

Civil Service LEADER

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See Pages 3 & 16

Rochester Employees In Need Of 15% Pay Raise, Says CSEA; Union Silent On City Budget

(Special to The Leader)

ROCHESTER, May 13—A comprehensive 7-point salary and fringe benefit program for Rochester city employees was urged by the Monroe County chapter of the Civil Service Employees Assn. at a public hearing here last week on the City's proposed 1963-64 budget.

Speaking on behalf of the 800 city employees who are CSEA members was William Blom, research director of the Employees Association, whose office, in cooperation with the local chapter, developed the broad salary and fringe benefit plan.

Blom was one of 16 persons who spoke on the \$38,885,841 budget during the two-hour hearing.

No one represented the American Federation of State, County and Municipal Employees, a union group whose recognition by the City administration is being contested by the Civil Service Employees Assn. The union's failure to propose even a token program for the members they

claim in some city departments was construed in some quarters to mean the union is satisfied with the approximate 4½ per cent raise in the new budget, which the Monroe CSEA chapter maintains is inadequate.

What CSEA Program Seeks

The CSEA program would:

1) Modify the existing salary schedule to provide a 15 per cent salary increase for all city employees in order to keep pace with increased costs of living and competitive salary schedules in other jurisdictions.

2) Establish a grievance procedure at the earliest possible date as mandated by state law at the request of the Civil Service Employees Assn.

3) A longevity increment after 10 years of continued service at the maximum of the salary grade.

4) Provide one additional week of annual vacation for employees with 15 years satisfactory service.

5) Continue the 5 per cent reduction in employee retirement contributions.

6) Provide five days personal leave per year, a measure provided State employees through CSEA efforts.

7) Authorize payroll deduction of CSEA dues and premiums for low-cost life insurance and accident and health insurance.

The CSEA program was similar to proposals submitted to the

(Continued on Page 3)

CSEA Committee To Nominate For Officer Election

ALBANY, May 13—Plans have been set in motion for the bi-annual election of the eight statewide officers of the 112,000-member Civil Service Employees Association next October. At stake are the offices of president; first, second, third, fourth and fifth vice presidents; secretary, and treasurer. Also to be selected are members of the State Executive Committee to the Association.

First step in the five-month election process was the selection of Nominating Committee by the Board of Directors at its April meeting.

Committee Members

The committee is comprised of the following members: Eve K. Armstrong, Emil M.R. Bollman, S.

(Continued on Page 14)

Popular Grand Tours Of Europe Departs June 18 And July 15

One of the most popular European vacations—the Grand Tour—has again been organized for members of the Civil Service Employees Association and will depart for 24 days from New York via KLM Royal Dutch Airlines jet on June 18 and July 15.

For a total cost of \$795, tour members will receive round trip

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Albany Blue Cross Board Names Lochner

ALBANY, May 13—Joseph D. Lochner, executive director of the Civil Service Employees Association, was recently elected to the Board of Directors of Associated Hospital Service of Capital District (the Blue Cross Plan covering Northeastern New York) It was announced by Charles A. Brind, Jr., president of Blue Cross.

Lochner joined the Association in 1931 as business manager. At that time its membership was 8,000, its staff consisted of himself and one other employee, and its offices were in one room of the State Capitol at Albany.

Today, 32 years later, Lochner, as executive director, supervises a 60-man staff housed in a four-

(Continued on Page 14)

Possible Conflict With State Seen

CSEA Officers Take Lead In Urging Adequate Meat Inspection For Erie County

(From Leader Correspondent)

BUFFALO, May 13—Urged on by Buffalo area Civil Service Employees Assn. leaders, Erie County health authorities and supervisors have promised adequate meat inspection here, even if a State-county conflict develops.

The CSEA is immediately concerned with the fate of nine inspectors, all CSEA members, transferred from work in Buffalo to jobs in other parts of the State, in some cases 200 miles or more away.

The nine inspectors, part of a 24-man staff, originally were Erie County employees, and members of the Health Inspectors

unit, Erie chapter, CSEA.

They were transferred to the State payroll this year after the 1962 Legislature ordered State jurisdiction in some aspects of meat inspection. They now are members of Buffalo chapter, CSEA.

The nine inspectors were ordered to work, on short notice, in

other parts of the State when the 1963 Legislature drastically reduced funds available for inspection work.

CSEA Goes Into Action

After requests for immediate action from Alexander T. Burke, Erie chapter president, and Raymond T. Green, chairman of the

(Continued on Page 14)

Feily Rejects Arguments Non-Competitive Job Protection Bill Is Vetoed

By PAUL KYER

ALBANY, May 13—Two highly cherished pieces of legislation sponsored by the Civil Service Employees Association enjoyed only a brief existence after passing both houses of the Legislature. They were killed by Governor Rockefeller's vetoes prior to the end of the 30-day bill signing period, which ended early last week.

One measure would have given job protection to non-competitive employees with five continuous years of service. Another, which was reported on last week, would have guaranteed half-pay retire-

ment after 25 years to regional park police.

The import of the memoranda accompanying the vetoes was that the first measure was faulty and the second unearned. Joseph F. Feily, CSEA president, indicated in a statement of rebuttal that only the office of the governor could cause the non-competitive bill to be ill-used and that the arguments against the park police retirement bill were illogical.

Feily did not refer to the fact that the veto on the retirement bill was urged by the Division of the Budget. However, so many civil service measures assigned to limbo this year were disapproved by the Budget Division it was obvious that the biggest argument against most of them was money.

The CSEA president confined

(Continued on Page 14)



Joseph D. Lochner

Kelly Writes On Painters

J. Earl Kelly, director of the State Division of Classification and Compensation has written to the Civil Service Employees Assn. to clear up what he terms certain misunderstandings on the earmarking of painter positions (Grade 10) in the Department of Mental Hygiene and other State agencies.

The complete text of Kelly's letter appears on Page 7 of this issue.

Don't
Repeat This!

See Governor Being Badly Advised On Civil Service Vote

DISAPPOINTMENT among State workers over the meager results of the recent session of the Legislature is reported taking a new turn these past weeks as the result of a rash of vetoes from Governor Rockefeller on numerous civil service measures. Because of pre-session forecasts on a tight money year, most public employees were prepared to accept the fact that any costly civil service programs would stand slight chance of Legislature or Administration approval. What they did not expect is Rockefeller rejection of other

(Continued on Page 3)

Don't Repeat This!

(Continued from Page 1) measures, such as a bill which would have given protection to non-competitive employees after five years' continuous service, which did pass the Legislature.

As the 30-day bill signing period drew to a close last week—and the vetoes mounted—Rockefeller's apparent refusal to endorse any civil service measure not originating from his administration was causing some employee organization leaders to fear that the Governor was being advised that the public employee population was nothing to worry about in the overall picture of making an impact among voters during the coming year, which precedes the nominations for a GOP presidential candidate.

Sharp Contrast

The sharp drop in employee programs emanating from the Governor this year is being contrasted with his bold actions on state salaries, pension programs and other fringe benefits in previous years.

Some fear that the Governor is being told that the civil service vote is not what it is cracked up to be and that he has slowed down accordingly. One theory being advanced is that civil service programs are not popular with the general voting public and should be played down until the issue of Rockefeller's candidacy for the presidential nomination is settled. Another theory reported is that to advance the civil service in times of tight economy will automatically produce a bad public reaction.

The theory that bothers organization leaders the most, however, is that public employees do not show their gratitude at the polls. There are some dramatic statistics to show that if the Governor is being advised this is so, he is being badly advised.

Civil Service Legislators Thrive

A check on a number of state senators and assemblyman who are out-and-out pro-civil service legislators shows that not only did they stay in office but also increased their pluralities in 1962.

Official State Department records show, for instance, that Suffolk County's Sen. Elisha T. Barrett, a leading civil service spokesman in the Legislature, increased his 1960 plurality of 30,212 to 48,306 in 1962. An important point to understand here is that the 1960 turnout at the polls was much larger than 1962 because of the 1960 presidential race. Yet, with a smaller vote cast, Barrett increased his majority substantially. A fellow Suffolk legislator, Assemblyman Prescott Huntington, likewise enjoyed an increased plurality—his margin went from 4,552 in 1960 to 6,000 in 1962.

In neighboring Nassau County, Assemblyman Francis McClosky increased his 1960 majority by more than 2,000 votes. Again, it

is important to note that Long Island has a heavy civil service population (there are three large Mental Hygiene Dept. institutions on Long Island) and that all the above legislators faced strong competition.

