summary nature of Conlon's dismissal. The Court stressed Conlon's repeated pleas with the District Attorney for permission to consult with his attorney before answering. While the Court had no opinion as to whether Conlon's refusal to answer was with good reason, the Court held that the Commissioner should have granted the petitioner an opportunity to explain his refusal at a proper hearing. As eloquently expressed by the Court:

"While we have no opinion as to whether petitioner had good reason for refusing to answer, we hold that respondent commissioner could not dismiss him without giving petitioner an opportunity to explain his refusal. The right to a hearing before action is taken affecting a person's liberty or property rights is an elemental and ancient right. The whole scheme for the enforcement of our criminal laws and the exercise of rights under our civil laws is founded upon notice to the defendant and his right to be heard."

SINCE THE INCEPTION of mankind the natural right to a hearing upon accusation has been recognized. When God accused Adam of eating the forbidden fruit, He gave him a chance to explain.

IN THE IMPORTANT Conlon case, the Court has further extended to Civil Service employees the assurance of fair dealing and due process of law.

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Photo Report On CSEA Annual Meeting Held At Concord Hotel



The Leader's candid camera caught these scenes of the 55th annual meeting of the 135,000-member Civil Service Employees Assn., held at the Concord Hotel, Kiamesha Lake. More than 1,000 delegates attended the 3-day session during which they hammered out a 1966 legislative program for State, county and municipal employees. One of the top actions voted was to seek a 12½% pay raise for all State employees. Another major CSEA goal approved by the delegates was the winning of non-contributory retirement systems for all political subdivisions, a benefit now enjoyed by all State employees and some local government workers. At top of page can be seen, Albany discusses a report on merit and fitness in public service. At left in second row, Henry Shemin of New York, commenting on a resolution being debated. Other photos reflect the serious attitudes of delegates attending to the business affairs of the State's largest public employee organization.

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A. Only H.I.P. provides its specialist care without extra charges. When it comes to today's vitally needed specialist services, other plans limit their coverage. Compare specialist coverage carefully. Note, for instance, that **out-of-hospital** specialist care — so important and so costly today — is never a "paid-in-full" benefit in cash allowance programs.

Q. Is the plan concerned with the quality of care?

A. H.I.P. is the only plan in the New York area that has its own professional standards. Every doctor in every Medical Group must be approved by a medical board of physicians from top medical schools and hospitals. H.I.P. doctors give only the kind of service for which they have been expertly trained.

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NYC Specialist

ALBANY, Oct. 18 — The State Department of Social Welfare has named a manpower utilization specialist to work out of Department offices in New York City. He is Claude LeMonier of Queens Village and a former employment consultant and training representative for the State Labor Department. The job will pay \$10,000 a year.

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Named To Bedding Bd.

ALBANY, Oct. 18 — J. Stanley Steinberg of Albany has been named to the Upholstery and Bedding Advisory Board in the Department of State's Division of Licensing Services. He succeeds Irving Saltzman of Flushing

Eight board members have been reappointed to new terms. They are: Ephraim Freedman, Irving Baldinger and R. Alvin Albarino of New York City; Albert Gordon of Syracuse; John J. Haggerty of Kenmore; Joseph Montasano of Rochester; Irving Doppelt of Woodmere, L.I. and Karl Eisner of Lawrence, L. I.

LEGAL NOTICES

CITATION—THE PEOPLE OF THE STATE OF NEW YORK. By the grace of God, Free and Independent, To Attorney General of the State of New York; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Elizabeth Haner, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Elizabeth Haner, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Elizabeth Haner, deceased, who at the time of her death was a resident of 223 East 99th Street, New York, N.Y.

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 30th day of November 1965, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. **WITNESS, HONORABLE JOSEPH A. COX,** a Surrogate of our said County, at the County of New York, the 30th day of September in the year of our Lord one thousand nine hundred and sixty-five. Philip A. Donahue, Clerk of the Surrogate's Court. (SEAL).

