

Civil Service LEADER

America's Largest Weekly for Public Employees

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THOMAS GOBLE
P O DRAWER 125
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CORR

Lists

See Page 8

For Those Who Did Not Sign Up

Social Security Is Open For 12 Months

ALBANY, Oct. 4—Members of the New York State Retirement System who failed to take advantage of Social Security openings in the past will be able to do so during the next 12 months.

The Social Security Agency has informed the Civil Service Employees Assn. that all information regarding this latest reopening, authorized during the summer by the U.S. Congress, will be distributed to all State Agencies and political subdivisions some time around mid-October.

Only those employees who were members of the N.Y.S. Retirement System in 1957 and have continued that membership, unbroken, will be eligible for cover-

age. Employees who join under this reopening will have to pay all contributions back through 1957. Employees will be advised, however, that the back contributions may be paid out of their annuity savings in the Retirement System.

Back Contributions

The maximum back contributions that can be owed under this reopening is \$1,363. Employees who desire to join, but who wait until the end of the one year reopening, will owe an additional \$277.

Included in the material to be sent to all State and local agencies will be coverage cards which employees who wish to join will be asked to sign. Employees will have three cover-in dates. The deadline for the first will be December 1, 1965 for the second, June 1, 1966, and, the third December 1, 1966.

Delegates to the past two Annual Meetings of the CSEA had adopted resolutions requesting reopening of Social Security coverage for those employees who had not taken advantage of earlier openings.

'Override Veto On Correction Officers'-CSEA

ALBANY, Oct. 4—The State Civil Service Commission last week was urged "to override the decision of the State Director of Classification and Compensation and approve the reallocation of correction officer titles from grade 11 to grade 14."

The recommendation was made by Joseph F. Felly, president of the Civil Service Employees Assn., as he led off a Commission hearing on CSEA's appeal of the reallocation denial.

The appeal to the Commission was made by CSEA, hours after J. Earl Kelly, Director of Classification and Compensation, announced the negative decision last August.

Professional Help

Dr. Egon Plager, an authority in the field of penology and a professor at Siena College, Loud-

(Continued on Page 3)

John DeGraff Will Be Honored

1,000 CSEA Delegates To Attend 55th Annual Meet; Wilson, Levitt To Speak

KIAMESHA LAKE, Oct. 4—Nearly 1,000 delegates representing 130,000 State and local government employees who are members of the Civil Service Employees Assn., will meet here Oct. 7, 8 and 9 at the Concord Hotel to work out a comprehensive legislative program for 1966 and to conduct the regular internal business of the organization.

Prime legislative object of the delegates will be to approve a formula for securing a State employee pay increase from the State Administration and Legislature.

Other top level objectives will include action on regulations to improve working conditions and fringe benefits for thousands of employees in political subdivisions.

A major part of the session will include results of the recently concluded contests for State and departmental offices of the Employees Association.

Wilson, Levitt To Talk

Lieut. Governor Malcolm Wilson and Comptroller Arthur Levitt will be major speakers on consecutive days of the CSEA's 55th annual meeting. Toastmaster for the dinner at which Wilson will speak is Grace Nulty, chairman of the CSEA Legislative Committee. Solomon Bendet, chairman of the CSEA Salary Committee, will perform that task at the dinner for which Levitt will deliver an address.

Toastmaster for the closing dinner, at which election results will be announced, is Gary Perkinson, public relations director for the Employees Association.

DeGraff To Be Honored

Guest of honor at the delegates' banquet concluding the meeting Saturday evening will be John T. DeGraff of the Albany law firm of DeGraff, Foy, Conway and Holt-Harris. DeGraff will be honored for 30 years of service as counsel to CSEA. He will also install the newly-elected officers at the banquet.

Candidates for president of the organization are Joseph F. Felly of the State Department of Taxation and Finance, Albany, who is seeking his fourth two-year term, and Edward S. Croft of the State Department of Labor's Division of Employment, Rochester.

Other statewide, offices to be filled through the election are those of five vice presidents, a secretary and a treasurer. Also to be determined in the election are 24 State department representatives to CSEA's Board of Directors.

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



LIEUT. GOV. WILSON



COMPTROLLER LEVITT

Convention Credentials Committee

ALBANY, Oct. 4—A Credentials Committee of the Civil Service Employees Assn., appointed recently by Joseph F. Felly, president, has completed arrangements for installation of new delegate procedures at CSEA's 55th Annual Meeting, Oct. 7-10, at the Concord, Kiamesha Lake.

The committee is made up of the presidents of CSEA's six regional conferences. Felly also has appointed a sergeant-at-arms to supervise and control the seating of delegates at sessions at the Annual Meeting. He is Joseph Sykes, president of the Thruway Authority Headquarters Chapter of CSEA. Assisting Sykes at the meeting will be representatives from each conference.

The new procedures were authorized by delegates to CSEA's 54th Annual Meeting last March.

New Procedures

Under the procedures:

1. All chapter delegates and alternate delegates must register with Credentials Committee when

(Continued on Page 3)

Manual Inserts Ready

ALBANY, Oct. 4—Replacements and other up-dating material for the Chapter Officers' Manual distributed by the Civil Service Employees Assn., have been sent to officers in all of CSEA's 214 chapters.

The 84-page Manual was designed by the Association's Education Committee as a guide for the development of strong chapter leadership and to provide chapter leaders with guidelines for the operation of a chapter.

The new pages mailed last week replace sections of the Manual which have become outdated since its distribution.

Also mailed last week were informational booklets on such subjects as the State Health program, Workmen's Compensation benefits, CSEA Insurances, Classification and Compensation appeals, State Attendance Rules and Salary reclassifications.

The new additions and changes were completed under the guidance of CSEA's statewide Education Committee.

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

Don't Repeat This!

Poll Continues

Readers Urged To Name Mayoralty Candidate Choice

OUR readers are beginning to respond to our informal poll on their choice of candidate in New York City's mayoralty race and this week we are providing a coupon to facilitate responses. In addition, The Leader is carrying civil service position papers from the GOP and Democratic candidates, John V. Lindsay and Abraham Beame in a "Battle Page" on Page 7 of this issue.

William Buckley, the Conservative candidate, informed The Leader that he would have liked to participate on the "Battle Page" but was unable to meet the editorial deadline.

Again, we remind our readers that we do not maintain that our "poll" is a complicated scientific one but, from past experience, we have been able to gain a fairly accurate picture of voting sentiment from among the nearly 1,000,000 civil servants and their families living in New York State.

In this particular race, however, the editors are largely interested in the candidate choice of public employees who vote in New York City, although upstaters may send us their choices if they wish to do so.

(Continued on Page 7)

IRS Agent Jobs Open

The Internal Revenue Service is now accepting applications for the position of Internal Revenue Agents, Grades GS-9 and GS-11. The positions are located in the areas serviced by the Directors of the Manhattan and Brooklyn District Offices of the Internal Revenue Service. The GS-9 position pays \$7,220 a year and the GS-11 sal-

ary is \$8,650 a year.

Internal Revenue Agents administer, supervise or perform professional accounting work required in determining the examination of tax returns to establish the correct liability of the taxpayer.

To qualify for the position, applicants for grade GS-9 must have five years of professional account-

ing and auditing experience and six years of such experience for Grade GS-11. Appropriate education and/or possession of a certificate as a Certified Public Accountant may be substituted for part of the required experience.

For applications and further information contact the United States Civil Service Commission 220 East 42nd Street, NYC, or the Board of U.S. Civil Service Examiners, Internal Revenue Service, Room 1103, 90 Church Street,

Your Public Relations IQ

By LEO J. MARGOLIN



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

The PR Of Letters & Phones

"I WISH YOU would re-emphasize the need for governmental agencies to acknowledge letters received from the public," writes reader Meyer H. Diskind.

AND RE-EMPHASIZE IT I will! Prompt reply to letters

should be an elementary procedure in the public relations process. Any well-managed government agency answers its mail almost on receipt.

FOR EXAMPLE: District Attorney Frank S. Hogan of New York County is on vacation, but his highly efficient secretary, Patricia Patterson, replies to his mail and reports precisely to whom she is referring a letter for action.

READER DISKIND TELLS us in his letter: "Frequently, the only contact a citizen has with some public agencies is by mail and the agency's public image can be enhanced or downgraded, depending upon its correspondence procedures."

ABSOLUTELY ACCURATE, Mr. Diskind. What's more, good public relations can fly right out the window by such easily corrected omissions as failing to answer a letter.

WE WOULD NOT hesitate to say that swift reply to mail should be standard operating procedure "no matter what the cost." But the only cost is usually a little extra effort, which doesn't affect an agency's budget.

MR. DISKIND COMPLAINS about a specific New York City department, which we would rather not name — although we intend to tell the public relations officer exactly what Mr. Diskind reported.

OUR READER WROTE to this city department with a suggestion — which, incidentally, was invited in newspapers and over the air — and never even received an acknowledgement. If the volume of mail this department received was so great that a formal letter of reply was impossible, a form postcard would have done just as well.

WHICH BRINGS US to our message to all government executives, particularly those who control the incoming and outgoing mail:

WHAT MAKES A letter writer to a government agency really furious is to feel that he is being ignored and that the letter he took the trouble to write is not being read by anyone.

AND MAY WE add one more note: Only a very tiny percentage of letter writers are cranks. The overwhelming majority of people write to a government agency in good faith and in a spirit of helpfulness.

NOW LET'S TALK telephone public relations for a government agency. Every once in a while government agencies let their phones ring as if people have all day to make the phone call. Or, as happens all too frequently, let the caller hang on the line without letting him know that the

extension is still busy and that it is being watched.

OF COURSE, much of the difficulty was supposed to have been overcome by the installation of the "Centrex" system. Unfortunately, when you are trying to reach an unusually busy government office within a department, "Centrex" is useless because all you get is a busy signal and no operator to tell you that she will try to put the call through to a nearby extension.

TO UPGRADE AN agency's public relations, may we suggest that the executive administrative officer in charge of the phone area make frequent test calls to various offices in his own department to determine whether his agency's telephone public relations is in the "wrong number" category or whether it sparkles with pleasant voices and "right answers."