In upstate Jefferson County, Assemblyman Orin Wilcox vigorously supported civil service legislation in the face of not only heavy local criticism but attacks on State service from a fellow legislator, a member of Wilcox's own party. The result: his vote margin in 1962 was 11,307 compared to 11,278 in 1960. And Jefferson County is a very conservative county, indeed!

New York City's Sen. Mac Neil Mitchell enjoyed the same vote prosperity. His 1960 majority of 18,500 went to 20,006 in 1962. Sen. Ernest Hatfield, who represents Dutchess, Putnam and Columbia Counties, increased his margin by more than a thousand votes.

Sleeping Giant Awakening

As this column has previously reported, there are some 800,000 civil service employees registered to vote in New York State—and this is a conservative estimate. The total voting population is roughly estimated at 8,000,000. Figuring only two votes per family (the pollsters use the figure of 2 1/2) the civil service vote represents a whopping 20 per cent of the total.

We have referred to this vote as a "sleeping giant" in the electoral body. The analysis of the vote in heavy civil service areas now indicates that the giant is not so sleepy after all.

At any rate, the success of strong civil service legislators at the poll should be evidence enough to those advising Governor Rockefeller on the worth of the civil service vote that they are giving out bad advice in under-rating public employee reaction at the polls.

Note: Several top Democratic "pros" feel, too, that the Governor has been advised badly on civil service legislation. It is reported that a special study of the civil service vote is already under way by both the State and National Democratic Committees.

For Civil Servants—

Montauk's Popularity Growing For Year-Round And Vacation Homes Since Residency Repeal

With the repeal of the Lyon's Residency Law for New York City employees and the modification of the Public Safety Law for police and firemen, more civil service employees are moving their homes to counties "contiguous" to New York City.

The reason for moving to the suburbs varies with all families but one major factor involved is the idea of having a year-round resort in their own back yard.

For the same price that a person with two children must pay for a two week vacation, he could own a home in a nearby resort area where he can enjoy the relaxation of the suburbs throughout the year.

For example, a two week trip—either by car or in a summer colony—will cost even the most conservative householders a minimum of \$700. For the same mortgage payment, the same householder can own a comfortable

14 Civil Service Bills Vetoed By Governor After Legislative OK

(Special to The Leader)

ALBANY, May 13—Overlooked by the daily press in covering the Governor's action on more than 1,200 bills left him by the 1963 Legislature were dozens of Civil Service measures.

Gov. Rockefeller, for varying reasons, vetoed many bills affecting special groups of public employees or general retirement provisions.

These bills—all disapproved—affected police, firemen, teachers and public employes in general. They include:

One measure that would have permitted all municipal police and firemen who are members of the 25-year retirement plan to continue to contribute after completing 25 years for a pension bonus of 1/120th of final average salary. Gov. Rockefeller suggested the bill be revised for consideration in 1964.

A special measure that would have conferred special benefits for New York City police commissioners and deputy commissioners. Under the bill, Gov. Rockefeller said, some deputy commissioners would be able to retire at a retirement allowance "almost equal to their salary immediately preceding retirement."

Police and Fire

A bill that would have enabled the City of Elmira to provide monthly supplemental pension to retired police and firemen and to widows and dependent children of deceased policemen and firemen, who were members of the city's closed police and firemen's pension plan. Gov. Rockefeller said the bill was "contrary to the uniform State policy . . ."

A proposal that would have mandated retirement at half-pay after 25 years for sheriffs, undersheriffs and regular deputy sheriffs. Gov. Rockefeller disapproved the bill on three major grounds, noting it had provided "no minimum service requirements for eligibility for guaranteed benefits."

Another proposal that would have lifted the restriction on payment of supplemental pensions to pensioners who engage in public employment. The Governor ruled the measure went beyond its purpose.

Transfers

A measure that would have permitted a member of the New York City Employees Retirement System, on completion of 30 years of service, to transfer to the instructional staff of the City Board of Higher Education and still retain his membership in the retirement system, with credit. Gov. Rockefeller said Mayor Robert F. Wagner had urged the bill's disapproval.

A bill that would have mandated a supplemental pension allowance for members of the New York City Teachers' Retirement System, who retired between Sept. 2, 1956 and Feb. 15, 1958. Gov. Rockefeller called the bill "inconsistent" with provisions of the New York City Administrative Code.

A measure that would have permitted officials administering a public retirement system to sell obligations or bonds and to acquire substantially identical obligations or bonds of the same obligation within 30 days, without the recognition of gain or loss, if the exchange was for the betterment of the portfolio. Gov. Rockefeller said the bill contained ambiguities, which made it "impossible of meaningful application."

Sabbatical Leaves

A plan whereby the New York City Board of Education could grant sabbatical leaves to teachers for paid business, educational or industrial experience without limit as to the earnings which might be received. The Governor said the City Board of Education, the State Education Department and the Mayor of New York all urged disapproval.

Two measures which would have eased the prohibition against conflicts-of-interest of public officials. Gov. Rockefeller said conflict-of-interest laws should not be relaxed.

Governor Rockefeller also vetoed a bill to remove the present age restriction on eligibility for accidental disability retirement for certain police and firemen . . . a measure to hike the amount of accidental death benefits payment to members of State Retirement System . . . a proposal to restrict eligibility for appointment as police officer in any county, town or village to residents of the county, town or village.

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Three New Field Men Appointed; Powers To Serve Nassau County

ALBANY, May 13—The appointment of three new field representatives to the staff of the Civil Service Employees Association and the transfer to a new area of another fieldman were announced this week by Joseph F. Felly, president of the 112,000 member organization.

The new fieldmen, who were chosen from among some 200 applicants for the position, are John M. Carey, Joseph B. Roulier, and John J. Pender. All are residents of Troy. Transferred to a newly-created field area covering Nassau County, Long Island, was John F. Powers of Newtonville, who had been serving as Albany representative.

Carey

Carey, who comes to the Association from the field staff of the Macbick Company of Cambridge, Mass., has been assigned to the Association's northeastern area, which includes the 16 counties of Franklin, Clinton, Essex, Hamilton, Warren, Wash-



John M. Carey

ington, Saratoga, Montgomery, Rensselaer, Schenectady, Otsego, Schoharie, Albany (exclusive of the city of Albany), Columbia, Greene and Delaware. He succeeds Patrick C. Rogers, who recently was promoted to supervisor of CSEA fieldmen.

He is a graduate of Catholic Central High School, Troy, and Siena College, Loudonville, and is a U.S. Navy veteran, having served during the Korean conflict. Carey and his wife, the former Marie Shannon of Cohoes, have one son, Christopher.

Pender

Pender, former personnel director of Ludlow Valve Manufacturing Company of Troy, and a former president of that city's Common Council, will fill a new posi-



John J. Pender

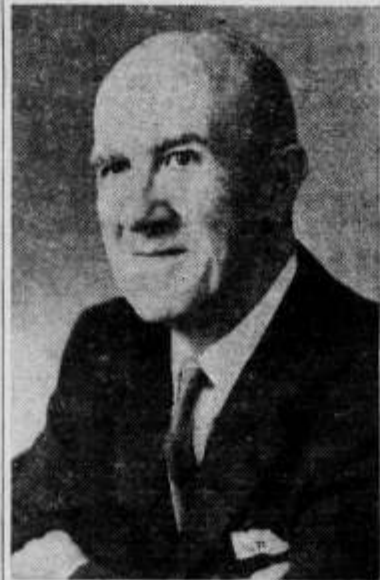
tion on the field staff and will be assigned to Association headquarters, 8 Elk St., Albany, to augment individual field representatives throughout the State. In that position, he will work with other members of the field staff



Joseph B. Roulier

in conducting membership and organizational drives and in representing Association chapters and members in various areas of the state.

Pender, a U.S. Navy veteran of World War II, was educated in Troy schools and has been engaged in personnel work in pri-



John F. Powers

vate and public employment for a number of years. He is married to the former Amelia Millos of Troy. They have one son.

Roulier

Roulier, a well-known area radio and television personality and a native of Cohoes, will serve as CSEA's Albany representative.

(Continued on Page 14)

BULLETIN

A request for reallocation of traffic and park officers and park sergeants of the Long Island State Park Commission, which was supported by the Civil Service Employees Assn., has been denied by the State Division of Classification and Compensation, it was learned at Leader press time.

Further details on the reallocation rejection will be reported in next week's issue of The Leader.