SECOND SUPPLEMENTAL - CITATION - THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent, TO AETNA INSURANCE COMPANY, Surety on official bond of Administratrix Julia St. John, if living or if dead, to her heirs at law, next of kin and distributees whose names and places of residence are unknown, and if she dies subsequent to the decedent herein to her executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and cannot after diligent inquiry be ascertained, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Harriet St. John a/k/a Hattie St. John, deceased, who at the time of her death was a resident of 661 West 139th St., New York, N.Y. Send Greeting: Upon the petition of Daisy Penny, residing at Lake Helen, Florida, Post Office Box 555, You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Courthouse in the County of New York, on the 5th day of November, 1965, at ten o'clock in the forenoon of that day, why the account of proceedings of Daisy Penny, as Administratrix of the goods, chattels and credits of the Decedent, should not be judicially settled, and why it should not be determined that Julia St. John predeceased Harriet St. John, a/k/a Hattie St. John without leaving any descendants. Dated, Attested and Sealed, September 22, 1965.

HON. JOSEPH A. COX, Surrogate, New York County, **PHILIP A. DONAHUE,** Clerk. (L.S.)

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WELCOMES SENATOR — Mrs. Florence Beckwith, president of the Genesee State Civil Service Employees Assn. welcomes U.S. Senator Robert Kennedy to the Naples area during the recent Naples Grape Festival.

LEGAL NOTICE
File No. 5846, 1965 — CITATION —
THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent,
To TIBOR BRAUN also known as TIBORIV BRAUN, LIVIA CERBONIC, MIKLOS MOSKOVITZ, if living and if dead to his heirs at law, next of kin and distributees whose names and places of residence are unknown and if he died subsequent to the decedent herein to his executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown, and to all other heirs at law, next of kin and distributees of JULIA ROTH, the decedent herein whose names and places of residence are unknown and cannot after diligent inquiry be ascertained.
YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on November 15, 1965, at 10 A.M., why a certain writing dated May 3, 1965, which has been offered for probate by SANDOR BRAUN, residing at 102-35 64th Road, Forest Hills, New York, should not be probated as the last Will and Testament, relating to real and personal property, of JULIA ROTH, Deceased, who was at the time of her death a resident of 334 West 85th Street, in the County of New York, New York. Dated, Attested and Sealed, September 29, 1965.
HON. JOSEPH A. COX,
(L.S.) Surrogate, New York County
Philip A. Donahue,
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Get Out the Vote for the Beame Team—November 2

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INVITATIONS — Most Reverend James P. Roberts, Bishop of St. Thomas' Liberal Catholic Church, Manhattan, is shown extending an invitation to Abraham Beame, democratic standard bearer for Mayor and Frank J. O'Connor, candidate for President of the City Council, to appear at a meeting of Correction Department personnel at the Church on Sunday, Oct. 31st, at 4 p.m. Bishop Roberts is chaplain of the Penologists Association, an organization composed of Negro employees of the Department of Correction.

Beil Elected President Of SSCAA: New Election To Be Held For Director

The officers of the SSCAA have been elected for the year 1965-1966. The results have been certified as official by the Honest Ballot Association.

The following were elected:

President, Ralph Beil; vice-president, Samuel Kane; treasurer, Max Brecher; corresponding secretary, Irving L. Washington and recording secretary, Mildred Bernicoff.

Board of Directors

Elected to the board were:

New York Supreme (Civil) Robert M. Kirk; New York Supreme (Criminal), John Keegan; New York Surrogate, Phillip Kunkis; Bronx Supreme (Civil), Charles Moran; Bronx Supreme (Criminal), Hugh Gavigan; Bronx Surrogate's, William Holden; Kings Supreme (Civil), Paul Garbarini; Kings Supreme (Criminal), William Power; Kings Surrogates, Guy Tortora.

Queens Supreme (Civil), Aron L. Shaffer; Queens Supreme (Criminal), Edward Winters; Queens Surrogate's, Theodore Callendo; Richmond County, Ray-

mond J. Kirchmyer; Richmond Surrogate's, Sigmund Grajewski; Bronx & New York Probation, William Ranke; Queens Probation; Simon Kleinman; Kings Probation, Samuel Kane.

Another election for director from Kings Probation will be held to fill the vacancy created by the election of Samuel Kane as vice-president and his subsequent inability to hold both offices.

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Letters to the Editor

(Continued from Page 6)
led and manipulated is here manifested. We emphatically reject this notion. We know that most of our half million clients can and do think for themselves. They are fully aware that the firing of good and experienced caseworkers like Miss Ascher hurts no one more than the clients. The clients won't serve as pawns of caseworkers, but they will fight for their own rights including their right to keep a good worker.