New Weights & Measures Dir.

ALBANY, Oct. 4—Fred J. Fallon of Malone is the new Director of the Bureau of Weights and Measures in the State Department of Agriculture and Markets.

He succeeds John F. Madden of Elmira, who resigned to take an executive post in private industry.

The promotion of Fallon will be effective Nov. 1. For the past seven years, he has been connected with the Department's Division of Milk Control.

In announcing the resignation of Madden, Commissioner Don J. Wickham said "statewide enforcement of the protective weights and measures laws and regulations had advanced to a level never before attained in New York" under Madden's direction.

"The efficiency of the Department's staff and the weights and measures laboratory here in Albany," the commissioner added, "and the cooperation extended by local sealers throughout the State, has risen to a point where this service to the public has become invaluable. The resignation is being accepted with real regret as Madden moves to a very responsible post in private life."

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

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Erie CSEA Invites Local Politicos To Give Views

(From Leader Correspondent)
 BUFFALO, Oct. 4 — All local candidates seeking public office here have been invited by Erie County chapter, Civil Service Employees Assn. to a "Meet the Candidates Night" to be held from 8 p.m. to midnight, Saturday, Oct. 23 at Adam Plewacki Post, American Legion, 385 Paderewski Dr.
 Nell V. Cummings, chapter president, urged a big attendance by chapter members and other persons in CSEA units in the Buffalo area.
 "We have sent letters to prac-

tically every politician in the county," Cummings said, "and if they show up and no one is there, this Association might just as well fold up."

He said a big turnout will help convince officeholders of the Association's interest in future legislation at every level of government.

Admission, at \$2:50 per person, will include refreshments and dancing, Cummings said.

Tickets can be obtained from Cummings or Joseph Malorana. They both work at the Erie County Probation Department.

Tickets also are available from John J. Ray, the chapter secretary, at his office in the Erie County Welfare Department.

"It ought to be quite a time," Cummings said, "and we want a packed house."

Credentials

(Continued from Page 1)
 registering for CSEA's Annual Meeting at The Concord.
 2. Each delegate and alternate delegate must have in his possession at time of registration a "Chapter Delegate Certification," signed by his chapter president.
 3. The number of delegates (exclusive of their alternates) from each chapter will be limited to the voting strength of the chapter.
 4. Only voting delegates, wearing special identification tags which will be issued at registration, will be seated in the restricted area reserved for them at business meetings.
 5. Any delegate unable to attend a business session for any reason must give his delegate identification tag to his alternate who then has the right to sit in the area reserved for voting delegates.

In addition to the voting delegate area, non-voting delegates, guests and others will be provided seating room at all business sessions.

Members of the Credentials Committee are A. Victor Costa, chairman, Capital District; Emmett J. Durr, Central; Arthur Miller, Long Island; Salvatore Butero, Metropolitan; Issy Tessier, Southern; Mrs. Melba Binn, Western, all presidents of their respective conferences.

Assisting the sergeant-at-arms are the following conference officers: Max Benko, Capital District, Gerald Campion, Long Island, George Halbig, Southern, Michael Vadala, Central, Jack Weisz, Metropolitan.

Oneida CSEA Continues Battle For Pay Raises

UTICA, Oct. 4—In an attempt to correct the salary inequities that exist in Oneida County, the Oneida chapter of the Civil Service Employees Assn. introduced two resolutions recently, calling for a committee of the Board of Supervisors to study and negotiate personnel matters and asking that the chapter be recognized as the bargaining factor in the County.

The resolutions will be acted upon at the Oct. 13 meeting of the chapter.

Salary Program

Also introduced was a salary program which called for:

- A 10 percent across the board salary increase for grades one through 27 and a five percent increase in grades 28 and up.

- An added salary increment to employees after completion of 10 years of County service; a second increment after 15 years and a final increment after 20 years.

- A holiday be granted to all employees in lieu of the Saturday holiday.

In attendance at the meeting were 12 County Supervisors including Russell W. Williams, chairman of the County ways and means committee.

It was reported that all of the supervisors sympathized with the "sad salary status of the County employees" however they pointed out that the County budget "was practically set" and little or nothing could be done for the employees.

Oneida County CSEA delegate S. Samuel Borrelly stated that the County had received a \$700,000 allocation from the State and asked why this money could not be used for the benefit of County employee salary adjustments.

CSEA field representative A.J. Donnelly pointed out that the lack of coordination between the County Executive Department and the Board of Supervisors has had a serious effect on the morale of the employees and at the same time has contributed to inadequate salaries. "This," he said, "affects the Merit System and Civil Service employment practices."

Guests at the meeting included J. Arthur Tennis, president of Utica State Hospital chapter; Clara Boone, Utica chapter president; Nicholas Cimino, District Two Public Works Department chapter president; Raymond Pritchard, president of the Rome State School chapter and Robert Guild, Marcy State Hospital chapter president.

Unusual Tribute Paid To Late Gertrude Thompson

OSWEGO, Oct. 4—Clergy, Mayor Ralph Shapiro, two former mayors and many friends paid unusual tribute to a public servant here last week when they met in Council Chambers to eulogize the late Gertrude Thompson, deputy City Clerk, who died last April.

A major part of the ceremony was the unveiling of a portrait of Miss Thompson

that will hang in the City Clerk's office. At the time of her death, newspapers here not only reported her contributions to the City during her years as a civil servant here but also praised her service and character editorially.

Miss Thompson was an active member of the Civil Service Employees Assn. and her position of respect in this city had always been a source of great pride to her fellow public employees.

Memorial

Mayor Shapiro read a memorial resolution which was given to members of Miss Thompson's family. It said:

"As members of the governing body of the City of Oswego, we the Mayor and Common Council of said City, gather to pay homage to the late Miss Gertrude A. Thompson.

"Miss Thompson devoted over forty years of loyal, painstaking,

service to the city of Oswego. Her devotion to duty and enthusiasm for the various tasks which she undertook were an inspiration to those who worked with her. Always keenly interested in the everyday workings of the City, she was constantly attempting to promote the best interest of Oswego.

Untiring Zeal

"Serving as deputy city clerk, she daily strove to give that position the best of her untiring energy and able.

"As each succeeding administration occupied the City Hall they found themselves more and more dependent upon the vast fund of knowledge which Miss Thompson supplied in her key position. Without her splendid cooperation, many city administrations would have found themselves facing an almost insurmountable task during their first few months in office.

"In recognition for her service; and in sorrow for this loss; in grateful appreciation for the splendid and outstanding example of citizenship which she exemplified, now be it

"Resolved, that the Common Council of the City of Oswego at its regular meeting on April 12, 1965, did spread upon its official minutes, the foregoing expression of its members, and did direct that copies of this Memorial Resolution be sent to the members of Gertrude Thompson's family, whose loss is not their loss alone, but is shared by the people of the City of Oswego."

Several former city clerks attended the ceremony as did former mayors Frank L. Gould, Robert G. Iles and Vincent Corsall.

Mayor Shapiro told the assembly the ceremony was simple in nature because—"that's the way Gertrude would have wanted it."

Correction

(Continued from Page 1)
 onville, has assisted CSEA in its original application for the reallocation and the present appeal, carried the brunt of the CSEA arguments at last week's hearing.

Also speaking on behalf of the reallocation was Paul D. McGinnis, Commissioner of Correction, who has supported CSEA throughout its fight for the reallocation, and more than a dozen of his institution and administrative staff.

Medical Examiners

ALBANY, Oct. 4 — The State Board of Medical Examiners has three new members. They are, Dr. William C. Schraft Jr. of New Rochelle, Dr. Lawrence Scherr of New York and Dr. Harry J. Johnson of New York.



WHAT'S MY LINE? — The moderator for the panel seen here is not television's John Daly but Mrs. Fannie Smith, president of Jefferson County chapter, Civil Service Employees Assn., who served as moderator for CSEA candidates for statewide office

who spoke at the recent meeting of the CSEA Central Conference, held at Alexandria Bay. Seen, from left, are John Hennessey, Hazel Abrams, Fred Cave, Jr., Claude E. Rowell, Charles E. Lamb, Vernon A. Tapper, Raymond G. Castle, Joseph F. Feily, Mrs. Smith, Edward Croft,

Ted Wenzl, Irving Flaumenbaum, Henry Shemin, William Rossiter, Clara Boone and Louis Sunderhaft, Vito Ferro, another candidate, was at the meeting earlier but had to leave because of illness in the family.

U.S. Service News Items

By JAMES F. O'HANLON

Johnson Signs Daniels Bill; May Be Effective Jan. 1

On Tuesday of last week President Johnson signed into law, the Daniels Bill—the legislation which raises retirement annuities for over 750,000 retirees and their survivors and will bring a bonus of more than eight percent in benefits to Federal employees who retire before its effective date.

According to the provisions of the bill it was to be effective on the first day of the third month after its signing by the President. In that case the effective date would have been Dec. 1 and that

is how it stands now. However, legislation is moving swiftly through both Houses of Congress which would extend the effective date to Jan. 1. This would void much of the threat of a personnel drain in Federal service during the busy season leading up to

Christmas.

The 30,000 to 50,000 Federal workers who are expected to retire as a result of the benefit raise could put it off until December 30, should the amending legislation pass as expected, and reap the total benefit of the Daniels Bill. In addition, they would be paid their accumulated annual leave in January of 1966 when their Federal tax liability would be smaller.

It was reported in this column last week that the President would not sign the Bill until after Christmas. He had waited another day, as it developed, the increase for future retirees would have been cut to 7.9 percent since the August living costs slumped

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

two-tenths of one percent and the amount of increases was tied to the cost-of-living index up to the time it was signed.

The legislation now pending in Congress will have the same effect as would have resulted had the President held off the signing until Oct. 1.

Meanwhile, the Civil Service Commission emphasizes that the 6.1 to 15 percent increases provided by the new law are automatic and need not be applied for. However, a retiree who has waived part of his annuity to keep his income within a certain level must inform the Commission if he wants the raise.

Additional annuities purchased by voluntary contributions will not be considered in computing the amount of increase.

