

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

See Page 15

Says' Reasons Not Valid'

CSEA Hits Correction Officer Appeal Delay; New Raise Not Answer

(Special To The Leader)

ALBANY — The Civil Service Employees Assn. has dismissed as "not valid" reasons given by the State Civil Service Commission last week by putting off a long-overdue decision on CSEA's three-grade salary reallocation appeal for State Correction Officers.

At the same time, CSEA called on the Commission to meet in special session and render a decision on the appeal.

The Commission, which had announced several weeks ago that it would consider the CSEA appeal at its two-day meeting Jan. 19-20, informed the Employees Association at the close of the session that it was deferring the decision but would render it prior to April 1, the beginning of the State's fiscal year.

Commission's Reasons

When asked for an explanation of the deferment, a Commission spokesman said it was based on three points:

- Gov. Rockefeller's budget recommends an overall State salary increase.
- He also recommends more than the normal amount of funds to correct existing inequities in a number of titles in occupation groups. Studies now underway may well indicate a need for a reallocation of existing pay levels

in all or some of these groups. (Ed's note—See reallocation story elsewhere on this page.)

• Correction officers will not be prejudiced by the deferment of the decision since any action to approve an upgrading would not become effective before April 1, 1966, and the Commission will render a decision on the appeal prior to that date.

State 'Already Delinquent'

Upon learning of the deferment, Joseph F. Feily, president of the

Employees Association, which represents almost all of the State's 4,000 Correction Officers, immediately wired each member of the Commission, strongly protesting "the unnecessary further delay of an already delinquent decision . . ."

He said, "the reason given by the Commission for deferring the decision are not wholly valid." The anticipated general pay raise "will not in any way solve the presently improper allocation of Correction Officer titles by the imposition of additional duties and responsibilities in the area of inmate rehabilitation and counseling which merit upward reallocation to grade 14."

Feily said that any studies now underway or which might be commenced "will only point out a fact that is already known, mainly, that Correction Officer titles should be reallocated upward to grade 14."

The Employees Association had submitted the original reallocation appeal to the Division of Classification and Compensation last May. When that agency denied it the following August, CSEA immediately appealed to the Civil Service Commission. The Commission held a full hearing on the appeal in September. A decision has been pending since that time.

Don't Repeat This!

Lindsay's Hiring Freeze — Is It Political Revenge?

MAYOR John V. Lindsay's announcements last week on a City job freeze left so many questions unanswered that, after some serious reflections, City employees are beginning to wonder whether the Mayor actually has a plan to save money—or a ploy to divert attention from his real intentions. They are asking each other—

(Continued on Page 6)



CHARTER — Mrs. Ruth Heacox, left, Alfred D. Ligammari, center, and Mrs. Louis Kane, right, are seen at dinner in the Crown & Anchor Restaurant, Niagara Falls, where the Niagara Falls Board of Education chapter, Civil Service Employees Assn., received a CSEA charter. Mrs. Heacox, president of the Niagara County chapter, CSEA, presented the charter to Ligammari, first president of the new chapter. Mrs. Kane was dinner chairman. Other officers of the new CSEA group are: first vice president, Niel Gruppo; second vice president, Stanley Deikos Jr.; third vice president, Fred Grzybowski; recording secretary, Kathleen Ruggirello and corresponding secretary, Mrs. Kane.

CSEA Presses Rockefeller On Reallocations Of Many Titles In State Service

ALBANY — The Civil Service Employees Assn. last week submitted to Governor Rockefeller a list of State job titles which it says should be considered for salary reallocations this year in addition to the eight per cent wage increase CSEA has won for all State workers.

Noting the Governor's inclusion in his proposed State budget of unspecified additional monies for reallocations, CSEA President Joseph F. Feily said "there are many areas where the existence of salary inequities cry out for appropriate reallocation action . . ."

He said urgent consideration should be given titles within the fields of correction, parole, education, conservation, social welfare, mental hygiene, public works, division of employment, and elsewhere.

Continuous Action

He pointed out to the Governor that one of "the continuing points in our annual program for State employees has been a request for a sizable increase in the amount of monies made available to reallocate certain State positions in order to eliminate salary inequities."

Earlier this month, Feily had urged, in a letter to State Budget Director T. Norman Hurd, that ". . . in addition to the substantial

salary increases which are required, a substantial sum should be placed in the budget in order to provide for internal salary adjustments." Feily pointed out to the budget director that a number of reallocation requests were pending before the State Civil Service Commission and the Division of Classification and Compensation, including requests for correction officers, park officers, parole officers, telephone operators, groundsmen, food service workers, division of employment personnel and others.

In announcing last week's eight per cent across-the-board salary increases for all State workers, as a result of negotiations with the CSEA, Rockefeller said his request "would provide more than the normal amount of funds for reallocations of some specific titles to correct salary inequities." The "normal" amount would be

in the area of one-half million dollars. CSEA believes that well in excess of that amount is needed to provide fair adjustment of the existing inequities.

William Rogers

William S. Rogers, 42, a lifelong resident of Hornell, died recently after a brief illness. A veteran of World War II, Rogers was chairman of the board of directors of the Arthur Cunningham Post 440 of the American Legion.

He was an assistant civil engineer at the New York State Department of Public Works where he had been employed for the past 17 years. He was treasurer of District 6 NYS Highway Employees Credit Union, director of NYS Association of Highway Engineers and past director of the Civil Service Employees Assn.

On Feb. 5

Four Speakers Scheduled For Metro Conf.

Four speakers are scheduled to appear at a meeting of the Metropolitan Conference, Civil Service Employees Assn., to be held Feb. 5 at Psychiatric Institute, 723 West 168th St., Salvatore Butero, Conference president, announced last week.

Speakers and topics scheduled for the meeting, which will start at 12:30 p.m., are:

"Medicare and the New Social Security Bill"—George Reichle of the New York District Office of the Social Security Administration.

"Effects of Medicare on Health Insurance Programs"—George Tyson, Blue Cross-Blue Shield representative.

"Public Relations and What It Means To Civil Servants"—Gary Perkinson, director of Public Relations, Civil Service Employees Assn.

"The Importance of Membership"—Sam Emmett, chairman of the statewide CSEA Membership Committee.

Dinner will be served after the business session, Butero announced.

Orientation Program

ALBANY — The State Health Department recently held a professional orientation program for some 52 new department employees to review new advances in public health and the new responsibilities of the department.



Hammarstrom Is Named By State Industrial Comm.

ALBANY — State Industrial Commissioner Martin P. Catherwood has appointed William H. Hammarstrom of Latham as assistant director of finance in the State Labor Department's Division of Employment.

For the past 12 years, Hammarstrom has been chief account clerk in charge of the department's finance office. He succeeds Leonard Fisher of Loudonville in the new post. Mr. Fisher recently was promoted to the position of deputy director of finance.

Hammarstrom is a career employee, entering state service in 1939 as a junior clerk. He is a graduate of the City College of New York. His new position pays \$12,500 a year to start.

For Those Now Retired

Levitt Asks For Law To Permit Automatic Increases In Pensions

ALBANY — State Comptroller Arthur Levitt asked the State Legislature today to provide automatic supplementary cost of living increases in pension benefits to everyone covered by the State Employees Retirement System.

In proposing the bill Levitt said: "I regard the adjustment of pension income to living cost as the foremost challenge confronting those in government and private industry, who are responsible for retirement income policy."

The proposed legislation, Levitt said, would provide:

"(1) Supplementary payments to those now retired under the State Employees Retirement System to reflect increases in living costs from the year of their retirement.

"(2) A simple and practical formula whereby these supplementary benefits can be periodically adjusted to reflect actual living cost changes for those now retired and those who will one day be receiving pensions under the System."

The Comptroller added that the bill "includes these provisions without damage to the essential financial soundness of the system."

Under the bill, the Retirement System would establish a "cost of living allowance," (C-L-A.) which would be geared to changes in the Consumer's Price Index, published by the U.S. Bureau of Labor Statistics.

C-L-A payments would be calculated to reflect the differential between the Consumer's Price Index at time of retirement and the current year. These payments would be adjusted annually in the future whenever the Consumer's Price Index changed by at least three per cent.

The Formula

Those individuals who retired prior to December 31, 1965 would receive C-L-A payments based upon the index for that date, divided by the index as of June 30 of the year of their retirement.

Thus, the C-L-A for a person who retired in 1954 and is receiving pension benefits of \$100 per month would be calculated in the following manner:

- A equals Consumer's Price Index, December 31, 1965 . . . 110.2
- B equals Consumer's Price Index, June 30, 1954 . . . 93.6
- A over B equals 118 or 18 per cent.
- C-L-A equals \$18 in addition to \$100 base retirement benefits.

Levitt said the measure had been prepared by the staff of the Retirement System after a thorough study. He concluded:

"The justice of this proposal is evident from the mere statement of the problem. Members of the Legislature and the Governor should be especially conscious of the increasing burdens which State and local government have

placed upon retired persons dependent upon fixed pension incomes. Local property tax increases, largely to meet public

school needs, have been thrust upon the senior citizens at a time in their lives when they use fewer government services."

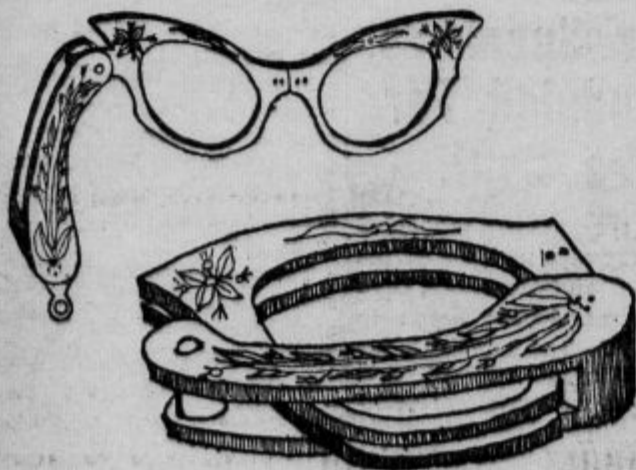
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Nominate Officers Employees To Assn. Nominates

The Jewish State Employees Association of New York State will hold nominations for office at their next regular meeting Jan. 26.