It is the Welfare Department and not the caseworker or the SSEU who has transgressed the client's right to privacy, and attempted to intimidate clients. It is the Commissioner who insults their intelligence by characterizing the clients, (and, by implication, their leaders within the community) as pawns. Before the scars in the Welfare Department can heal, we suggest that Commissioner Louchheim must re-examine many of his concepts about both clients and staff.

JUDITH MAGE

3rd Vice President, Social Service Employees Union
MARTIN MORGENSTERN
Delegate, SSEU Executive Board
East End Welfare Center

Wrong Accent On Pictures

Editor, The Leader:

While I notice that The Leader gives wide coverage to installation dinners for chapters of the Civil Service Employees Assn., I believe there has been a growing tendency among the editors to give more accent to the guests at these affairs than the people who do the hard, day-to-day chapter work — the officers.

Please do not misconstrue this as ingratitude for the work you have done. But I think it important for you to note that chapter officers are only installed once every two years and deserve to be seen by all the members of the chapter.

The only way this is possible is through The Leader.

In the future, I hope strongly that you will keep this in mind.

MRS. JULIA DUFFY,

President,

Pilgrim State Hosp. Chapter,
Civil Service Employees Assn.

Questions Navy Yard Procedures

Editor, The Leader:

Congratulations on your editorials concerning the N.Y. Naval Shipyard.

One very important item which is puzzling me is, why are permanent employees with up to 24 years service being laid off, while employees with only a few years service are being kept on just because they have agreed to go to Philadelphia Naval Shipyard for assignment? Some of these men are anxious to go and are being stalled in N.Y.

It seems to me that the men who are going to Phila. should be accepted by the Phila. yard as soon as possible, thereby taking the pressure from people like me, who elect to remain until the end. By doing so, the chances are greater for re-location in the N.Y. area.

I have 23 years 10 months Federal service, a veteran, 43 years old, not old enough to retire and am just 1 year 2 months short of D.O.D. 25 year retirement under the Federal Closure Act. A temporary position would cover me. I have filed for job opportunities by the dozen, some for much lesser pay and feel that I will find a position if I don't get laid off first. There does not seem to be a plan on hand in which a schedule for layoff can be checked.

Can you enlighten me on this very unfair practice?

GERARD TEDESCHI
Bronx

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RETIREMENT — Vincent F. DeSeta, retiring rent accountant with the Office of Rent Administration in the Division of Housing and Community Renewal admires plaque presented to him by Commissioner Robert E. Herman, center. Looking on at right is Mrs. DeSeta. The presentation took place in the Garden Restaurant, N.Y.C.

Correct Out-of-Title Work Now, CSEA Asks Mental Hygiene Dept.

ALBANY, Oct. 18 — The State Department of Mental Hygiene and the Division of Budget have been asked by the Civil Service Employees Assn. to take immediate steps to implement the recommendations of the State Grievance Appeals Board in a recent decision in which it upheld the contention of an employee that he was required to work out-of-title.

The Appeals Board decision was in favor of Robert Cornish, a grade 7 maintenance man assigned to grade 11 welder duties at Rome State School. Cornish was represented by CSEA Counsel John C. Rice.

In its decision, the board recommended that "the department of Mental Hygiene renew its request for reclassification of the position . . . and, falling this, . . . the department take whatever action necessary to relieve Mr. Cornish of further responsibility for performance of his duties of Welder grade 11 and that he be given assignments appropriate to the title of Maintenance Man

(Plumber and Steamfitter, grade seven)."

Pay The Man

In recent correspondence with Dr. Christopher F. Terrence, acting commissioner of Mental Hygiene, Joseph F. Feily, president of the Employees Association, asked that the department "very promptly initiate a reclassification request to correct the injustice to this employee so that he may, as soon as possible, start receiving salary at a rate commensurate with the duties he is performing, and has performed for some time."

Feily also pointed out that the Employees Association did not agree with the department that "the Cornish matter was not appropriate for attention under the State Grievance Procedure," as noted in the Appeals Board decision.

