

Civil Service LEADER

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See Page 9

CSEA Asks State To Give Fairer Mileage Rates

Costs of operating an automobile have increased so sharply that the Civil Service Employees Assn. has asked for immediate meetings with Budget Director T. Norman Hurd and Comptroller Arthur Levitt to arrange for more realistic mileage allowances from the State.

In letters to both officials, Joseph F. Feily, CSEA President, wrote saying:

"As you know from previous correspondence and discussions with us, it long has been our contention that a mileage re-imbursment rate of less than 11 cents per mile, for employees who use their own vehicles for State business, is entirely inadequate.

"Now, with the advent of a State sales tax, which not only applies to State workers in the purchase of motor vehicles but also in the direct cost to them of gasoline and related materials and services, and with the additional burden of a 50 per cent increase in motor vehicle registration fees, we are doubly certain that the present rate of re-imbursment, at 9 cents per mile, is inadequate and unfair and is an imposition on employees that would not be tolerated in other areas of employment.

"We, therefore, urge you to re-open negotiations with this organization, at an early date, on the adequacy of mileage allowances afforded State employees."

Conroy Assures CSEA On Prompt Payment Of Retirement Benefits

ALBANY, Sept. 13 — "Prompt payment of benefits is a matter of constant concern and will continue to have top priority," the Administrative Director of the New York State Employees Retirement System informed the Civil Service Employees Association last week.

The assurances from Harold A. Conroy, administrative director of the System, were a result of a letter from CSEA president, Joseph F. Feily, in regard to complaints by members of delays in receiving their initial retirement benefit check. Feily said members "apparently feel the delay is caused by some requirement of the political subdivision that service or payrolls be audited and verified to the Retirement System before the initial benefit check can be prepared and mailed."

In his reply, Conroy said "we have also been concerned with the time-honored practices of corroborating member service by requiring such verification by participating employers before preparation of an initial retirement allowance.

May Act In Advance

"In order to speed up this

corroboration," he said, "the staff recently discussed the possibility of securing the necessary information from the employer a year in advance of actual retirement in the case of those who are superannuated." He said such advance information would considerably simplify the processing of a case.

He said a revision of the basic payroll form is also being planned, "so that service determinations henceforward would be currently available for entrance into the computer."

Dues Increase Effective Oct 1

Delegates to the last convention of the Civil Service Employees Assn. voted a five cent a week increase in membership dues to cover the cost of increased services to members and to aid in expansion of headquarters facilities in Albany.

The slight increase in dues will show on the October pay checks.

Brooklyn State CSEA Continues Protests On Staff Shortages

Members of the Brooklyn State Hospital chapter of the Civil Service Employees Assn. are continuing their efforts to publicize what a spokesman for the chapter termed "the general inadequate personnel staffing in the hospital and the resulting improper care of patients."

Albert Traynor, chapter president, last week announced distribution of the following bulletin to hospital employees and to the press. It reads:

As members of the Brooklyn State Hospital chapter of the Civil

CSEA Demands An Immediate Meeting With Oneida Board To End 5-Year Pay Drought

ALBANY, Sept. 13—The Oneida County Board of Supervisors has been asked to end a five-year drought on county employee pay raises and meet again with the Civil Service Employees Assn. to work out a formula of economic relief for these workers.

Following a rejection of Oneida chapter, CSEA, proposals on wages and fringe benefits, Joseph F. Feily, CSEA president, sent a sharply-worded letter to the County board demanding an immediate meeting with an authorized committee in order to start salary negotiations again.

The County did give some selected raises which, Feily said, did not affect the general good and only contributed further to the bitterness and deteriorating morale of employees.

The letter, addressed to board chairman Gilbert Pierce, reads:

"I am writing to you on behalf of a Civil Service Employees Association membership of public employees in Oneida County in the number of approximately 6,000, nine hundred of whom are employees of Oneida County. At the outset, may I say that I have had personal discussions with all the officers and the majority of the members of our chapter employed by the County, and each and everyone is not only deeply disappointed, but I would go so far as to say, bitterly resent the unqualified rejection by the Board of Supervisors of any serious consideration of either an across-the-board salary increase or the assumption of the employees contribution to the Retirement System.

"The proposed selected increases for special titles certainly is no answer to the manifest need for a broad across-the-board salary increase. It is, however, an inexpensive approach which benefits the County and has but secondary benefits to those favored selected employees.

"This Association has dealt with your Board in good faith. We have been responsible. We have been cooperative. We have a salary case which is not only wholly justified, but if continued to be

ignored, will result in the continuing erosion of employee morale, and more importantly,

Utica Water Supply Employees Granted 5 Percent Pay Boost

UTICA, Sept. 13 — Employees of the City's Board of Water Supply have been granted five per cent across-the-board salary increases and new leave benefits as a result of requests by the Oneida County chapter of the Civil Service Employees Assn.

The raises, effective September 1, affects 93 employees. The Board of Water Supply approved the new benefits at a meeting, August 25.

Under the new leave rules, employees will receive three weeks' vacation after five years, instead of the previous 10 years; four weeks of vacation after 10 years of employment, rather than 25 years, and five weeks of vacation after 25 years of service.

Additionally, when a holiday falls on a Saturday, employees will be given the preceding Friday off. If the holiday falls on a Sunday, employees will be given either the preceding Friday or following Monday off, depending on a particular department head.

Another added benefit, will be five days off for a death in an employee's immediate family. The limitation for a death in family had been three days.

Representing the Water Board employees for the CSEA chapter at the negotiations for the new benefits were Louis Sunderhaft, Jr. and Lewis Eddy. William Goldbas, chairman, and Dr. A. Amerduri, represented the board.

Suffolk Crossing Guard Meeting On Health Plan

A meeting of Suffolk County crossing guards has been set for Sept. 22 so that they may apply for the State health insurance plans and receive information on the program, it was announced last week.

The meeting, arranged by Suffolk chapter of the Civil Service Employees Assn., will be held at 8 p.m. in the chapter offices in Bayshore. This is an important meeting for persons wishing to enroll in the health plan.

the continued abandonment by qualified civil servants of their careers in Oneida County. In other words, we are beginning to lose our better people, and our recruitment problem for competent civil servants continues unabated.

State Has Average 19%

"Let's look at the record. You have not provided a salary increase for the employees of this county for a period of five years. During this period, the State salaries have been increased by at least 19 percentage points.

"We can only conclude that the Board of Supervisors of this County seem to be impressed by those who advance the union's theory that there is political advantage to be obtained by denying a pay increase. We believe that those who advanced this theory not only demean the County employees, but also the public citizenry of this area. We do not believe that the citizens of this County oppose fair pay for their employees, nor do we believe that the citizens of this County wish a second-class civil service. We also wish you to understand that our people and our membership will not continue to accept without strong protest, the perpetuation of this wholly unfair situation.

Demands Realistic Raises

"We now not only request, but we demand, that a meeting be ar-

(Continued on Page 16)

Don't Repeat This!

Dems, GOP To Choose Candidates For Race On Court Of Appeals

THE Democratic State Committee will meet in Albany this week to select a candidate for the single State Court of Appeals seat that will be filled in the November election this year. In so doing, they will be terminating a more or less formal agreement with the GOP to put Democratic party support behind a Republican candidate.

When a seat on the court (Continued on Page 15)

Service Employees Assn. and as employees of Brooklyn State Hospital we feel it our duty to inform you of existing conditions concerning the care and welfare of the patients of this hospital. Are your loved ones' statistics or (Continued on Page 16)

Nominations For The Leader Gold Medal Awards Close Soon

Nominations for the 1965 Civil Service Leader Gold Medal Awards will close Sept. 25. The awards will be given to four public employees, one each from City, State, Federal and County government.

Selection of the Gold Medal winners will be based on their service to the public, both on and off the job, over a period of more

than five years. The Leader award is given to civil servants who have especially given beyond the normal call of duty and have contributed substantially towards the improvement of the quality of government's service to the community.

Nominations should include sufficient background of the nominee and should be sent to: Gold

Medals Awards, c/o the Civil Service Leader, 97 Duane Street, New York City.

Last years awards were presented to the winners by vice president Hubert H. Humphrey to Silvio J. Mollo in Federal civil service; Joseph J. Burgess in State civil service; Margaret W. Daly in county civil service; and John J. Carty in City civil service.

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.

Government Publications

A MOST EFFECTIVE technique for generating good public relations in government is through the intelligent use of an informative, newsy, well-written, professionally-edited publication.

ONE OF THE most successful is "Commerce News," published by the New York City Department of Commerce and Industrial Development every month. In less than three years, "Commerce News" has made itself felt nationally. This 8-page, expertly edited little (8 1/2 x 11) newspaper has developed into a potent public relations arm for the City of New York.

"DEDICATED TO THE industrial promotion and trade growth of New York City," the monthly issues have packed a wallop far out of proportion to their size. The paper's batting average for pickup of its material by the daily press is phenomenal. (We know of nearly 20 stories which have been adopted as spot news by newspapers from coast-to-coast, an average of nearly one story for each issue.)

FOR EXAMPLE THE "Commerce News" report in the July issue that New York City is spending \$46 million annually for culture, crackled over the wires of the national press associations. The story made New York City

look very good. There is little likelihood that this good public relations for the city would have seen the light of day if not for "Commerce News."

THE OPPORTUNITY FOR obtaining real mileage out of a publication such as "Commerce News" is getting better every day. The reason lies in the current realities of newspaper coverage. Paradoxically, although there are more and more news stories breaking these days, there are fewer and fewer reporters available for coverage.

THE \$35-A-WEEK reporter's salary of 1933, has now become more like \$150-\$175 per week in 1965. The same cost spiral is found in the mounting cost of labor in the mechanical production of the newspaper, and the cost of newsprint, ink and other supplies. Thus, the government agency which saves a newspaper the expense of sending a reporter to cover a story by the simple expedient of packing a "Commerce News" with genuine news

(Continued on Page 5)

"Capable Bargaining" Cited

Tenure, 25 Year Pension Plan, Longevity Pay, Other Benefits Considered For Nassau Aides

Twelve Nassau County Civil Service Employees Assn. requests, made in their 1965 program, are receiving the consideration of the Nassau County Board of Supervisors, Presiding Supervisor Ralph G. Caso told Irving Flaumenbaum, chapter president, in a letter last week.

"I wish to inform you that at an early date," Caso wrote, "I intend to place upon the desks of the Board of Supervisors a proposed local law which would guarantee non-competitive and labor class employees that they could not be removed from their jobs after one year of service without preferred charges and a departmental hearing. Such job protection is now guaranteed Town of Hempstead employees and is also in effect in North Hempstead and Oyster Bay."