Albany Renaissance Topic Of Capital Conference's Annual Panel Discussion

By PAUL KYER

ALBANY, May 13—Interest in the renaissance of urban planning for the State's capital city runs high among public employees in this area. This was illustrated emphatically here last week when the topic of urban renewal served as the topic for the annual panel discussion sponsored by the Capital District Conference of the Civil Service Employees Assn.

In addition, CSEA members attending the session had some peppery comments on conditions resulting from one phase of this renaissance—the relocation of many offices to the new Campus Site, as yet uncomplete.

Plans for the South Mall, the Campus Site and "Executive House," a 12-story apartment building in Albany, were discussed by a panel consisting of William Meyers, assistant commissioner of State Division of Housing and Community Renewal; Walter Lampe, assistant director of project coordination for the Robert Chuckrow Construction Co., and Floyd Barnes, chief of the Bureau of Building Management in the Office of General Services. Deloras Fussell, Conference president; Harry Kolothros, vice president, and Marian Farrelly, secretary, shared the dais for the group discussion, moderated by Robert J. Gaudette.

Well-Received

Meyers told the estimated 200 persons attending the session that, in his experience, urban renewal was rarely so well-received as it was being received in Albany. He said that civic enthusiasm for the South Mall project had been of great assistance in relocating 800 of the many families in the project area that will have to have other housing. Meyers said the whole project was one of the "best conceived, well-rounded programs" in the country.

The role of architects, building developers and government agencies in rental and co-operative housing was discussed in detail by Lampe. He called the progress on "Executive House" exceptional and indicated his firm would like to undertake another such project.

In the general discussion period, those attending the session showed particular interest in whether the "Executive House" would be rental or co-operative and asked about sponsorship by the Employees Association. Lampe indicated that these questions were not fully settled at present. He did say that a survey on the project showed a vast majority of CSEA members in the Albany area in favor of it.

Sand and Bumps

Interest in Barnes' report on Campus Site progress ran high—and so did some of the complaints, chief of which were about sand-choked motors and broken-down shock absorbers. Sand and bumps would soon be eliminated Barnes promised, with some traffic relief expected by June and complete roadways by fall. The sand problem was near an end, he said, since the topsoil for the area is down and some asphalt has been poured.

Barnes also announced that



REGISTRATION — Seated are two members of the hard-working social committee of the Capital District Conference of the Civil Service Employees Assn., seen as they registered three arrivals for the annual panel discussion and dinner sponsored by the Conference in Albany last week.



SPEAKER — Gene Robb, right, publisher of the Albany Knickerbocker News and Times-Union, is shown as he arrived at the dinner session of the Capital District Conference, CSEA, public affairs panel, held in the State Health Dept. auditorium in Albany last week. Discussing the publisher's topic are, from left, Raymond Hunter, toastmaster at the dinner; Deloras Fussell, Conference president, and Harry Kolothros, vice president.

CSEA Asks 15% Rochester Raise

(Continued from Page 1) Mayor and City Manager several months ago.

In calling for the 15 per cent salary raise, Blom said "Salary comparisons for job titles encompassing large numbers of employees in the City of Rochester with its two main competitors, Monroe County and New York State, ably demonstrate that the salaries of city employees show a significant lag behind those paid in these other jurisdictions for the same jobs."

He also noted that wage statis-

tics covering employees in private industry "show that Rochester salaries have fallen behind some 18 per cent."

The CSEA research director also presented lengthy arguments for the remainder of the Monroe chapter program.

Adoption of the Rochester budget is expected May 14, one day before the state-mandated deadline.

Blom's presentation was accorded a strong round of applause from the large crowd in attendance.

formation of a Campus police force was well under way and they will handle traffic problems.

The late afternoon session, held in the auditorium of the Health Dept. building, was followed by a heavily-attended dinner for which Gene Robb, publisher of Capital Newspapers, was speaker. He spoke in detail on the Temporary State Commission on the Capital City, of which he is a member. Raymond Hunter was the deft toastmaster.

Committee Work Equals Success Miss Fussell credited the success

of the conference project to the hard work of its committees. William Kuehn was chairman of the program committee, assisted by Gilbert Beck, Max Benko, Mas DeSeve, Raymond Hunter, Lawrence Kerwin and Charles Rappazzo.

Margaret Fleming and Mary Hart were co-chairmen of the social committee and were aided by Irwin Cameron, Kay Lawlor, Andrew Molnar, E. J. Murphy, Ruth Platoff, Christine Tarbox, William E. Tyson and George Woltz.

Brooklyn State CSEA To Elect New Officers

The annual election of officers and members of the Board of Directors of Brooklyn State Hospital chapter, Civil Service Employess Assn., is on Wednesday, May 15, 1963.

Brooklyn State Hospital will be host to the Metropolitan Conference on Saturday, May 25, 1963.

Employees who have completed 25 years of State service will be honored with a dinner and social evening on May 28.

Congratulations are in order to Patrick Kilroy, staff attendant at the hospital for many years, who

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, Arthur P. Hill, Jean Pierre Hipp, Consul General of Luxembourg, The City of New York, Department of Welfare and to "John Doe" the name "John Doe" being fictitious, the alleged husband of A. Madeline Harper, also known as Anna Madeline Harper, Anna M. Harper, Mrs. A. Madeline Harper, Mrs. Anna Madeline Harper, A. Madeline Harper, Mrs. A. Madeline Harper, A. M. Harper and Madeline Harper, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of A. Madeline Harper, also known as Anna Madeline Harper, Anna M. Harper, Mrs. A. Madeline Harper, Mrs. Anna Madeline Harper, A. Madeline Harper, Mrs. A. Madeline Harper, A. M. Harper and Madeline Harper, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of A. Madeline Harper, also known as Anna Madeline Harper, Anna M. Harper, Mrs. A. Madeline Harper, Mrs. Anna Madeline Harper, A. Madeline Harper, Mrs. A. Madeline Harper, A. M. Harper and Madeline Harper, deceased, who at the time of her death was a resident of 253 West 24th Street, New York, N.Y., and GREETING:

Upon the petition of the Public Administrator of the County of New York, having his office at Hall of Records, Room 809, 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 11th day of June, 1963, 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.

(Seal) WITNESS: HONORABLE JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 9th day of April in the year of our Lord one thousand nine hundred and sixty-three.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court

received the Psychiatric Aide Award. He also received the Grace Wilson Whitehall Award for outstanding male employees of 1962. Congratulations also to Margaret Chapin who received the Grace Wilson Whitehall Award for the outstanding female employee of 1962.

The chapter expressed deepest sympathy to the family of Miss

Delia Casey, an employee at the hospital for many years and always a Dodger supporter, who passed away very recently. Deepest sympathy also went to the family of Mrs. Maggie Mills Louis who passed away suddenly. They will both be missed by the patients and their co-workers. Condolences to Anita Rentz on the demise of her father, and sympathy to Leonard and Joseph Keefe on the demise of Mr. Keefe's sister; to Mrs. Lucinda Rumsey on the death of her husband Charlie who had been employed at this hospital for many years; who left us; to the family of Neil Haunstrup and to Lottie Benstock on the recent passing of her mother.

(Continued on Page 12)



PRESENTATION — Paul Kyer (right), Editor of The Leader, receives commendation from Mayor Robert F. Wagner at City Hall ceremonies recently. The award was given for The Leader's "assistance in making the recent police recruiting drive a complete success." Looking on are, Police Commissioner Michael Murphy, left, and Dr. T.H. Lang, City Personnel Director and chairman of the Civil Service Commission.



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TUESDAY, MAY 14, 1963

May Is Civil Service Recognition Month

WE NOMINATE the month of May as Civil Service Recognition Month, judging from the activities of the Department of Personnel's merit award division.

Each week this month, ceremonies have been scheduled to pay tribute to employees who have exemplified the contributions of career civil servants.

Already completed are presentations to employees who have served the City for over 50 years. These 19 employees distinguished themselves by working loyally, usually without public recognition, for over a half century. For the first time in civil service history these employees were given some sort of recognition for their deeds. In fact, observers at the award ceremony noted that many of these employees were meeting their department commissioners for the first time. One could see the look of awe on these employees' faces as they were welcomed by the Mayor.

Last week, the Mayor and Department of Personnel honored five employees for their outstanding contributions to the City on a professional level. These employees were given \$500 savings bonds as well as citations for their efforts. In many cases, the contributions of these employees saved the City many millions of dollars and, in one case, many lives.

Later this month, other employees will be presented in the spotlight of public recognition when the Mayor will present the 100-Year Association awards for non-professional accomplishments and the Mayor's Medal to the two City employees who have shown the greatest accomplishments on behalf of City residents over the past year.