Feily said the grievance "went beyond a reclassification appeal—everybody agreed that the employee was performing the duties of a higher position and he could not be relieved of these duties nor could he secure reclassification and compensation commensurate with such duties."

In writing to T. Norman Hurd, Director of the Budget, Feily said "in view of the board's decision and the long-standing injustice to this employee, we hope your division will take immediate steps, with the cooperation of the Division of Classification and Compensation, to accomplish the change of Mr. Cornish's title to that of "Welder grade 11," so that he may be paid at least from here on properly for the work he is performing . . ."

Youth Opportunity Centers Are Open

ALBANY, Oct. 18 — Governor Rockefeller has opened the first of the four new Youth Opportunity Centers, which are being run by the State Employment Service.

Dedication ceremonies brought together City, State and Federal officials at 330 West 34th St., in New York City.

At the centers, specially trained counselors will be assigned to individual youths and assist them in obtaining jobs and in developing their full work potential.

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DON'T REPEAT THIS

(Continued from Page 1)

ment on the other two candidates, Democrat Abraham Beame and Conservative William Buckley. Beame and Buckley supporters not only state their choice but also often refer to the "anti-civil service" stands of Republicans in general.

One Beame supporter wrote saying "I am not for Beame just because I feel he will be a good mayor for civil service. There are other important things I know he will do, particularly in restoring free tuition in the City College. I can never forgive the Republicans for this blow to education for the needy."

Another Beame supporter says "Public employees in this town have always fared well under Democratic administrations. They would be nuts to take a chance on the inexperience of Lindsay or the outright conservatism of Buckley."

From Brooklyn, one reader cites Beame's knowledge of basic civil service problems declaring "He showed he knows our needs when he publicly supported a central transfer bureau. I'll bet the other candidates don't even know what that means or why we need one so badly."

On Buckley

"You say a vote on Buckley is wasted," writes another reader, "but at least it's one vote that won't help the progress boys on the other two teams."

In contrast, another reader states that "In my heart I'm for Buckley, but since he can't win I'll vote for Beame because I feel at least he may bring some fiscal sense to this town. But the guy that should win is Buckley."

A more ardent Buckley supporter writes that "I fervently pray Mr. William F. Buckley is elected. I feel that he could make the existing city governmental machinery work and natural progress would result."

Lindsay

An underlying theme among Lindsay supporters is that New York City needs a change in political parties. As one writer said "I'm voting for Lindsay because I believe in his ability and because I believe in the two-party system, something that doesn't really exist

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- William Buckley (C)
- John Lindsay (R)

For Council President

- Timothy Costello (R)
- Rosemary Gunning (C)
- Frank O'Connor (D)

For Comptroller

- Hugh Markey (C)
- Milton Mollen (R)
- Mario Proccacino (D)

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In New York City."

Another correspondent asks "Why are the Democrats making so many promises on getting things done. They've had 20 years to get things done. I'd like to give Lindsay and the Republicans a crack at this fouled up town."

Last Chance on Poll

This will be the last chance for readers to participate in our poll before the November 2 election

and for their convenience we again print the ballot coupon which provides a choice of candidates and space for any additional remarks.

We wish to thank our readers for their every active response and urge those who have not yet participated to do so this week.

NOTE: The Leader has had many calls asking whether the Civil Service Fusion Party had endorsed Lindsay or Beame. The Civil Service Fusion Party has given its full endorsement to the Beame ticket.

Employment Chapter Training Courses Begins On Oct. 20

The Metropolitan Division of Employment chapter of the Civil Service Employees Assn. is giving a seven session training course for the senior steno promotion examination. The first class will be held immediately following registration on Wednesday, Oct. 20, at 6 p.m. in room 1008 at 370 Seventh Avenue, New York City.

The remaining classes will be held as follows: Monday, 10/25; Wednesday, 10/27; Wednesday, 11/3; Thursday, 11/4; Monday, 11/15; and Wednesday, 11/17. The sessions on 11/3 and 11/4 will be devoted to Civil Service Math.

The remaining sessions will be on dictation practice. The fee for the full course will be \$2 for members and \$5 for non-members. Those who merely wish to take the popular math course can do so by paying \$1 if a member, or 2 if a non-member.