Caso told Flaumenbaum that the request for a twenty-five year pension plan at guaranteed one-half pay is now the subject of a legislative study. He also proposed that Nassau County make a cost study for "true longevity" after ten years of public service with an additional longevity increment after fifteen years.

"Your chapter request for pay for accumulated sick leave upon retirement or separation cannot be accomplished by a local law,"

Caso declared, "since there has been a recent ruling of the State Comptroller against it . . ."

"A non-contributory state health insurance program demands State legislation and cannot be accomplished by an act of the Board of Supervisors."

Caso told the CSEA chapter, in his communication, that members of the Board agreed on the basic principle that salaries should hinge on a cost of living index from January 1, 1964, based on figures of the New York State Department of Labor and the

(Continued on Page 13)

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CSEA Candidates For Statewide Office

EDWARD CROFT

Candidate For President

Ed Croft's civil service career started in 1935. He has worked with the Employment Service in Staten Island, New York City, Westchester, Long Island, Batavia, Amsterdam and is presently assigned to Rochester.

Ed Croft has been an active member of the Civil Service Employees Assn for over 25 years. His first committee assignment as a CSEA member was in the late



1930's when he was appointed a member of the Division of Employment special committee for the Metropolitan area. Since then he has served on many local chapter committees and served several years as president of the Metropolitan Division of Employment. He has been chairman of the Statewide Special Division of Employment Committee for many years and has been very active in negotiating for employees' rights under the civil service merit system. He has been especially active in the fight for reallocation and upgrading of Division of Employee titles for many years. He is a member of the statewide oral examination committee and has fought consistently against the manner in which the State Civil Service Commission conducts oral examinations.

While assigned to the Metropolitan area he was a member of the Brotherhood of State Employees and acted as chairman and vice-chairman on several occasions. He has always been active in inter-racial affairs.

Croft is presently a member of the following committees and organizations:

Monroe County Human Relations Board — Employment Committee; Rochester School for Practical Nursing — a advisory board; Monroe County Area Vocational Education Study; American Society for Public Administration; Council of Social Agencies, and Rochester Regional Interdepartmental Rehabilitation Committee.

Monroe County Youth Board—work, training committee; Genesee Valley Personnel and Guidance Association; International Association of Personnel in Employment Security; Work and Social Adjustment Program—Mental Health Chapter of the Health Association.

Croft was awarded the Employee Performance Award and Honorable Mention in the State Merit Award Contest by the IAPES in 1964.

JOSEPH F. FEILY

Candidate For President

Joseph F. Feily, currently serving his third term as president of the Civil Service Employees Assn., is seeking re-election on the basis of his past performance as leader of the 130,000-member organization and concerning the future of CSEA in terms of tasks yet to be completed.

During Feily's term of office, the Employee's Association has grown to be the largest independent employees organization in America in terms of actual membership; State employees have received four salary increases in grade and three in terms of take-home pay because of the adoption of a non-contributory retirement plan; local government employees have had the door opened to them on the same non-contribu-



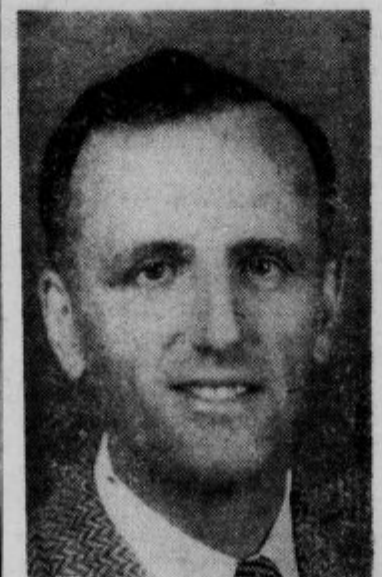
and dedicated campaign for adequate and equal salaries; effective grievance procedures; better working conditions and a program of improvement in tenure, vested-rights and retirement liberalization.

His record of hard work and achievement is a solid guarantee of future service for the improved well being and security of Civil Service employees through increased employee benefits and better working conditions. It is his earnest hope that he will continue to merit your support.

THEODORE T. WENZL

Candidate For First Vice President

Ted Wenzl was born in Port Chester, New York. After having been a mathematics teacher at Oceanside, Long Island, he moved to Albany in 1940, as a career employee in the finance division of



RAYMOND G. CASTLE

Candidate For First Vice President

Ray Castle is the present first vice-president of the Association and is a candidate for re-election.

He offers a record of leadership and accomplishment to his fellow workers in Civil Service. He joined CSEA on the same day he became Regional Manager with the Commerce Department and has served on many Chapters, Conference



and State Committees. He served four years as president of Syracuse Chapter; two years as president of Central New York Conference; chaired the Special Committee on the Need for a New York City Association office; five years as member of State Education Committee (Chairman two years); as member of the Special Committee to Study Nomination and Election Procedures and Chairman of the Special Committee to Define Duties of Association Committees. He was fourth vice-president for two years; completed two terms as second vice-president and is currently first vice-president. During this time, he was on the Board of Directors' Committee and he was State Consultant to the Constitution and By-Laws and the Public Relations Committees.

Ray Castle has constantly worked to establish Civil Service employment as a dignified, desirable and useful career-profession.

Through his years of service, he has become thoroughly familiar with the problems and desires of employees and the administration of the Association. At the same time, he has carried on a vigorous



participation in the formation of sound policies and practices in tenure, salaries, retirement liberalization and other fringe benefits. He has served on practically every committee of the Association and is well versed in Association affairs. He is currently serving as consultant to the insurance, education, membership, personnel and legislative committees.

A member of the Boy Scouts for the past fifty three years he holds both Scoutmasters Key and Silver Beaver Awards for outstanding service to Boyhood. He is President of Dawn Memorial Park Cemetery Board and a Past Master of Salt Springs Lodge No. 520 F. & A.M.

His past record of hard work and achievement for the Association is its own guarantee for future service to its members.

CHARLES E. LAMB

Candidate For Third Vice President

Charles E. Lamb entered State service in 1937 as a Correction Officer at the State Vocational School; also worked at Auburn and Green Haven State Prisons. Presently assigned as a Correction Sergeant at Sing Sing Prison.

For over 25 years, Charlie has been elected by Civil Service Employees to represent them in various capacities where he has worked actively and untiringly in their



VERNON A. TAPPER

Candidate For Second Vice President

Vernon A. Tapper is a native Syracusan and a graduate of North High School and Central City Business School. A career employee of the Department of Parks, City of Syracuse for the past thirty-four years, he is currently Superintendent of Parks in this same Department.

One of the organizers and first president of Onondaga chapter, he has served on the State Board



IRVING FLAUMENBAUM

Candidate For Second Vice President

Irving Flaumenbaum, who is seeking election as second vice president, has always had as his motto "CSEA, not labor unions, is the answer to public employee problems." Flaumenbaum feels the proof in this is the growth of his own chapter, Nassau County,

from a few hundred to over 10,000 members.

Flaumenbaum offers a background of organization, civic and charitable activity that he feels would lend new weight to solving public employee problems and increasing CSEA membership.

Among some of his organizational activities have been: chairman of the Boy Scout Fund Drive of Baldwin, N.Y.; president of the Welfare Employees Association (1952-1958); president of the Long Island Industrial Recreation Association (1962-1964); chairman of the Nassau County Employees Division L.I. Fund (1962-1964); chairman of the Nassau County fund raising dinner; member of the Civil Service Employees Assn. Political Action Committee.

Flaumenbaum is a member of the committee to raise funds for the New Civil Service Employees Assn. Headquarters, served on its Publicity Committee, "No-Strike Clause Committee," Special Committee to Consider Methods of Direct Dues Payments; co-chairman of the Statewide Membership Committee; member of Publicity Committee for Long Island Conference; since 1955, president of the Nassau County Chapter which during this period grew from 500 members to more than 10,500 members. Flaumenbaum is a member of the Nassau and Suffolk Legislative Committee.

behalf in securing adequate salaries, improvements in retirement and other increased employee benefits and improved working conditions.

Charlie was the writer of "Correction Corner" column in The Civil Service Leader.

On the State CSEA level Charlie has served two terms as fifth vice-president, two terms as fourth vice-president and one term as third vice-president, which has given him the opportunity to experience and understand the problems of all members of CSEA.

Other elected and appointed posts held were president, vice-president, secretary, and chairman of Resolutions, Legislative and Publicity Committees of the Southern Conference; departmental representative of the Correction Department of the CSEA Board of Directors; president and secretary of the Correction Department Civil Service Conference, and legislative chairman, State-wide Prison Officers' Conference.

Also, delegate, secretary and chairman of Legislative, Publicity and Membership and Executive Committee of Sing Sing Prison chapter, president of Correction Department Uniform Supervisors Association.

Charlie was also elected or appointed to the following State wide CSEA committees as chairman or consultant — Resolutions, Legislative, Membership, Grievance, Political Action, Salary, Personnel, Directors and Leader Contract.

HENRY SHEMIN

Candidate For Third Vice President

Joseph F. Feily, CSEA president, since 1959, has appointed and reappointed Henry Shemin as chairman of the Resolutions Committee, which is responsible for drafting the program of the

(Continued on Page 14)

U.S. Service News Items

By JAMES F. O'HANLON

House Will Act To Allow Relocation Allowances

The House Government Operations Committee, in response to testimony by Federal employee representatives, has allowed that it will act swiftly to pass legislation which would make it the government's business to pay most of the costs involved in the job transference of its workers. Administration spokesman appearing before the committee were in accord with the employee representatives as to the necessity of such action.

Rep. Benjamin S. Rosenthal (Dem., N.Y.) has proposed a bill which would call for such relocation allowances and the subcommittee chairman, Rep. William L. Dawson, (Dem., Ill.) has stated

that he will do all that is possible to expedite the speedy enactment of the measure.

Once the bill is enacted the implementing regulations that must accompany it might take up to 90 days. However, the benefits of the legislation would be retroactive to the date of enactment.

Major provisions of the Rosenthal bill are;

- Employees would be reimbursed for transporting all their household goods.

- Reimbursement for food and lodging for families in transit to new job locations.

- A free house hunting trip for the employee and spouse once he is notified of his transfer.

- Reimbursement of expenses for up to thirty days in such cases where it is necessary for a family to live in temporary quarters before settling in a permanent home.

- Reimbursement for expenses involved in the sale of the employee's house or the settling of his lease. (i.e. title searches, brokers fees etc).

The bill does not permit reimbursement for losses the employee sustains if he sells his house at less than the appraised value or market price.