The Daniels Act provides increases as follows: 6.1 percent for those who will retire before the legislation is effective (probably Jan. 1) and after Oct. 1, 1956; 11.1 percent for those who retired before Oct. 1, 1956 and 15 percent or \$10, whichever is smaller, for widows of pre-1948 retirees.

In addition to the 6.1 percent increase, those who retire before the legislation becomes effective will be entitled to a two percent increase as of the 1962 annuity increase act.

Since the two percent and the 6.1 percent increases are compounded on top of regular benefits, the over-all increase will be a bit larger than 8.1 percent. Also, the language of the legislation guarantees retiring employees that their annuities will not be shrunk by future inflationary trends.

House Passes Pay Bill

The House last week passed, almost intact, the Pay bill proposed by Rep. Morris Udall. There were strong indications in the last few weeks that the House would give in to many of the Presidents objections to the House Post Office and Civil Service subcommittee's legislative draft. It looked as though Udall would persuade the other members of the subcommittee to cut the provisions calling for 4.5 percent increase in wages for Federal employees to at least four percent. The President, calling the House proposals "very disastrous, destructive and inflationary" was demanding that the cuts go as low as 3.6 percent.

Instead the House voted on the measure last week in a rebellious mood—the same tenor of feeling that had, earlier in the week, turned back the President's much sought Washington D.C. home-rule bill. As a result the only concession to the White House's economy-consciousness evident in the House action was the removal of the language in Udall's proposal calling for automatic pay increases for Congressmen, Cabinet officers and Federal judges. The vote for the legislation was 370 to 7 for approval.

The official House Bill, then, calls for a 4.5 percent pay in-

Blackstone Named

ALBANY, Sept. 20—Governor Rockefeller has named George V. Blackstone of Lakewood in Chautauqua County to the State Fire Safety Advisory Board for a term ending in 1966. He succeeds James E. Blowers of New York City, whose term has expired.

Reappointments

ALBANY, Oct. 4 — The State Education Department has announced the reappointments of Bernard W. Lewis of Hartsdale, Julius Dintenfass of Brooklyn and Francis N. Kimball of New York to new three-year terms on the State Board of Chiropractic Examiners.

LEGAL NOTICE

NOTICE TO BIDDERS

Sealed proposal covering Sidewalk and Parking Area Rehabilitation, State Armory, 29 West Kingsbridge Road, Bronx, Bronx County, New York, in accordance with Specification No. 19799GE and accompanying drawing, will be received by Director, Contracts Unit, Department of Public Works, Administration and Engineering Building, 1220 Washington Avenue, State Campus, Albany, N.Y. 12226, on behalf of the Executive Department - Division of Military and Naval Affairs, until 10:30 A.M., Eastern Daylight Saving Time, on Wednesday, October 27, 1965, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the New York State Department of Public Works, in the amount stipulated in the proposal as a guaranty that the bidder will enter into the contract if it is awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal shall be filled in, and no change shall be made in the phraseology of the proposal. The State reserves the right to reject any or all bids. Successful bidders will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract.

Drawing and specifications may be examined free of charge at the following offices:

State Architect, 270 Broadway, New York City.

State Architect, Division of Architecture Building, State Campus, Albany, N.Y.

Contracts Unit, Administration and Engineering Bldg., 1220 Washington Avenue, Albany, N.Y.

District Supervisor of Bldg. Constr., State Office Building, 333 E. Washington St., Syracuse, N.Y.

District Supervisor of Bldg. Constr., Genesee Valley Regional Market, 900 Jefferson Road, Rochester, N.Y.

District Engineer, 125 Main St., Buffalo, N.Y.

State Armory, 29 West Kingsbridge Road, Bronx, N.Y.

Drawings and specifications may be obtained by calling at the Contracts Unit Department of Public Works, Administration and Engineering Building, 1220 Washington Avenue, State Campus, Albany, N.Y. 12226 or at the State Architect's Office, 18th Floor, 270 Broadway, New York City, and by making deposit for each set of \$5.00; or by mailing such deposit to the Albany address. Checks should be made payable to the State Department of Public Works. Proposal blanks and envelopes will be furnished without charge. The State Architect's Standard Specifications of January 2, 1960, will be required for this project and may be purchased from the Bureau of Finance, Department of Public Works, Administration and Engineering Building, State Campus, Albany, N.Y., or at the office of the State Architect, 270 Broadway, New York City, for the sum of \$5.00 each.

DATED: 9/23/65



WELCOME THE NEW EMPLOYEE WITH GOOD ADVICE.

By joining the C.S.E.A. during their first 60 days of employment with the State or any of its political subdivisions, new employees under 39½ years old can apply for Accident & Sickness Income Insurance without a medical exam.

This means that The Travelers Insurance Company guarantees the issuance of this important insurance to all qualified new employees.

Since it is impossible for us to personally contact each new employee within the eligible time period, you can help them by passing on this important information.

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OUR 68th YEAR

Office Machine Operators Test

The New York Region Office of the United States Civil Service Commission is now conducting a series of walk-in tests every Wednesday for the position of Addressing Machine Operator — GS-2, GS-3, Bookkeeping Machine Operator — GS-2 and 3, Card Punch Operator (Alpha) GS-2 and 3, Electric Accounting Machine Supervisor — GS-5 and Teletypist—GS-3, 4 and 5. These tests are a continuation of a series begun in December, 1964 in order to fill Federal positions within the City of New York. Previously it was necessary to file an application before being accepted for examination. Lately no application is needed. All an aspirant need to do is show up at examination room B20 on the lower level of the News Building, 220 East 42nd Street, New York City at either 8:30 a.m.

LEGAL NOTICE

SUPPLEMENTAL. — File No. P318, 1964. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To the heirs at law, next of kin and distributees of GEORGE L. WRIGHT, deceased, if living and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence, YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, N.Y., on October 27, 1965, at 10:00 A.M., why a certain writing dated August 12, 1957, which has been offered for probate by GRACE FORTING, residing at 311 Sharon Avenue, Staten Island, N.Y. 10301, should not be probated as the last Will and Testament relating to real and personal property, of GEORGE L. WRIGHT, Deceased, who was at the time of his death a resident of 239 West 148th Street, in the County of New York, New York. Dated, Attested and Sealed, September 8, 1965.
HON. JOSEPH A. COX, Surrogate, New York County, s/Philip A. Donahue, Clerk. (L.S.)

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 be ascertained 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 601 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.)

or 12:30 p.m., any Wednesday.
For further information contact the Federal Civil Service Commission at 220 East 42nd Street—telephone 573-6101. It should be noted that if you are applying for a position that requires a typing test, standard typewriters will be available in the examination room. However you may bring your own machine if you wish, (either standard or electric typewriters). The following information regarding the office machine you can operate will be required: the manufacturer's name; the type; the model number. Secure this information in advance and bring it to the examination room.

Experience requirements follow:
For Addressing Machine Operator GS-3 and Bookkeeping Machine Operator GS-3 applicants must have:

- (1) One year of general experience of which at least 6 months is specialized experience;
- or
- (2) Thirty-six weeks of successfully completed full-time study (20 hours per week) in a business or secretarial or junior college. This education must have included training in the operation of the appropriate office machines.

For Electric Accounting Machine Operator GS-3 applicants must have:

- (1) One year of general experience of which at least six months is specialized experience. At least 3 months of the experience must have been in setting up electric accounting machines for operation including the wiring of plug boards and control panels from prescribed wiring diagrams, the setting of various control devices on the machines, conducting of tests using test decks and other procedures to determine proper functioning of machines, and, when applicable, accuracy of wiring.

Or
(2) Thirty-six weeks of successfully completed full-time study (20 hours per week) in a business or secretarial or junior college. This education must have included training in the operation of the appropriate office machines.

For Electric Accounting Machine Operator GS-4 applicants must have one year of experience in the operation of electric accounting machines such as sorters, reproducers, tabulators, calculators, and other wired equipment;

and one year of experience in setting up electric accounting machines for operation including the wiring of plug boards and control panels, the setting of control pins and levers, and the conducting of tests using test decks and other procedures, to determine proper functioning of machines, and when applicable, accuracy of wiring. This experience must have involved either a wide variety of machines or a late model accounting machine, calculator, or statistical machine.

For Electric Accounting Machine Supervisor GS-5 applicants must have, in addition to the experience required for GS-4, one year of experience which involved the supervision of machine operators.

For Teletypist GS-3 applicants must have:

- (1) One year of general experience of which at least 6 months is specialized experience as typist, alphabetic key punch operator, or other work which provided skill in the use of a typewriter-type keyboard; or experience of any type which provided knowledge of wire communications procedures.

Or
(2) Thirty-six weeks of successfully completed full-time study (20 hours per week) in a business or secretarial or junior college.

This education must have included training in the operation of the appropriate office machines.

For Teletypist GS-4 applicants must have either: (1) one year of experience as a typist, alphabetic key punch operator, or other work a typewriter-type keyboard; or which provided skill in the use of experience of any type which provided knowledge of wire communications procedures. And 1 year of specialized experience in the operation of one or more kinds of

teletypewriter equipment which required use of a typewriter-style keyboard. Or (2) a total of 1 1/2 years of specialized experience as described above.

For Teletypist GS-5 applicants must, in addition to meeting the requirements for Teletypist GS-4 above, have an additional year of experience in the operation of one or more kinds of teletypewriter equipment which required use of a typewriter-style keyboard. This

(Continued on Page 16)

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TUESDAY, OCTOBER 5, 1965

The Road Ahead

THIS week, nearly 1,000 delegates representing some 130,000 State and local government employees who are members of the Civil Service Employees Assn. are meeting at Kiamesha Lake to hammer out a 1966 legislative program for these civil servants.

Top item on the agenda will be approval of a proposal on State salary adjustments for next year but there also will be resolutions acted on that are aimed to improve the salary and working conditions of all public employees in the State.

There is little doubt that State employees deserve a pay increase this year and were unjustly denied one by both the Administration and the Legislature. A delay of one year on salary action not only increases pressures on public employees but also makes it imperative that wages be increased to a realistic level. A token pay increase simply will not do.