We congratulate these employees and urge others to continue to vie for awards which show civil service as a noble career.

The Reason Is Money

CIVIL SERVICE bills suffered badly this year. Many passed the Legislature but were stopped dead by Rockefeller vetoes. Fire and police organizations in small communities and large cities saw measures that were worked hard for go down the drain during the 30-day bill-signing period. Bills highly cherished by the huge Civil Service Employees Assn. were also struck down.

Accompanying veto messages on these rejected bills gave a large variety of reasons for disapproval. We do not have space here to refute all the individual arguments advanced by the Administration. And we don't really need the space because the majority of the veto messages declared that "the Division of the Budget has recommended disapproval" and this is the basic reason most of the bills were disapproved. They would have cost money.

Last week, this newspaper called upon the Governor to address himself to State workers on what's in store for the future. In view of the poor arguments offered by the Administration in rejecting important civil service measures we feel that a message from the Governor is now more imperative than ever.

Health Inspectors Elect Green Again

BUFFALO, May 13—Raymond T. Green has been re-elected chairman of the Health Inspector's unit, Erie County chapter, Civil Service Employees Assn. Other 1963-64 officers are:

Vice presidents, Sherwood Bowker and Casey Wozniak; secretary, Mrs. Mary Wagner; re-

cording secretary, Mrs. Emily Grimaldi; treasurer, Charles Lauricella and sergeant-at-arms, Edward Wojtan.

Junior's Day

The "Junior Commissioners' Day" was recently held in New York City as a feature of the program sponsored by the City's Commission on Human Rights.

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,

Says Merit System Cannot Be Relaxed

Editor, The Leader:

Uncritical acceptance of recent management surveys is likely to create a new high priesthood of municipal government. These experts have decreed that the merit system has outlived its usefulness, apparently forgetting that it still very much a part of our state constitution.

It seems only yesterday that some people, alleging that Mussolini made trains run on time, felt that efficiency was incompatible with democracy. A war was fought to prove that occasional inefficiency is a small price to pay for the freedom we cherish. It is analogous that the gains achieved during the eighty years of the merit system should not be bargained away at any cost, let alone so cheaply. The suggestion that department heads be permitted to disregard standing on eligible lists and that teachers be hired without examinations can only return us to the days when jobs were bought and sold in the back rooms of political clubs.

Ironically enough, a Civil Service Commission employee was under investigation recently for having raised candidates' standings on eligible lists. One of the management surveys urges that this "procedure" be permitted at the discretion of department heads. The belief that this practice would not lead to flagrant abuses demonstrates a willful avoidance of history and a naivete that borders on sheer ignorance.

It is all the more disturbing to see the New York Times, in an editorial, speak of the recruitment of teachers being "dominated" by the Board of Examiners. Would one speak of the Bar Association "dominating" the legal profession? How can a body sworn to uphold the merit system be said to "dominate" anything?

Experts though they may be, the management surveyors simply haven't faced up to the truth. A city that pays enough and makes working conditions attractive will get its share of even a dwindling supply of qualified candidates. A city that can't or won't do as much will forfeit its opportunities to suburban school systems and private industry.

As chief executive officer of the city, the Mayor is cast in the role of defender of the merit system. If he fails to perform this function, he must be called to task by all who are interested in clean government. We must protect the merit system from some of its friends. We have always been able to cope with its enemies.

ABRAHAM KOLTUN,
Chairman, Committee to Save the Merit System.

Barnes & Screvane

Paul R. Screvane, president of the New York City Council, and Henry A. Barnes, commissioner of the Department of Traffic, recently addressed members of the Columbian Association in the Department of Traffic at a luncheon at the Stabler-Hilton Hotel.

Your Public Relations IQ

By LEO J. MARGOLIN



(Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is Vice President, Public Relations, of A. J. Armstrong Co., Inc.)

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

Look Before You Move

BY TRYING REAL hard, top Internal Revenue Service officials in Washington have found the formula for reversing the agency's relatively good public relations into bad public relations.

THE GOOD PUBLIC relations of the IRS is foundering on two rocks. Rock No. 1 is the plan to transfer the IRS Regional office from New York, the nation's financial capital, to Boston.

ROCK NO. 2 IS A big rock made up of a lot of little rocks, each a specious justification for the move.

IN PLANNING THE New York to Boston transfer, IRS brass is violating two basic public relations rules: (1) good performance in the public interest; and (2) good communications, meaning accurate facts rather than double-talk laced with half-facts and half-pipe dreams.

THE NEW YORK REGION collects \$19 billion in taxes, Boston \$5½ billion. New York processes 6½ million individual and 250,000 corporate returns versus Boston's 4 million individual and 100,000 corporate returns.

POPULATION OF THE New York area is 17½ million, Boston 10½ million. The New York area has 6,800 employees against Boston's 3,500.

THERE IS NO arguing with these "numbers," but IRS officials in Washington are ignoring both the obvious story the "numbers" tell, as well as the PR rule that what a government agency or a public corporation does must be in the public interest.

DESPITE IRS insistence that New York employees are having their civil service rights protected, the government gobbledegook phrase "Transfer of Functions" threatens to deprive New York employees of their rights to positions in the Manhattan and Brooklyn offices now held by employees with less service or veterans preference.

THE IRS TOP executives have reached into "left field" to justify the switch. They say the move will make the region into a "lean, efficient" organization.

THE FACTS ARE that New York is the most efficient region in the U.S., while Boston has been plagued by managerial problems which resulted in the transfer of a Regional Commissioner and several assistants.

THE "LET'S-SAVE-the-taxpayer-money" argument put forward by the IRS holds as much water as a sieve. The New York Regional office has 670 employees vs. Boston's 375. More people will have to move to Boston, than if the switch were reversed.

AND WE WOULDN'T want to pay the travel tab and telephone tolls that will be run up if the largest tax district in the country (New York) and the fourth largest (Brooklyn) are supervised from Boston.

AS FOR TAXPAYER service, the IRS insists it will not be affected. The nation's major taxpayers are in the New York area. The New York Region has developed a competence of the highest degree. Supervision of Manhattan and Brooklyn by remote control will create insurmountable operational problems.

THE IRS NEW YORK to Boston plan should be a good lesson to all government agencies—a lesson learned the hard way many years ago by America's major corporations:

BEFORE MOVING AN office or a plant from one area to another—or closing an office or plant—research the public relations implications, making certain that what is being done is overwhelmingly in the public interest.

Nassau Glee Club Concert May 15

EAST MEADOWS, May 13 —

The first concert of the Nassau County Employees Glee Club will be held May 15 at 9 p.m. at the Salisbury Club in the Nassau County Park. The 25-voice choral group is composed of county workers, many of whom are members

of the Nassau chapter, Civil Service Employees Association. The group is directed by Patrick Kilkelly of Rockville Centre. The club manager is Philip Schneider.

Seniors Awarded

Five seniors in New York City's high schools recently received scholarships totalling \$40,000 at ceremonies in the Board of Education headquarters.

Kelly Offers Clarification Of Position On Painter Study

ALBANY, May 13—J. Earl Kelly, director of the State Division of Classification and Compensation, has written the Civil Service Employees Assn. in an attempt to clear up some of the misunderstandings which he feels have developed over the earmarking of painter positions in the Department of Mental Hygiene and other agencies.

Kelly's office some weeks ago earmarked the painter positions (Grade 10) for review and possible reclassification to maintenance man (Grade 7).

The CSEA has gone on record as "not intending to stand by idly and merely be a witness to the wholesale downgrading of the painter positions."

Kelly's Letter

The complete text of Kelly's letter reads:

There are a few points in your letter of April 19 concerning this Division's action in earmarking Grade 10 painter positions in Mental Hygiene institutions which seem to call for clarification. A few days before we met with representatives of your Association on April 11, we had our latest meeting concerning this situation with representatives of the Department of Mental Hygiene and the Division of the Budget. Undoubtedly, because of the joint

nature of that conference, there has been some confusion on the part of your representatives concerning the respective interests of the Classification and Compensation Division and of the Division of the Budget.

The Classification and Compensation Division is concerned, primarily, with the proper classification of positions in accordance with their duties and responsibil-

ities and not with staffing patterns related to work load. The analysis of work load for the purpose of determining the requisite number of jobs at various classification levels for its proper performance is a Budget concern and responsibility. Our field survey reports and findings are basic to the respective concerns of both divisions. Consequently it was in

(Continued on Page 12)

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Servicemen's 12.6 Pay Raise Bill Pending Approval of Senate

Last week, the House passed a \$1,200,000,000 military pay raise bill. If the bill becomes a law, servicemen will receive their first salary increase in five years. The average raise will be about 12.6 percent.