Civil Service Commission Chairman John W. Macy, testifying before the subcommittee, said the bill has been long overdue. He estimated that nearly 100 Federal employees are transferred every day of the year and that a vast majority of them lose money in the process. Almost 20 percent, he said, lose more than \$1,000.

New York Region Office Has New Hours-Number

The U.S. Civil Service Commission's New York Information Office at 220 East 42nd Street is now opened every Saturday from 9 a.m. to 1 p.m.

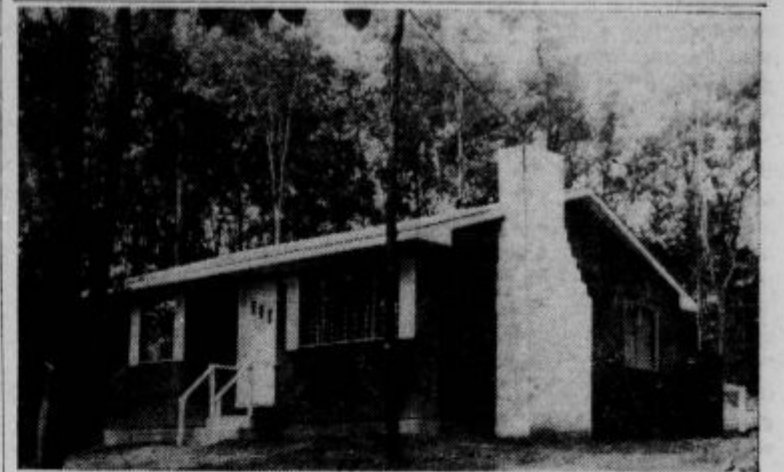
This is the second move in the last three weeks by the Region office, in keeping with President Johnson's call for more effective communication between Federal agencies and the public, to extend the total number of hours of service to the public.

Through another change which has taken place this week, the

SAVE WATER NOW!

New York Information Office may be reached directly for information on Federal civil service examinations by telephoning 573-6101 on weekdays up to 5 p.m.

After 5 p.m. and on Saturdays the number is 573-6104. The previous YUkon number, which required routing through an operator, will no longer be used.



VACATION HOMES — There is considerable building activity at Pawling Lake Estate, Samuel Richard Klar's 1,000-acre vacation home project 59 miles from N.Y.C., and 1,400 feet above sea level in the smart Pawling estate area. Model homes, open seven days a week until dark, may be reached by crossing the Pawling railroad tracks, turning sharp right and driving North four-and-a-half miles on Maple Boulevard into West Dover Road. Priced from \$7,290, these two-bedroom year 'round homes have 800 square feet or more of living space, full insulation, ceramic tile baths, big modern, streamlined kitchens, ample sliding closets and storage rooms, picture windows, large rear patios and carports. Homesites of one-half to a full acre, some with 30-mile scenic views, additional, start at \$2,490. Full information and complete directions may be had from the sales agents, Percy Brower, Newman & Frayne, 22 East 13th Street, New York City.

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OUR 68th YEAR



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eligible members of the Civil Service Employees Association, Inc. in locations where payroll deduction is available.

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P. R. Column

(Continued from Page 2)
stories, is a welcome visitor to a newspaper's news desk.

IN THE CURRENT issue of "Commerce News," there is an excellent news story reporting that Con Edison will spend \$140,000 to build the business image of New York City. The basic objective of the Con Edison campaign in leading financial and business publications, is to highlight the advantages to industry and commerce locating their plants and offices in New York City.

OTHER CITIES WOULD do well to pattern publications after "Commerce News," which is also important in helping business organizations already established within the city limits.

THE PUBLICATION becomes a "two-way street" by showing companies with business in New York how the City's Department of Commerce and Development can help them when they have a problem of government relations.

WE HAVE NO idea what it costs to publish "Commerce News," but we are certain its comparatively "peanut" cost is repaid a million times over by new jobs for the City's residents, new purchases of supplies by new businesses, new taxes paid by new industries, more money spent for industrial expansion.

THESE ARE TANGIBLE results. What of the intangibles, such as millions of dollars worth of good public relations for the City which pays off in more tourists and more business visitors? This facet of the City's life is worth approximately \$1 billion annually. That buys an awful lot of peanuts!

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Federal Auditors Being Sought

The Office of Audit of the Federal Department of Health, Education, and Welfare is recruiting for auditors at grades 7, 9, 11 and 12 with headquarters at Albany, N.Y., Harrisburg, Pa., and New York City.

The audits will cover grants-in-aid to, and contracts with, State and local agencies and non-profit educational research institutions.

These activities will require some travel, currently estimated at about 25-30 percent.

Promotional opportunities subject to appropriation limitations, are considered good in view of the steady expansion of Departmental activities.

If interested, submit a Form 57, Application for Federal Employment, to Albert Hirt, Regional Auditor, Department of Health, Education, and Welfare, 42 Broadway, New York, New York 10004.

Write For Brochure

ALBANY, Sept. 13—The State Labor Department has published a new brochure describing nine of its major programs. The pamphlet is available to the public without cost by writing the department's Office of Public Information, Building 12, State Campus, Albany.

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G. Douglas Pugh Named Exec. At HARYOU-ACT

G. Douglas Pugh, a commissioner of the Federal Mediation and Conciliation Service, has been loaned out for a year by Washington to accept an assignment as associate executive director of HARYOU-ACT. Livingston Wingate, the

Harlem anti-poverty agency's executive director made the announcement last week, explaining that Pugh will direct the groups day-to-day operations thereby leaving Wingate free to concentrate on policy matters, funding, and his duties as spokesman to the community.

Pugh, who is 41 years old was born and raised in Harlem. He attended New York City public schools and graduated with a B.S. from Columbia and an M.B.A. from that institution's School of Business.

A resident of the Bronx, married, and father of two children, Pugh was a Federal mediator for three years before accepting this post. For five years he was industrial relations secretary of the Urban League of Greater New York.

While with that organization he compiled two studies: "a study of the shape-up hiring system in the Port of New York as related to racial discrimination (1957), and a study of the "Job Status of the Negro Professional Musician in New York Metropolitan Area" (1959). Both works received wide public attention and resulted in the opening up of hundreds of job opportunities in New York City.

At his first interview after the appointment, Pugh stated that in his view the two main tasks of HARYOU-ACT were the expansion of job opportunities and reduction of narcotics addiction. He feels that in order to solve the problem of unemployment, programs must be devised which solutions have greater depth than finding jobs for a couple of hundred youths.

Pugh saw an opportunity to take advantage of the situation

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which finds landlords in Harlem hiring non-union help to do repairs, union help being too expensive. He suggested that a program which would give basic training in such skills as roofing, plumbing, etc., could be activated and the youths trained (5,000 to 10,000 in number) turned loose on the massive repair job that must be done uptown. He could even see the possibility that a deal may be worked out with the unions to aid in the training of the workers. Pugh was quoted, "If the job in Harlem isn't done now despair will set in and you will have a little Casbah where people feel like prisoners and can no longer summon the will to break out."

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Joe Deasy, Jr., City Editor

James F. O'Hanlon, Associate Editor

Mike Klion, Associate Editor

N. H. Mager, Business Manager

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TUESDAY, SEPTEMBER 14, 1965

Oneida Drought

EMPLOYEES of Oneida County are suffering a drought that is every bit as dangerous as the water drought so much in the news these days. For five years, these civil servants have been denied a salary increase, except in selected titles, and the long, dry spell is having the usual results—demoralized workers, poor job recruitment and the abandonment of county employment by the best qualified people.

What is so senseless about this refusal to pay decent wages to employees is that it doesn't, in the long run, save the county money and it certainly shortchanges the citizens of Oneida County by not giving them the best in personnel and performance from the tax monies they pay.

The Civil Service Employees Assn. has refused to accept this last rejection of workers' needs and has demanded that the County board of supervisors meet with them immediately to start wage negotiations anew.

There should be no delay in getting these new sessions started and with the aim of ending the drought in Oneida.

Time And A Half

OF all the issues at stake in the current round of proposals and counter-proposals dealing with the economic well-being of the Federal employee, the question of whether thousands of postal workers should be paid more than straight time for work over forty hours in one week seems to be easiest to answer. Yes. Everyone else who works for nice people gets it. Of course it could be taken further and you could say there is something nostalgic about a situation which find postal employee organizations struggling to gain overtime payment for its members for work done in excess of eight hours in one day. Takes one back to the days when you could get a good cigar for a nickle and a good laugh deserved a slap on the knee. The Post Office claims that such proposals are unfair since many of the workers in question (substitutes—career substitutes at that, and therein lies another story) work less than forty hours a week and are scheduled for work as needed. Little was said about the many who work anywhere from ten to 40 hours past the basic 40 in a week. At straight time. (Maybe they need the money?)

The bill authored by the House Post Office and Civil Service Committee does authorize the payment of time and a half for these workers for work done in excess of forty hours a week and eight hours a day. The Post Office Department says "no good" for the eight hours a day.

This could save a lot of money. Work a man for 24 hours—send him home for a few hours sleep—put him back to work for another 16 hours and then give him the rest of the week off. In addition he could be used for Great Society experiments like a study of the sleeping habits of the average underpaid American and what he does with his leisure time.



SOCIAL SECURITY Questions and Answers

A relative of ours entered a mental hospital several months ago. I visit him once a month. The family has asked me to find out whether he can qualify for disability benefits and how we should go about it. Any suggestions?

As you appear interested in him, you should get in touch with your nearest social security dis-

trict office and tell them about your relative. The district office will want his name, social security number if available, approximate date of his illness and information as to his age. You can then decide whether you or some relative should apply for payments on behalf of your relative or, as is done in many cases, whether the head of the hospital should make the application.

LEADER BOX 101

Letters To The Editor

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

Retirees Neglected

Editor, The Leader;

I am prompted to call attention to the neglect by the State of New York of the economic plight of many of its retirees. The supplemental pension given solely to those who were in the low salary bracket does not answer for the moral obligation owed to the rest of us, who spent the best part of our lives in the State service in higher paid positions commensurate with qualifications acquired through long years of study and experience. The standard of living of this latter group has been no less affected by the inflation trend than that of those in that lower bracket. In granting the several high increases to its employees, the State did it on across the board basis, those in the high grades being included by that sweep in very substantial measure only because the cost of living affected them as well. Thus, the same economic reason could categorically be applied with equal force to all its retirees, the fact of actual service not being the primary reason for the relief.