ASSOCIATION CITED — John Raymond, president of the Gilleran chapter, Civil Service Employees Assn. and newly elected member of the Board of Directors representing the Department of Public Works employees, presents citation to Joseph F. Feily, CSEA president in appreciation of services performed on behalf of chapter members by the parent Association.

Judge Saypol's Rise To Bench Is Success Story

From the top of the ticket to the lowest rungs of elective office, civil service career men and have-a major place on the ballot next month. Among the less publicized but not the less exciting contests are those for Supreme Court Justice.

One civil servant who has climbed the way from the Corporation Counsel's office in New York City to the highest judicial bench in the state is Irving Saypol. Thirty years ago Judge Saypol was preparing trial court cases and condemnation of property for public use in the City's Law Department. For eleven years he prepared briefs, appeared in court and carried on the day to day duty as one of New York City's battalion of lawyers. In 1929 he was made Assistant Corporation Counsel and in 1938 he helped in drafting a constitution for the New York State Constitutional Convention. Thereafter he worked with legislative committees in Albany.

Variety of Tasks

Graduating to the office of U.S. Attorney in 1945, he carved a national reputation for his handling of a variety of cases in both fed-

eral and state courts representing Uncle Sam at the bar. For four years he served as Chief Assistant United States Attorney and in 1950 he was appointed United States Attorney by The President. From there he moved up the ladder logically to Justice of the Supreme Court where he has served since 1951.

On the Supreme Court bench Judge Saypol won considerable notice for his handling of the famous Teachers' Retirement Board case and his understanding of the employees viewpoint. As civil servants shared in the general greater longevity, the Teachers' Retirement Board adjusted its payments on pensions so that the funds were stretched out for a longer period. This resulted, of course, in smaller pension payments to public servants, already hit by the lower purchasing power of the sums

they receive. In a 1960 case five petitioners asked that the Teachers' Retirement Board be required to continue the payments based on the original contract, payments substantially higher than those being made.

Judge Saypol upheld the sanctity of the original contract and his decision was to suspend through all appeals. In recent years, many Police Department grievances have come before him and his decisions have been uniformly accepted as fair. In the case of Cohen vs. Schechter in

1960, the petitioners were police lieutenants who appeared before Justice Saypol and a jury in a proceeding to direct the Civil Service Commission to place them on a Captain's Promotional List. The case was settled during trial and the petitioners were all promoted to captain.

P. R. Column

(Continued from Page 2)

with a report on seven key suggestions set forth by Mr. Macy as a starting point for improved communications.

YOU'LL BE AS surprised as we were with some of these ideas, including a few highly imaginative ones.

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3. Write a letter to your friends and acquaintances. Contact headquarters where you will be furnished with sample letters. The stenographic work and the mailings can also be done there.
4. Encourage your women relatives or friends to join the Women's Committee for the election of JUDGE OWEN McGIVERN as a Judge of the Court of Appeals.
5. Spread the information of Judge McGIVERN'S candidacy at all gatherings: social, business, fraternal, charitable, in theatres, in restaurants—everywhere.
6. If you are active in clubs, societies, or veterans' organizations, arrange to have letters sent to members all over New York State.
7. Arrange, wherever possible, for attendance and public introduction of Judge McGIVERN or somebody in his behalf at public functions or every club society or organization to which you belong.
8. Use the telephone whenever you can to urge your friends to vote for Judge OWEN McGIVERN.
9. Remember—Judge OWEN McGIVERN'S name will appear on the Democratic line and on the Liberal line.
10. During the week before election, November 2nd, remind your friends by mail and telephone, to BE SURE TO VOTE, AND BE SURE TO VOTE FOR JUDGE McGIVERN.

Shoppers Service Guide

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Delegates Wrap Up CSEA '66 Program

(Continued from Page 1) both agreed on the worth and devotion of public employees there was some sharp disagreement between them as to where the funds should come for to pay for the deeds civil servants do.

Levitt, long one of the sharpest critics of the State sales tax, said that CSEA should aim its financial goals toward the State's "real" revenues, not the projected ones from a sales tax. He did not define what the "real" revenues were. Levitt went on to say that he supported, as he has in the past, Employees Association drives for a proper wage increase and also lent support to proposals to increase supplemental pensions.

