

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVIII, No. 47 Tuesday, July 25, 1967 Price Ten Cents

Late CSEA Developments

See Page 16

In Lieu Of Overtime

CSEA Is Demanding Fast Action On Lump Sum Increases

ALBANY—The Civil Service Employees Assn. has asked the State for early action in implementing new regulations which would permit State employees ineligible to earn overtime to appeal for compensating "lump sum" salary increases up to 10 percent.

CSEA To Argue For 11 Title Reallocations

ALBANY—The Division of Classification and Compensation of the State Civil Service Department has announced it will hold eight separate hearings in early August for the presentation of oral arguments by the Civil Service Employees Assn. in support of upward reallocations sought by CSEA for eleven State titles.

The hearings—to be held in the Department's Classrooms A-B at the Albany campus—and the titles involved include:

- August 1, 10:00 a.m.—Assistant recreation instructor; recreation instructor; bandmaster.
- August 2, 10:00 a.m.—Laundrer.
- August 2, 2:00 p.m.—Motor vehicle license examiner.
- August 9, 10:00 a.m.—Occupation instructor; occupational therapy aide.
- August 9, 2:00 p.m.—Narcotic security assistant.
- August 10, 10:00 a.m.—Factory inspector.
- August 10, 2:00 p.m.—Construction safety inspector.
- August 11, 10:00 a.m.—Institution teacher series.

In calling up State Budget Director T. Norman Hurd to expedite the availability of the additional compensation—authorized under Chapter 616 of the Laws of 1967—CSEA president Joseph F. Feily noted that more than three months had elapsed since the law's effective date of April 1.

Feily also inquired as to the status of a management study which Hurd had claimed earlier would be a necessary first step in determining what positions would be covered by the new rule.

Need Appeal Time

"Certainly employees had the right to expect that by this time the necessary consideration could be given so that the rules to implement the law would be promulgated and employees could appeal under the new statute for the benefit authorized thereunder," Feily said.

Feily asked Hurd to set a specific date on which the new rules, in proposal form, might be available "to us before they are finally adopted, for our comment, so that we may effectively represent our 191,000 State employee members."

Stone Appointed

Governor Rockefeller announced last week the appointment of Lewis Bart Stone, 29, of New York City, as an assistant counsel to the Governor.

After Eight Years:

Feily To Step Down; Cites CSEA Success In Serving Workers

After eight years in office, Joseph F. Feily will step down as president of the 151,000-member Civil Service Employees Assn. when his current term expires at the end of October.

Feily told The Leader that he had actually made the decision to retire several months ago but that "I felt any announcement of this nature should be held in abeyance until the conclusion of the 1967 session



JOSEPH F. FEILY

of the Legislature and until many important programs of the Employees Association had reached a successful conclusion."

A career employee in the State Tax Department, Feily said that he had "loved every minute of the job of being CSEA president but eight years in office is enough."

Under the Feily regime, the Em-

ployees Association has grown from some 85,000 members to its present size of more than 150,000; State employees' salaries have risen steadily through a series of pay hikes, absorption of Retirement System contributions, and salary reallocations; the CSEA has won new promotion opportunities in several departments (Mental Hygiene being the most recent) and brought a true Merit System to thousands of employees in political subdivisions.

"Flabby Union Drives"

Feily noted that "the demise

of the Employees Association has been predicted every year of my time in office by labor unions hungry for dues who have no programs to offer civil service except to announce that they are spending millions of dollars for recruitment in this State. While these flabby union drives continue to collapse, it has been my pleasure to watch our organization blossom stronger and stronger."

The CSEA president predicted that the new Public Employees Relations Act, proposed and promoted by the Employees Association this year, would soon swell CSEA membership to over 200,000 members. The CSEA has already received exclusive bargaining rights in numerous political subdivisions and "we expect to keep right on rolling along when our members elect a new team of leaders this Fall."

CSEA officers serve two year terms and, at Leader press time, the organization's Nominating Committee was meeting in Albany to draw up a final slate of candidates, who will be elected by mailed ballots. To be chosen are a president, five vice presidents, a

(Continued on Page 3)

Exclusive For Montgomery CSEA Chapter

AMSTERDAM — Recognition by the Board of Supervisors as "sole and exclusive" bargaining agent for employees of Montgomery County has been won by the Civil Service Employees Assn.

In giving the nod for representation rights to the local CSEA chapter, the Board resolution also officially acknowledged the dominant role that the Employees Association has played in initiating and advancing programs beneficial to the County's employees.

"The Board of Supervisors is of the opinion that CSEA has the experience and ability required to provide able and adequate representation of the employees of the County, and the County does hereby recognize Montgomery County chapter as the sole and exclusive representative and bargaining agent for and in behalf of County employees," the resolution stated.