And it was not alone the giving of those substantial pay increases that called for equal treatment to all retirees, but also the granting of the fringe benefit by which the employees were relieved from further contributions to the retirement system, and which indirectly amounted to an additional increase in pay. This extra relief to the State employees could be justified on an actuarial basis only because of the existence of a sound retirement fund that could withstand this largess. In the strength of that fund all retirees played an important part, built up, as it was, in an ultra conservative way by premium deductions from all their pay checks, even in years when the dollar was worth more. So that, cumulatively, their contributions, both in brains and money, have brought dividends only to a chosen number. This neglect should be remedied in short time.

A RETIREE

Computerize

Editor, The Leader;

A review and re-evaluation of the Retirement System is greatly needed and I was glad to read in today's Leader that the CSEA is calling for action.

From my personal experience I know of one thing that needs correction and that is a better system for answering members' inquiries regarding their accounts. Over the years I have written several letters to the System and have always had to wait two or three months for a reply. How about computerization as an answer to this problem.

DOROTHY REHM
Senior Employment Manager
Division of Employment

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.")

Creating Social Good

SOCIOLOGICAL JURISPRUDENCE involves the concept that law should not be merely discovered but may be newly created with the goal of the social good. This philosophy of law is mirrored by Justice Rabin's dissenting opinion, concurred in by Justice Christ, in *Chavich v. Board of Examiners* New York Law Journal, August 24, 1965).

AS I WROTE in last week's column, the majority opinion reached by adherents to the philosophy of historical jurisprudence, dismissed the petitioner's application for a license as a teacher of music (vocal solely because he is blind).

THE PETITIONER contended that section 3004 of the Education Law removed blindness as a disqualification for licensure as a teacher. Special Term, by Justice Frank J. Pino, sustained the petitioner and held that the statute as a matter of public policy reflected the acceptance of the proposition that "blind persons can scientifically acquire required competence in many fields of endeavor, and particularly in the teaching profession.

SPECIAL TERM also held that the Board of Examiners' requirement of at least 20/30 vision in one eye with or without glasses was invalid because inconsistent with section 3004 of the Education Law.

JUSTICE RABIN agreed with Special Term, observing:

In my view, the 1960 amendment to section 3004 of the Education Law effected a state-wide declaration of broad public policy that no blind person was hereafter to be deprived of the privilege of employment as a teacher "solely by reason of his or her blindness" . . . On a matter affecting so vitally and equally all of the people of the state, it would indeed be an anomaly to hold that the Legislature intended to set up different standards for different portions of the state. For such dual standards would exclude New York City—the most populous area of the state—and would thus devitalize the new policy and render the amendment self-defeating.

IN THE SAME vein, Justice Rabin said that the title of the amendatory act stated that the legislation was enacted "in relation to qualifications of blind persons to teach in public schools." A reading of the amendment and the title leads to the conclusion that a state-wide policy was established.

THE BOARD argued that the statute precludes only the Commissioner from barring blind persons as teachers, but has no such effect upon the Commissioner's subsidiary agencies, such as local Boards of Education in the licensing of New York City teachers. The Court reasoned however, that such an interpretation of the statute was unwarranted and would subvert the legislative intent that blind applicants no longer be barred from employment.

AS FOR THE Board of Examiners' contention adopted by the majority opinion that its visual standards represented higher qualifications which it was empowered to adopt under the Education Law, section 2573, subd. 9, Justice Rabin stated that the word "qualifications" ordinarily refers to training and experience. The amendment removes the power to prevent a blind candidate from achieving licensure solely because of his blindness.

THE MINORITY OPINION took express issue with the majority's contention that a blind teacher cannot teach because of the impossibility of maintaining discipline, marking attendance rolls and written test papers, supervising fire drills and performing certain administrative duties. The minority opinion observed that such disciplinary administration or clerical duties do not have the slightest relationship to the basic qualifications for fitness to teach.

IN FURTHERANCE OF the fundamental public policy of the State to employ blind teachers otherwise qualified, the Board of Education may easily arrange for the performance of these incidental duties by sighted persons. The problem is a simple one of mutual accommodation and adjustment by all concerned.

(Continued on Page 10)

State Office Jobs Open Continuously

New York State is accepting, on a continual basis, applications for the positions typist, stenographer and dictating machine transcriber.

The typist position pays \$3,365 to \$4,200. There are no education or experience requirements for this job except that candidates

must be able to type a minimum of 40 words per minute.

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

The dictating machine transcriber position requires only that

applicants be able to type at the minimum of 40 words per minute. The State will train candidates for this position.

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

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

Stanley Roberts

NEW PALTZ, Sept. 13—Stanley T. Roberts, 60, of Amato Lane,

died of a heart seizure recently. Mr. Roberts was returning home from his job as supervisor of pasteurization at the Wallkill State Prison farm when he was stricken.

A member of the New Paltz Rod and Gun Club, the New York State Civil Service Employees Assn. and the Orange County Milk Sanitarians Associations, Mr. Roberts is survived by relatives in Stanley, N.Y., Gardiner, N. Y., New Hartford, Conn., Yorkville, N.Y., Mongaup Valley, N.Y. and Poland, N.Y.

Assistant Director

The New York City Department of Personnel will accept applications until Sept. 21 for its examination for assistant director of program review in the New York City Youth Board. Starting Salary is \$9,400. For further information and applications contact the Department of Personnel's Applications Division, 49 Thomas Street.

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LEGAL NOTICE

CITATION — File No. P4528, 1965 — THE PEOPLE OF THE STATE OF NEW YORK, by the Grace of God Free and Independent, To MARTIN PAUL OETTINGER, and any and all unknown persons whose names, and whose place or places of residence are unknown, and cannot after due diligence, inquiry, be ascertained, distributees, heirs at law and next of kin of GERALDINE MAYNE, (born GERADA E. DAVID), late of the County of New York, deceased, and if any of the said distributees, heirs at law, or next of kin be dead, their legal representatives, their husbands or wives, if any, distributees and successors in interest whose names and/or places of residence and post office addresses are unknown, 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 Sept. 24, 1965, at 10 A.M., why ascertain writing dated March 14th, 1961, which has been offered probate by ANITA OETTINGER, residing at 37-04 Bowne Street, Flushing, New York, should not be probated as the last Will and Testament, relating to real and personal property, of GERALDINE MAYNE (born GERDA E. DAVID), Deceased, who was at the time of her death a resident of 1000 Park Avenue, in the County of New York, New York. Dated, Attested and Sealed, Aug. 11, 1965.

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

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Charges On Brooklyn Navy Yard Answered By Department of Navy

In recent weeks The Leader has run a series of articles on the Brooklyn Navy Yard. These articles caused Senator Jacob Javits' to ask the Department of the Navy for an explanation of the charges made in these articles.

Last week the senator's office forwarded to The Leader a point paper, prepared by the Navy Department, and letter signed by Rear Admiral Charles A. Curtze, acting chief of the Bureau of Ships.

The Letter

My dear Senator Javits:

"This is in further reply to your inquiries to the Department of Defense, concerning an article appearing in the 20 July 1965 issue of the Civil Service Leader containing certain allegations relating to the closure of the New York Naval Shipyard.

"In view of the orderly progress, thus far, of the phase out of the New York Naval Shipyard, it is difficult to comprehend how the author of the Civil Service Leader article could have made such allegations. I have had a detailed analysis of the article made. Enclosed is a copy of a point paper that was prepared from this analysis which presents the Bureau of Ships' views.

"I trust that the above information and enclosed point paper will be of assistance to you. The enclosure to your inquiries are returned as requested."

The Point Paper

Following is the point-paper, which the Navy Department says "provides factual data on the halftruths, misstatements and allegations . . ."

Item

ADMIRAL MCQUILKIN has been running a psychological warfare game with the workers here. Since November 19, 1964 he has time and time again announced over our PA system that the yard is closing and no reversal of this decision was possible.

Comment

Admiral McQuilkin determined that he would only announce over the public address system matters having a strong impact on employees to insure that all hands receive the information in a timely fashion and accurate as to detail. He has made only the following four public announcements:

(a) 19 November 1964 — Announced the closure in accordance with instructions from the Secretary of Defense.

(b) 23 November 1964 — Announced the results of a trip to Washington and stated that the decision to close the Shipyard was firm.

(c) 3 December 1964 — Described an employee survey questionnaire that was being distributed.

(d) 19 January 1964—In accordance with instructions from the Secretary of the Navy, announced the closing date of 30 June 1966 and discussed forth-

coming General Notice of Reduction in Force.

These certainly do not represent "repeated" announcements that the Shipyard is closing and in no way could be construed as a "psychological warfare game."

Item

HE HAS REPEATEDLY called press conferences and stated at them that he would be firing men. In fact during the last few months he has said that he would issue RIF notices the following month and until this month has done nothing about this.

Comment

Admiral McQuilkin also determined that press conferences would only be called on matters of vital importance. The following press conferences have been held:

(a) 19 November 1964—In accordance with Secretary of Defense instructions, the closure was announced.

(b) 19 January 1965—In accordance with instructions from the Secretary of the Navy, the closure date was announced.

(c) 23 March 1965—The Shipyard's placement program was outlined as a matter of public interest.

In response to queries at these conferences, the Admiral did state that the Shipyard would be separating employees by reduction in force, provided they had declined a placement offer or were otherwise unavailable for placement under the terms of the Secretary of Defense "job offer" commitment, their services were no longer required, and they were within reach. Fortunately, voluntary separation (placement, retirement, etc.) have been sufficiently great that no reduction in force separation were necessary prior to 23 July 1965. However, at the time of the press conferences there was no way of predicting this.

Item

HE IS TRYING to scare us into leaving the Brooklyn Navy Yard, the place that has been our homes for many years. Up until this month McQuilkin has not issued one RIF notice and now has indicated that some will be. These are really not necessary. In fact he said that he would rehire the same people that are RIF'ed the next day as temporary employees.

Comment

As stated above no final or specific reduction in force notices were issued prior to 23 July 1965 for the reasons noted. However, to the extent that voluntary separations do not keep pace with diminishing workload, reduction in force separations will be necessary. In some areas, the rate of voluntary separations has exceeded the rate of decline of the workload and it has been necessary to hire some temporary workers to meet workload demands. Admiral McQuilkin has stated that permanent Shipyard workers being separated by reduction in force will be given preference for temporary jobs for which they are qualified and for

which the Shipyard may be re-recruiting.

Item

ANOTHER PHASE of his psychological warfare has been the removal of the hammerhead crane from the yard. It might be interesting to note here that the crane is being dismantled by a non-union group.