At any rate, the Employees Association will soon be ready for the road ahead that again will lead to an improved career in civil service. Once again, we remind our readers that their help, vocal and otherwise will again be needed to assure success.



SOCIAL SECURITY Questions and Answers

I own and operate a service station and my father has worked for me the past ten years. I have never deducted social security taxes from his wages nor shown him on my quarterly report. I have heard the law has changed and that I should deduct taxes and report his wages for social security purposes. Is this true?

Yes. The law has been changed. Beginning 1961 and after, a parent working for his son or daughter in a trade or business is covered, and the wages must be reported. However, wages for household services or work done by a parent not in the course of a trade or business owned by a son or daughter are not covered by social security.

I report all of my employees for social security purposes every quarter. Every 3 or 4 months, I receive correspondence from Social Security Administration headquarters in Baltimore asking for addition information. Why do I keep getting this correspondence on my reports?

Reports need to be correct as well as complete. Some of your employees evidently have given you the wrong social security number. To prevent this, you should check the social security card of each new employee. Then, copy the number correctly on your records. Also, some of your employees may be working under a

name different from that shown on their social security card. When an employee changes her name by marriage, have her get her social security card changed.

I receive benefits for my daughter who is 16 years old. She plans to be married sometime this year. Will her marriage affect her social security payments and, if so, how does she go about notifying the social security office?

Your daughter's social security payments will stop with the check for the month before the month in which she marries. You should notify the social security office as soon as you are sure of the exact date the marriage will take place.

I make, on the average, about \$300 a month. Suppose we have two children and I keep working. If I later become too disabled to do any work, how much would the children and I get from my social security?

You'd get \$105 a month. Each child would get \$52.50 a month. When the children reach 18 their checks would stop. Since you'd be getting benefits from your own record, your checks would continue even though you were under 62, unless you recover from your disability.

I have been receiving social security benefits for several years and the annual reports I made for

Dr. Dworkis' Memorial Set Next Sunday

A memorial service honoring the late Dr. Martin B. Dworkis, first president of the Borough of Manhattan Community College, a unit of the City University of New York, will take place at 3 p.m. Sunday, October 10 in the auditorium of Temple Emanu-El, 10 East 66th St.

To be held under the auspices of the College, the University, and the Board of Higher Education, the service will memorialize the man who organized and opened the new Borough of Manhattan Community College on West 51st St. Dr. Dworkis died on August 20th after serving as the College's president for a year and a half.

Speakers at the service will be Dr. Gustave G. Rosenberg, chairman of the Board of Higher Education; Dr. Albert H. Bowker, Chancellor of The City University; and Dr. Thomas Clark Pollock, vice president and secretary of New York University, where Dr. Dworkis was Professor of Public Administration for 18 years.

Navy Admits

Number Of Jobs At Philadelphia Is Still Undermined

WASHINGTON, D.C., Oct. 4 —A source here informed The Leader last week that the Department of the Navy has admitted that they don't know how many people will be needed at the Philadelphia Navy Yard.

This was in response to a question asked the Department by Senator Jacob Javits' office as to why the Bureau of Ships had ordered that Philadelphia must be declared as an area of availability for the workers at the Brooklyn Navy Yard.

This order declared that if the men did not declare themselves available for Philadelphia, the Secretary of Defense commitment of job offers would have been satisfied.

The Navy Department said that people would be needed but they did not know now in what grades or job levels.

1962 and prior years were on a larger form than which I received for my report of 1964 earnings. Why the change?

The new punch-card annual report form has several advantages. It is less expensive to process and, more important to you, it will speed up any adjustments that may be required. Many beneficiaries have additional payments coming to them as a result of the annual report and the punched form helps get their money to them sooner.

I retired last June. During 1964 I earned \$4,800 but I received social security checks only for the months after June. I am satisfied that my payments for last year were correct. Is it all right if I don't file an annual report of earnings for last year?

No sir; if you were under age 72 during any month last year,

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.")

Pension Loss

MANIFESTLY, IF A civil service employee is found guilty on charges of misconduct or incompetency and penalized by dismissal, he will lose his pension rights. This conclusion is inescapable from the prerequisite to eligibility for retirement that the employee be in government service. For example, the New York City Administrative Code in reference to retirement from the Police Department refers to "a member in city-service."

THE POINT WAS made at Special Term, New York County in the recent case of *Conlon v. Murphy*. Conlon, a patrolman, was injured while on duty. He applied for disability retirement. He was examined by a Medical Board of three physicians who certified his disability to the Board of Trustees of the Police Pension Fund.

THE BOARD OF Trustees refused to retire him because meanwhile the Police Commissioner had terminated his employment. This was done pursuant to the New York State Constitutional provision disqualifying any person from holding public office for refusal to sign a waiver of immunity to answer questions before a grand jury.

AS IT IS generally recognized that no person shall be compelled to testify against himself, it would seem that Conlon's refusal to testify was his privilege.

INDEED, IT CANNOT be denied that the penalty of dismissal for invocation of the privilege constitutes in many cases a deprivation of the privilege against self incrimination.

CONLON'S ARTICLE 78 proceeding for judicial review of the refusal of the Board of Trustees to retire him was based on the sole contention that it was the legal duty of the Board of Trustees to retire him after approval by the Medical Board. Disagreeing, Justice Nathaniel T. Helman observed that Conlon was no longer a member "in city-service."

AN EMPLOYEE may not escape punishment imposed for past misconduct by applying for retirement. Suppose, however, that charges of misconduct involve violations committed after application for retirement. May the employee's pension rights be cancelled upon his dismissal? In *Gordon v. Monaghan*, the Court of Appeals answered the question in the negative.

GORDON, A POLICE lieutenant, filed application for retirement to take effect in thirty days. He did not appear at the hearing thereafter scheduled on charges. He was found guilty *in absentia* and lost his pension.

GORDON CONTENDED that he was entitled to be retired after the passage of thirty days because there were no charges pending against him when he applied for retirement and the subsequent charges did not relate to his conduct prior to that application.

THE COURT OF Appeals noted that the Police Department may not be deprived of the opportunity to determine whether an applicant for retirement had performed his services faithfully up to the time when the terminal leave of absence takes effect. Still, the Department's inquiries are limited to infractions occurring prior to the filing of the application for retirement. As Gordon's active service career terminated with the filing of his application at a time when his record was clear of charges, the subsequent charges of misconduct after termination of active service had no effect on his pension rights. As summarized by the Court of Appeals,

"Without duty there could be no breach of duty, and without breach of duty petitioner's dismissal may not stand."

THE CONLON AND Gordon holdings are in accord with the leading case of *Pierne v. Valentine*, decided in 1943. While a grand jury was investigating the official conduct of the petitioners, one of them, a patrolman, applied for a disability pension. The other petitioners, an inspector and a lieutenant, applied for length of service retirement. Thereupon, all three petitioners were served with specifications and a hearing of charges was scheduled. They then brought Article 78 proceedings to prohibit the Police Commissioner from proceeding with the hearing on the ground they were no longer subject to disciplinary action.

AS THE PATROLMAN'S application for retirement could not take effect before the Board of Trustees acted, the Court of Appeals held he was not entitled to prohibition. The remaining petitioners, on the other hand, were granted relief because length of service retirements are self-executing.

Mayoralty Candidates' Battle Page

Beame And Lindsay Give Position Papers on City's Civil Service

Lindsay Seeks 'Magna Carta' For Giving Rewarding Careers

By JOHN V. LINDSAY
Republican Candidate
For New York City Mayor

THE government of the city of New York is the largest single employer in the metropolitan area. Yet for many, this vast enterprise, the city of New York, is unattractive to work for and unpleasant to do business with. There are now 300,000 employees in municipal government and there is every indication that this figure will increase in the years to come. Public service is the fastest growing field of employment. Six out of every ten new jobs created are in public employment, and the



JOHN V. LINDSAY

greatest number of these are in local government. These facts and the conditions which arise from them must be dealt with in an imaginative and creative manner. One of the principle reasons for the malaise which pervades the municipal bureaucracy is that the government worker remains, in many respects, a second class citizen. In exchange for his greater employment security, the public employee is often called upon to relinquish too large a measure of freedom to improve himself, on his own, through organized collective bargaining, through promotion and improvements based on merit. Too often, the public employee has had to resort to political pressures, through legislation, by clubhouse tactics, and internal department politics to seek benefits for himself. Moreover, to the extent that top positions in municipal government are awarded on the basis of political favoritism, public employees are demoralized. The proliferation of new agencies, "task forces," and special groups taking on the responsibilities for programs otherwise performed by regular city departments, has further divorced the public employee from the significance of his job.

The conditions sap the initiative of the many who are now employed by the city and fail to

Buckley Position Paper Unavailable

William Buckley, Conservative Party candidate for New York City mayor, "regretfully" informed The Leader that he was unable to meet the editorial deadline for a position paper on City civil service. Mr. Buckley did state his civil service views earlier in a "Don't Repeat This" column.

Don't Repeat This

(Continued from Page 1)

attract young and talented individuals to municipal government. Furthermore, a demoralized civil service cannot perform its public duties with efficiency and energy.

A "New Freedom"

Our non-partisan team proposes a "magna carta" for public employees, a new freedom to do a job, be paid for a job, and build a rewarding career based

(Continued on Page 11)

In using the coupon provided on this page, readers are requested to sign their names and addresses, although this is not absolutely necessary. Space is provided also for comments on why a particular candidate was selected.

Also, readers may continue to send cards or letters if they want. All correspondence should be addressed to "Don't Repeat This," 97 Duane St., New York, N. Y., 10007.

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For Mayor

- Abraham D. Beame (D)
- William Buckley (C)
- John Lindsay (R)

For Council President

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

For Comptroller

- Hugh Markey (C)
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- Mario Proccacino (D)

Remarks:

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Beame Wants City, Employees To Have An Equal Partnership

By ABRAHAM BEAME
Democratic Candidate
For New York City Mayor

I will not promise pie-in-the-sky. I am one of you. I came up through the civil service route, and I long ago learned the difference between a promise and an increase in the paycheck.

I will not promise pie in the sky. I know—and you civil servants know—the difficulties of reconciling the legitimate needs of public employees and the City's financial resources.