The bill also provides more than \$90,000,000 in increased subsist-

ence allowances, other special pay provisions, and a family separation allowance system totaling \$42,000,000. Pension raises for retired servicemen are also included in the measure.

These raises will be effective next October, if the measure wins complete approval. The bill is now in the Senate.

Lane New President

ALBANY, May 13—Morton R. Lane, senior financial secretary of the State University College at Buffalo, has succeeded Bernard J. Seawell of the College at Platts-

burgh as president of the State University Business Officers Association.

Other officers are: David Sinclair of the Upstate Medical Center as vice president and Miss Janet Campbell of the College of Forestry as secretary-treasurer.

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(Continued from Page 2)

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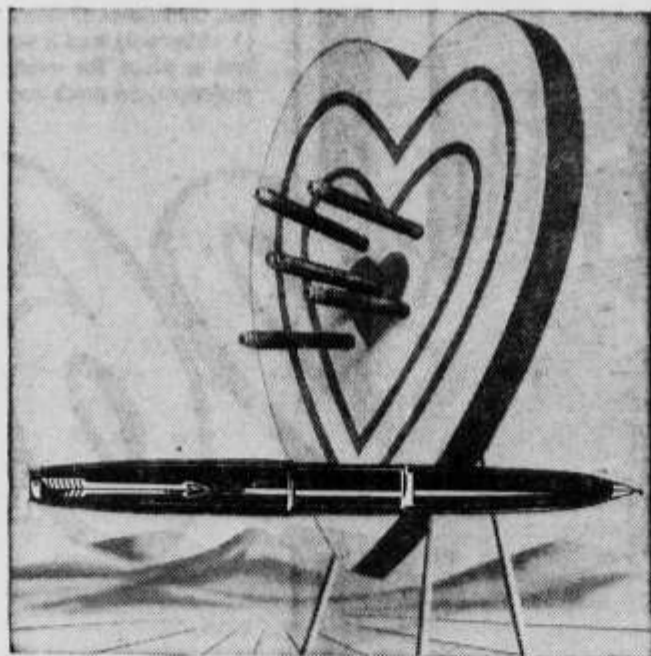
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Letter Of Explanation

(Continued from Page 7)

the interest of efficiency and the timeliness of solution that examiners of both divisions met jointly with representatives of the Department of Mental Hygiene.

An Important Difference

You have correctly asserted that, within the State's institutional service and, I might add, the field service of the Public Works Department, there is quite a staffing pattern difference between the Mental Hygiene institutions and the rest. In Mental Hygiene, there are more Grade 10 Painters than there are Grade 7 Maintenance Men (Painters). Elsewhere, the situation is just the opposite. You have concluded, therefore, that our studies revealed the existence of two distinctly separate classification plans and staffing patterns; staffing patterns—yes; classification plans—no. There is but one classification plan. For the most part, agencies other than Mental Hygiene are adhering to it. Mental Hygiene is not. Within the Mental Hygiene institutions, we know from our surveys just about which positions are doing Grade 10 Painter work and which ones are not. Consequently, we have known since we concluded these field surveys just which Grade 10 Painter positions should be reclassified downward on the basis of current and typical work assignments. I think if we had immediately reduced the classifications of these jobs, as perhaps we are supposed to under the law, the impact upon employee morale would have been greater than that which has resulted from the action which we did take, namely the earmarking of all Grade 10 positions until we can come to certain solid assurances.

Determination

It is not at all difficult for us to determine, with reference to the class specifications which have been in use for a number of years, whether a given employee is doing the work expected of a Grade 10 Painter or, rather, of a Grade 7 Maintenance Man. This does not require the drawing of "a very fine line of distinction" as you seem to think. Your office has copies of these specifications and I am sure that if you will review them, you will observe the differences which distinguish the one from the other. I have said that these specifications have been in use for a number of years. They have been re-

skills. If, as a result of such a study, we should find the existing class specifications need to be revised, we will make the appropriate revisions and we will review, under the new standards, all positions not only in the Mental Hygiene Department but in other institutions and agencies for the purpose of having uniform classifications in this particular occupational field throughout the State service. If, on the other hand, we find that the existing classification standards conform to those being used among other employers generally, we will have to correct classifications within

the Department of Mental Hygiene.

I would assume that after we have completed our study aimed at a determination of the proper classification standards by which journeyman positions should be distinguished from those calling for lesser skills, the Division of the Budget, guided by such standards, would proceed with its own study for the purpose of relating the number of jobs needed in various classification levels to the amount of work to be done.

Conclusions

It is perfectly obvious, from the foregoing, that in the long run, there will be a certain number of Grade 10 journeyman Painter positions in each institution and that while the Divi-

sion of Classification and Compensation is engaged in the study which I have outlined, we have refrained from downward reclassifications in favor of the much less drastic earmarking device. We are presently engaged in our part of this study and we hope to have it completed in the very near future. We are very anxious to come to some sound conclusions soon, so that all of these Grade 10 positions will not be continued under earmarked status for an unduly long period of time. When we have firm information and are able to come to some conclusions as a result of it, we will, as I told your representatives, discuss our findings with you before proceeding to put them into effect.



J. Earl Kelly

vised from time to time and the latest revision, made with the approval of the departments which employ Painters and Maintenance Men (Painter), was made in June, 1962. Our surveys in institutions other than Mental Hygiene and in other State agencies have never aroused any suspicion that the classification standards described by these specifications are faulty. Following the completion of our survey work in the Mental Hygiene institutions, there were preliminary discussions of findings respecting these Painter positions with representatives of that Department. The assertion was made that our classification standards are not, in fact, sound and should be revised in such a manner that many of the jobs which appear to be Grade 7 jobs under the present definition would be regarded as Grade 10 jobs under revised standards.

Required To Act

As a logical consequence of such a claim, we think that complete fairness requires us to find out, insofar as is possible, the standards and criteria by which other employers, particularly employers in private industry in New York distinguish journeyman Painter positions from those in that field which require lesser

Brooklyn State

(Continued from Page 5)

Congratulations to Dr. and Mrs. Paul Singer on their recent tax exemption and also Mr. and Mrs. Thomas Arroyo on their baby boy. Congratulations to Mrs. Perryman on becoming a grandmother. Congratulations to Mr. and Mrs. Frederick Becker on their new arrival, a baby girl.

Congratulations to Lieutenant D. Romeo who recently visited his parents Mr. and Mrs. P. Romeo, our hospital pharmacist.

To the following employees, many years of health and happiness on their retirement: Othello Howell, Mary Donough, Barnaby Gregg, Pearl Hunt, Fanny Gallop.

Welcome to the new assistant business officer to the hospital, Robert W. Conley and his family.

Walter J. Lynch is making a good recovery in his illness.

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Holds so much more yet it's only 30 1/2 inches wide, 64 inches high. It has 4 Cabinet Shelves (2 adjustable) and 3 Door Shelves. The bottom door shelf is so deep it can hold 1/2 gallon containers of milk. The big freezer has its own door. There's a Butter Compartment, Egg Shelf (12 eggs), Mini-Cube Ice Trays, Porcelain Vegetable Drawers, Automatic Interior Light and, of course, Temperature Control. *Net Storage Volume

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Donovan Moffett

ALBANY, May 13—Dr. Donovan C. Moffett, who has served as president of the State University at Cortland since 1960, died earlier this month. He had joined the Cortland staff in 1946 as chairman of the Department of Physical Education.

the next term: Jack Weisz, president; Eugene DuBow, executive vice president; John Potter, first vice president; John Carey, second vice president and Ulysses James, treasurer.

Lifeguard Titles

The Suffolk County Civil Service Commission has announced that they are recruiting for positions as lifeguards for summer temporary positions. For further information and application forms write the Commission at Riverhead, or call PARK 7-4700.