Comment

The hammerhead crane in question was declared excess on 20 November 1962 and authority to dispose of it was granted on 13 October, 1963. Invitations to bids were distributed on 29 December, 1964 and an award was made with Bureau of Ships approval on 2 February, 1965. The firm making the successful bid contracted the dismantling of the crane to another firm.

Item

HE (MCQUILKIN) has also seen to it that the food services at the yard are to be curtailed. This is just another phase of his intimidation of yard employees. We are civil service employees and we should not stand for this.

Comment

The food services of the Shipyard are being sharply curtailed because of rising food costs and lower volume of business. This action, however, was recommended by the Food Services Board, an employee group which manages the operation and was based upon an approximate \$4000.00 deficit now existing.

Item

WHEN SECRETARY of Defense Robert McNamara announced the closing of the "Can-Do" yard, he said that every one of us would be offered a job. Yet the admiral has taken it upon himself to find many of us unreasonable. We wonder if we are unreasonable when we say that we want to stay in the New York area? We wonder if we are unreasonable when we say that we want to stay in the same salary grade?

SECRETARY McNAMARA said at the time of the closing that the men at Brooklyn would be offered jobs within commuting distance of their homes. Yet the admiral has seen fit to assure that 687 men were forced to leave this area and their home for other areas.

Comment

With respect to the Secretary of Defense "job opportunity guarantee," the Secretary, in his press release of 19 November 1964 stated that "All career employees whose jobs are eliminated by any of these actions will be offered another job opportunity. If the new job requires a move to another location, the moving expenses involved will be borne by the Government." The Secretary of Defense did not state that Shipyard workers would be offered jobs within commuting distance of their homes. Further, the Assistant Secretary of Defense, in a memorandum of 26 January 1965, stated that the guarantee "will be satisfied when the employee declines to register for placement under the DOD Priority Placement Program or any supplementary military Department or agency placement program, or declines to expand his registration when advised that it is necessary to do so in order to be placed (underscoring supplied)." Determinations are made by a committee at the Shipyard when employees are considered to have unduly restricted their availability. This committee is composed of representative employees from various Shipyard de-

partments. All adverse determinations to date have been made on the basis of geographical area, not salary or grade.

Item

THE ADMIRAL has seen fit to harass union leaders at the yard. He has made a determined effort to get rid of the president and secretary of the Council and in so doing has harassed and intimidated hundreds of workers at the facility.

NOT ONLY HAS he intimidated the men, but McQuilkin has seen fit to have the Brooklyn Metal Trades Council investigated and their procedures questioned.

Comment

No specific instances of harassment of union officials at the Shipyard have been referred beyond the Shipyard and there is no record of Admiral McQuilkin having the Metal Trades Council investigated and its procedures questioned.

Item

MCQUILKIN HAS stated that the work of the yard employees has fallen off and is of a poor nature. This is absolutely untrue and proof of this can be shown in the fact that since the announcement of the closing was made, every shop that has come out of the yard has been commended and we, the workers at Brooklyn Navy Yard have received commendations for the excellent work and time on the ships.

Comment

Admiral McQuilkin has frequently informed employees that the quality of work at the Shipyard is good. Articles in the Shipyard's weekly newspaper, the Shipworker, on 12 March, 30 April, 7 May and 28 May attest to this fact. However, Admiral McQuilkin did advise the Metal Trades Council that an unusually high rate of absenteeism prevails at the Shipyard, excessive abuse of coffee breaks and leaving the job early is evident, and productivity, although expected to decline, has dropped alarmingly as indicated by current production figures.

Item

THE METAL TRADES Council has still another grievance. Our "commandant" has repeatedly refused to allow men to take promotions at other yards if they were offered jobs previous to their promotion offer. There have been many complaints that a man was offered a job in Philadelphia (for instance) and then was offered, a few days later, a job in Norfolk at a higher grade. McQuilkin has not allowed these men to take the second offer.

Comment

The Shipyard has established a policy regarding offers received by employees subsequent to their acceptance of prior offers. While it is agreed that a job involving a promotion would accrue to the benefit of the employee involved, permitting him to accept such a position after he had accepted another position which met his own stated requirements would have the result of taking such a job away from another employee holding the rating of the higher job. Further, his already accepted job could well be lost due to the time lost in filing it.

(To Be Continued)

Associate Justice

ALBANY, Sept. 13—Supreme Court Justice Samuel W. Eager of Middletown has been redesignated as an associate justice of the Appellate Division of the Supreme Court, First Judicial Department.

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Take any Westchester Parkway north to Hawthorne Circle, then Sawmill River Parkway Extension to its end and continue on Route 22 to the Pawling traffic light. Turn left on East Main Street, over railroad tracks, and sharp right on Maple Boulevard. Continue 4 1/2 miles on Maple Boulevard (which becomes West Dover Road) to Property Sign on left.

Pawling Property Phone: 914-955-9011



A statement and offering statement has been filed with the Department of State of the State of New York. The filing does not constitute approval of the sale or lease or offer for sale or lease by the Department of State or any officer thereof or that the Department of State has in any way passed upon the merits of such offering. A copy of the offering statement is available, upon request from Pawling Lake Estates, NYA-98-10



CAPPING CEREMONY — Ten student nurses at the Harlem Valley State Hospital were capped in recent ceremonies at the Wingdale Hospital. Left to right are: Michael Finkle, Jerrilyn Shary, Linda Enemy, Nancy Delaney, Alyce McDermott, Peggy Rundall, Karen Pease Antoinette Delcore, Carolyn Trest, and William Gallagher.

Eligibles on State and County Lists

Table listing various civil service positions and their corresponding eligible candidates with names and scores. Includes categories like Senior Public Information Specialist, Chief Janitor, Traffic and Park Lieutenant, etc.

LAW COLUMN

(Continued from Page 6)

SUCH ADJUSTMENT should be made not only in the cause of humanity, but because history has established the efficacy of the blind teachers at all levels of instruction in the public schools. As the Court observed, for centuries blind teachers have gained renown and unqualified acceptance in every field of endeavor, especially in the field of music in which they have proven themselves most proficient.

JUSTICE RABIN'S opinion is in the spirit of President Johnson's observation upon the designation of Charles R. Simpson, a blind person, to the position of Judge of the United States Tax Court:

I rejoice in the example Judge Simpson has set for all those in this nation who aspire to conquer their disadvantages and fulfill the challenges of life.

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Houses For Sale - Queens LEGAL 2-FAMILY, detached, \$18,000.

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OWNER RETIRING Detached Colonial Set On Tree Lined St. 5 1/2 Rms, 3 Bedrms, Sun Porch, Finishable Bsmt, Modern Kitchen & Bath. Immaculate Throughout, 3,500 Feet of Landscaped Grounds, Vacant, Move Right In.

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5 & 4 ROOM APT. Detached Legal 2 Family — 5 Rm. Apt. With 3 Bdrms. & 4 Rv. Apt. With 2 Bedrooms, Modern Kitchens & Baths, Finished Bsmt, 2 Car Garage, Must Sell To SETTLE ESTATE

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DETACHED ENGLISH TUDOR BRICK 4 LARGE BEDROOMS Owner Sacrificing This House To Retire, Consisting Of 8 Rms, Nite Club Finished Bsmt, Garage, Immediate Occupancy — FHA Approved

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The Department of Personnel has announced that provisional, non-competitive and temporary employees and their dependents are eligible to enjoy the history-making program of medical and hospital insurance long available to other City employees.

To qualify the employee needs to have 90 days of continuous service, work no less than 20 hours a week and be assured of no less than six months of consecutive employment.

In most departments and titles the City pays half the cost of both H.I.P. (doctor care) and Blue Cross (hospital care). In some departments and titles the City's contribution is 75 per cent.

To take advantage of this opportunity, you must enroll now during the open enrollment period.

SEE YOUR PAYROLL CLERK

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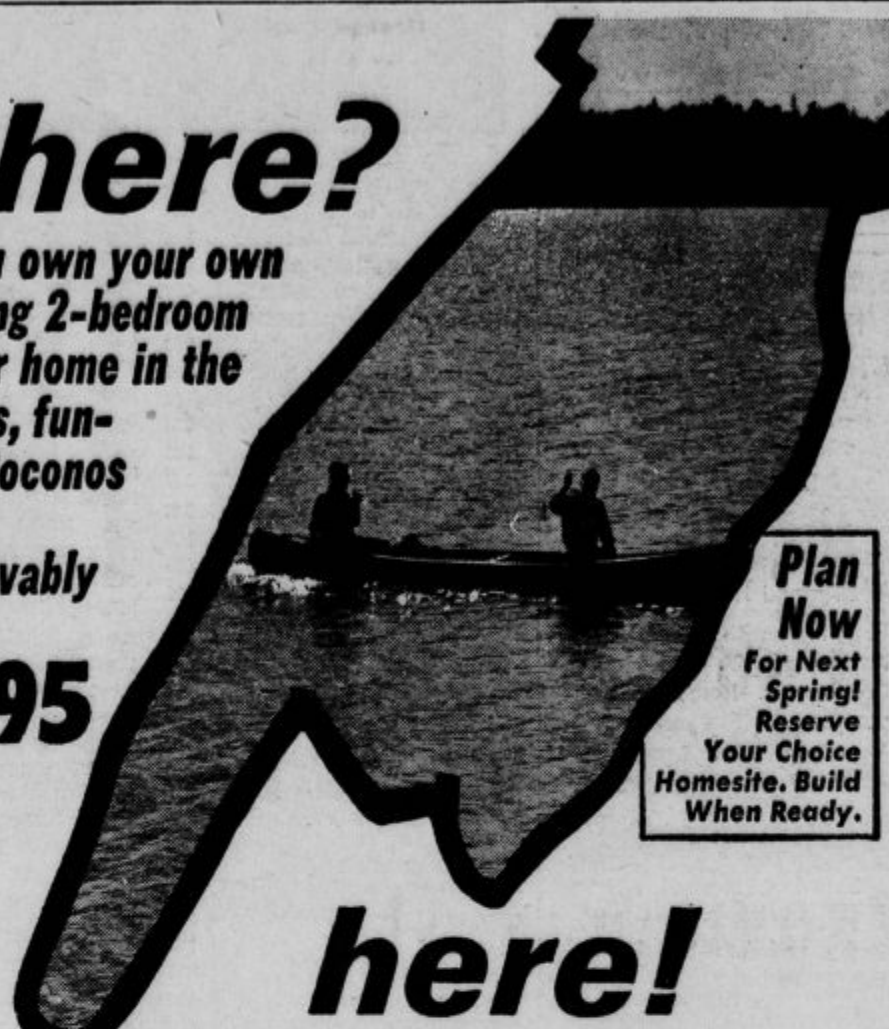
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Here, at last, is the magnificent, unspoiled, Pocono Paradise Vacation Resort NEAREST TO THE METROPOLITAN AREA!