The meeting will be held at 80 Centre Street, Manhattan.

Your Public Relations IQ

By LEO J. MARGOLIN



FOR CIVIL service, the overall repercussions of the recent New York City transit strike were, from a public relations point of view, were mostly adverse.

WE WOULD be less than honest with our thousands of readers in civil service if we reported otherwise. It is not

the purpose of this column to assess the pro's or the con's of the strike—did the transit workers as public employees have a right to strike, or was the strike necessary at all?

THIS COLUMN is concerned with the public relations of all civil servants. What did the strike do to the public relations of civil service? In all candor, we must report that the transit strike did great public relations harm to all civil servants.

ABOUT THE only exception was the New York City Police Department and the 27,000 men and women in blue, who suffered in the cold and rain through thirteen 12-hour days to control the greatest concentration of motor traffic in modern history. Their performance was superb and their public relations skyrocketed.

THIS DOES NOT, in the slightest, detract from the magnificent performance of the 500 civil service employees from practically every City department who spent nearly two weeks of sleepless nights in keeping the City's wheels turning during the strike or the thousands of others who got to their jobs, one way or another, in order to keep government operations functioning.

UNFORTUNATELY, none of this rubbed off on other civil servants, who were unceremoniously lumped with the transit strikers. Along with 8 million other New Yorkers, civil service people and their families suffered—including being docked pay for the last three days of the strike, if they couldn't make it to work.

THE ONE PIECE of damage few people will forgive the transit strikers is the blow to the pocketbooks of the publics who were caught in the strike squeeze. But why should the civil service people who were themselves inconvenienced as much, also be made to suffer for this?

THE VARIOUS publics are not taking the time to separate a group of striking public employees from the overwhelming majority of public employees who did not strike. As far as the numerous publics were concerned, all public employees were the culprits.

TO ADD INSULT to injury, most publics expressed themselves this way:

"THESE CIVIL service people can't have it both ways. They can't have the protection of civil service for job security and in addition have the right to strike." This went even a step further in the minds of the people who had to hoof it. "They can't have the protection of the civil service law and at the same time allow their leader to flout the operation of a law he doesn't like."

AMONG THE opinion leaders we spoke to, there is almost unanimous agreement that the transit strike will bring forth a torrent of repressive, anti-labor legislation, which could hurt all working people, in or out of civil service.

PERHAPS THE only silver lining we detected in the generally black picture is the recognition by elected officials in the executive and legislative branches of government that labor relations within government must be modernized. This augurs well for a fair shake economically for all civil servants.

AS FOR THE transit workers, we deeply regret the bad public relations with which they are now saddled. Unfortunately, as good as was their performance before the strike, they did not have enough good public relations "banked" to overcome the overwhelming bad public relations generated by a strike that hurt everybody.

IT IS NOT possible to have a Grand Central Shuttle fire every week to prove that transit workers have a know-how unequalled among the nation's railroad workers. The transit people earned a mountain of good public relations on that one.

ONE WAY TO win back good public relations—and we caution, it will be a long, long pull—is to begin now to show that with the raise the transit workers received goes better and better performance. More than anything else, this may help New Yorkers forget their sore feet and flattened pocketbooks.

Western Conference Debates Pay Raise; Discusses Wide Range Of Organization Needs

(From Leader Correspondent)

ROCHESTER — Should appointive or elected executives in State, county or municipal government hold any office in the Civil Service Employees Assn.?

The consensus at the winter meeting of the CSEA's Western Conference here last Jan. 15 was that wearing both hats could represent a conflict of interest.

At a Feb. 19 session at the Treadway Inn, Batavia, the Conference's executive council will vote on the question. An affirmative vote will lead to recommendations to the CSEA in Albany.

Some 175 delegates to the Saturday afternoon and evening meeting and dinner at the Holiday Inn also heard Samuel Notaro, Buffalo chapter president, ask for a change in the proposed pay raise for state employees included in Gov. Rockefeller's budget.

On top of the 8 per cent, across-the-board raise, Notaro said, the majority of Buffalo's 2,000 members wanted a minimum pay hike of at least \$400.

Rochester's State Public Works Department chapter suggested that the major medical insurance maximum be increased from \$7,500 to \$10,000 in annual benefits, and that the lifetime maximum benefits be increased from \$15,000 to \$20,000.

Support Viet Nam Effort

Members voted unanimously to "support its sons and daughters, brothers and sisters and relatives in the Armed Forces of the United States by going on record in support of the President of the United States in the Viet Nam conflict."

Mrs. Melba Binn, Conference president, said the resolution supporting the American war effort in Viet Nam would be forwarded to President Lyndon B. Johnson. "While we recognize the basic constitutional right to dissent," Mrs. Binn said, "we feel equally strongly that there is a responsibility to giving definite support to our Government's efforts in the Vietnam conflict."

Delegates assigned seven area coordinators to discuss with State legislators in their area between now and the end of February proposed legislation of importance to the CSEA.

Each chapter will be represented by officers who will present the background and purpose of what's wanted by CSEA members. Here are the area coordinators, their areas and the chapters in the areas:

Rochester area, Claude E. Rowell—Rochester State Hospital, the State University College at Brockport, Public Works No. 4, State Agricultural & Industrial School at Industry, State Police Troop A, Monroe County, Barge Canal No. 4 and State Training School at Albion.

Newark area, Mrs. Marie Donaldson and Albert Gallant—Newark State School and Ontario County.

Hornell area, Robert Hunt—Department of Public Works at Hornell, Alfred State University and Agricultural and Technical College, Steuben County and Genesee Valley Armories.

Buffalo area, Grace Hillery—Buffalo City, Buffalo State Hospital, State University College at

Buffalo, Gowanda State Hospital, Department of Public Works at Hamburg, Roswell Park Memorial Institute, Western Division of the State Thruway, Western New York Armories, West Seneca State School and Erie County.

Southwestern area, Noel McDonald—Southwestern chapter, State University College at Fredonia, J. N. Adams State School at Perrysburg, Cattaraugus County and Chautauqua County.



SPEAKER— Ted Wenzl, first vice president of the Civil Service Employees Assn., is seen here making a happy point as he told members of the CSEA Western Conference about the new State pay raise won to date by the Employees Association. He was principal speaker at a dinner session of the Conference, hosted by the Monroe County chapter.

Batavia area, George DeLong—Batavia State School for the Blind, Craig Colony and Hospital, Mt. Morris Tuberculosis Hospital, State University College at Genesee, Attica State Prison, Genesee-Orleans Department of Public Works and Wyoming County.

Niagara area, Ruth Heacock—Lockport City, Niagara County and Niagara Frontier.

Panel Presented

A panel of past presidents, included Grace Hillery of Buffalo, chairman of the education committee, who spoke on chapter meetings; Celeste Rosenkranz, who spoke on the responsibilities of chapter presidents; Claude E. Rowell, chapter committees, and Jack Hennessy, CSEA State treasurer, chapter finance.

"One of the best things a president can do is to listen," Miss Rosenkranz said. She also advised the appointment of people for what they can do, not for "any political good."

"Your work is that much easier if you put the work in the hands of your chapter," she said. "It also makes for a very active chapter."

Miss Rosenkranz urged presidents to start all meetings on time, settle business matters before the social hour, and offer a program that will "give members something they can take back to their constituents."

Ruth McFee of the Monroe County chapter, which was host,



LEGISLATORS MEET — The Long Island Conference, Civil Service Employees Assn. met recently with legislators representing Nassau and Suffolk County residents in Albany. In addition to the legislators attending pictured above are, kneeling, from right: Joseph F. Feily, president of the statewide association, Arthur Miller, Conference president and Charles Monroe, chairman of the legislative luncheon (Story on Page 16).

Middletown CSEA Honors Kenneth Abt

MIDDLETOWN — Commissioner of Public Works Kenneth B. Abt received recently, from the Civil Service Employees of the City of Middletown, a plaque of appreciation for "his outstanding service in favor of the employees of the city."

Mr. Abt, according to Maurice D. Shea, president of the Middletown Unit, "proposed, fought for, and successfully presented the case in favor of the city employees which resulted in a rate increase of 10 to 15 per cent for city employees, department heads and part-time employees and 20 per cent for sewage plant operators."

Hyde Park Unit Reelects Olsen

HYDE PARK — Charles Olsen was reelected president of the Hyde Park Unit, Civil Service Employees Assn., at a recent meeting at the Hyde Park American Legion Hall.

Other officers reelected were Donald Dingee, vice president, Lawrence Kwant, secretary, and Mrs. Katherine Zeleznik, treasurer. Approximately 20 persons attended.

Tentative plans were made for an installation dinner in March and Randolph Traudt was named dinner committee chairman, to be assisted by Miss Mae Fallon and Mrs. Bernice Ackert.

Reallocations Are Rejected By State

ALBANY — Salary reallocation requests submitted by the Civil Service Employees Assn. on behalf of several State telephone operator titles were disapproved last week by the Division of Classification and Compensation.

CSEA had asked that the titles of telephone operator, telephone operator typist and braille telephone operator be changed from grade 4 to grade 7, and that senior telephone operator be reallocated from grade 8 to grade 10.

Greater Work

In its statement supporting the request, the Employees Association stressed the marked increase in both the volume and variety of the phone operator's duties in recent years, citing specific situations that now exist in institutions of the departments of Mental Hygiene, Social Welfare, Correction and Health. CSEA also pointed out the general disparity between the salary ranges of telephone operators in State service and those in private industry.

In answering the latter point, the State's Director of Classification and Compensation, J. Earl Kelly, admitted that "this is currently true also of many other titles in State service," and added that "the correction of this condition is a general salary adjustment by the Legislature."

An appeal of the denial is under consideration by the affected employees and CSEA.



WELL DONE — Charles Caruana, center, first vice president of the Monroe County chapter, CSEA, is seen being congratulated for his job as toastmaster at a dinner that ended the recent meeting of the CSEA Western Conference. He's getting good wishes from Vincent Alessi, Monroe chapter president, and Mrs. Melba Binn, Conference president.

was chairman of the meeting and the dinner.