Jack Weisz Elected

The New York State Parole Officers' Association, has recently elected the following officers for

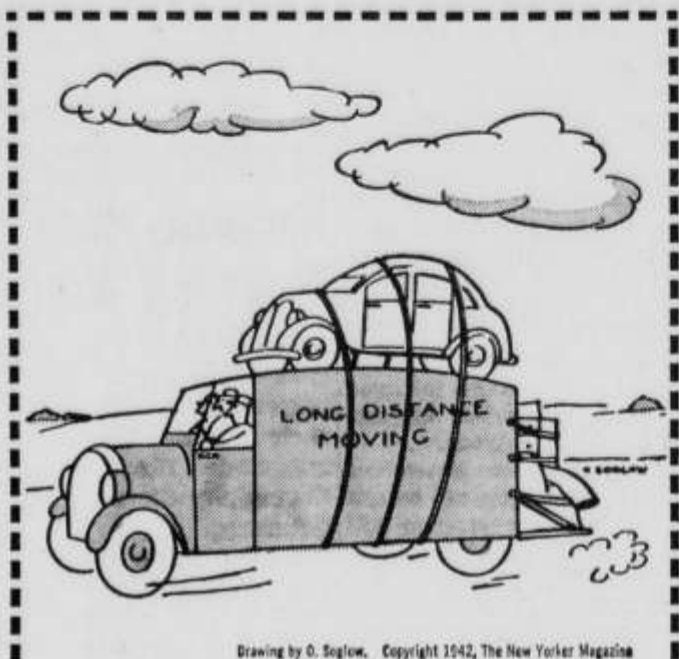
Clerk Positions

The Suffolk County Civil Commission is now recruiting for clerks for various agencies in the County. The title pays from \$2,-

975 to \$3,620 per annum and requires one year's residence. For further information contact the Commission at Riverhead or call PARK 7-4700.

1.6% Loans

In 18 years only 1.6 percent of six million GI home loans have been defaulted, the Veterans Administration reports.



Drawing by O. Soglow. Copyright 1942, The New Yorker Magazine

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EACH, \$31.25 Fed. Tax incl., 4-pc. place setting

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A regular \$34.75 Value

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Now... world-famous Revere Ware introduces a complete new line of low-silhouette cookware designed to harmonize with today's modern, work-saving kitchens! Gleaming stainless steel inside and out for easy cleaning... with a solid copper core that spreads heat rapidly, cooks foods faster. Slim-line Bakelite handles with retractable hanging rings. Interchangeable covers with safety-grip finger guards. On display now!

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Nominating Committee Will Meet On May 17

(Continued from Page 1)

Samuel Borely, Dr. Charles A. Brind, Jr., Salvatore Butero, John A. Cromie, George W. DeLong, William P. Kuehn, Jesse B. McFarland, Ruth McPee, Mildred O. Meskil, Tom Ranger, Celeste Rosenkranz, Clifford C. Shoro and Beulah Bailey Thull.

The above group, with the exception of Eve Armstrong, Ruth McPee and Samuel Borely, who are members of the County Division, will also serve on the nominating committee to select candidates for members of the State Executive Committee.

First Meeting

Feily has called a special meeting of the fifteen-member group for Friday, May 17 at the Schine Ten-Eyck Hotel in Albany. At that time the committee will select its own chairman.

Feily stated that individual members are invited to forward promptly any suggestions or recommendations concerning the nominations to: Chairman, Nominating Committee, CSEA Headquarters, 8 Elk St., Albany, as soon as possible. He said such suggestions or recommendations, if addressed to the nominating committee will be transmitted, unopened, to the chairman elected at the May 17th meeting.

Annual Meeting

The annual meeting and election is scheduled for October 8, 9, 10, at the Park Sheraton Hotel in New York City. Official ballots

will be mailed to each Association member prior to the election.

Feily has called on CSEA chapter officers and committees to make every possible effort to encourage all Association members to use their right to vote. He pointed out that the Association has the reputation for practicing "democracy" in its everyday operations.

Rockefeller Veto Kills Job Protection Measure

(Continued from Page 1)

his remarks to the merits of the arguments for the two bills. Speaking on the non-competitive employee bill, Feily said:

"I wish to state publicly my keen disappointment over Governor Rockefeller's veto of this measure which affects some 13,000 employees in the non-competitive class of civil service. The Governor's veto message indicated our bill would have permitted an employee who has served nearly five years in the exempt class to be transferred to the non-competitive class for the remaining brief period in order to be immune from removal by an incoming administration. We cannot reasonably accept this view since such a jurisdictional reclassification from the exempt to the non-competitive class would necessarily have to be scrutinized and approved by both the State Civil Service Commission and the Governor himself. Therefore, the situation which the Governor said he feared might develop under the provisions of the measure is within his own control to avoid through refusal to approve such an improper reclassification."

Won't Give Up

Feily said further, "We in no way intend to give up our struggle for this important extension of the principle of job security to this large group of State employees who have no way to compete for their positions through competitive examinations. We hope to establish early meetings with the Governor and members of his administration at which we will undertake to create a formula which will be acceptable to the Governor without compromising the important objects of this bill."

Speaking on the retirement bill, Feily said:

"I deeply regret the veto of the Association-sponsored bill guaranteeing half-pay retirement for regional State park police. I cannot accept the reasons offered by the Governor in his veto measure. In disapproving the bill, he said guaranteed 25-year retirement plans have been provided thus far only where the rigors and hazards of a member's employment justifies early retirement. Inferentially, this would indicate that the Governor does not believe that the rigors and hazards of their positions exist. To point up the inherent dangers of park police employment, I would like to cite some statistics. In 1962, the following injuries were incurred by park police patrolling the Long Island State Park system: 15 men were injured so seriously, they incurred some permanent disabilities; 36 were injured seriously but

Hertz Resigns Post As Atty's President

Julian Hertz has recently resigned from his position as president of the Association of New York State Civil Service Attorneys due to commitments of his new position as law assistant to the Appellate Division of the First Department.

William Besmanoff, first vice president of the Association has been elected president to replace Hertz. In other action, the Association voted unanimously to make Hertz an honorary member of the Association.

suffered no permanent disability, eight injured by personal assault and one was permanently disabled by serious injuries occurred in the line of duty; two men were run down by automobiles while directing traffic at the scene of a serious accident; two seriously injured while responding to emergency calls. The list goes on and on.

Refutes Mandatory Arguments

"The Governor goes on to state that experience with the State police plan has demonstrated that an earlier mandatory retirement age must be provided in the plan as originally enacted. However, when the guaranteed half-pay retirement plan was provided, there was no such mandatory retirement age included in the bill, and a measure amending the retirement law which would have provided for such mandatory retirement was vetoed as unconstitutional by the Governor upon the CSEA's request.

"Thus," said Feily, "for the CSEA to have included such a provision in the retirement bill for State park police would have raised serious legal questions. As a matter of fact, it was only this year that a mandatory retirement age was provided for the Division of State Police as an amendment to the Executive Law. We believe that the regional State park police and the State police are so similarly situated as to require a reconsideration next year by the Governor of this entire problem."

Warwick Launches Its 25-Year Club

The Warwick State School recently held its inaugural banquet of the Warwick Quarter Century Club honoring members of the School who have completed 25 or more years of State service.

The banquet was held at the School with Joseph F. Feily, president of the Civil Service Employees Association and Albert W. Davis, member of the Board of Visitors of the School, as the guest speakers.

Presentations were made by Superintendent of the School, A. Alfred Cohen. Those honored for 25 years service were: Edward F. Gibbon, Leslie S. Huffman, Clifford V. Tomer, Harry Taylor, Frank H. Green, Clarence Lucha, Leroy Howland, James Healey, Marjorie H. Lucha, Harry Brandt, Florence Quackenbush and Reginald DeLade. The retired employees who were honored were: Walter R. Montese, John Myers, Roe W. Wheeler and D. Emery Culver.

CSEA Fights For Erie Meat Inspection Plan

(Continued from Page 1)

Health Inspector's unit, two committees of the Erie County Board of Supervisors considered the problem.

CSEA President Joseph F. Feily sent a telegram to a meeting of the committees, reminding them that State law permits counties to establish interim health inspection programs.

Earlier, Burke urged the Board of Supervisors "to provide funds for a full-scale meat inspection program" and to "recall all 25 inspectors to the county service."

And Green asked State Agriculture Commissioner Don J. Wickham to delay the State's meat curtailment inspection plans until Erie County "could take over."

Supervisors Hint Guarantee

After hearing from Burke and Green, the supervisors indicated they will guarantee an adequate meat inspection program.

This implied, some supervisors said, that CSEA aims will be met since an adequate program will mean "an adequate inspection staff."

Dr. William E. Mosher, Erie County Health commissioner, was told that the supervisors will support whatever action he thinks is needed for satisfactory meat inspection.

"If you need extra money come back and you will receive cooperation," Lester Miller, the Board majority leader told Dr. Mosher, "we'll use our own money to protect our own people."

Standards Fight Possible

It was apparent Erie County would proceed with steps for a county meat-inspection setup, despite the prospects of a legal battle over jurisdiction and standards with the State.