- 3 superb crystal-clear lakes
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- Docks, new aluminum rowboats, tennis, children's playground.
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FULL PRICE **\$295** per lot from

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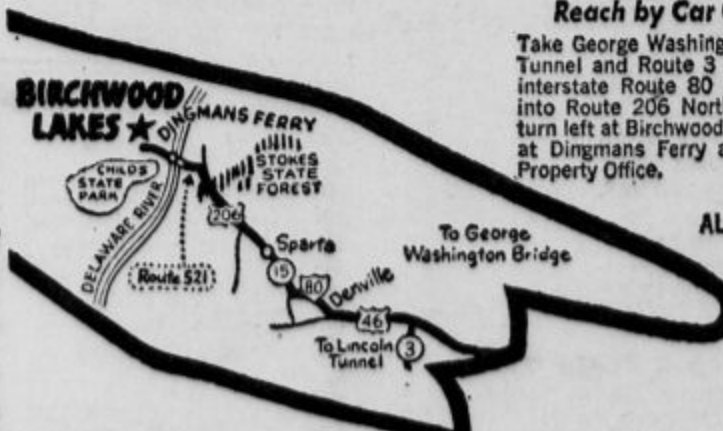
Drive Out This Weekend—Easy to Reach by Car Only 72 Miles from N.Y.C.

Take George Washington Bridge and Route 46, or Lincoln Tunnel and Route 3 into Route 46, past Denville to new interstate Route 80 into Route 15 (thru Sparta) thence into Route 206 North. Just beyond Stokes State Forest, turn left at Birchwood sign. Cross the Delaware River bridge at Dingmans Ferry and follow signs to Birchwood Lakes Property Office.

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A statement and offering statement has been filed with the Department of State of the State of New York. The filing does not constitute approval of the sale or lease or offer for sale or lease by the Department of State or any officer thereof or that the Department of State has in any way passed upon the merits of such offering. A copy of the offering statement is available, upon request, from Birchwood Lakes, NYA 480-7



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All large rooms, cathedral ceiling living room. Formal dining room. 3 master bedrooms, 1 1/2 Hollywood baths, 2 woodburning fireplaces, nite club basement, garage.

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SACRIFICE, beautiful 7 room brick split-level house, 2 1/2 baths, many extras. Fantastic value. Must see to appreciate. Oil hot water, 3 zone system. Extra building with house, 50x208, nr. shopping & transportation. Call after 5 p.m. (516) HA 7-2192.

Nassau Chapter's Annual Dance Set For Early October

The Civil Service Employees Assn.'s Nassau County chapter will hold its 17th annual dinner-dance Oct. 2 at Carl Hoppls' in Baldwin, Long Island.

Irving Flaumenbaum, president of the chapter said that many

high County, Town, Village and State officials have been invited to join with the members in the celebration of the chapter's anniversary. He stated that he expected this to be the biggest affair in the chapter's history.



NEW CHAPTER ELECTS — One of the newest chapters of the Civil Service Employees Assn., the Saratoga County chapter, elected its first officers at a recent organizational meeting in Saratoga. The new officers are, left to right, Mrs. Patricia Morris, first vice president; Mrs. Helen Hall, secretary; John Diggins, second vice president, and Edward Wilcox, president. Not present in photo is Ronald Blessing, treasurer.

Gov. Names Three To Science Foundation

ALBANY, Sept 13 — Governor Rockefeller has reappointed Dr. Detley M. Bronk of The Rockefeller Institute in New York City and Dr. William I. Myers, Dean Emeritus of the College of Agriculture at Cornell University to the New York State Science and

Technology Foundation.

The governor also named Dr. Maurice L. Tainter of Mount Kisco to the agency's Board of Directors to succeed Dr. Monroe E. Spaght of Scarborough, who resigned.

Tickets are \$7.50 each and includes a floor show, dancing, dinner and gratuities. They are available by calling PI 2-3000, extensions 2180 or 3030, or by writing to P.O. Box 91 Hempstead, New York.

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

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LEGAL NOTICE

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York; Alice Loewy Kahler; The City of New York; Department of Welfare; Consolidated Edison Company of New York, Inc.; Hanfield Callen Roland & Benjamin, Inc.; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Susie Glaubach, also known as Susi Glaubach, deceased, if living and if dead, to the executors, administrators, distributors and assigns of "John Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Susie Glaubach, also known as Susi Glaubach, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested in the estate of Susie Glaubach, also known as Susi Glaubach, deceased, who at the time of her death was a resident of 520 East 12th 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 509, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 15th day of October, 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, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 10th day of August, in the year of our Lord one thousand nine hundred and sixty-five. (Seal) Philip A. Donahue, Clerk of the Surrogate's Court

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tions & classifications. An additional practical review will be given to help candidates in the Housing Inspector examination to be held November 8th.

Since there are limited classroom facilities, those interested in this career opportunity should write to Vito P. Battista, Director, Institute of Design and Construction, 311 Bridge Street, Brooklyn 1, N.Y., and ask for leaflet "CS".

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Where to Apply For Public Jobs

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

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

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

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

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

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

STATE—Room 1100 at 270 Broadway, New York 7, N. Y., corner of Chambers St., telephone Barclay 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 600 Midtown Tower, Rochester (Wednesdays only).

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

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

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

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

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

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

Nassau Aides Receive Support

(Continued from Page 2)
United States Department of Commerce.

"Since nurses and other employees of Meadowbrook Hospital receive compensation for overtime and nighttime work, I believe the Board of Supervisors would favor an ordinance so that all County employees would be entitled to straight pay instead of time off, which, very often, they never get."

Among other Association requests, Caso's letter dealt with the following:

Payroll deduction of Credit Union loans and share payments is now in effect; a non-contributory retirement system, based on a law enacted at the last session of the Legislature deserves consideration since the County already pays about 80 percent of the retirement costs of its employees and the additional 20 percent would not have to be paid until the 1967 Budget. He stated that the decision would depend upon a study of how much in additional cost this would be to the taxpayers.

He considered the establishment of a "Perpetual Position Classification and Salary Review Board" an administrative decision, as well as the installation of a "Central County Personnel Office."

"All members of the Board of Supervisors join me in expressing appreciation for the cooperation given all entities of Government by the officers and members of the Civil Service Employees Assn. You have capably represented your members and have always put public service before personal demands," Caso concluded.

Nurses - \$6,050

Applications will be accepted by the New York City Department of Personnel until June 30, 1966 for public health nurse. Appointments are being made at a salary of \$6,050 per year.

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

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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 - Male

Parole Supervisor for Connecticut's Long Lane School. Good salary and benefits. Supervise parole and casework at progressive school for juvenile girls. Bachelor's plus 4 years parole, social or group work including 2 years' work with delinquents. Write Robert G. Mack, Personnel Dept., 405 State Office Bldg., Hartford, Conn.

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Central Conference Meets Sept. 24 & 25 At Alexandria's Bay

ALEXANDRIA BAY, Sept. 13—The Central New York Conference of the Civil Service Employees Assn., will hold their Fall meeting in Alexandria Bay, on Sept. 24-25 at the Edgewood Resort. St. Lawrence State Hospital and Jefferson County chapters are serving as host. The theme of the meeting is "We Serve".

The sessions begin on Friday evening with a County and State chapter president's meeting. Following these meetings there will be a moonlight tour of the 1,000 Islands and a reception in the "Gasbo-Go-Go-Room".

Saturday registration begins at 9 a.m. The educational session, a joint session of the County and State chapters, will begin at 10 a.m. Mrs. Clara Boone will preside. The program consists of the following:

- "How the field representative serves the CSEA members and chapters," presented by Ambrose J. Donnelly, field representative.

- "How the field representative serves the Association," by Patrick G. Rogers, supervisor of fieldmen, CSEA.

Nassau Chap., CSEA Meets On Sept. 15

Irving Flaumenbaum, chapter president, has announced that Nassau chapter will hold its first general membership meeting of the Fall on Wednesday, Sept. 15, at 8 p.m. in the auditorium at Mineola Police Headquarters.

The principal speaker will be J. Ward Wright, Deputy County Executive, who will discuss the new re-classification survey that is being prepared by the county.

Wright's talk will be followed by a question and answer period. All employees are invited to attend the meeting.

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- "How the regional attorney serves the chapter and members", by Edmund L. Shea, regional attorney.

The county chapters will hold a business meeting at noon with S. Samuel Borelly, president of the County Workshop, presiding. The State chapters' business meeting will be held concurrently with Emmett J. Durr, Central Conference president, presiding.

Fannie W. Smith will preside at

a combined state and county meeting. At that time, there will be a candidates forum. All state-wide officer candidates will be presented.

Thomas W. Ranger, chairman of the "get out the vote," will also speak.

The Conference will conclude with a banquet, at which Orin Wilcox, Commissioner of the Department of Civil Service, will be the principal speaker.

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Candidates

(Continued from Page 3)

Association for consideration at the annual delegate meeting. After the close of the recent legislative session, Harry Albright, counsel to the Association stated: "It was the imaginative legislative program formulated by the Resolutions Committee which gave us the chance to do so well with the Legislature." At the March, 1965 dinner-meeting of the Association at Albany, attended by the Governor and other officials, Shemin served as Toastmaster. He has also been requested to speak at various Chapter and Conference meetings throughout the State.

During his membership of 25



years in the Association, Shemin has served on many statewide committees, including the Civil Service, Legislative, Nominating, Pension, Constitution, Social and Resolutions Committees. He is also on the Committee studying labor relations in public service. Shemin was elected president of the Metropolitan Conference of the Association for two terms and has served on the Association Board of Directors during the past 15 years. He is also on the Board of Directors of the New York City Chapter.

Shemin has spearheaded the Association drives for Social Security, Health Insurance and several amendments to the Retirement Law, including the elimination of the "death gamble." He campaigned for payment for accumulated unused sick leave, resulting in the recent recognition of the propriety of such payment by the State.

He has constantly indicated the necessity of protecting and improving the merit system and was instrumental in having the Association recently create a Merit Committee for that purpose.

In his community Shemin is vice president of the Brooklyn Library Council, served on the Brooklyn Citizens Committee for National Library Week, was president of Parent-Teacher associations and was a Boy Scout Committeeman.