Wenzl Speaks

The Civil Service Employees Assn. will work for pay "reallocations" in at least seven or eight pay levels, the first vice president of the statewide organization said here at the dinner portion of the meeting.

Ted Wenzl told his listeners that the State organization is "pretty sure" of getting members a life insurance policy.

"If it's not \$2,000, it will be based on salary," he said at the Holiday Inn session.

Wenzl also said the CSEA wants "no dilution" of its members' health insurance plans when Medicare goes into effect July 1.

"We're all on top of protecting you, the members, against automation, too," he said.

Against "overwhelming demands" for more aid to education, mental hygiene, social welfare, air pollution control and highways, state employees did "very well" in getting the 8 per cent pay recommended in Gov. Rockefeller's budget, he said.

Guest List

Head table guests included State Sen. Frank Van Lare of Rochester; State Sen. Kenneth Willard of Nunda; Assemblymen William Rosenberg, James Power and Charles Stockmeister, all of the Rochester area; Family Court Judge Joseph Fritsch of Rochester, a dues-paying member of

CSEA; Rochester Vice Mayor Hyman Freeman; Supervisor Leonard Boniface, chairman of the Monroe County Board of Supervisors, and Fred A. (Bud) Herman, Monroe County personnel director.

Mrs. Binn received a cake on her birthday, which was last Saturday.

Vincent J. Alessi, president of Monroe chapter, which hosted the meeting, said it was the first time any CSEA chapter had hosted a Western Conference meeting.

"I hope it will be the first of many," he said.

Charles Caruana, Monroe chapter first vice president, was toastmaster.



GENEROSITY AWARDED — Brooklyn Postmaster Edward J. Quigley (center) receives a certificate of appreciation for notable achievement in international understanding through support of CARE, Radio Free Europe, Project Hope and the American-Korean Foundation on behalf of the employees of the Brooklyn Post Office. Robert Bennet (left), the Regional Director, International Service Agencies, Federal Joint Crusade, presents the award to Quigley as Assistant Postmaster Martin Shapiro looks on. Each of the agencies mentioned above are supported through the generous contributions of Federal personnel.

Title Deletion

The New York City Civil Service Commission has ordered a public hearing to be held Tuesday, Jan. 25, at 10 a.m. in Room 401

at 220 Church Street on a resolution to delete Planist in the Non-Competitive Class, Part I, Rule X, under the heading Board of Higher Education.

U.S. Service News Items

By JAMES F. O'HANLON

Commission Regulations On Salary Increase Appeal

Civil Service Commission has issued revised regulations granting Federal employees the right to appeal agency decisions that employees have not earned within-grade salary increases. The regulations go into effect January 27, 1966.

The regulations provide guidelines for uniform handling within agencies of employees requests for agency reconsideration of such decisions and for their appeal to the Commission.

The regulations are based on a provision of the Federal Employees Salary Act of 1965. They do not change the concept that within-grade salary increases must be earned and cannot be granted to employees who, while meeting the period-of-service requirement, have not operated at a level of competence entitling them to the increase.

Main points of the regulations are:

- Supervisors must keep employees currently informed of their performance. At least 60 days prior to an employee's completing the service necessary for consideration for a within-grade salary increase, he must be told of any factor raising a question about his meeting the acceptable-level-of-competence requirement. If the supervisor fails to give this notice and the agency determines that the employee has not met the level of competence requirement, the agency must again determine, within 60 days of the date the employee completes his service requirement, whether the employee is meeting the competence requirement.

Where to Apply For Public Jobs

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

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

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

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

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or if stated otherwise in the examination announcement.

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

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

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

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

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

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

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

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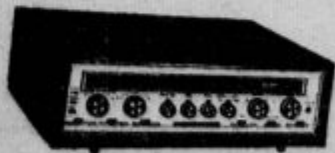
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Petrovic Amends 162 RIF Notices And Work On Duluth To Continue

By MIKE KLION

At the urging of the Brooklyn Metal Trades Council, Rear Admiral William F. Petrovic, commander of the Brooklyn Navy Yard, amended about 162 Reduction In Force (RIF) notices that were scheduled for last Friday.

Petrovic also extended the work time on the LPD-6 which was commissioned recently and which is scheduled to leave for the Philadelphia Navy Yard on Feb. 1. All work was to have stopped on the ship on Jan. 21. Work on the ship, "The Duluth" will now continue to at least Jan. 28.

The 162 RIF's which were rescinded were part of over 500 ordered for last week by Rear Admiral J.H. McQuilkin before he left the yard to take over as commandant of the San Francisco facility.

Representatives of the Brooklyn Metal Trades Council included James Dolan, its president.

Dolan told The Leader that after a year of trying to reason with a man with a closed mind, "the council is very appreciative of being able to confer with some-

one who is understanding of the shipworker's problems."

He continued, "it is hoped that this is an indication that the men at the yard will be treated more fairly now than they have been in the past. This is at least a step in the right direction."

It was also learned by The Leader that Admiral Petrovic is considering extending lay-off notices from the present mini-

mum of five days to as much time as possible, aiming for a 30 day minimum.

3 Weeks' Pay

The fact that 162 RIF's were amended means that these men will receive at least an extra week's salary, which averages about \$138 per week, per man. Also, in most cases, the employees will receive one extra day of vacation time.

Court Stenographer Livingston County

The Livingston County Civil Service Commission will accept applications until March 30 for an examination for court stenographer. Salary is \$5,950 to start. For further information contact the Commission in Geneseo.

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

New Rochelle Needs Assistant City Eng.

The City of New Rochelle will accept applications until Feb. 23 for an examination for assistant city engineer. Salary in this position is \$10,095 to \$13,595. This examination is open only to residents of Westchester County.

For further information contact the Municipal Civil Service Commission, New Rochelle.

Mediterranean Cruise Open For Bookings

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

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

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

Chess Returns To Police Department

Abraham P. Chess, on leave of absence from the New York City Police Department as research director, has returned to the Department to assume the higher post of director of audit and accounts. He had served for two years on the staff of the New York City Council.

Chess had previously served as an attorney in the Legal Bureau, as well as survey officer, of the Department. He has taught, and has been a principal in the New York City evening school system, and is currently a lecturer on police science and law at the Baruch School of the City University.

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



OUT WITH THE OLD — Seen at the recent change of command ceremonies at the Brooklyn Navy Yard are Rear Admiral William F. Petrovic, left, the new commandant of the facility and Rear Admiral John H. McQuilkin, center, who was relieved by Petrovic. At right is an unidentified sailor who is lowering McQuilkin's flag.

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TUESDAY, JANUARY 25, 1966

A New Lindsay Image— Anti-Civil Service?

MAYOR LINDSAY this past week has made so many comments that could be construed as anti-civil service that this newspaper feels it is incumbent on him to reestablish—at once—a relationship of confidence between City Hall and the City civil service.

Last fall, in a position paper on civil service in this newspaper, Lindsay spoke of a glowing future for the City's employees with prospects of a true career service, should he be elected Mayor. Last week, he termed civil service a "bureaucracy" that needed trimming; ordered a freeze on city hiring; told labor unions that government policy came before work contracts—and said that city employees would have to work harder.

If this is Mayor Lindsay's concept of fulfilling a promise of a better life for public employees under his administration, his term in office will go down as one of the most anti-civil service in the City's history.

Essentially, we believe there has been a bad breakdown in communications on Lindsay's part. If, as many suspect, the attitudes expressed by the Mayor are intended to ready the public for increased taxes, it was a poor move on his part and terrible public relations. If it does mean that Lindsay intends to use the meat axe approach to making civil service more efficient he will suffer the same failures from this approach that others have done.

What is missing here is that the Mayor's intentions are not clear and they seem to keep changing. Public employees are frightened, apprehensive and angry. This is not a mood for producing more efficiency on the job.

Civil servants need more solid assurance that the City has a fair and reasonable plan for operating the City without turning public employment into a scapegoat over fiscal difficulties.

They need this assurance at once—and so does the entire City.

Jobs For Friends Of The Mayor?

WHILE the man standing in line for a civil service job has been told to go on home, the route to City Hall seemed to open easily last week if your name was in the Social Register rather than the telephone book.

In the midst of the uproar over the alleged need to put a freeze on City hiring, Socialite Katrina Thomas was reported to have been taken on as the first official photographer in City Hall history at \$9,100 a year.

Since the news broke that the job went to "Katsy," as she is known—who also happens to be a close friend of Mrs. Lindsay—there seems to be some confusion as to whether or not she was hired by Washington at the suggestion of the Mayor's office for the Poverty Program, by City Hall for local work or whether she's going to do it, to her stated regret, just for the heck of it, perhaps without pay.

This is not to say that Miss Thomas isn't qualified to turn out a pretty picture. But it may point to a new method of City Hall hiring—by mayoralty friendship rather than a civil service examination.

Don't Repeat This!

(Continued from Page 1)

"Is he just getting revenge on civil service employees who generally fought him in the last election?"

And they're saying "It looks like we knew what we were doing."

Lindsay stated that his purposes in ordering a freeze on City hiring are to get more productive work from a lesser number of employees; to save millions of dollars by not filling anything but essential positions and, overall, to revitalize the civil service.

That's what he said in essence. But it is hard to believe that the Mayor was unaware that most of the vacancies occur during the year in essential occupations. There are not enough nurses in the hospitals; insufficient social workers to properly serve the needy. The City has a constant shortage of engineers and other technical help. He later changed his mind on hiring for hospitals, police and fire. Where, then, is the area of attrition? It would be expected that the freeze would get its biggest results from the clerical fields. But these employees are among the most constant in service in the entire City.

It appears, then, that the saving of money by not filling 25,000 jobs is guesswork. The figure, by best estimates, would be closer to 4 or 5,000.

Scare Treatment?

Since Lindsay did not go into any detail except to say at first that his order applied to all departments without exception, some other speculations arise. First of these is—Is Lindsay attempting to frighten the civil service? Is this arousal of fear a move to keep other employee groups from attempting a new contract as lucrative as that awarded transit workers? Many organization leaders are coming to this conclusion.