Henry Gdula, CSEA field repre-

sentative in the Buffalo area, who also attended the meeting, said the Board of Supervisors already has begun studying manpower requirements necessary if the county expands meat inspection.

Green noted that the transfer of inspection to the State "is a farce which teaches the lesson that one should make sure the money is available before transferring functions from one level of government to another."

Brooklyn State Will Host Metro Conference Meet

The Metropolitan Conference of the Civil Service Employees Association will hold their next meeting at Brooklyn State Hospital at the Community Store on May 25, Saturday, at 1 p.m. The Brooklyn State chapter will serve as the host chapter.

The meeting will feature discussion topics of major concern to members and the election of the Conference's second vice president. The discussion topics will include amendments to the constitution, the proposed lowering of painters to maintenance men classifications, the new overtime rules, the Jones Beach outing and a preliminary report of the Conference workshop.

Reservations, Directions

Reservations for the meeting should be made through the conference secretary, Mrs. Helen Foran, Creedmoor State Hospital, in order to assure proper arrangements.

Direction to the hospital are as follows: By car; from Queens-Interboro Parkway to Eastern Parkway to Utica Ave. to 681 Clarkson Ave. From New York City—Manhattan Bridge to Flatbush Ave. to Flatbush Ave. extension to Clarkson Ave.

Field Men Named

(Continued from Page 3)

In this capacity, he will work with the Association's numerous State chapters in the Capitol City. Roulier is a U.S. Army veteran of World War II. He is a graduate of LaSalle Institute, Troy, and State University College at Albany. In addition to his extensive broadcasting experience, he is a former high school teacher and has worked in the advertising and sales promotion field. Roulier and his wife, the former Nancy Walker of Water-vliet, have one child.

Powers

Powers, a native of Long Island, will take over his new duties, July 1. A former president of the CSEA and an employee for 34 years of the State Insurance fund, Powers joined the CSEA staff in 1960 following his retirement from State employment. He received his education in Long Island schools and is married to the former Marjorie Gormley. They have two sons.

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

Lochner Elected To Blue Cross Bd.

(Continued from Page 1)

story building adjacent to the Capitol. He guides the programs of 112,000 members who are employed on all levels of government in New York State.

Original Advocate

Lochner has been an active supporter of Blue Cross since the plan began in 1936, helping make Blue Cross available to Association members and eventually to all State employees.

The New York State Health Insurance plan is now five years old and provides hospitalization protection and coverage for medical and surgical services to employees of the State and more than 600 cities, counties, villages and special districts, throughout the State. It is financed by contributions of both employees and participating employers.

The Blue Cross hospitalization portion of the program now covers, including dependents, an estimated 500,000 persons.

Background

Except for three years in the United States Army Air Corps during World War II, Lochner has lived all of his life in the Albany area. He and his wife, Annette, have four children, two boys and two girls, the oldest of whom enters college in the fall. Lochner is active in civic and church affairs in Albany, and is currently serving as vice president of the Assembly of Government Employees, the national association of independent public employee organizations. He is a member of the national Public Personnel Association and the American Society of Personnel Administration, as well as the local affiliates of those groups.

Pass your copy of the Leader To a Non-Member

County Chapter's Annual Dinner

McFarlane To Discuss Dual Responsibilities At St. Lawrence Meet

(From Leader Correspondent)

CANTON, May 13—St. Lawrence County chapter, Civil Service Employees Assn., will hold its 15th annual dinner-dance at Sunset Lodge on the Potsdam-Norwood road, Saturday night, May 18.

Scandinavia Jet Tour Selling Fast

First announcement of a jet tour of Scandinavian capitals for members of the Civil Service Employees Assn. has resulted in bookings for nearly half the seats now available, Sam Emmett, tour leader, announced last week.

The tour will depart from New York on July 15 via KLM Royal Dutch Airlines jet for Amsterdam where the 25-day visit abroad will begin. This itinerary will also include Hamburg, Copenhagen, Stockholm; the Norwegian cities of Oslo, Tyin, Oppheim and Bergen, and the British cities of London, Stratford, Windermere and Edinburgh.

Round trip jet air fare, all hotel rooms, all transportation in Europe, most meals, sightseeing tours, etc., are included in the group price of \$879.50.

Tour members will view such places as Hamlet's Elsinore Castle in Copenhagen and the fjords of Norway. Travel will be by jet, train, bus and boat along the way. Only 15 seats are now available for this very popular tour. A descriptive brochure of the tour and application blanks may be had by writing to Sam Emmett, 1060 East 28th St., Brooklyn 10, N. Y., telephone CL 2-5241.

Henry J. McFarlane, Albany, director of the state civil service department, will be the principal speaker. He is scheduled to speak on the responsibility of the civil servant to the employer and community and the community's responsibility to the public servant.

Tapper Will Install
Vernon A. Tapper, third vice president of the CSEA, will install the new chapter officers. They are:

President, Mrs. Frances Williams, welfare department; first vice president, Mrs. Frances Mulholland, county treasurer's office; second vice president, Ceylon Allen, sheriff department; third vice president, Mrs. Ruth Moore, probation department; secretary, Mrs. Barbara Irish, welfare department; treasurer, Mrs. Maxine Stone, welfare department; executive representative, Mrs. Marian Murray, welfare department; delegate, Marlene Morrow, welfare department, and alternate delegate, Mrs. Mary Manning, Ogdensburg board of education.

Tapper will also install the following chapter directors:

Winifred Brady, treasurer's department; John Gorman, welfare department; E. Stanley Howlett, Potsdam village administrator; Leo LeBeau, Ogdensburg chief of police; John Moon, sheriff department; Walter Monteith, civil service personnel director; Harold Mitchell, sheriff department; Rex Rexford, sheriff department; Mildred Talcott, welfare department,

and Florence Wood, deputy county clerk.

Guests invited to attend the annual meeting include: President Joseph Felly of the CSEA, and Mrs. Felly; Vice President Raymond Castle and Mrs. Castle; Senator Robert C. McEwen; Assemblyman Verner M. Ingram, Assemblyman Orin S. Wilcox, Mayor Edward Keenan, Ogdensburg; Claire Conklin, St. Lawrence board of supervisors chairman, and Mrs. Conklin, as well as presidents and their guests from neighboring chapters.

Program Planned

Following the annual chapter meeting Mrs. Marian C. Murray, chairman of the public relations committee of the chapter, called a meeting to launch discussions for a program for the coming year. The new program is expected to include suggestions for employee fringe benefits and establishment of grievance machinery.

Reports presented at the annual meeting came from Mrs. Frances Williams, membership; Mrs. Marian Murray, public relations; John Loucks, auditing; Mrs. Frances Mulholland, finance; Mrs. Helen Reed, welcome and remembrance; Mrs. Patricia Dunkelberg, social, and Mrs. Helen Reed, board of canvassers.

Mrs. Murray has announced that newly elected officers not able to attend the May 18 dinner-dance program should provide a proxy for taking the oath of office.

LEGAL NOTICE

GWAITHMEY, ROLFE T.—CITATION.—File No. P 86, 1963.—The People of the State of New York, By the Grace of God Free and Independent, To The Attorney General of the State of New York, Patricia Harner Baldwin, Reba Rosenblum, Rae Flicher, Sol F. Garfein, Nat Garfein, Dorothy Garfein, Daniel Schwartz, Constance Capp; Arthur Garfein, an infant over the age of 14 years; The Public Administrator of the County of New York; The unknown distributees, heirs-at-law and next-of-kin of Rolfe T. Gwathmey, formerly known as Raphael T. Garfein and Ralph T. Garfein, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioners herein being the persons interested as distributees or otherwise in the Estate of Rolfe T. Gwathmey.

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 June 21, 1963, at 10:00 A.M., why a certain writing dated October 4, 1962, which has been offered for probate by Herma Wyman residing at 1158 Fifth Avenue, New York, N. Y., and Morgan Guaranty Trust Company of New York having its principal office at 140 Broadway, New York, N. Y., should not be probated as the last Will and Testament, relating to real and personal property, of Rolfe T. Gwathmey, deceased, who was at the time of his death a resident of 1158 Fifth Avenue, in the County of New York, New York, and why Letters Testamentary should not be issued thereon to the said Herma Wyman and Morgan Guaranty Trust Company of New York upon their qualifying according to law.

Dated, Attested and Sealed, May 1, 1963
HON. S. SAMUEL DI FALCO,
(L.S.) Surrogate, New York County,
PHILIP A. DONAHUE,
Clerk.