According to Stanley Gomula, chapter president, his group had petitioned for exclusive bargaining privileges at a meeting of the Board in May. It was pointed out at the time by John M. Carey, CSEA field representative, that more than fifty percent of Montgomery County employees are members of the Employees Association.



STATE POLICE COMMITTEE

Members of CSEA's Special State Police Committee are shown here with CSEA officials prior to the committee's recent meeting with the Division of State Police. Pictured (left to right), are: Michael J. Bonney; F. Henry Galpin, CSEA assistant

executive director; Seth Towse, CSEA assistant counsel; Joseph F. Feily, CSEA president; Milton K. Rembach, chairman; Bruce W. Payne; William Courlis; George Zink; Charles Stuart, and William A. Thompson. Details of the meeting will appear in next week's edition of The Leader.

Don't Repeat This!

GOP Dragging Feet On Bipartisanship For Appeals Court

FOR a party that cherishes the image of respectability and responsibility so strongly, the GOP in New York State seems headed for a decision that will tarnish that picture considerably—the refusal to join with the Democrats to give bipartisan endorsement on two vacancies in the State Court of Appeals to be filled this Fall.

As this column was going to press, Charles Schoeneck, chairman of the State Republican

(Continued on Page 2)

DON'T REPEAT THIS

(Continued from Page 1)
 Committee, confirmed reports that no decision on the bipartisan support issue had yet been made and that some county chairmen were all for going it alone on both canadacies. The judgeships are the only Statewide elections being held this year. Schoneck did

say that there would be informal meetings on the issue this week but indicated the fact that Governor Rockefeller has been out of the State a good deal the past two weeks may hold up a decision even further.

What is so strange about the Republicans dragging their feet

on this issue is that one of their own, Charles D. Breitell, is now on the bench and will be up for reelection. He would be assured of Democratic support by means of a Republican endorsement of a highly qualified Democratic candidate and Judge Breitell, certainly a candidate of merit, would not have to suffer the political infighting that has so often created a poor image of the judiciary.

Kennedy's Position

Senator Robert F. Kennedy has been given wide publicity by the fact that he wants to get the judiciary as far above partisan politics as possible. As an example, he sponsored three recommendations to the Federal bench of men whom he did not even know socially, personally or politically. The three—Judges Milton Pollock, Marvin E. Frankel and Walter R. Mansfield—were recommended to him by Bar Association people and top lawyers. And Mansfield was a Republican. Kennedy really stuck his political neck on the line when he backed Samuel Silverman for the Surrogate Court and won against a coalition of Old Guard Democrats and the Republicans.

In the past, however, bipartisan endorsements of top notch judicial candidates have largely worked well for the Republicans and abandonment of that policy now seems rather foolhardy.

A significant result of the GOP dalliance has been that John J. Burns, Democratic State Committee chairman, has called a meeting of the executive committee of the State Committee for this week to make a definite decision on the issue of bipartisanship and to begin consideration of highly-qualified Democrats for nomination to both vacancies on the Court of Appeals if the GOP fails to join forces.

Placing Responsibility

If this happens, the onus of partisan politics involving the State's highest court is certain to fall upon the Republicans. The courts of America today are faced with more vital decisions concerning more aspects of every-day life than ever before in their history. These decisions affect all citizens, regardless of their political affiliation. The Republicans appear to be taking the risky position of being against the election of a judiciary that is above politics. It could cost them a good deal in future elections.

Retires

ALBANY—Dr John J Bourke, assistant commissioner for the Division of Hospital Review in the State Health Department is retiring after 30 years of State service.

Your Public Relations IQ

By LEO J. MARGOLIN



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

Fiftieth Anniversary

EARNING GOOD public relations is a cumulative process. Seldom is it earned with a single deed. Good public relations is accrued over a period of years, sometimes five years or even a half century.

THE GOOD PUBLIC relations of the New York State Police had its beginnings more than 50 years ago when the first field force of 232 men came into being at a Manlius, N.Y. camp.

FROM THE DAY at the 1917 State Fair when the first troopers were seen by the citizenry, the New York State Police have been building their public relations stature.

TODAY, WITH A force of nearly 3,000, the State Police enjoy just about the best public relations of any State constabulary force in the United States.

YOU CAN BE sure that this huge reserve of good public relations was not accumulated with mirrors, alchemy, or snappy uniforms. It was built by decades of hard work—a lot of it seemingly boring routine—but principally by outstanding service in the public interest.

BEGINNING WITH the actual anniversary date of April 11th, the State Police have been celebrating their 50th birthday with a long series of public relations events.

THE TOTAL anniversary program has been very carefully and intelligently planned. Instead of a one-shot celebration on April 11th, the events have been carefully spaced over a six-month period.