For the rank and file—according to the flood of telephone calls this newspaper received last week—the talk of more work, streamlining, etc., is creating the dread that the most anti-civil service mayor in decades is now in City Hall.

A third point of view is that Lindsay knows, really, that he cannot afford to cut back essential employment to any serious degree and is merely sounding an alarm that will pave the way for a wide range of new tax programs which an already-burdened citizenry will be glad to assume if they are alarmed enough.

Frankly, it is hard for the civil service to tell at this point which of the above is the true intention of Mayor Lindsay. He has not stated his case thoroughly nor backed it with the essential facts needed for so fateful a move.

Public employees feel there is too much at stake for Lindsay not to explain his motives and real plans more openly. If he is to place the burden of filling the City's revenue gap on the shoulders of an already overburdened civil service, he owes public employees not only a thorough explanation but a plan of greater rewards for greater service. And the civil service wants this answer at once!

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.")

PUNISHMENT SHOULD fit the offense. The penalties that may be inflicted upon a civil service employee who is found guilty of misconduct may consist of a reprimand, a fine, suspension without pay, demotion, or dismissal. Though the permissible punishment thus varies between a reprimand and discharge, many supervisors are apparently satisfied with nothing less than the harsh penalty of dismissal for misconduct.

THE COURTS are empowered by statute to review "abuse of discretion as to the measure or mode of penalty or discipline imposed." Numerous judicial edicts have substituted lesser penalties for dismissal. Such decrees usually rest on a finding that dismissal is so grossly disproportionate to the offense as to shock one's sense of fairness.

A LIKE power of review is enjoyed by state and municipal civil service commissions as part of their statutory authority to hear appeals from determinations in disciplinary proceedings. As may be expected, the commissions are sometimes influenced by the attitude of the employee's department head. This is a reason why Court review may be preferable to administrative review.

A TELEVISION director assigned to WNYC recently appealed to the Civil Service Commission from a determination of dismissal. He had been charged with absence without authorization from his assigned duties to accept a few hours' employment by another television station. Indeed, his voice had been heard making announcement over the air from the other station.

HE WAS not represented by an attorney at the hearing at which he pleaded guilty with an explanation. His explanation was that he wanted to earn extra money. At the same time, he stressed that he had made arrangements with another director to take over while he was away, so that WNYC was never untended. Also, he checked with the station several times during the evening in question to make sure all was going smoothly.

HE DID not seek permission to take the time because of poor rapport with his production manager. This is illustrated by an instance he cited involving his protest at receiving late tours of duty on both Saturday and Sunday although he had high seniority. The manager's reply was, "No explanation needed."

THE EMPLOYEE offered as exhibits two letters praising his work. One from the New York State College of Agriculture praised him for his stimulating direction for more than two years of the program, "Focus on Food." The letter observed:

We appreciate your direction and suggestions in organizing and presenting our information on a visual medium. In addition, we want to thank you for your choice of the musical theme, advice on movie scenes for the montage that opens and closes the show, as well as counsel on the selection of the panels for the backdrop, and other props.

THE OTHER letter from The New York Academy of Medicine noted:

Our current tapes, incidentally, are getting incalculable, and all of you will be interested in knowing how many complimentary comments we are receiving about them. Much of this, of course, results from wonderful team work we are getting under (the employee's) leadership from all concerned in the studio.

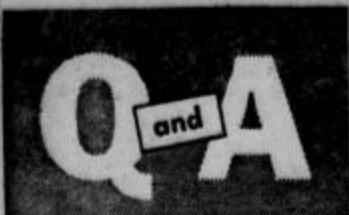
THE DIRECTOR of Radio Communications promptly dismissed the employee notwithstanding a background of unblemished experience of longer than 22 years in the broadcasting industry.

ON HIS appeal to the Commission, the employee, now represented by attorney, was able to submit a letter signed by virtually the entire production staff consisting of 12 individuals expressing, "our fervent hope that equity and justice will prevail and that he will soon rejoin us as the able colleague he proved himself to be."

IT IS true that the employee's act in taking time out without permission was improper. Still, any sophisticated employer is aware that this is a common dereliction of duty in those organizations which make taking authorized leave difficult.

IN ANY case of employee misconduct great weight must be given to the employee's record of performance. Still, the Commission sustained the Director of Radio Communications, a result that may have been different if the employee had elected to resort to judicial review.

REVISED LIST OF U.S. JOBS



QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



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

Q. I understand that the Medicare program will not cover dependents. So even though my wife and I will be eligible for Medicare benefits when they go into effect, can I continue coverage for my dependent children under the Statewide Plan which I now have?

A. This is one of the many details that is being worked out now in discussions between the State Civil Service Commission and the Statewide Plan. As soon as decisions are reached, you will be notified about such dependent coverage as well as how the Statewide Plan will supplement the benefits provided by the government's Medicare program.

Q. Isn't there a provision in the Major Medical coverage part of the Statewide Plan that lets you carry over expenses from one year to the next?

A. I believe you are referring to the \$50 initial amount of covered expenses during any one calendar year. There is a provision that if any part or all of the \$50 initial amount arises from covered medical expenses incurred during the last 3 months of a calendar year, the initial amount for the next calendar year will be reduced by that amount. You may use this provision when it is to your advantage to do so.

Q. I am renting a wheelchair for my wife. Is the cost of this chair covered under my Statewide Plan? I have family coverage.

A. Yes. The rental of durable equipment (which would include the rental of a wheelchair) required for therapeutic use is covered under Part III (Major Medical) of your Statewide Plan, with deductible and co-insurance applying.

Q. I have carried family coverage under the Statewide Plan for years. Now our children are married and my wife has also taken a job with the State. Would

Numerous positions in many different fields with the U.S. Government are currently being offered on a continuous basis. The jobs exist throughout the U.S. and overseas. Further information and application announcements are available from the U.S. Civil Service Commission regional office at 220 W. 42nd St., Manhattan.

Examinations marked with a star (*) may be used for filling jobs in foreign countries.

Agricultural

Agricultural Commodity Grader (fresh fruits and vegetables), \$6,050 and \$7,220 (grain), \$5,000 and \$6,050.—Announcement 214B.

Agricultural extension specialist (program leadership educational research and training) \$10,250 to \$16,460; **Subject-matter specialization**, educational media, \$10,250 to \$14,170. Jobs are in the Washington, D.C., area. Extensive travel throughout the United States. Announcement 4 B

Agricultural marketing specialist, fishery marketing specialist, \$5,505 to \$14,170; **agricultural market reporter**, \$6,050 to \$8,650.—Announcement 147 B.

Agricultural Research Scientist \$5,000 to \$14,170. Announcement 58 B.

Agricultural Statistician, 5,000 to \$6,050.—Most jobs are with the U.S. Department of Agriculture. Announcement 305 B. **ASC program specialist**, \$6,050 to \$10,250; **ASC operations assistant**, \$6,050 to \$7,220.—Jobs are in the State offices of the Agricultural Stabilization and Conservation Service, Department of Agriculture. Announcement No. SL-142-1 (64).

Crop insurance fieldman, \$5,000; **crop insurance supervisor**, \$6,050 and \$7,220.—Jobs are in the Department of Agriculture in 37 States. Announcement 325 B.

Farmers, \$2.85 to \$4.09 an hour.—Jobs are in Federal penal and correctional institutions. Announcement SL-14-3 (1965).

Farm management supervisor, \$5,000 and \$6,050.—Most jobs are with the Department of Agriculture. Announcement DE-10-11 (63).

Plant quarantine inspector, \$5,000 and \$6,050.—Jobs are in the Agricultural Research Service of the Department of Agriculture. Announcement 298 B.

Rail freight rate specialist, \$6,050 to \$8,650.—Jobs are in the Agricultural Stabilization and Conservation Service Commodity Offices in New Orleans, La., Evanston, Ill., Kansas City, Mo., and Minneapolis, Minn. Announcement SL-142-2 (64).

Warehouse examiner, \$5,000 to \$6,050.—Jobs are with the Department of Agriculture. Announcement 249 B.

it be better for us to carry individual Statewide Plan policies now that we don't need family coverage?

A. It would be less expensive to carry two individual contracts if you no longer need maternity coverage; your retirement benefits would not be affected.

Business and Economics

***Accountant and auditor**, \$5,000 and \$6,050.—Announcement 188 (Revised).

Auditor, \$7,220 and \$8,650.—Jobs are in General Accounting Office. Announcement 150 B.

Accounting technician, \$4,480 and \$5,000.—Jobs are in the Washington, D.C., area. Announcement No. 320 B.

***Acutary**, \$5,990 to \$16,460.—Announcement 192.

***Auditor**, \$7,220 to \$10,250.—Jobs are with the U.S. Army Audit Agency, U.S. Navy Audit Organization, and Auditor General Field Office, U.S. Air Force. Announcement 275 B.

***Digital computer programmer**, digital computer systems analyst, \$7,220 to \$10,250; \$6,050 to \$10,250.—Jobs are in the Washington D.C., area. Announcement 348

***Economist**, \$7,220 to \$16,460.—Announcement 303 B.

Farm credit examiner, \$7,220 and \$8,650.—Announcement 195 B.

Fishery marketing specialist, \$5,000 Announcement 156 B.

Fishery methods and equipment specialist, \$5,000 to \$10,250.—Positions require sea duty chiefly in the Atlantic and Pacific Oceans. Announcement 108 B.

***Mineral specialist**, \$5,000 to \$10,250.—Jobs are with the Bureau of Mines, in Washington, D.C. Announcement 350 B.

Right of Way Appraiser, \$8,650 and 10,250.—Most positions are with the Bureau of Public Roads. Announcement 322 B.

Field representative (telephone operations and loans), \$7,220 and \$8,650.—Jobs are with the Rural Electrification Administration. Announcement 137 B.

Savings and loan examiner, \$6,050 and \$7,220.—Jobs are in the Federal Home Loan & Bank Board. Announcement 132 B.

Securities investigator, \$7,220 and \$8,650.—Jobs are with the Securities and Exchange Commission. Announcement 248 B.

***Transportation tariff examiner** (freight), \$6,630.—Jobs are in the Washington, D.C., area. Announcement 270 B

Engineering and Scientific

Aero-space technology positions, \$5,990 to \$16,440. Announcement 347 B.