ANDRESEN, JENNIE G. E.—CITATION.—P. 1601, 1963.—The People of the State of New York, By the Grace of God Free and Independent, To W. Ripley Nelson, Kenneth Grippin, Rosalind G. Popp, Harry A. Kimber, Donald A. Kimber, John B. Kimber, C. Nelson Kimber, Lucia Kimber, Susan K. Vnesque, Eliza A. Bedrose, Walter H. Andersen, Isabel A. Parsons, Edna W. Nisswasser, the next of kin and heirs at law of Jennie G. E. Andersen, deceased, send greeting:

Whereas, FREDERICK E. DONALDSON, JR., who resides at 829 Park Avenue, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing, relating to both real and personal property, duly proved as the last will and testament of Jennie G. E. Andersen, deceased, who was at the time of her death a resident of 425 East 86th Street, City of New York, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on June 14th, one thousand nine hundred and sixty-three, at ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable S. Samuel Di Falco,
(L.S.) Surrogate of our said County of New York; at said county, the 3rd day of May, in the year of our Lord one thousand nine hundred and sixty-three.

PHILIP A. DONAHUE,
Clerk of the Surrogate's Court.

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Schools in All Boroughs

LEGAL NOTICE

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO PEKKA HOLOPAINEN.

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 May 29, 1963, at 9:30 A.M., why a certain writing dated February 13, 1949, which has been offered for probate by LEMPI ALLEN, residing at 154 Marieta Avenue, Hawthorne, New York, should not be probated as the last Will and Testament, relating to real and personal property, of SANNI HOLOPAINEN, deceased, who was at the time of her death a resident of 2085 Lexington Avenue, in the County of New York, New York.

Dated, Attested and Sealed, April 13, 1963
HON. JOSEPH A. COX,
(L.S.) Surrogate, New York County
Philip A. Donahue,

Police Exam Re-Opened

The New York City Department of Personnel is now accepting applications for patrolmen positions with the New York City Police Department. Applications will be accepted any week day from 9 a.m. to 4 p.m. and on Saturdays from 9 a.m. to noon. At least three examinations are assured by a sufficient number of cut off dates, before the final filing date in December.

Entrance salary for this position is \$6,180 a year and increases to \$7,631 after three years. At the end of the first year, patrolmen receive an increment of \$221; a \$551 increment after two years and a \$679 increment after the third year. In addition, patrolmen receive a uniform allowance of \$125 a year and holiday pay allowances of eight days per year, amounting to \$189.

Cut-Off Date

The first cut off date for this examination is May 31 for mail applications and June 14 for applications submitted in person. The first test will be given on Saturday, June 15.

Candidates who fail one written test may not be examined for at least six months.

Promotional opportunities for patrolmen are available after three years when they may take an examination for sergeant. Subsequent promotional opportunities are offered to lieutenant and captain through civil service examinations. Appointments to higher positions are made on merit from the rank of captain.

The age requirement for the patrolmen position is 21 years to

less than 29 years. However, candidates may file after their 20th birthday by waiving appointment until they reach the minimum age. In addition, those who served in the military may deduct the time they spent in service since July 1, 1940 from their actual age in determining eligibility.

Minimum Requirements

Minimum requirements for appointment as a patrolman are, graduation from a four-year senior high school or an armed forces general education diploma and possession of a New York State Motor Vehicle Department operator's license. Although applicants have no residency requirements, those appointed must live in New York City, Nassau, Suffolk, Westchester or Rockland Counties. All candidates must be at least five feet, eight inches in height with proportionate weight. A 20/30 vision in each eye, uncorrected, is also required.

The written examination will consist of questions designed to test the candidate's intelligence, initiative, judgment and capacity to learn the work of a patrolman.

A qualifying medical and physical examination will be given after the written examination. A 75 percent mark is required in the competitive written exam.

Applications are available at the Department of Personnel's application section, 96 Duane St., N. Y., 7. The telephone number is 212-CO 7-8880.

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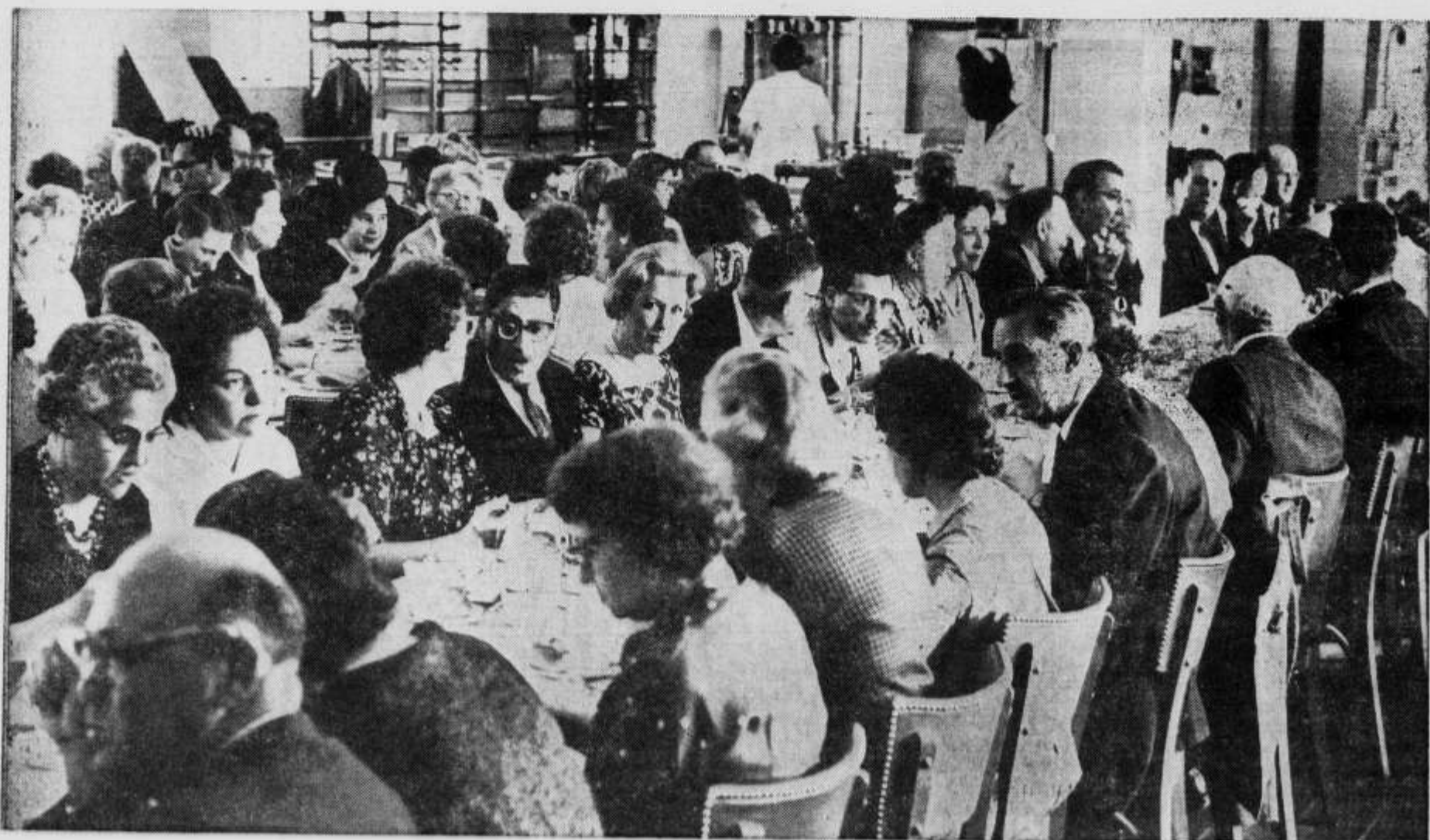
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LOOK AT PAGE 11 FOR LISTINGS

PHOTO REPORT ON CAPITAL PANEL



CAPITAL CONFERENCE WORKSHOP — A lively discussion on Albany's urban renaissance was the subject for the panel seen at the top. Seated from left, are: Marian Farrelly, Deloras Fussell, Harry Kolothros, Robert J. Gaudette, who is shown at the microphone as he introduced the subjects to be discussed, Floyd

B. Barnes, William F. Meyers and Walter C. Lampe. The Leader cameraman caught the two center profile studies in attentiveness during the discussions that followed. At bottom, a portion of the large crowd that attended the dinner for which Gene Robb, publisher of Capital Newspapers was speaker, is seen "digging in." The event was termed a "huge success."