I will—and do—promise the best deal and the fairest deal possible for public employees in pensions, pay, conditions of work.

I will — and do — promise to set up a new and intimate partnership with the employees and their representatives.

I want to put down clearly what I feel we ought to strive for.

First: Pensions are not good enough. The man and the woman who work for New York City should retire on a pension that will assure a comfortable life in later years.

Second: Pensions should be fully paid by the City, without any contributions by the employee.

Third: The City has a stake in the health of its workers. We need a fully-paid health insurance plan.

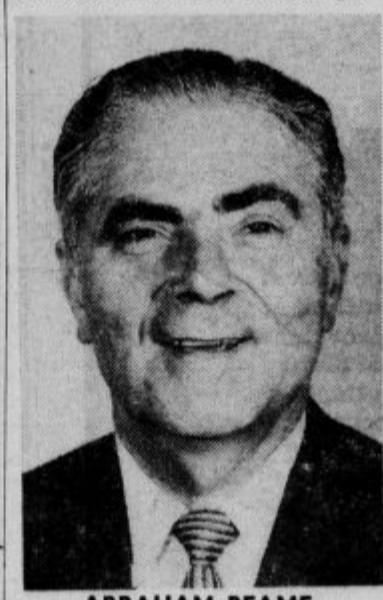
Fourth: We must eliminate every dead-end job that it's possible to eliminate, so that an employee shouldn't feel he has reached the end of the line and can't go any farther up the promotion ladder.

Fifth: We must take a new look at the career-and-salary plan to bring it up-to-date.

Sixth: Salaries should be studied continuously, not only in a hurry once a year, and brought in line as necessary.

Seventh: The Condon-Wadlin act must be killed.

Eighth: In filling higher jobs, a



ABRAHAM BEAME

roster of civil servants should be set up; and this roster, which would contain the names and histories of the finest civil servants, should be available to the Mayor for high-level appointments.

Ninth: All fringe benefits must be examined to assure that civil servants have no less than the finest arrangements existing in private industry.

Tenth: The physical conditions of work must be improved.

Some Specifics

Now let me get to some specifics on these and other items:

We shall complete a top-to-bottom modernization of the Career and Salary Plan to meet present living cost conditions. Machinery will be improved for the evaluation and updating of classifications and salaries. And decisions will come down swiftly.

I pledge to work for the elimination of the unenforceable, unfair Condon-Wadlin Act, which has succeeded only in disrupting sound relations between the City and its employees. I will set up, in consultation with employee representatives, appropriate grievance machinery. My door shall always be open to employee representatives for a discussion of salaries, working conditions, and all legitimate demands.

Transfer Bureau

We will create a central bureau for employee promotions and transfers, to insure the fair and complete evaluation of a worker's performance, capabilities and potentials in line with new job openings. The bureau will work to widen the range of promotional opportunities so that no City employee will find himself in a position without advancement possibilities.

My administration will provide every opportunity to employee representatives to present the views of City workers concerning agency policy. The position and attitudes of City employees will be incorporated in the decision-making process. The implementation of policy will continually be cognizant of the welfare and views of the personnel involved.

We will work for the development of a non-contributory pension system, consistent with the City's ability to support such a system. Every retired City employee must have the opportunity to benefit from the just rewards of a lifetime of dedicated service.

(Continued on Page 11)

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- 28 Lacey W Helmsuth 813
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- 30 Umholtz R Albany 836
- 31 Brun G Albany 836
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- 35 Darling R Oswego 819
- 36 DeGraw W Cornwall 812
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- 45 Gartenberg S Brooklyn 796
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- 47 Gardner E Staten Is 786
- 48 Preisser K Albany 786
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- 51 Bloch H Utica 778
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- 54 Conley R Brooklyn 772
- 55 Carol J Brooklyn 769
- 56 Burrell D Painted Po 767
- 57 McDonald T Watervliet 767
- 58 Erlichman W Slingsherian 766
- 59 Bopp E E Northport 764
- 60 Rosenbaum D Schenectady 762
- 61 Backus G Utica 756
- 62 Geffen M Coeymans 751

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- 1 Hammarstrom W Troy 865
- 2 Poxefsky S NYC 817
- 3 Richmond F Albany 816
- 4 Swanson N Schenectady 814
- 5 Gardner R Delmar 809
- 6 Quinn T Schenectady 883
- 7 Hacker M Albany 878
- 8 Bratspis R Albany 877
- 9 Pethel R Menands 877
- 10 Krieger A Troy 877
- 11 Murphy R Albany 876
- 12 Fialko B Albany 875
- 13 McCloud L Niskayuna 871
- 14 Tarrari J Albany 867
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- 16 Spencer E Saratoga 861
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- 19 Murray J Albany 850
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- 22 Wall J Delmar 847
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- 24 Palmer C Delmar 842
- 25 Fadden P Albany 837
- 26 Brody G Brooklyn 835
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- 28 Wilson J Albany 833
- 29 Brun G Albany 830
- 30 Laton G Esperance 828
- 31 Bankhead H White Plains 828
- 32 Kerr D Bronx 826
- 33 Dauchy W Troy 818
- 34 McQueen B Schenectady 817
- 35 Abramowitz N NYC 814
- 36 Smith V Schenectady 814
- 37 Norton J Albany 813
- 38 McCarthy J Woodside 813
- 39 Carroll J Brooklyn 812
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- 41 Newhart J Albany 809
- 42 Dolan J Albany 808
- 43 Smith V Albany 804
- 44 Daly S Schenectady 797
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- 46 Gartenberg S Brooklyn 796
- 47 Smith E Albany 796
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- 49 Cummings J Albany 792
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- 51 Allen W Brooklyn 788
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- 54 Jackson J Albany 785
- 55 Rosenbaum D Schenectady 782
- 56 Hart W Troy 779
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- 58 Noyes R Flushing 775
- 59 Byrnes H Jackson Ht 774
- 60 Nackenson J Delmar 773
- 61 Lennon R Delmar 771
- 62 Keefe J Troy 767
- 63 Casterton C Johnson Ci 767
- 64 Obach R Delmar 762
- 65 Malwald A Albany 759
- 66 Fadden D Troy 755

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- 2 Pethel R Menands 817
- 3 Bowden R Sherrill 818
- 4 Hacker M Albany 818
- 5 Golden L Albany 888
- 6 Krieger A Troy 887
- 7 Murphy R Albany 886
- 8 Norton J Albany 883
- 9 Richmond F Albany 876
- 10 Smith D Schenectady 872
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- 12 Marcy J Albany 865
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- 14 Dauchy W Troy 858
- 15 Umholtz R Albany 856
- 16 Bratspis R Albany 837
- 17 McNamara J Albany 835
- 18 Rinaldi K Latham 835
- 19 Quinn T Schenectady 833
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- 21 Pritchard T Mt Morris 830
- 22 Stallone V Defreestvi 821
- 23 Coburn J Albany 811
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- 38 McQueen B Schenectady 777
- 39 Fitzmaurice J Schenectady 777
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- 44 Daly S Schenectady 797
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- 46 Gartenberg S Brooklyn 796
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- 58 Noyes R Flushing 775
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- 60 Nackenson J Delmar 773
- 61 Lennon R Delmar 771
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- 65 Malwald A Albany 759
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- 1 Mackay J Niagara Fl 826
- 2 Conti Carman Lewiston 817
- 3 Conti D Niagara Fl 785
- 4 Rogers J Grand Isla 780

B

- 1 Ladd V Niagara Fl 1013
- 2 Newberry L Niagara Fl 840
- 3 Petersen R Irving 835
- 4 Mackay J Niagara Fl 826
- 5 Conti C Lewiston 817
- 6 Paonessa J Niagara Fl 815
- 7 Conti D Niagara Fl 785
- 8 Rogers J Grand Isla 780
- 9 Francisco T Athol Spgs 767
- 10 Sdao F Niagara Fl 765

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A former member of the civil service himself, Abe Beame knows the needs and aspirations of city employees. That's why his Civil Service Employees Plan is so practical in its aims . . . and benefits!



Abe Beame has the know-how to do more for Civil Service

The Beame Plan for Civil Service Employees

REVIEW AND UPDATE THE ENTIRE CAREER & SALARY PLAN

It's high time to completely overhaul the now badly outdated 1954 Career and Salary Plan . . . a plan that controls the classifications and salary allocations of some 125,000 city employees! It must be brought into line with today's higher living cost conditions. MR. BEAME SAYS: "THERE'LL BE SOME DRASTIC CHANGES MADE!"

PAY AND FRINGE BENEFITS MUST BE COMPARABLE WITH THOSE FOR COMPARABLE POSITIONS IN FEDERAL & STATE SERVICE (AND PRIVATE INDUSTRY)

There must be equal pay for equal work. Anything less is unfair. And damaging to the civil service, since financial necessity can drive many top calibre people out of city employ.

CROSS-PROMOTIONS ARE A MUST

Service-wide cross promotions should be the order of the day. They should be based on competitive examinations.

COLLECTIVE BARGAINING FOR ALL CITY EMPLOYEES

This right must include everyone . . . even part-timers.

EARLIEST REPEAL OF THE CONDON-WADLIN ACT

This law has strangled sound labor-management relations between the city and its employees. CONDON-WADLIN MUST GO.

NEW MEDIATION & ARBITRATION BOARD FOR CITY CIVIL SERVICE

The M & A Board shall operate full time to resolve labor-management grievances.

THE BEAME OPEN DOOR POLICY

Grievances will be heard. All city employee organizations will always find Abe Beame's door open to them. They'll always find Abe Beame willing to listen to their legitimate demands for the betterment of salaries and working conditions.

SOME VERY SPECIFIC BEAME PROPOSALS

- Strengthen city agencies in order to provide for sounder recruitment and training.
- Create a solid merit system under which performance is recognized and rewarded.

- Establish a central office for employee transfers.
- Provide tenure for non-competitive and prevailing rate employees.
- Adopt the best of the proven employee fringe benefits . . . including fully paid health insurance and maximum vested pension rights.
- Modernize working conditions and physical plants for improved labor-management relations and better productivity.