***Architect**, \$5,990 to \$14,170.—Jobs are in the Washington, D.C., area. Announcement 299 B.

***Astronomer**, \$5,990 to \$16,460.—Jobs are in the Washington, D.C., area. Announcement 330 B.

Bacteriologist serologist, \$6,050 to \$12,075.—Positions are with Veterans Administration. Announcement 163 B.

Biochemist, \$7,050 to \$14,170.—Positions are with Veterans Administration. Announcement 301 B.

***Biological research assistant** \$5,000.—Jobs are in the Washington, D.C. area. Announcement 203 B.

Biologist, \$7,220 to \$14,170; **bi-chemist**, physicist, \$7,050 to \$14,170 (In the field of Radioisotopes).—Positions are with the Veterans Administration. Announcement 159 B.

***Biologist-microbiologist**, physiologist, \$6,050 to \$16,450.—Jobs are in the Washington, D.C. area. Announcement 204 B.

***Biologist-aquatic and general**, \$6,050 to \$14,170 a year.—Most positions are with the U.S. Public Health Service. Announcement No. CH-65-1 (64).

***Cartographer**, \$5,000 to \$12,075. Jobs are in Washington, D.C. area.—Announcement 328 B. **Cartographer** \$5,000 to \$7,220.—Jobs are with Hq., Aeronautical Chart and Information Center, St. Louis, Mo. Announcement No. SL-56-1 (64).

Chemist, mathematician, metallurgist, physicist, \$5,990 to \$16,450.—Jobs are in the Potomac River Naval Command in and near Washington D.C., and in the U.S. Army, Fort Belvoir, Va. Announcement 226 B.

***Cartographic aid**, \$3,680 to \$6,050; **Cartographic draftsman**, \$3,680 to \$6,050.—Jobs are in the Washington, D.C., area. Announcement 237 B

***Engineer (various branches)**, \$5,990 to \$16,460.—Most jobs are in Washington, D.C. area. Announcement 332 B.

Engineer, \$5,990 to \$9,945.—Jobs are in the Bureau of Reclamation in the West, Midwest, and Alaska. Announcement DE-1-1 (64).

***Fishery and wildlife biologist**, \$5,000 to \$16,460.—Announcement 285 B.

***Forester**, \$5,000 and 6,050.—Announcement 218 B.

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***Geodesist** \$5,990 to \$16,460.—Announcement 168 B.

***Geologist**, \$7,220 to \$16,460 \$16,460.—Announcement 353.

***Geophysicist**, \$5,495 to \$16,460.—Announcement 232 B.

Health physicist, \$7,050 to \$12,075.—Announcement 12-14-2 (60).

***Hydrologist**, \$5,990 to \$16,460.—Announcement No. 343 B.

***Industrial Hygienist**, \$5,990 to \$16,460.—Jobs are principally in the Navy Department. Announcement 230 B.

***Landscape Architect**, \$5,990 to \$16,460.—Announcement 224.

***Meteorologist**, \$5,990 to \$16,460.—Announcement 346 B.

Navigational scientist, \$5,990 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement No. 335 B.

Oceanographer, \$5,990 to 16,460.—Announcement 121 B.

***Patent Advisor**, \$7,050 to \$10,250.—Jobs are in the Washington D.C. area. Announcement 185 B.

***Operations research analyst**, \$7,710 to \$16,460.—Announcement 193 B.

***Patent examiner**, \$5,990 and \$12,075.—Jobs are in the Washington, D.C. area. Announcement 329 B.

***Pharmacologist** \$6,650 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 202 B.

***Public health scientist**, \$7,220 to \$16,460.—Jobs are with the Communicable Disease Center at Atlanta, Georgia, and throughout the country. Announcement AT-82-2 (63).

***Research and development positions for chemists, mathematicians, metallurgists, physicists**, \$5,990 to \$16,460.—Jobs are in (Continued on Page 8)

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DONATE DOLLS — Employees of the State Insurance Fund donated dolls at Christmas time to the children of the New York Foundling Home. The dolls were dressed by the members of the Dongan Guild. Pictured above, from left, are: Margaret Gulbrensen, Mary Warner, Helen Loos and Edith Perota.

U. S. Job Opportunities

(Continued from Page 7)
the Washington, D.C. area. For positions paying \$7,710 to \$16,460, Announcement 209 B (Revised). For positions paying \$5,990 and \$7,050, Announcement 210 B (Revised).
*Scientist administrator, \$8,650 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 227 B.
Technical aide in science and engineering, \$3,680 and \$4,005.—Jobs are in the Washington, D.C. area. Announcement 360 B.

General

Apprenticeship and training representative, \$7,220 to \$10,250.—Positions are with the Department of Labor. Announcement 361 B.
*Federal administrative and management examination \$12,075 to \$16,460.—Announcement 167.
Foreign language specialist (writer and editor, \$6,050 to \$12,075; radio adapter, \$5,000 to \$8,650; radio announcer, \$5,000 to \$7,220; radio producer, \$6,050 to \$10,250).—Jobs are with the U.S. Information Agency in Washington, D.C. and New York, N.Y. Announcement 186 B.
*Geodetic aid, \$4,005 and \$4,480 geodetic technician, \$5,000 to \$8,650.—Jobs are in the Washington, D.C. area. Announcement 229 B.
Helicopter pilot, \$8,650.—Jobs are at Fort Rucker, Alabama. Announcement AT-106-31 (62).
Labor Management relations examiner, \$7,220 to \$10,250.—Jobs are with the National Labor Relations Board throughout the United States and Puerto Rico. Announcement No. 340 B.
Food service supervisor, \$2.72 to \$3.84 per hour.—Jobs are in Federal penal and correctional institutions throughout the United States. Announcement SL-14-3 (64).
Hearing examiner, \$14,170 to \$18,935.—Announcement 318.
Immigration patrol inspector, \$6,050.—Jobs are in the Immigration and Naturalization Service. Closing date: July 8, 1965. Announcement No. 340 B.
Labor management relations examiner, \$7,220 to \$10,250.—Jobs

are with the National Labor Relations Board throughout the United States and Puerto Rico. Announcement 340 B.
*Librarian, \$5,000 to \$16,460.—Jobs are in the Washington D.C. area. Announcement 277.
Librarian, \$6,050.—Jobs are in Veterans Administration installations throughout the United States (except Alaska and Hawaii) and Puerto Rico. Announcement 197 B.
**Museum Technician, \$5,000 and \$6,050; Museum Specialist, \$7,220 to \$10,250.—Jobs are in the Washington D.C., area. Announcement 357 B
Prison industrial supervisor, \$2.36 to \$3.53 an hour.—Announcement 9-14-1 (58).
Radio broadcast technician, \$2.94 to \$3.74 an hour.—Jobs are in the Washington, D.C. area. Announcement 235 B.
*Recreation resource specialist, \$7,220 to \$16,460.—Announcement 308 B.
Safety inspection, \$5,000 to \$6,500.—Positions are with Interstate Commerce Commission. Announcement No. 302 B.
**Statistician, survey statistician, \$7,220 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 316 B.
*Statistician (mathematical), \$5,990 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 200 B.

Medical

Corrective therapist, occupational therapist, physical therapist, \$5,505 to \$7,220.—Announcement 290 B.
Dietitian, \$5,000 to \$7,900.—Jobs

Public Hearing

The New York City Civil Service Commission has ordered a public hearing to be held Tuesday, Jan. 25 at 10:25 a.m., in Room 401 at 220 Church Street on a resolution to classify Assistant Secretary (City Planning) in the Competitive Class, Rule XI, in the Miscellaneous Occupational Group.

are with the Veterans Administration. Announcement 221 B.
*Dietitian, \$6,050 to \$10,250; the Veterans Administration public health nutritionist, \$7,220 to \$16,460.—Announcement 286 B.
Illustrator (medical), \$5,000 to \$7,220; medical photographer, \$4,480 to \$6,050.—Jobs are with the Veterans Administration. Announcement 338 B.
**Laboratory and clinical technicians in health research, \$5,000 to \$7,220.—Most positions are at the National Institutes of Health, Bethesda, Md. Announcement 307 B.
*Medical officer, \$10,420 to \$17,030.—Announcement 312 B.
Medical officer (rotating intern; \$3,800; psychiatric resident, \$4,800 to \$5,600).—Jobs are in St. Elizabeth's Hospital, Washington, D.C. Announcement 219 B.
*Medical record librarian, \$5,000 to \$10,250.—Announcement 331 B.
Medical technical assistant, 5,505.—Jobs are with the Public Health Service in Federal penal and correctional institutions. Announcement 355 B.
*Medical technologist in health research, \$5,000 to \$8,650.—Most positions are at National Institutes of Health, Bethesda, Md. Announcement 310 B.
Medical technologist, \$5,000 to \$8,650.—Jobs are with the Veterans Administration. Announcement 323 B.
*Occupational therapist, \$5,505 to \$7,220.—Announcement 294 B.
*Pharmacist, \$6,050 and \$7,220.—Positions are with the Veterans Administration. Announcement 212 B.
*Physical therapist, \$5,505 to \$8,650.—Anct. 295 B.
Professional nurse, \$5,000 to \$12,075.—Anct. 128.
Resident in hospital administration, \$4,000.—Jobs are with the Veterans Administration. Anct. 88 B.
Speech pathologist, audiologist, audiologist-speech pathologist, \$8,650 to \$12,075.—Jobs are with Announcement 280 B.

(Continued on Page 10)

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Table listing various job titles and their corresponding salaries, such as ACCOUNTANT-AUDITOR (4.00), MAINTAINER'S HELPER (4.00), and various clerical and technical positions.

U.S. Job Opportunities

(Continued from Page 8) Staff nurse, head nurse, public health nurse, \$5,000 to \$6,630.—Jobs are with the Indian Health Program on reservations west of the Mississippi River and in Alaska. Announcement 100 B.