WILLIAM ROSSITER Candidate For Fourth Vice President

William J. Rossiter, candidate for the office of fourth vice president, entered State service in 1931 and worked at Psychiatric Institute, Brooklyn State Hospital and presently is a supervising nurse at Rochester State Hospital. Bill



has been active in CSEA since 1950 and has gained considerable experience in his work as Rochester State chapter president eight years, Western Conference president two terms, State CSEA Board of Directors eight years, Mental Hygiene representative on Board six years, Mental Hygiene Employees Assn.

This past year he was appointed by CSEA president Joseph Felly to numerous committees such as chairman of the No Strike Committee and as a member of the Legislative, Directors Charter, Leader Negotiations, Memorial Plaque, Mental Hygiene (consultant), committees and the Committee to Study Proposed Dues Increase and the Mental Hygiene Attendants Committee.

Since becoming active in CSEA Bill has been a member of numerous other committees at chapter, conference and state-wide level. He is presently serving as Rochester State chapter delegate, grievance committee consultant, legislative committee chairman, Conference parliamentarian, and chairman of the Conference's special appeals committee.

Bill has furthered his education by attending evening classes for four years at the University of Rochester. For several years he was the author of "Mental Hygiene Memo" for The Leader. He likes to help his fellow man and has been endorsed for the office of fourth vice president by many chapters throughout the State.

Bill Rossiter's judgement, experience, activity, courage and outspokenness have been most helpful in promoting the objectives of the Civil Service Employees Assn. and all public employees.

CLAUDE ROWELL Candidate For Fourth Vice President

Claude E. Rowell, is currently completing his first term as fourth vice president of CSEA, having served the Association as fifth vice president for two terms prior to the last two years.

Long active and interested in



employee affairs, he served his chapter as president four years; chapter delegate eight years; as Western Conference vice president two years; as president, two years. Conference committees include: chairman, Constitution and By-Laws; Special Insurance; Special Citation; Auditing; Social; Membership and Parliamentarian as well as vice chairman of Legislative Contact Committee.

Rowell has served on such State-wide committees as Special Regional Conference; Social; Plaque; member of Directors Committee; member of Board of Directors, eight years; Personnel Screening Board; Special Attendance Rules Committee, six years as Consultant; Grievance Committee, four years as consultant; Special Committee Reallocation Office and Clerical Workers, four years as consultant; Special Committee Reallocation Office and Clerical Workers as consultant; has appeared before the State Republican Platform Committee to cite needed legislation for the State employees.

He has been honored three times as a chapter member contributing outstanding services to his chapter; awarded a "Citation of Merit" by the Western Conference and a "Special Award" by the Western Conference as well as a "Special Award" by the Western New York Conference

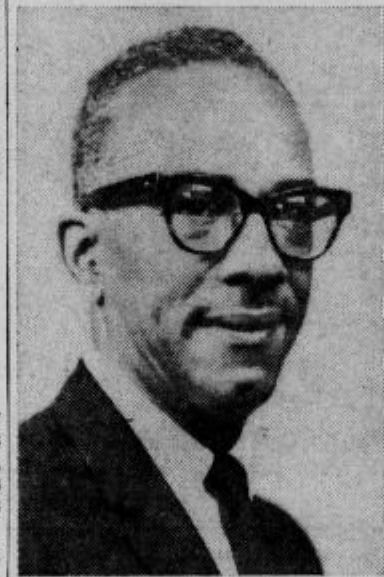
County Workshop, for time and interest devoted to the welfare and advancement of the County Groups. Other activities include: secretary-treasurer of the R.S.H. Federal Credit Union for twenty years; an active member and Ruling Elder of South Presbyterian Church, treasurer of the Church Building Fund for three years; member of Webster Lodge No. 538, F. & A.M.; member of Rochester State Hospital Chaplains Advisory Committee and general chairman of its Chapel Building program; member of Mental Hygiene Employees Association; other community affairs.

As a vice-president of the Association, he has constantly advocated better public relations between State employees and the public, so that they may know our problems and our services rendered to them.

His record of proven interest and experience show proof of continued work and achievement in behalf of all Civil Service Employees.

FRED CAVE, JR. Candidate For Fifth Vice President

Frederick H. Cave Jr. is a candidate for the position of fifth vice president of the Association in the forthcoming elections, a



position that he presently holds and has held for the past two years.

He is married and the father of four children. He is active in community affairs in his neighborhood. He is an attorney, having received his LLB from Brooklyn Law School.

He has been active in CSEA activities during the past ten years; a past officer of his chapter (Metro D of E chapter) and a delegate to the annual delegates' meeting from his chapter and as a statewide-officer during the past two years.

He has represented members of his chapter at disciplinary hearings, grievances and rating appeals and has actively participated in the preparation and presentation of briefs and arguments for reallocation and reclassification before the Civil Service Commission and the Reclassification and Compensation Board.

He headed a committee which revised the nomination and election procedure for the use of chapters and conferences. He has served as a consultant during the past two years to the following committees: D of E Committee, Civil Rights Committee, Membership Committee, Committee to study feasibility of removing the Strike Clause from the Constitution.

He has always been ready to serve the Association and its membership in whatever capacity that was demanded of him and when requested has participated in Seminars.

Fred solicits the continued support of all members of the Association in the forthcoming election.

VITO J. FERRO Candidate For Fifth Vice President

Vito J. Ferro entered State service in 1936 at Gowanda State Hospital, as an attendant; promoted to Staff Attendant in 1945.

His experience includes: State Wide - Board of Directors 1957-60. Co-chairman State Wide Membership, Constitution and By-Laws, Budget, Directors Committee, Memorial Plaque, Nominating Committee, Special Mental Hygiene Attendants Commit-



tee. Currently, chairman to study Union Activity in Public Service.

Western Conference—President 1958-60. First vice president 1956-58. Second vice president 1954-56. Has served on committees; currently, chairman of Publicity Committee, member of the Legislature Contact Committee, and Constitution and By-Laws Committee.

Chapter - President 1949-58. Delegate 1945-64. He encouraged the founding of the Dr. McCarty Memorial Foundation. He appointed the first committee for its establishment; now serving as a member of that board. Re-elected as chapter president in 1964.

Has been past chief of the Helmut Volunteer Fire Company, active in the hospital Federal Credit Union, served as a Credit Committee member, on the Board of Directors, and as vice president. Currently, serving as president.

Vito is known for his fight for a shorter work week and better salary. His interests are better and fully paid retirement plan, State Health Insurance, pay for unused sick leave, better promotional opportunities, and better working conditions for all public employees.

His record of hard work and achievements makes him an excellent candidate for the office of fifth vice president.

HAZEL ABRAMS Candidate For Secretary

Hazel Abrams has served the Association on the Board of Directors as Education representative and as Capital District Conference President. She was chairman of the Nominating Committee (1959); a member of the Di-



rector's Committee; the Memorial Plaque; Charter; Grievance; Legislative; Special Committee on Group Life Insurance; the study of the Governor's Reorganization Plan, and the sponsorship of the Cooperative Housing for employees.

A native of Albany County, Hazel joined the Education Department in 1927 where she presently works in the Division of Business Management and Personnel.

She became interested in CSEA during the battle to pass the Feld-Hamilton Law. Active in her chapter, she served as delegate, vice-president and three years as President.

Appointed to the Department Merit Award Committee in 1955, Hazel has been Secretary since 1956.

The Capital District Conference prospered under Hazel's three years as president, preceded by two years as treasurer. As president, she organized two seminars

for all employees on Public Relations and Leadership which opened new avenues of understanding between civil service employees and the public. She has given unselfishly of her time to sponsor special low-cost travel tours for fellow members.

Her record as State secretary further indicates her vital interest in all Association affairs.

Hazel presently is consultant to the State Social Committee; the Memorial Plaque and the Special Merit System Committees.

CLARA BOONE

Candidate For Secretary

Mrs. Boone has been vitally interested in the Association ever since she entered State Service in 1951 at the Division of Employment, Utica, New York. In 1964, she transferred to the Department of State, Division of Licensing Services, Utica as Senior Stenographer.

Her Association record includes president, Utica chapter (elected to sixth term); second vice president, Central Conference (now in second term); State Public Relations Committee, two years; chairman, Program Planning



Committee and member of Coordinating Committee of Central Conference Her past records on the local chapter and conference level speak for her.

Mrs. Boone is a native Utican. Upon graduation from Utica Free Academy she entered the Utica School of Commerce where she majored in Secretarial Training and Office Practices—graduated.

Her interest and active participation in Central New York community affairs are many and varied. She has been a member of the YWCA since 1931, serving as teen-age program advisor for five years; delegate to three National Conventions; six-year member of Board of Directors, and member-at-large for industrial workers in the Utica area.

For six years, Mrs. Boone served on United Fund drives for the Utica Community Chest and Planning Council. Having a vital interest in education, she served the State Congress of the PTA as both committee member and officer on the individual school level thru the City Council (21 units); the District 5 County Board of Directors; and Assistant Director for the City of Utica's 21 PTA units. She has been active in the Cub Scouts; served as secretary and treasurer in four Utica Women's Bowling Associations.

Mrs. Boone has always advocated better public relations between State employees and the public in order that they may understand our problems and our service rendered to them.

JOHN HENNESSEY Candidate For Treasurer

Jack Hennessey has served as CSEA State treasurer for the past two years. He was the president of the Buffalo chapter for four years and served as an officer of

(Continued on Page 16)

Don't Repeat This!

(Continued from Page 1)

State's highest court was vacant last time, Francis Bergan, a Democrat, received Republican support for the post. As a result, it had been taken for granted that the Democrats would support a Republican this year and such an agreement had tentatively been worked out, it is reported, between Mayor Robert F. Wagner, Dan P. O'Connell, powerful chairman of the Albany County Democratic Committee, and Fred Young, then chairman of the GOP State Committee.

The upheaval and turmoil in Democratic circles this past year, however, have dissolved any such agreements, if they did exist. For instance, the alleged pact between Wagner, O'Connell and Young was made when it looked as though Wagner would continue to stay on as New York City's mayor. His leaving of that office has now removed the normal strong say he would have in the matter.

In addition, the Democrats took control of the Legislature and an even deadlier feud broke out between Wagner and the old line Democrats, with Wagner winning

the battle through Republican support. The "losers" in this fight could certainly not be expected to honor any Wagner commitment on this or any other post now. Certainly that could be the formal "excuse."

The basic fact, is that the Democratic party leadership feels that running a strong statewide candidate will help the party maintain Legislative control.

Who's Being Mentioned

At this writing, several prom-

inent Democrats were being most talked about to seek the Court of Appeals seat which, by the way, is the only statewide election contest this year. They are Comptroller Arthur Levitt; Bernard Botein, the distinguished presiding justice of the Supreme Court Appellate Division, First Department; and Supreme Court Justices William Lawless, Buffalo; Owen McGiven, New York City, and Bernard Myer, Nassau.