CITY EMPLOYEES TO SIT ON THE BOARD OF THEIR \$2 BILLION PENSION FUND

Unlike most of the major New York City pension systems, the largest fund of all (ERS) has no employee representation on its board! ERS members do have a liason committee, thanks to Abe Beame's efforts as Comptroller. That's good, but not enough. THEY HAVE A RIGHT TO HAVE THEIR OWN REPRESENTATIVES ON THE BOARD THAT GOVERNS THEIR OWN \$2 BILLION PENSION SYSTEM.

AND ABE BEAME'S GOING TO SEE THAT ERS MEMBERS GET IT!

Beame, O'Connor, Procaccino together with Johnson, Humphrey, Kennedy can get more for Civil Service

Elect the new Democratic Beame Team + Column 2 + November 2nd

Sponsored by the Independent Citizens Committee for the Election of Beame, O'Connor, Procaccino; B. Bernard Greidinger, Treasurer, Hotel Summit, New York.

Career Opportunities For Caseworkers In NYC

THE DEPARTMENT of Personnel has announced the continued availability of career opportunities for case workers. The entrance-level title is case worker I at a starting salary of \$5,750 a year. The salary increases to \$6,050 per annum after six months on the job. At the end of one year of satisfactory service, there is promotion to case worker II, with a salary range of \$6,400 to \$8,200 a year.

To qualify, candidates must be holders of a baccalaureate degree from an accredited college or university, must be United States citizens, and successfully qualify in an examination given by the New York City Department of Personnel.

Case workers form the backbone of the Welfare Department's very extensive public assistance program. They determine the eligibility of applicants for public assistance, institutional or hospital care, and other social services provided by the City.

Most case workers perform considerable field work in their neighborhoods of assignment. Their duties include interviewing applicants in their home, and visiting friends, relatives and others in a position to provide necessary information. Case workers are trained to be aware of the many resources offered by both the City and by private social welfare agencies and whenever possible refer clients to appropriate social service centers for the type of individual care or counseling the clients may need. Ultimately, the goal of the case worker is to help as many clients as possible to become self-sufficient.

Case workers who have been on staff at least two years are eligible for consideration for one of many fully-paid scholarships towards a master degree in graduate school of social work, made available each year through the Welfare Department. Those who secure such scholarships continue to receive their full case worker salaries while they spend their time studying and

performing field work related to their graduate courses.

Also available are partial tuition repayment programs for those who wish to work immediately toward their masters in social work in evening classes.

Those who achieve masters degrees in social work become eligible for appointment as social workers.

One who took advantage of the Welfare Department's



Case Worker Talks With His Supervisors.

scholarship offering was Frank Lang, now a supervisor at the City's Non-Residence Welfare Center at 119 West 31st Street, Manhattan.

Frank, a graduate of Brooklyn College and a Navy vet, began his career with the Welfare Department as a case worker in 1961. He worked on Staten Island for two years, then applied for one of approximately 200 scholarships which the Welfare Department makes

available to its outstanding case workers each year.

For two years, starting in September 1963, Frank attended Syracuse University as a graduate student of social work. His tuition was paid by the New York State Department of Social Welfare, and his full salary as a case worker was continued by the City.

During this period, he attended classes two days weekly, and for three days performed field work assigned to him by the University.

For one year, his field work was with the Syracuse Probation Department, during which time he was concerned with rehabilitating probationers. During the second year of field work, Frank worked as a marriage counselor at a private family counseling service.

Now a supervisor of case workers, and holder of a master's degree in social work, Frank feels his formal graduate education and the nature of his field work have been invaluable in sharpening his sensitivity to the many personal and social forces in which Welfare clients are often caught.

He is able to pass on much of this sensitivity to the case workers under his supervision, who as a result have become that much more effective in helping their client to solve their problems.

If you are a college graduate interested in starting a career as a case worker with the Department of Welfare, you may take the necessary civil service examination on the first or third Tuesday of each month, at 9 a.m. or 1 p.m., at the City Department of Personnel, 40 Worth Street, Mezzanine Floor, Manhattan. No prior filing is necessary. All candidates need do is appear for the examination. Actual job appointments can be expected within two months of the day of examination.

For further details you may write or phone the City Department of Personnel, 220 Church Street, Manhattan, phone number 566-8700.

New Unit In Nassau Chapter

Irving Flaumenbaum, president of the Nassau chapter announced enrollment in Nassau chapter, Civil Service Employees Assn., of the Village of Mineola. There are about 100 employees in this Village of whom most have already signed membership applications.

Temporary officers have been elected and are as follows: Daniel Hoehn, president; Harry Parett,

vice-president; Eddie Hirt, secretary; John Bertani, treasurer. Another meeting of this Unit is contemplated for the near future to iron out a full program for these employees, which will be presented to the Village officials. "It is" expected that complete cooperation will be forthcoming from these officials, Flaumenbaum said.

BPW To Host Beame & Lindsay

On Thursday, Oct. 14, at 6 p.m., the Business and Professional Women's Club of Brooklyn will be host to the major candidates in the mayoral campaign, Congressman John V. Lindsay, Republican, and Abraham D. Beame, Democrat. The dinner meeting will be held at Hotel Pierpont, Brooklyn, and will be sponsored by the Legislation Com-

mittee, Mrs. Cecile M. Ahern, Chairman.

Members of the Queens, Flushing, Bay Ridge, Staten Island and Flatbush Business and Professional Women's Clubs have been invited to share the occasion with the Brooklyn Club.

Mrs. Mary E. Lee, president, will preside.

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

Luncheon Guest

ALBANY, Oct. 4—Mrs. Helen Fleming of the New York State Department of Social Welfare, Central Office, 112 State Street, was recently the guest of honor at a luncheon at Jack's attended by 40 of her co-workers. Mrs. Fleming has accepted a promotion in another department, (Public Service).

Mrs. Dorothy Bowdy and Mrs. Carolyn Viall were Co-chairmen of the affair.



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Beame

(Continued from Page 7)

Our pension system must make possible retirement with dignity and wholesome standing in the family and community. Along with this will go maximum vesting rights, and the most remunerative investment of pension funds to get the biggest return for employees.

Health Insurance

The City should offer its employees fully paid health insurance, and I will work to bring this about. In addition, employees should have the opportunity to choose between different medical-service plans. I intend to set up a special fund for the families of employees killed or severely incapacitated in line of duty.

Some offices, some welfare centers, some shops are below standard. The places where civil servants work should not be shabby. They should be bright, pleasant and comfortable.

I approach the Mayoralty with the knowledge that comes from years of experience as a civil servant, then as an appointive and elective official who rose from the ranks of civil service. As I have in the past, I will continue to use my professional knowledge and experience gained on both sides of the bargaining table, to set just salary rates, to find equitable compromises in difficult situations within the City's ability to pay, and to give to every public servant—in whatever category—a sense of dignity and an assurance of ever-continuing opportunity. The open-door policy will mean just that . . . an open door to the Mayor. Police, Fire, Sanitation, Correction and all other uniformed employee organizations, as well as the representatives of other groups, will have access to the Mayor's office. And this above all: Their suggestions will be solicited, their advice sought, and their grievances fairly and speedily dealt with. I emphasize speed. Action delayed is action denied. And that I will not allow to happen.

I am proposing a new partnership between the administration and the civil service employees.

I will institute improvements in recruitment and promotion. I want the best City employees we can find. I will demand from them the best job that can be turned in—nothing less than the best is good enough for the City of New York. In return, I will offer them the best possible conditions of work, pay, retirement privileges, and training to improve their prospects. I will offer them the possibility of rising to the highest posts in City government consistent with their abilities and their zeal.

This is the kind of partnership that only knowledge and experience can bring about—it's not anything that can be accomplished by amateurs or by those who don't understand the civil servant. It's the kind of partnership that will be appreciated by all the people—because it will work for a better New York.

These are not empty, pie-in-the-sky promises. You know me. The name is Abe Beame.

And I mean everything I say.

CORRECTION

Ned A. Briggs was not appointed director of civil defense operations in the State by the State Civil Service Department as reported in The Leader last week.

John V. Lindsay

(Continued from Page 7)

on real and satisfying contributions by the individual to the business of city government. We call for an end to second class status, salaries, and working conditions as well as performance.

We must provide the city civil servant with a whole new approach to his job. He must be enabled to pursue success, not merely to avoid failure. We must create a new climate of excellence by rapidly utilizing the recent developments in the scientific practice of management. In private industry, we have been able to make dramatic improvements in job performances and raise the output of an entire organization by using the professional skills of the behavioral scientist. There is no reason why it cannot work just as well in city government.

We must provide the worker with a wider zone of freedom to function in his job. We must permit more choices, more decision-making at the working level, more delegation down the line. Furthermore, each employee must be able to assess his own performance. Too many workers, administrators and managers in city government do not have standards against which they can assess that performance; they never know whether they are performing their jobs well or poorly. In addition, we must raise the level of aspiration for city employees. The great tragedy in so many city departments is the stifling climate that prevents a man or woman from striving for more responsibility. Too many know all about their own jobs but have had little opportunity to broaden their knowledge of other departmental work—not to mention the work of other departments—let alone what their city government is trying to do. Our objective must be to make it possible for civil servants to work at the highest levels of their ability, and not to limit them to the routine and non-creative. Finally, and perhaps most importantly, we must look to the future and begin now to tap the enormous reservoir of young talent—imaginative, aggressive, creative—to share the responsibilities of power with us. In order to implement these broad principles, we therefore propose the following program:

I. Recognize the municipal employee as a key partner in developing a more vital and satisfying urban community.

II. Strengthen the collective bargaining process and the right to organize, and to provide opportunity for free negotiations.

III. Strengthen the merit system, through improving systems of recruiting, selection, and promotion.

IV. Provide salaries and benefits commensurate with responsibilities and with salaries prevailing in non-public employment.

Collective Bargaining Procedures Must Be Improved

1. The Condon-Wadlin Law has proved unworkable and should be repealed. It should be replaced with an employee relations statute which defines an orderly procedure through which public employees can negotiate for salaries, working conditions, and benefits.

2. All public employees paid for in whole or in part by municipal funds should be covered by grievance and collective bargaining machinery.