Social and Educational

Correctional officer, \$5,505.—Jobs are in Federal penal and cor-SL-14-5 (64). Correctional treatment specialist, \$6,050 to \$7,220.—Jobs are in Federal penal and correctional institutions. Announcement SL-14-2 (65).

fare service specialist); social worker—medical and psychiatric adviser and specialist; rehabilitation adviser; public welfare research analyst (public assistance, child welfare), \$6,050 to \$16,460.—Announcement 251. Teacher (general education, industrial arts, and related trades), \$6,050 and \$7,220.—Jobs are in Federal penal and correctional institutions. Announcement SL-14-2 (64).

Stenography and Typing

Stenographer-typist, \$3,680 to \$4,480.—Applicants should apply under the announcement issued by the civil service office that has jurisdiction over the place where they live.

Trades

(All trades are in the Washington, D.C. area unless otherwise specified) Bindery worker, \$2.28 an hour.—Announcement 38 B. Bookbinder, \$3.86 an hour.—Announcement 182 B.

Title Change

The New York City Civil Service Commission has ordered hearings to be held Tuesday, Jan. 25 at 10:05 a.m. in Room 401 at 220 Church Street on a resolution to change the title Secretary, Inter-Departmental Health Council, Sub-Committee for the aged so that it shall read, Secretary, Inter-Departmental Health Council in the Non-Competitive Class, Part I, Rule XI under the heading of the Department of Health.

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

66 B. *Printer - proofreader, \$4.02 an hour.—Annot. 327 B. Steamfitter, mason, laundryman, \$2.81 to \$4.12 an hour.—Supervisory jobs in Federal penal and correctional institutions throughout the U.S. Announcement SL-14-1 (64). Transmitter and receiver operator and maintenance technician, \$3.05 to \$4.49 an hour.—Jobs are in field locations of the Broadcasting Service of the U.S. Information Agency in California, Florida, Hawaii, North Carolina, and Ohio. Announcement 283 B.

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The Job Market

By V. RAIDER WEXLER

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

DISPLAY ASSEMBLERS with two years' experience as a carpenter (furniture or wood worker) are needed. They will earn \$75 to \$90 a week to operate all standard woodworking machines, use hand tools, do bench work in constructing displays. Fully experienced **GATHERERS, CARBON COLLATORS, CHRISTENSEN GANG STITCHERS AND BOX WORKERS** will earn \$60 to \$89 a week. They will work on Christensen gang stitchers and boxing from Cleveland and Dexter folding machines in commercial bookbinders. Apply at the Manhattan Industrial Office, 255 West 54th Street, between Broadway and Eighth Avenue.

An **EXTRACTOR OPERATOR** is needed in Queens to work an extractor machine, keep records and constant check on temperature and pressure. Must have high-pressure steam experience. Must be willing to work all shifts. The pay is \$2.05 an hour. A **GEAR-HOBBER OPERATOR** will earn \$3 an hour to set up and operate a Mikron or P&W gear cutter. Apply at the Queens Industrial Office, Chase Manhattan Bank Bldg., Long Island City.

Paper Cutter
An experienced **PAPER CUTTER**—sample cards preferred—will earn \$75 a week and up in Brooklyn. **AUTO MECHANICS** are needed to do general automotive repair. Work includes ignition, brake, front and rear end, some alignment, engine repair and drive train, clutch and standard transmission. Must have own tools and operator's license. The pay is \$90 to \$125 for a 5 to 6-day, 40 to 48-hour week. Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street, near Borough Hall.

RADIOLOGICAL TECHNOLOGISTS, licensed or eligible for a New York State license, are needed for physicians' offices, commercial laboratories, medical groups and clinics. The pay is \$85 to \$125 a week. **MEDICAL LABORATORY TECHNICIANS** in all phases who have applied for New York City license will get \$75 to \$150 a week to work in hospitals, physicians' offices, commercial laboratories, medical groups and clinics. Apply at the Professional Placement Center, 444 Madison Avenue at 50th Street, Manhattan.

SECRETARY - STENOGRAPHERS with one to five years' experience and good skills are needed at various Manhattan locations. Salary ranges from \$80 to \$95 a week. Experienced **OFFICE PERSONNEL** with a knowledge of typing and ability to do figure work will earn \$70 to \$85 a week. Must be able to handle order processing and inventory control. Apply at the Office Personnel Placement Center, 575 Lexington Avenue, at 51st Street, Manhattan.

Trainees
Experienced restaurant cashiers willing to work shifts or night hours are needed. These with knowledge of liquor checking and credit cards are preferred. The salary ranges from \$80 to \$100 a week. . . . Men and women with knowledge of Airline Ticketing, rates, tariffs and routing are needed in travel agencies. Must be

able to type and do general office work. The pay is \$85 to \$95 a week. Apply at the Office Personnel Placement Center, 575 Lexington Avenue, 51st Street, Manhattan.

There are many Trainee openings in the printing industry. A high school graduate with some photography background training or hobby will get \$2 an hour to be trained in motion picture film processing. Initially will be carrying and distributing cans of processed film. Must be available for any of three shifts. A high school graduate will be trained to check cameras and photographic equipment in a camera rental service at \$75 a week. A Paper Cutter Trainee able to read a ruler to one-sixteenth of an inch will start at \$60 a week. A Platen Press Feeder Trainee who can pass an aptitude test will get from \$50 to \$55 a week. Apply at the Manhattan Industrial Office, 255 West 54th Street, between Broadway and Eighth Avenue.

Needed in Brooklyn are experienced **ZIPPER WORKERS** of all kinds. The pay is \$1.35 to \$1.40 an hour. Experienced **QUILTING MACHINE OPERATORS** will get \$70 to \$75 a week to work on double quilting machine. **QUILT-MENDERS** will earn \$60 a week to repair broken stitches on quilted material. **ELECTRICIANS** experienced working with New York City contractors, residential or industrial, will get \$3 to \$3.50 an hour. Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street.

Physical Therapists
A **BAG MAKING OPERATOR** experienced on Schjedhdahl will earn \$65 a week to start in Queens. A **COLOR MATCHER** to mix and match colors to work by formula and by eye will get \$70 to \$90 a week. Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Long Island City.

SWITCHBOARD OPERATORS

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; Buntaro Goto; Noboru Sam Furusho; Consul General of Japan; and to "Mary Doe" the name "Mary Doe" being fictitious the alleged widow of Tommy Goto, also known as Tommy Gato, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Tommy Goto, also known as Tommy Gato, 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 Tommy Goto, also known as Tommy Gato, deceased, who at the time of his death was a resident of 102 West 85th Street, New York, N.Y.

Send GREETING:
Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased.
You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 8th day of March 1966, 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 hereunto affixed.
(Seal) WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 5th day of January in the year of our Lord one thousand nine hundred and sixty-six.
Philip A. Donahue,
Clerk of the Surrogate's Court.

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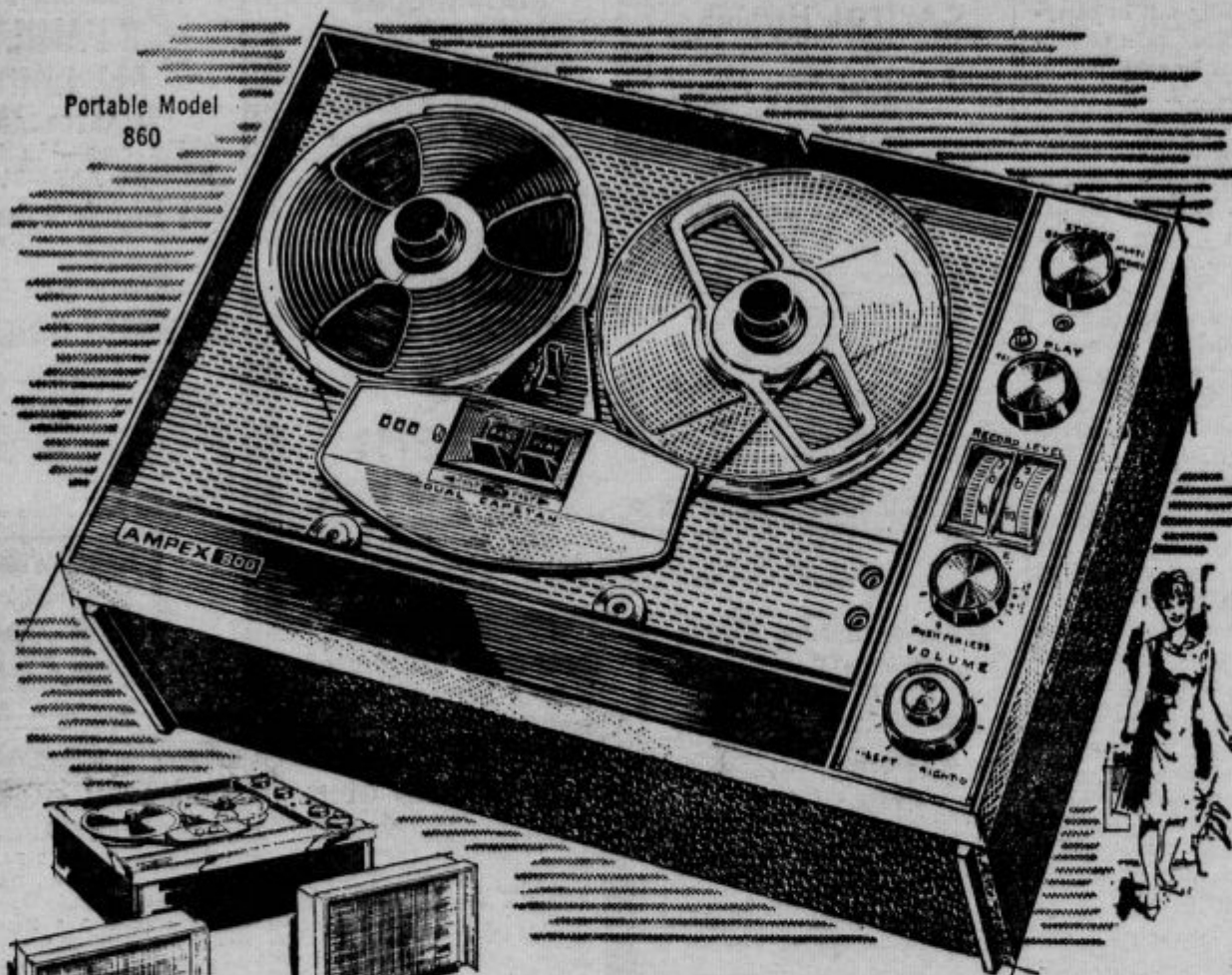
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GIFTS — Children confined to Grasslands Hospital in Valhalla during the Christmas season were presented with a truckload of toys and a cash donation by members of the East Hudson Parkway Authority chapter of the Civil Service Employees Assn. In photo, left to right, are: Michael Blasie,

chairman of EHPA Santa Claus Committee, who shows check which represented cash collected to Ernest T. Perkins, executive director of the Authority; Thomas Santella, toy truck driver; Irene Dolacky, and Mary Anne Orlando, committee members and Charles W. Merritt, Authority chairman.