In another reference to retirement, Levitt again urged CSEA members to "study hard in coming months the various releases you will be receiving on variable annuities. There is ever-increasing evidence that this may be the answer needed to keep pensioners on a decent income." Variable annuity plans offer a pension that would increase according to actual cost-of-living increases.

Wilson reminded his listeners that the Rockefeller Administration was proud of a seven-year record of accomplishments in wages and fringe benefits for State employees and planned to do more. "But," he warned, "It does not make sense for public

employees to refuse to support urgently needed tax revenues. Just demands made upon government, including those made by our employees, cannot be met without meeting the responsibility of raising the necessary revenue."

Top Toastmasters

Three stars of the CSEA's toastmaster network — Grace Nulty, chairman of the Legislative Committee; Solomon Bendet, chairman of the Salary Committee, and Gary Perkinson public relations director—served up some delightful dishes of good humour and charm at the three dinner sessions, the last being in honor of John T. DeGraff, Sr., counsel for 30 years to the CSEA.

DeGraff gave a gentle and amusing resume of his three decades of service and received a plaque and warm words of thanks from Joseph F. Feily who, along with other elected officers, was installed for a new term.

Gala Ending

Lea Lemieux and her Social Committee ended the meeting on a highly festive note by having arranged a midnight gala titled "A Night In Paris." Special posters, balloons and decorations gave the party its Parisian motif.

All in all, the large number of delegates termed the meeting "one of the most constructive and hopeful in years."

Oppose Increase In Stages Of Grievance Procedures

ALBANY, Oct. 18 — The Civil Service Employees Assn. has re-emphasized its opposition to any increase in the number of stages under State employees' grievance procedures on the departmental level.

In correspondence with Mary Goode Krone, president of the State Civil Service Commission, CSEA President Joseph F. Feily said the reason for the move was because "it has come to our attention that certain State agencies are proposing to increase grievance stages within their agencies."

Feily pointed out that "the more steps an employee must go through reduces the effectiveness of any grievance procedure, and we feel that this claim is fully supported by the unsatisfactory experience State employees had with the initial grievance procedures made available a number of years ago, under which the stages or steps an employee had to go

through made the grievance procedure very ineffective."

OGS Move Protested

Feily also supplied Miss Krone with a copy of a letter to the Office of General Services in which the Association expressed its disfavor of that agency adding additional steps to its grievance procedure.

In protesting such a move within OGS, Feily said, "We feel that the employee should only have to go to his immediate superior, and that it should be the duty of the immediate superior to consult with his superiors, to the extent necessary, to furnish an answer to the aggrieved employee who then should only have to go next to the agency head," if necessary.

Feily also took exception to a time spread of 59 days between grievance steps, under the OGS procedure.

NYC Chapter Exec Board Will Meet

The next meeting of the Executive Board of the New York City chapter of the Civil Service Employees Assn. will take place on Thursday, October 28, at Gasner's Restaurant, 76 Duane Street, New York City at 6 p.m.

Included in the agenda will be a report on the proceedings of the 55th Annual CSEA convention which took place on Oct. 7 thru 10.



KINGS PARK INSTALLS —

The newly-elected officers of the Kings Park Chapter, Civil Service Employees Assn. were installed recently by Fred Cave, fifth vice-president of the state-wide association. Left to right are, front row: Marie Flynn, Board member; Ann Gaynor, treasurer; Nellie Moseley, secretary; Natale

Zummo, president; Joseph Aiello, first vice-president; Margaret Lyons, second vice president; and Dorothy Cuneo, recording secretary. Second row, same order: Vincent Pucci, sergeant at arms; William Kelly, delegate; John Nathan, chairman; Fred Cave; John Cuneo, delegate; Bernard Pendola, board member; John Corcoran, field representative and William Mason, third vice-president.

Call For Change In Attendance Rules For Institution Teachers

ALBANY, Oct. 18—The Civil Service Employees Assn. has called for a number of changes in the proposed model attendance rules for institution teachers, promulgated recently by the State Civil Service Department.

The Association, which last year won for State institution teachers a work year comparable to the public school calendar, also said it was "keenly disappointed that we did not have an opportunity to review these tentative rules prior to their issuance."

The Association's comments were in a letter from its president, Joseph F. Feily, to Mary Goode Krone, president of the commission.