3. For certain categories of grievances, an appeal mechanism, independent of the city, such as the American Arbitration Association and the State Board of Mediation, should be provided. Similarly, provision should be made for impartial fact-finding mediation in labor disputes.

4. The city Department of Labor should cease to be the agency that names the bargaining agent. A neutral body is needed along the lines of the National Labor Relations Board.

Personnel Management

Needs To Be Strengthened

The city's management of personnel problems is still in the horse and buggy era. Too many agencies—but often not the right ones—are involved in personnel management. Confusion, duplication, and delay are widespread.

1. Strengthen the Department of Personnel. Remove the Budget Bureau from direct responsibility in personnel management; eliminate its role in classifying positions, civil service examinations, and filling of vacancies. Set up professional personnel management staffs in operating departments.

2. Municipal workers should be paid salary rates that are competitive with those of other progressive employers. An annual or biennial survey should be made of prevailing salaries by an agency of unquestioned objectivity, and adjustments should be made in municipal salaries at the same time of the year. These changes should be coordinated with collective bargaining and the preparation of the budget.

3. Overhaul the now outmoded Career and Salary Plan. The grades should be broadened and the number of grades reduced. The salary levels require significant upward revision. Several super-grade classes for top civil servants should be created which are comparable in pay to all but the top exempt positions.

4. The Department of Personnel should, in cooperation with the city departments, prepare a five-year personnel development plan which would project future job requirements in various public programs, and devise programs which enable these future requirements to be met.

5. An expanded training education program will be an essential part of such a development plan. In this way, employees would be prepared for the promotional opportunities which would become available. Skill requirements in many fields are changing very rapidly. Only through a vigorous training program can we continue to match workers to the job.

6. The Personnel Department should be required to adjust, periodically, salaries of classes of employees and to help arrange interdepartmental transfers.

7. Adopt a more positive and liberal policy on transfers to permit employees to move out of dead-end jobs. Set up a central placement staff in the Department of Personnel to counsel applicants and new employees and to help arrange interdepartmental transfers.

8. Create a talent roster of city workers, so we can tap this great resource for special assignments, including jobs in new agencies and programs at every level, including top commissioner positions.

1. The city should assume the full cost of contributions for medical insurance, and choice of

plans should be provided to all employees.

2. The city should work toward full contribution to the pension system. Vesting of pension rights should be provided to employees with more than fifteen years in the system. Action on unifying the various pension systems for different groups of employees should be speeded up.

3. A special insurance fund should be established for widows and dependents of city employees killed in the line of duty.

4. The physical conditions under which city employees work should be improved. Provisions should be made for more modern space, air-conditioning, better equipment, etc.

Labor Dept. Role

In addition to these specific proposals, we believe that the role of the City Labor Department requires careful review and that reorganization of that Department may be necessary. We recommend the establishment of a totally independent group—including university staff and other outside major experts—to review the operations of the Labor Department.

These proposals are designed to cope with the current flabbiness in the municipal government. But what of the future? New York will continue to need the most capable people we can find. New York needs engineers, for instance, bright creative engineers; and those engineers are going to be most creative in their special position if they are familiar with municipal administration, with the specific social, economic, political texture of New York affairs.

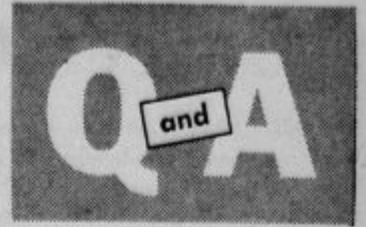
Lawyers, social workers, computer experts, teachers and especially those in the humanities—there is hardly a field which is excluded from making its contribution to the growth and development of the city. People who can deal with ideas as well as with other people are going to be at a premium. Just as the late President Kennedy vowed to get the country moving again, and to this end, enlisted the services of young, creative, imaginative, and energetic young people, irrespective of partisan affiliations, so we too pledge to bend every effort to revitalize the city government and its administration by tapping the creative resources of the young men and women in the urban community.

These young people need to be prepared for service in the city; and the city needs to be prepared for them as well. The officials, the bureaucrats, the old-time experts, have to be receptive to the young college people, and they have to be ready to work with them and to offer their experience and guidance. In fact, we must bring into a wholesome and organic relationship, the official city of New York with the academic world of New York. The city has to make use of its finest products, its bright young men and women, educated in its excellent colleges and universities.

Therefore, in addition to the proposals suggested earlier, we urge the creation of an Urban Corps. Such a program would include the following:

1. Paid internship for college students in the departments, bureaus, and agencies of New York City, both political and administrative. The purpose of this program is to build a pool of people

(Continued on Page 12)



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. Both my wife and I work for the State. When we first signed up for the Statewide Plan, we decided to have the deduction taken out of my wife's salary. Now she's going to stop working and we wish to transfer the policy and payroll deduction to my salary check. How do we do this, and will we have to have physical examinations?

A. As long as you are now both insured under the family plan, this is simply a matter of your wife requesting cancellation of her coverage, and your enrolling her as your dependent at the same time. If you have both been covered right along under the Statewide Plan, no physical examinations will be necessary. The forms you will need to effect the transfer can be obtained from the personnel or payroll officer in your department.

Q. Are X-rays taken at a doctor's office covered by the Statewide Plan?

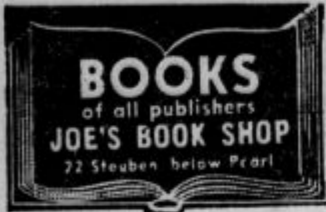
A. Yes, X-rays given by or at the direction of a doctor are covered by the Statewide Plan. Part III (Major Medical) covers X-rays that are taken and billed by a doctor, by a hospital to you as an out-patient or by another agency when you are not confined to a hospital deductible and co-insurance apply). Part I (Blue Cross) covers X-rays that are given and billed by a hospital while you are a patient at that hospital.

Q. Am I covered under the Statewide Plan if I have a private room in a hospital?

A. Yes. You may occupy a private room if you wish. However, the benefits for room and board under the Statewide Plan will be based on the hospital's most common semi-private room rate.

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ALBANY, NEW YORK
CIVIL SERVICE BOOKS

Lindsay Calls for Civil Service "Magna Carta"

(Continued from Page 11)

ple with the interest and insight, the knowledge and sensitivity to apply their training to the specific needs of New York City.

2. A program of residencies in the city departments, bureaus and agencies for faculty. College faculties not only train the young; they traditionally develop the ideas and expertise for government as well as private agencies. It is not

enough to retain a prominent professor as consultant to a crash program or ad hoc project. The city cannot content itself with high-priced brainpicking. We need the heart and soul of learning as well. The formal association with the official city will certainly stimulate both sides—the theorists and those who are on the firing line.

3. A program of apprenticeships in the various city departments for the many non-college youngsters and the community college students whose skills and interests are also needed by the city for technical and pre-professional positions.

The Urban Corps should not be

confused with the Youth Corps and other programs. First of all, the internships and residencies proposed for the Urban Corps would be on a paid and not on a volunteer basis. This is a professional program designed for people who can start and build careers in government. Secondly, this is not a program for drop-outs. It is a program for stay-ins. It is a program for young people whose own progress is already evidenced in some measure by their educational attainment but whose commitment to public service must be further deepened.

If the proposals outlined are seriously considered, we are confident that they will result in a more efficient, energetic, creative, and imaginative civil service which will provide the City of New York with a fresh approach to the problems which confront it.

State Park Chapter Meets

The next regular meeting of the Long Island Inter-County State Park Chapter of the Civil Service Employees Assn. will be held Tuesday evening, Oct. 12, at 8:30 p.m. The meeting will take place at the Seaford Fire House, Waverly and Southard Avenues in Seaford. Refreshments will be served.

Mrs. Andrew Duda

POUGHKEEPSIE, Oct. 4 — Mrs. Andrew Duda, 58, died Sept. 28th at the infirmary of the Hudson River State Hospital where she was an attendant.

Mrs. Duda, who had lived and worked at the hospital for 20 years, had been ill for the last eight weeks. She was a member of the HRCH chapter, Civil Service Employees Assn. She is survived by her husband, two sisters, Mrs. Rose Gaiting, Uniondale, L.I., and Mrs. Helen Grotz, Long Island, and a brother, John Doyle, St. Albans, L.I.

Geraci Named

ALBANY, Oct. 4 — Robert A. Geraci of Tonawanda has been appointed a member of the Advisory Board in Ophthalmic Dispensing in the State Education Department.

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Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate tag 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.

Help Wanted

ACCOUNTANT, part time, some evenings and Saturdays, for public accounting firm. Please write re education and experience. Box 24, C.S.L., 97 Duane St., New York 7, N.Y.

Help Wanted - Male

AAA NATIONAL Co. looking for asst. mgr. trainee \$89 work in NYC for household prod. co. 516-466-8394 after 9:30 evenings Mr. Kelly.

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We asked teachers what they wanted in a health protection plan...

As a teacher in New York City's public schools, you will soon be selecting the health plan you prefer for yourself and your family.

It's an important decision—one that calls for careful study. But where do

you start? Perhaps we can help. As part of our own study in putting together the best possible plan to offer you this fall, teachers in eight representative schools were asked which benefits and features they considered most essential.

here is what they told us!

You might expect that such a question, put to a cross-section of teachers, would produce a broad range of replies. And answers did include such ideas as benefits for private-duty nursing, prescription drugs and psychiatric care.

But what made this survey so surprising was that the No. 1 request among these teachers was the *free choice of doctors*. Second only to this was their desire for comprehensive coverage, including major medical benefits.

Are these features your key concern, too?

We suspect they are. This is why we have tried so carefully to follow these guidelines in shaping the BLUE SHIELD—BLUE CROSS—METROPOLITAN LIFE plan soon to be offered you.

With this plan, you *will* have free choice of doctors. You *will* have a broad range of medical and surgical benefits, as well as full hospital coverage. You

will have major medical protection, through Metropolitan Life.

Full details about the valuable coverage that this plan offers you and your family will soon be available. Compare it with the plan you may have now... or with other health protection plans you are offered. We believe you will find it's your wisest choice.