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Binghamton Hospital Employees Credit Union Elections

The Binghamton State Hospital Employees Federal Credit Union held its annual meeting on Jan. 12, 1966. Officers elected were: Ralph M. Hutta, president; Aloysius Sweeney, vice president; William Carter, treasurer; Grace A. Lord, secretary. Elected to the board of directors were: Jack Sutton, Helen E. McAndrews and Leslie Newton.

A 4.75 per cent dividend and a five per cent interest refund was declared for the year 1965.

Engineer Resolution

The New York City Civil Service Commission has ordered a public hearing to be held Tuesday, Jan. 25 at 10:30 a.m. in Room 401 on the attached resolution to change the title of Senior Electrical Engineer (Radio and Television) and the title of Electrical Engineer (Radio) to Electrical Engineer (Radio and Television) in the Non-Competitive class, Rule XI, in the Engineering Occupational Group.

Hospital Visitor

ALBANY—Louis W. Irmisch of Buffalo is the newest member of the Board of Visitors of Buffalo State Hospital. He succeeds William H. Pearce of Snyder, who resigned.

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COMPLETE LIST OF LEGISLATORS

(Continued from Page 9)

Monroe-Orleans
148th District, *Charles F. Stockmeister, (D), 74 Second Avenue, Rochester.

Genesee-Livingston
149th District, *James L. Emery, (R), 5477 Lakeville Road, Geneseo.

Allegany-Cattaraugus Wyoming
150th District, *Frank Walkley, (R), Castile.

Niagara County
151st District, V. Sumner Carroll, (R), 3057 MacKlern Avenue, Niagara Falls; 152nd District, *Gregory J. Pope, (D, L), 619 East Avenue, Lockport.

Erie-Niagara
153rd District, Floyd J. Long, (R, L), 133 West Elmwood Park Tonawanda.

Erie County
154th District, James T. McFarland, (R, C), 105 McKinley Avenue, Buffalo; 155th District, Chester R. Hardt, (R), 107 Oakgrove Drive, Town of Amherst, Buffalo; 156th District, *Francis J. Griffin, 120 McKinley Parkway, Buffalo; 157th District, *Arthur Hardwick Jr. (D, L), 83 Locust Street, Buffalo.

158th District, *Stephen R. Greco, (D, L), 795 Richmond Avenue, Buffalo; 159th District, Charles E. Hogg, (R, L), 107 Humboldt Parkway, Buffalo; 160th District, *Albert J. Hausbeck, (D, L), 31 Dartmouth Avenue, Buffalo; 161st District, *John B. Lis, (D), 117 Thomas Street, Buffalo.

162nd District, *Julius Volker, (R, C), 44 Bloomfield Avenue, Town of Lancaster, Depew; 163rd District, *Dorothy H. Rose, (D, L), Gold Street, Angola.

Cattaraugus-Chautauqua
164th District, Jess J. Present, (R), 41 Chestnut Street, Jamestown; 165th District, *A. Bruce Manley, (R, C), 40 Curtis Place, Fredonia.

Senate

Suffolk County
First District, *Leon E. Giuffreda, (R), 15 North Coleman Road, Centereach; Second District, Bernard C. Smith, (R), Franklin Street, Northport.

Suffolk-Nassau
Third District, *Elisha T. Barrett, (R), 161 Concourse West, Brightwaters.

Nassau County
Fourth District, *Henry J. Curran, (R,L), 66 Melbourne Street, Oyster Bay; Fifth District, *Edward J. Speno, (R), 863 Richmond Road, East Meadow; Sixth District, *Norman F. Lent, (R), 48 Plymouth Road, East Rockaway; Seventh District, John R. Dunne, (R), 12 Mulberry Ave., Garden City.

Nassau-Queens
Eighth District, John D. Caemmerer, (R), 69 Exeter Street, Williston Park.

Queens County
Ninth District, Murray Schwartz, (D), 137-23 227th Street, Springfield Gardens; 10th District, *Irving Mosberg, (D,L), 141-05 228th Street, Laurelton; 11th District, *Jack E. Bronston, (D,L), 184-Hovenden Road, Jamaica; 12th District, Nicholas Ferraro, (D), 23-20 Steinway Street, Long Island City.

13th District, *Seymour Thaler (D,L), 63 Groton Street, Forest Hills; 14th District, *Thomas J. Mackell, (D,L), 61-15 97th Street, Rego Park.

Kings-Queens
15th District, Martin J. Knorr, (R,C), 1116 Wyckoff Avenue,

Ridgewood.

Kings County
16th District, *William Rosenblatt, (D,L), 2519 East 29th Street, Brooklyn; 17th District, James H. Shaw Jr., (D,L), 1141 Bergen Street, Brooklyn; 18th District, *Simon J. Liebowitz, (D,L), 156 Sunnyside Avenue, Brooklyn; 19th District, *William Thompson, (D, L), 768 Putnam Avenue, Brooklyn.

20th District, *Edward S. Lentol, (D,L), 152 Russell Street, Brooklyn; 21st District, *Jeremiah B. Bloom, (D,L), 350 Sterling Street, Brooklyn; 22nd District, *Samuel Greenberg, (D,L), 1111 Ocean Parkway, Brooklyn; 23rd District, *Irwin Brownstein, (D), 101 Bay 31st Street, Brooklyn.

24th District, *Guy James Mangano, (D,L), 202 Seeley Street, Brooklyn; 25th District, *William T. Conklin, (R), 7905 Colonial Road, Brooklyn.

Kings-Richmond
26th District, *John J. Marchi, (R,C), 28 Haven Esplanade, Staten Island.

New York County
27th District, *Paul P. Bookson, (D), 215 Park Row New York City; 28th District, Whitney N. Seymour Jr., (R), 290 West 4th Street, New York City; 29th District, *Manfred Ohrenstein, (D,L), 215 West 90th Street, New York City; 30th District, *Jerome L. Wilson, (D,L), 517 East 82nd Street, New York City.

31st District, Basil A. Paterson, (D), 400 Manhattan Avenue, New York City; 32nd District, *Joseph Zaretzki, (D,L), 160 Cabrini Boulevard, New York City.

Bronx-New York
33rd District, Jerome Schutzer, (D), 1740 Grand Avenue, Bronx.

Bronx County
34th District, Harrison J. Goldin, (D), 1749 Grand Concourse, Bronx; 35th District, Dennis R. Coleman, (D), 535 Havemeyer Avenue, Bronx; 36th District, *Abraham Bernstein, (D), 660 Thwaites Place, Bronx; 37th District, Archie A. Gorfinkel, (D), 5 Minerva Place, Bronx. 38th District, John D. Calandra, (R), 1934 Bronxdale Avenue, Bronx.

Westchester County
39th District, Anthony B. Gioffre, (R), 12 Rex Road, Port Chester; 40th District, Christian H. Armbruster, (R), 154 Boulder Trail, Bronxville; 41st District, *Berard G. Gordon, (R), 1420 Riverview Avenue, Peekskill.

Orange-Rockland
42nd District, *D. Clinton Dominick, (R), Sloane Road, Newburgh.

Greene-Orange Sullivan-Ulster
43rd District, Lloyd A. Newcombe, (R), Catskill.

Columbia-Dutchess Putnam
44th District, *D. Watson Pomerooy, (R,C), Wassalc.

Albany County
45 District, *Julian B. Erway, (D,L), 37 Morris Street, Albany.

Saratoga-Schenectady Schoharie
46th District, Robert E. Lynch, (R), 130 Birch Lane, Scotia.

Albany-Rensselaer Warren-Washington
47th District, *Nathan Pflor,

(R), 16 Fort Amherst Road, Glens Falls.

Clinton-Essex-Franklin Hamilton-St. Lawrence
48th District, Ronald B. Stafford, (R), Peru.

Chenango-Delaware Fulton-Montgomery Otsego
49th District, *Dalwin J. Niles, (R), 502 South William Street, Johnstown.

Herkimer-Jefferson Lewis-Oswego
50th District, *H. Douglas Barclay, (R), 7380 Park Street, Pulaski.

Oneida County
51st District, James H. Donovan, (R), 51 Elm Street, Chadwicks.

Madison-Onondaga
52nd District, Tarky Lombardi Jr., (R, C), 500 Wendell Terrace, Syracuse; *John H. Hughes, (R), 311 Brookford Road, Syracuse.

Cayuga-Cortland Schuyler-Seneca Tompkins-Yates
54th District, Theodore D. Day, (R, C), Interlaken.

Broome-Tioga
57th District, *Thomas Laverne, derson, (R), 34 Lathrop Avenue, Binghamton.

Allegany-Chemung Steuben
56th District, *William T. Smith, (R), R.D. 1, Elmira.

Monroe-Wayne
57th District, *Thomas Laverne (R, L), 4199 St. Paul Boulevard, Rochester.

Monroe-Ontario
58th District, *Frank E. Van Lare, (R), 96 Roxborough Road, Rochester.

Genesee-Livingston Monroe
59th District, *Kenneth R. Willard, (R), Nunda.

Niagara-Orleans
60th District, *Earl W. Brydges, (R), 82 Lake Street, Wilson.

Erie County
61st District, William E. Adams, (R, C), 143 Doncaster Road, Kenmore, Buffalo; 62nd District, Thomas F. McGowan, (R), 20 Nicholson Avenue, Buffalo; 63rd District, *Frank J. Glinski, (D, L), 1913 Bailey Avenue, Buffalo; 64th District, *Bertrand H. Hoak, (D, L), 102 Turner Avenue, Buffalo.