The GOP State Executive Committee is scheduled to meet Sept. 16, the day after the Democrats get together, to name their man for the race. Among the prominent Republicans under serious

consideration are Attorney General Louis Lefkowitz, long rumored interested in the post; Fred Young, who was reported interested in getting back on the bench after leaving the Court of Claims to serve as State GOP chairman; Supreme Court Appellate Justice Charles D. Breitell, counsel to

Thomas E. Dewey when he was Governor; John P. Gualtieri, presiding justice of the Court of Claims, and Felix Aulissi, Gloversville Supreme Court Justice.

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SHOPPING FOR LAND OR HOMES LOOK AT PAGE 11 FOR LISTING!

Kenneth Browne
BEACON, Sept. 13—Kenneth A. Browne, 64, died recently at Rosary Hill, Hawthorne, after a long illness. He was an attendant at the Matteawan State Hospital for the Criminally Insane, Beacon, and a member of the Matteawan Civil Service Employees Assn.
A lifelong Beacon resident, he had worked at Matteawan for 38 years prior to his retirement in 1963 due to illness.

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

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CSEA Demands New Wage Negotiations in Oneida

(Continued from Page 1)
 ranged at the earliest possible moment with representatives of our Association and an authorized representative, with full powers to negotiate, of your Board. We do not believe that our membership of over 6,000 people or for that matter, their wives and families, will continue to disregard the absence of any real good faith, bargaining or negotiations with this Association. In addition

to our own County membership in this area, there are an additional 4,000 public employees who are loyally interested in our plight, and we now tell you unhesitatingly that we shall wage a campaign to rally the full support of this entire group to rectify this situation.

"Finally, we ask for a salary increase, realistic in its proportions to be provided forthwith. The County has received a sub-

stantial amount of money from the State in the approximate annual sum of \$700,000, which is unrestricted in any way and uncommitted in the budget for any purpose. You, therefore, no longer have the excuse of the absence of funds. The only excuse you now have is indifference or an apparent belief that the people of Oneida County do not wish us to have fair or reasonable salaries or fringe benefits."



ART SHOW — Hundreds of people who passed through the Broome County Airport terminal in Binghamton last month were able to admire handiwork of Broome County employees. The second annual Arts and Crafts show of the Broome County chapter of the Civil Service Employees Assn. was featured in a display in the lobby of the terminal. Seen in the picture are Philip Bell, president of the chapter and Carl C. Reegan, second vice president, who are arranging displays.

Reallocation Appeal Committee Is Formed By Middletown Employees

MIDDLETOWN, Sept. 13—A Reallocation Appeal Committee has been formed by the Head Dining Room Attendants of the Middletown State Hospital.

This committee met with CSEA chapter president Felice Amodio. A reallocation appeal is going to be submitted to J. Earl Kelly, Director of the State Division of Classification and Compensation as soon as necessary supporting data has been assembled.

The Head Dining Room Attendants at Middletown contend, above all, that the recent Statewide Mental Hygiene reallocations of other departments and excluding them, was unfair.

George Freer of Middletown State Hospital is acting as representative of this group. He has appealed to all Head Dining Room Attendants from all Mental Hygiene institutions throughout the State to send him any material which might help in this appeal to Kelly. Material may be sent to

George Freer, Box 1453, Middletown, N.Y.

Contact has been made with Rockland State Hospital, Harlem Valley and Central Islip State Hospital. Also the Southern and Long Island Conferences are aware of this appeal.

Jeanne Kanter

"All of her many friends at the Workmen's Compensation Board were saddened by the sudden passing of Jeanne Kanter, a spokesman for the New York City chapter, Civil Service Employees Assn., said.

"Her excellent record of service will long be remembered by the Board. Her friends and all the people who were fortunate to have had contact with her will miss her warmth, helpfulness and wisdom".

Brooklyn State

(Continued from Page 1)
 human beings?

Do you know that:

1. Because of lack of personnel on wards that patients are often denied the following:

- (A) Physical Safety.
- (B) Adequate help for recovery.
- (C) Attendance at religious and rehabilitation services.

2. There is insufficient protection for the grounds and buildings of this institution. Inasmuch as we only have 10 safety officers for a 24-hour, 7 day week proper protection for our patients and hospital property is virtually impossible.

3. Because of the lack of personnel, patients therapy is delayed.

4. Due to the shortage of personnel in the maintenance departments, that many ward personnel are detailed to these positions and taken away from patient care.

We urgently request that you contact Governor Rockefeller, your State legislators, and the commissioner of the Department of Mental Hygiene, and inform them of these existing conditions, and request that immediate action be taken to eliminate these conditions. To contact the commissioner of the Department of Mental Hygiene, write to Dr. Christopher F. Terrence, 119 Washington Ave., Albany, N.Y.

Because of these facts the Brooklyn State Hospital chapter of the Civil Service Employees Assn. at a general meeting held on August 5, 1965, voted to have a peaceful public demonstration on September 26, 1965.

Rossiter Clarifies Endorsement Claim

William Rossiter, a candidate for the office of fourth vice president of the Civil Service Employees Assn. has asked The Leader to carry an explanatory note concerning an earlier statement that he had been endorsed for that office by the CSEA Western Conference.

Rossiter's letter reads:

"To use the word, 'endorse' in my biography in the August 17th edition of the Civil Service Leader was an error on my part. However, it was not intended as misinformation or subterfuge. It was rather a question of semantics.

"Inasmuch as my opponent and I are both from the same hospital, chapter and conference and seeking the same office, neither of us could be 'endorsed' but in true democratic manner, we were both sponsored by our chapter and conference for an office of vice-president.

"Logically, it would follow that I should have used the word, sponsored instead of 'endorsed' and I therefore retract this statement.

"This is in answer to the write-up in the Leader on August 31, 1965 by Melba Binn, President of the Western Conference and Ellen Stillhard, President, Rochester State Hospital Chapter.

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

Nassau Co. Chapter Announces Pay Hike For Sanitary Dist.

Irving Flaumenbaum, president of Nassau chapter, Civil Service Employees Assn. announced last week that the employees of Sanitary District No. 1, through their Board of Commissioners, have received pay raises and increased fringe benefits.

The firemen, bull-dozer operators, drivers and cleaners received across the board increase of \$300 and the helper, jumpers, watchman and sanitation men received an across the board increase of \$250 per year. In addition, Sanitary District No. 1 has agreed to pay the full cost of the pension fund for these employees. Vacations were increased to three weeks after five years of service and four weeks after ten years of service.

Cooperative

Albert Minken, president of this Unit of Nassau chapter, advised Flaumenbaum that the Board of Commissioners, through their chairman, Laurence Rosenthal, has been very cooperative in working out this increased program for the employees. This is now the second political sub-division in Nassau County that is paying the full New York State Pension payment."

Caribbean Cruise Departs Jan. 28

The annual Caribbean cruise for members of the Civil Service Employees Assn., their families and friends, will sail from New York City for 12 days aboard the S.S. Olympia, it was announced last week.

Sponsorship for the cruise this year is being undertaken by Nassau County chapter of CSEA under the direction of its president, Irving Flaumenbaum.

Social Activities

The luxury sailing will take tour members to San Juan, St. Thomas in the Virgin Islands, Trinidad, and Fort de France, Martinique. Shipboard activities will include a masquerade ball, first run movies, concerts and cocktail music, nightclub shows and a number of social activities.

The cruise departs Jan. 28 and space prices are as low as \$310 per person. Applications and a brochure describing the cruise may be had by writing to Irving Flaumenbaum, Box, 91, Hempstead, Long Island, or by calling (516) PI 2-3169.

Officer Candidates

(Continued from Page 14)

the Western Conference for four years. He has been chairman of several committees and very active on all committees in the chapter, Western Conference and the State. He has worked vigorously to obtain benefits designed to secure equal treatment for all Civil Service Employees.

John is 39 years old and like many other men his age has seen military service. He served approximately three years in the U.S. Army, most of which was in the European Theatre.

Upon his return from service, (Continued on Page 16) he proceeded to get an education by attending the University of Buffalo and worked for the New York State Department of Public Works where he holds the title of Assistant Civil Engineer.

It should be mentioned that John's earlier career included the

School of Commerce and Utica College, a Division of Syracuse University. During World War II, he served with Naval Air Transport Service a branch of the U.S. Navy. He was honorably discharged at Washington, D.C., in 1948.



In October, 1952 he married the former Loretta Techmanski and the couple now reside at 137 Richardson Ave., Utica, New York with their three children, Lorraine, Janice, and Louie III. He is a member of Our Lady of Lourdes Church, a Third Degree member of the Knights of Columbus, a former director of the Central Waterworks Asso., YMCA member, staff member of the Boys Club of Utica, Inc., former coach of St. Joseph's CYO basketball team. He has also played semi-pro football in the Utica area.

Sunderhaft has served as a delegate for the Oneida County chapter of the CSEA for the past six years; he was temporary chairman of the inaugurating committee for the Utica City chapter. In addition, he has served on the following committees of the Oneida County Chapter CSEA — Salary, Grievance, Legal and Social.

Louis G. Sunderhaft Sr., the late father of the candidate, and his mother, Bertha Bell Sunderhaft, as well as his three sisters and four brothers, were all residents of New York State.



job of theatre manager of the Loew Chain. He is the past president of the Buffalo chapter of the New York State Association of Highway Engineers and served as the assistant treasurer for the State Board of Directors for this Association. In the past six years he has been very active in the Civil Service Travel Club.

Hennessey was the treasurer of a local Rifle and Pistol Club, instructor of Hunter Safety, past officer of the American Legion, and very active in recent charitable fund drives.

LOUIS SUNDERHAFT Candidate For Treasurer

Louie G. Sunderhaft Jr. was born on January 1, 1929 in the City of Utica, New York. He is presently in charge of the Accounting Department for the Board of Water Supply and has held this position for the past ten years and upwards. His duties include preparing financial statements, budget procedures, auditing, supervising payrolls for all employees of the Board of Water Supply.

Sunderhaft received his training in accounting at the Utica

To Directors Spot

ALBANY, Sept. 13—Governor Rockefeller has named Mrs. Marcelle G. Levy of Albany as director of the Office for the Aging in the Executive Department. The agency was transferred from the State Social Welfare Department under legislation passed by the 1965 Legislature.

Since 1961, Mrs. Levy has served as executive secretary to the Governor's Interdepartmental Committee on Problems of the Aging.