Special Needs

Feily said it was the feeling of CSEA's Special Institution Teachers Committee that the rules "are patterned too much after the regular State Attendance Rules and are not primarily designed to govern professional teachers." As an example, he cited a section on basic work week and said "the language specifying a 40 hour week with permissive authority to establish a work week of not less than 37 and 1/2 hours was not appropriate in terms of teachers doing a total job."

Feily told Miss Krone that he wished "to stress the point that had the views of the teachers themselves been made available prior to the adoption of the rules, they might have taken a different form."

Other Objections

Other objections taken by the CSEA include failure of the rules to recognize the necessity of out-of-class preparation on the part of a teacher; lack of similarity between basic work week of State

institution teachers and those employed in public schools; exclusion from the right to earn overtime compensation; over-accentuation on penalties for tardiness; failure to provide compensatory time off for week-end or holiday work; failure to provide for absences under special circumstances, such as teachers' conferences; unnecessary severity of language in several instances.

CSEA Honors Wilcox

(Continued from Page 3) and aware of the debt he owed the people of the county and members of the CSEA.

Speaking on his appointment to the civil service commission, Wilcox said, "I still can't believe I am not a candidate for the assembly. It is a transition for me after what some of my friends refer to as 34 years with my feet in the public trough."

Presentation

Mrs. Fannie Smith, Watertown, president of the Jefferson county chapter of the CSEA, which co-sponsored the Central Workshop session with the St. Lawrence hospital chapter, Ogdensburg, headed by Ralph T. Briggs, presented Wilcox with an engraved silver tray from the association.

Rev. Henry W. McFadden, pastor of St. Cyril's church, Alexandria Bay, opened the banquet session with invocation. Rev. Adrian C. Gray, pastor of the Reformed Church of the Thousand Isles, Alexandria Bay, gave benediction.

Willard P. Beach, mayor of Alexandria Bay, who returned Saturday from a three-week hunting expedition in the Yukon, welcomed the group.

Guests introduced at the speakers' table were: Joseph F. Feily,

New School For Retarded Is Open

ALBANY, Oct. 18 — The first new State school for the retarded on Long Island has opened its doors to the first patients but the \$40 million institution is still only half completed.

The first arrivals are from among 650 patients awaiting transfer from the Bronx State Hospital. They are the vanguard of some 2,800 patients, male and female, who will fill the new institution in approximately five years.

Dr. Edward J. McGuinness is director of the school, which will service Long Island residents from Nassau and Suffolk Counties.

Succeeds Dr. Hatch

ALBANY, Oct. 4—Dr. Richard J. Harpending of Penn Yann has been named to the Board of Visitors of the Willard State Hospital. He succeeds the late Dr. John Hatch, also of Penn Yann.

Parkway Foreman Audit Complete

ALBANY, Oct. 18 — The State Division of Classification recently completed a field audit of Parkway Foreman positions in the Long Island State Park Commission.

The audit was done at the request of the Civil Service Employees Assn., which has requested a salary reallocation from Grade 8 to Grade 11 for the foreman.

A spokesman for the division of classification and compensation said that, in view of the field work, a formal hearing on the reallocation probably would not be necessary.

state president of the CSEA; S. Samuel Borrell, president of the Central Counties workshop; Emmett J. Durr, president of the Central Conference; State Sen. and Mrs. H. Douglas Barclay; F. Clark Hamlin, state president of the County Officers association, and Mrs. Shemin.

Telegrams were read from Congressman Robert C. McEwen, Ogdensburg; Assemblyman Verner M. Ingram, Potsdam, and State Sen. John E. Quinn, Plattsburgh, expressing regret that they could not attend.

Kasson Installed

Arthur Kasson, Syracuse, a member of the Oneida county chapter, was sworn in as third vice president of the association to fill a vacancy.

Among others introduced were: County Judge Milton A. Wiltse; Mrs. Fannie Timmerman, secretary to Mr. Wilcox; District Attorney Angus G. Saunders; County Clerk H. Ben Mitchell; Sheriff Robert B. Shafty; Clifford A. Bongard, Watertown city treasurer; James C. Norton, district state highway engineer; Carl J. Walsworth, president of the Watertown City chapter of CTEA, and Lyle G. Bonney, president of the Watertown Police Benevolent association.