Cattaraugus Chautauqua-Wyoming
65th District, James F. Hastings, (R, C), 125 Second Street, Allegany.

Civil Servants Building Up A Mountain Of Ideas

While Mayor John V. Lindsay has spent these past weeks taking over City Hall and its mountain of problems, public employees from all sectors of government service have been building a mountain of ideas on how to help the mayor solve some of these problems.

From the top of the heap will come one idea that is worth \$1,000 and four other top ideas will earn gold medals in a contest sponsored by the Jerry Finkelstein Foundation, a philanthropic fund founded by the publisher of The Leader.

You can make a contribution to creating a happier, safer New York City and, at the same time,

qualify for the cash and gold medal prizes by sending your ideas in now. The contest is open to City, State, County and Federal employees and a coupon appears on this page which you may use to submit your ideas.

Send all entries to the Jerry Finkelstein Foundation, care of The Civil Service Leader, 97 Duane St., New York, N.Y. 10007.

Investigation Department Aides' Suit Against Being Fired Set For Jan. 25

The suit against the City of New York by 14 attorneys in the Department of Investigations protesting their dismissals, was put off last week until today (Jan. 25).

Investigations Commissioner Arnold Fraiman, dismissed the 14 as of January 31.

Attorney Charles Haydon who represents the 14 men, told The Leader that the City case is based on the argument that the 14 men involved are deputies in the department and that they do not come under Section 75 of the Civil Service Law.

That section states that an exempt employee cannot be dismissed, if he is a war veteran, without cause or charge. Haydon said that these men are exempt employees and that they come under Section 75.

Deputies, however, are considered policy makers and can be

dismissed at the will of the Commissioner or Mayor. If the court upholds this view, the 14 men can be fired without charges.

The title that they now hold is that of examining attorney. "This was formerly the title of examiner of accounts and was in the exempt class," Haydon said.

Haydon also stated that six of the 14 who face dismissal were appointed as examiners of accounts.

The case is tentatively scheduled to be argued before Supreme Court Judge Harry B. Frank.

\$1,000 For Best Idea

Dear Mayor Lindsay:

Signed

Name

Address

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Eligible Lists

Table with columns for job titles (e.g., SENIOR INDUSTRIAL INVESTIGATOR, SENIOR RESEARCH ANALYST) and names with associated numbers.

Table listing names and numbers for various positions, continuing the eligible lists.

Table listing names and numbers, possibly for another set of eligible lists.

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Long Island Legislators Briefed On Major CSEA Goals

By JOE DEASY, JR.

HUNTINGTON — Legislators from the two counties on Long Island pledged general support for the major goals of the Civil Service Employees Assn. on Saturday, Jan. 15 at the 12th Annual Legislative Luncheon of the Long Island Conference, CSEA.

Six conference members were joined by Joseph P. Feily, president of the statewide association and counsel Harry Albright, Jr. in describing the necessity of the requested legislation. Other statewide officers attending the session were: Vernon Tapper, second vice-president; William Rossiter, fourth vice-president and Hazel Abrams, secretary.

The legislators were welcomed by Arthur Miller, conference president, who introduced Charles Monroe, chairman of the luncheon, who served as moderator.

George Koch, speaking on the Association's request for a 12 percent pay increase for all State employees, noted that in the past, legislators have answered pay in-

crease requests with the statement that the State did not have enough money. "To those standard Legislative and Executive objections that 'there is no money for these increases,' Koch said, "we feel entitled to snap back—Find It!"

Julia Duffy, head nurse at Pilgrim State Hospital, discussed the necessity of lump sum payment for unused sick leave on separation from service. "This," she noted, "is an essential fringe benefit in private industry. Indeed, most employers, in and out of private industry, would consider this benefit as important as salary and most employees would not consider a position if this fringe benefit was not available.

"At the time of separation from service," she said, "We find the good employee with many days of sick time which he has accumulated and which he now loses. The mediocre employee loses nothing—in fact, he has gained, having been paid for all the days he took off as sick leave. This condition certainly is not fair and often produces a conscientious employee who becomes dishonest and an employee who causes concern to the medical profession because the family doctor also lies by saying that an employee is ill when he is not."

Concluding, Mrs. Duffy reminded the legislators: "You have the power of making the accumulation of sick time a true incentive rather than a penalty for good service."

Support for a bill which would mandate an eight percent reduction in retirement payments for all members of the State Retirement System was urged by David Silberman.

Silberman noted that this benefit was guaranteed to State employees in legislation enacted two years ago by the State Legislature. A similar benefit was provided for employees of participating political subdivisions, provided that the employer on the local level elected to adopt the benefit.

In practice, this would result in a substantial increase in the employee's take-home pay. Silberman noted, further, that while local government employees have been waiting for their employers to adopt the eight point reduction, the Legislature, last year, enacted and the Governor signed, legislation suspending all contributions to the Retirement System by State employees, giving them a wholly non-contributory plan.

Silberman concluded by pointing out to the legislators that the mandated retirement system reduction would not cost anything until a year after its adoption, under the present billing procedures of the Retirement System.

Legislation to force the State Judicial Conference and the Conference's Administrative Board to comply with the same standards required of other public jurisdictions under State Civil Service law was advocated by Irving Flaumenbaum.

Flaumenbaum noted that, in

the past, many of the countless recommendations concerning the rights of court employees—thousands of whom are represented by CSEA—have been implemented by the Judicial Conference.

"While it may not be necessary at the present time," Flaumenbaum advanced, "it could become necessary—this year, next year or ten years from now—for us to seek specific legislation that might be necessary to protect the rights of our members employed by the courts of the State, and that you extend to us your full and unequivocal support.

The importance of a death benefit to the survivor of a civil service employee was explained by Joseph Sykora of the Central Islip State Hospital chapter.

"Many of our retired employees are living on a minimal pension which requires careful budgeting," Sykora said. "Usually their death leaves their widows and families with sudden high expenses that must be met. It may even occur

1/30th of final average salary for each year of service to a maximum of 30 years. The second duplicates the first with the exception that it provides for a minimum of \$2,000.

Andrew Vollmer of the Suffolk County chapter urged the legislators present to support legislation which would mandate a fully paid health insurance plan for all State employees and permit local government jurisdictions to provide the same benefit for its employees.

Vollmer noted that the practice of providing this type of benefit received its impetus from the "wage-freeze" during World War II, when employers were unable to attract desirable labor with big salary offers. "It has since become," he advocated, "an accepted part of most labor-management agreements. Today, it is significant to note that a similar situation exists in both procuring and keeping career employees. This is due not to a wage-freeze, but rather to competition between government and private industry.

"Government," he said, "both of the University and not, as was state and local, would do well to meet competition in those areas in which it can be met successfully. Employer-paid health is such an area."

Two matters, not necessarily in the realm of legislation but affecting the career merit system at the State University, were brought to the attention of the legislators.

Monroe, speaking as a member of the State University at Farmingdale chapter said:

"When the general, across-the-board salary raise is granted this year the legislation should specify that it apply to all employees in the State University, as well as to those in all other agencies, since in the past some of these monies were used solely at the discretion

intended, for a general salary increase for all employees. Specifically, part of the last salary raise, given in fiscal 1962-63, became a lump-sum item in the State University budget and was used for discriminatory salary raises and promotions among the non-classified professional personnel. We feel that this was not the intent and purpose of this across-the-board salary adjustment and that if the State University requires additional monies for improvement of faculty positions it should request these monies as a separate appropriation.

"We request that attention be given to revision of the laws giving the State University absolute authority to remove positions from the classified lists of the Civil Service System to non-classified status. We feel that this practice fundamentally challenges the merit system in government service since it leaves the door open for other agencies and units of government to nullify the Civil



JULIA DUFFY



ANDREW VOLLMER



JOSEPH SYKORA



DAVID SILBERMAN

that the retiree has been on pension a long enough time that his current reserves have been exhausted and there is no substantial lump sum payment to his beneficiary."

Sykora noted that the 1965 Legislature introduced a similar measure during the closing days of its session. This bill was approved but vetoed by the governor on technical grounds. The Governor conceded that the bill was most necessary and was being vetoed only because it was not clearly stated which agency of the State was to be responsible for its payment.

There are two resolutions dealing with the death benefit which are part of the CSEA's program. The first one calls for a death benefit during retirement of



IRVING FLAUMENBAUM



CHARLES MONROE

Service principle in the same way. It may be pointed out that the Judicial Conference is apparently also following this same practice which we feel negates the intent and purpose of the Civil Service Law."

In addition to conference officers and chapter presidents at the session, other guests included: Richard Gaba, Nassau County chapter attorney; Issy Tessler, president of the Southern Conference; Emil Impressa of the Metropolitan Conference; Fred Buses and Frank McCormick of Ter Busch and Powell; William Knobel, regional manager of the Associated Hospital Service; William Bartscher, Long Island representative of Blue Cross-Blue Shield and Lou Pizer of Group Health Insurance.



GEORGE KOCH

L.I. State Park Chap. Nominates Officers

The Long Island Inter-County State Park chapter of the Civil Service Employees Assn., nominated, at its January meeting, the following slate of officers for the coming years 1966-68: president, Louis Colby and Walter Boehms; 1st vice president, Ben Sharkey and Goswin Walbroel; 2nd vice-president, Sam Massiello and John Yeno; secretary, Ethel Strachan, sargeant-at-arms Harold Baldwin and Thomas Cullen.

Ballots are being sent to all chapter members during the current week. The election of officers will be held at the Seaford Fire Hall, Waverly Street and Southard Avenue, Seaford. William G. Hurley, the current chapter president, declined renomination for personnel reasons, but pledged his cooperation with the new officers.

Fredericks Honored Upon Retirement

SYRACUSE—Mr. & Mrs. Glen Fredericks, recently retired from the Syracuse State School, were honored at a party held at the American Legion in East Syracuse.

Mrs. Fredericks has put in 30 years of State service and Mr. Fredericks has put in 14 years.

The party was sponsored by the night employees, safety department, and the telephone operators.