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BLUE CROSS



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BE YOUR OWN SHERLOCK!

In Comparing Health Plans
Ask A Few Probing Questions
—Like These:



Q. Which health plan gives the broadest coverage — with no ifs, ands and buts?

A. Let the Columbia School of Public Health answer that one. It studied New York health plans and found that "the most complete contract offered for sale in New York State is provided by the Health Insurance Plan of Greater New York."

Q. Does the plan adequately cover specialist care?

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.

Q. Can you continue with comprehensive benefits (home and office calls) if you leave your job before retirement?

A. Only H.I.P. permits this. You need only be in H.I.P. for three months to be able to convert to a direct payment policy without loss of home and office coverage, regardless of your age.

Choose Carefully. Write or Phone for "What's The Difference?" — A Comparison of Benefits.



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Zirin Will Head New Training School For Boys

ALBANY, Oct. 4 — Acquisition of the first parcels of land as the site of a new boys' training school in the Fulton-Montgomery County area, and appointment of the school's superintendent were announced simultaneously by George K. Wyman, State Commissioner of Social Welfare.

The new school, with a capacity of 400 boys, will be established on a large tract at West Perth in Fulton County, near the cities of Johnstown and Gloversville. It will be the Department's eighth training facility for boys who are delinquent or otherwise in need of supervision. Construction will cost \$7 million, and is expected to be completed in a maximum of three years.

The new superintendent is Sidney Zirin of Warwick, N.Y., a veteran of 25 years in child welfare and youth care service. His appointment to the \$16,260-a-year post is effective immediately.

The target date for opening of the new school is next July first, when it will begin to accept the first group of boys, up to a maximum of 100.

The institution will provide care and treatment for boys between 12 and 16 placed by the Family Courts of 14 upstate counties. Its annual operating budget will be about \$2.5 million.

Zirin, 48, was promoted to the West Perth assignment on the basis of a nationwide, competitive Civil Service examination in which he ranked first.

Guests At Onondaga Clambake Hear CSEA Candidates' Views

SYRACUSE, Oct. 4 — Incumbent and opposing candidates for top offices of the Civil Service Employees Assn. attended the annual clambake of Onondaga chapter.

Top officers at the event that attracted more than 400 members and guests was Joseph F. Feily, incumbent president who is running for re-election.

Also at the bake were Raymond G. Castle, Vernon, Tapper and Claude Rowell, first, second and fourth vice presidents, respectively, and Theodore Wenzl, Harry Shemin and William Rossiter, candidates for first, third and fourth vice president.

John J. Hennessey, treasurer, and Mrs. Hazel Abrams, secretary, and their opponents in the CSEA election, Louis G. Sunderhott and Mrs. Clara Boone, also attended.

Central Conference president Emmett Durr and County Workshop president Sam Borrelly also were among the guests, as were the following chapter presidents: John Riley, Syracuse; Charles Ecker, Syracuse State School; Mrs. Fannie Smith, Jefferson County; John Gallagher, Syracuse Division, Thruway.

President of Onondaga Chapter which is made up of Syracuse and Onondaga County employees is Leona Appel. The affair was held Sept. 26 at North Syracuse.

Many local political candidates and the county chairmen of both major parties, Stewart P. Hancock Jr., Republican, and George Van Lengen, Democrat, also were at the event.

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House For Sale - Flushing
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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 TIBERIV 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,
Clerk.

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 "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Ernest Halatsis, also known as Ernest Halatzes, Ernest Hallatigis, Ernest Halatiors, Ernest Haltzer and Ernest J. Halatses, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein and to the distributees of Ernest Halatsis, also known as Ernest Halatzes, Ernest Hallatigis, Ernest Halatiors, Ernest Haltzer and Ernest J. Halatses, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Ernest Halatsis, also known as Ernest Halatzes, Ernest Halatiors, Ernest Haltzer and Ernest J. Halatses, deceased, who at the time of his death was a resident of 208 East 39th 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 16th 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 9th day of September, in the year of our Lord one thousand nine hundred and sixty-five, Philip A. Donahue,
(Seal) Clerk of the Surrogate's Court.

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5 & 4 ROOM APT.
Detached legal 2 family — 5 room apt. with 3 bedrooms — 4 room apt. with 2 bedrooms. Modern kitchens & baths — finished bsmt. 2 car garage. Must sell to settle estate.

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Owner sacrificing this home at mere cost, consisting of 5 & 3 rm apts. with streamline kitchen & bath, plus night club finished bsmt., all knotty pine with complete bath & shower. Situated in a country atmosphere. Immediate occupancy.

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4 1/2 Rms (2 Bdrms) with air-conditioning —\$155—

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MACHINE OPERATORS

(Continued from Page 5)

must have included experience in sending complex messages (that is, messages containing significant proportions of code, foreign language, complex tabulations, complex groups of figures, or combinations of these, or book messages, or conference calls) or in sending over complex circuits (that is, circuits which involved transmission of messages through relay centers, via other networks or systems, via other communications media for a portion of its route, or otherwise more complicated than direct point to point transmission on a signal line) when this involved determining proper routing, call signs, message headings, etc. Six months of the experience must have been at a level of difficulty comparable to grade GS-4 in the Federal service.

Important

In order to receive credit for training, applicants must: give the name and address of the school attended, describe the courses taken and number of classroom hours devoted to each, name the specific machines in which training was given, and show the dates (months and years) when the courses were taken. Applicants for Electric Accounting Machine Operator and Supervisor positions should state on Standard Form 57 whether the course included at least 30 hours in wiring or the setting of control pins.

FREE BOOKLET by U.S. Government on Social Security. **MAIL ONLY.** Leader, 97 Duane St., N.Y. City, N.Y. 10007.



(Leader Staff Photo by Deasy)

PROTEST MARCH — Employees of Brooklyn State Hospital are seen here as they staged a "Protest for Progress" outside the hospital on Sept. 26. Leader of the march was Albert Traynor, in foreground, president of Brooklyn State Hospital chapter of the Civil Service Employees Assn. Traynor said the demonstration was staged to draw attention to needed improvements in staffing at the hospital and other working conditions.

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Asst. Mech. Eng. (DE) | gible list Oct. 6 with two names | Don't forget to send your choice
The New York City Department | on it in the title of assistant me- | of Mayoralty candidates to
of Personnel will establish an eli- | chanical engineer (DE). | "Don't Repeat This".

PUBLIC EMPLOYEES ARE PEOPLE

The Lindsay Team Proposes a Four-Point Program to Protect the Rights of Municipal Employees

The independent, non-partisan Lindsay Team proposes a "magna carta" for public employees, a new freedom to do a job, be paid for a job, and build a rewarding career based on real and satisfying contributions by the individual to the business of city government. John Lindsay calls for an end to second-class status, salaries, and working conditions as

well as performance. In order to implement these broad principles, The Lindsay Team therefore proposes the following program:

- I. Recognize the municipal employee as a key partner in developing a more vital and satisfying urban community.
- II. Strengthen the collective bargaining

process and the right to organize, and to provide opportunity for free negotiations.

- III. Strengthen the merit system through improving systems of recruiting, selection, and promotion.
- IV. Provide salaries and benefits commensurate with responsibili-

ties and with salaries prevailing in non-public employment.

Collective Bargaining Procedures Must Be Improved.
Personnel Management Needs to Be Strengthened.
Fringe Benefits Must Be Improved.

In addition to these specific

proposals, John Lindsay believes that the role of the City Labor Department requires careful review and that reorganization of that Department may be necessary. He recommends the establishment of a totally independent group — including university staff and other outside major experts — to review the operations of the Labor Department.

VOTE FOR THE LINDSAY TEAM

John Lindsay for Mayor • Milton Mollen for Comptroller • Tim Costello for City Council President

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MERIT AWARD — Francis Manning, center, receives a merit award from Dr. I. Murray Rossman, director of Gowanda State Hospital. Manning is an attendant at the hospital. Looking on is John Hew, supervising nurse.



WASSAIC OUTING — Twenty - five Year Club members from the Albany office of the New York State Department of Mental Hygiene get together at a recent outing in their honor at Wassaic State School.



TOURS HOSPITAL — Assemblyman Daniel Becker toured the Middletown State Hospital recently. Becker met with staff employees and discussed views, problems and possible future status of State employees. Seen above are, left to right: Dr. Hyman Pleasure, director of the Hospital; Issy Tessler, president of the Southern Conference of the Civil Service Employees Assn.; Assemblyman Becker, and Felice Amodio, president of the Middletown State Hospital chapter, CSEA.



ACCOUNT CLERK RETIRES — Shown, left to right, are: James J. Gullo, associate district engineer; James C. Norton, north district engineer; Mrs. Michael J. Bourke, 41, Dexter, senior account clerk in the Watertown office of the State D.P.W., was honored at a retirement party in that City. Mrs. Bourke, William C. Bassette, retired operations and maintenance superintendent, and Paul J. Mullen, principal engineering technician.



WILLARD AWARDS — at a recent ceremony in the office of Dr. Anthony N. Mustille, director, at Willard State Hospital, on behalf of the Department of Mental Hygiene, Dr. Mustille presented awards and a check for \$25 to Mrs. Mary E. Bowers and Mrs. Elizabeth M. Morehouse, employees of the Business Office, for their suggestion to revise the Department of Mental Hygiene Clothing Purchase Request form, which will save the Department hundred of dollars annually. During this ceremony, Dr. Mustille presented Kenneth C. Foxx, Food Service Manager, a Certificate of Achievement for completion of a three-week training program of the Management Training Institute for Food Service Managers and Supervising Dietitians, conducted by the Department of Mental Hygiene. Pictured, from left to right are: Dr. Anthony N. Mustille, Director; Mrs. Bowers; Mrs. Morehouse; Foxx; and Arthur B. Cole, Acting Business Officer.



49 YEARS — John Cregan, second from left, was guest at a testimonial dinner at the Thruway Motel, Albany recently on the occasion of his retirement after 49 years' service with the State Tax Department. Cregan, 71, is shown here with his wife, Mildred. Commissioner James R. Macduff and State Tax Commissioner Joseph H. Murphy.