SOME OF THE activities have included unveiling of memorial plaques, newspaper publicity, 5 million staffers in N.Y. Telephone Co. mailings, a ceremony at Monroe with a tie-in with the Colt Firearms people, and most important of all—a series of 16 open houses at principal State Police installations in every section of the State.

THESE OPEN houses do more than just celebrate an anniversary. They bring the people served closer to the State Police now and for many future years. No police organization can operate effectively without the good will and cooperation of the citizens they serve.

PUBLIC RELATIONS is a two-

way street, meaning that there must be a mutual understanding between an organization and its publics. When the people understand what the State Police are trying to accomplish and the State Police understand their publics, it is inevitable that good public relations will result.

ONE SPRINGBOARD of understanding the State Police are using in their open houses is a display of the equipment they use. One key item is the new State Police mobile command-communications vehicle which is planned for use as a field command at the scene of emergencies.

AMONG THE standard PR techniques being employed by the State Police Department of Public Relations is the new symbol for the State Police, a head and shoulders drawing of a squared-jawed, handsome trooper wearing the broad-brimmed uniform Stetson. This drawing is now part of the logotype of every press release and is the "thumbprint" of the organization's house organ, "The Trooper."

IT IS NO wonder that the public relations of the State Police is as good as it is. The tip off can be found in a modest paragraph on page 2 of "The Trooper's" April 1967 issue: "Feature articles submitted by reporters for this issue continue to exceed the space available." And the reporters are the State Troopers in every station of the State.

WITH A PRIDE in their activities as strong as is reflected in that paragraph, how can the organization's public relations be anything but the best.

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CIVIL SERVICE LEADER
 America's Leading Weekly for Public Employees
 97 Duane St., New York, N.Y. 10007
 Telephone: 212 BRekman 3-6010
 Published Each Tuesday at 299 Lafayette St. Bridgeport, Conn.
 Business and Editorial Office: 97 Duane St., New York, N.Y. 10007
 Entered as second-class matter and second-class postage paid, October 2, 1939 at the post office at Bridgeport, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.
 Subscription Price \$5.00 Per Year Individual Copies, 10c



AFTER DINNER — The scene is the Annual Dinner of the Ray Brook chapter of the Civil Service Employees Assn. held recently at which Clara Boone the new president of the Central Conference of the CSEA and other new Central Conference officers were installed. Principals of the evening's activities pictured above are, from the left, James Rodgers, owner and manager of radio station W.N.B.Z., Saranac Lake, was the evening's

toastmaster—George B. Stafford, State Senator from the 42nd district, the evening's principal speaker—Emmett J. Durr, president of the Ray Brook chapter of the CSEA and chairman of the annual dinner committee—Stanley Tokarski, treasurer of Ray Brook chapter and member of the dinner committee—Theodore C. Wenzl, first vice president of the Statewide CSEA, who installed the new officers.

Central Conference Meets —Clara Boone Is Installed

The new president of the Central Conference of the Civil Service Employees Assn., Clara Boone, was installed recently along with the Conference's other new officers by Theodore Wenzl, the second vice president of the Statewide CSEA.

The installation took place at the Conference's annual dinner hosted by the Ray Brook State Hospital chapter of the CSEA after two days of business meetings and activities which included Conference business meetings and a County workshop.

The afternoon business meeting was conducted by Mrs. Boone, who was re-elected, and centered around the yearly reports of the various Conference committees. S. Samuel Boreilly presided over the County workshop.

The hosts for the activities, the Ray Brook chapter and the Franklin County State Hospital Department of Public Works chapter, refreshed the Conference representatives with a pool side party after the meetings.

The day following the business meetings and leading up to the annual dinner was highlighted by a trip to Exo '67 conducted

by the Ray Brook chapter president, Emmett J. Durr, a former Conference president.

The guest speaker at the annual dinner later that evening was State Senator Ronald D. Stafford of the 42nd District. A special guest, George Gemmel, president of the CSEA of Ontario, Canada was presented with a silver tray and paperweight by Mrs. Boone as a gift to his organization from the Central Conference.

Special guests from the Statewide CSEA included Irving Flaumenbaum, second vice president of the Association and president of the Long Island Conference of the CSEA; Hazel Abrams, secretary of the CSEA, and Arthur Miller, past president of the Long Island Conference.

The new officers of the Conference installed that evening by Wenzl included, in addition to Mrs. Boone, Arthur Kasson, first vice president; Charles Ecker, second vice president; Floyd Feashey, third vice president; Florence Drew, secretary; and J. Arthur Tennis, treasurer.

The fall meeting of the Conference will be held in Ithaca during September, it was announced.

Feily Steps Down

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secretary, a treasurer and State departmental representatives.

Background

In his State post, Feily is administrative supervisor of miscellaneous tax accounts and at one time was a civil service commissioner for the City of Rensselaer. He is a graduate of Holy Cross College.

Among his current activities, in addition to the association, are these: member of the New York Blue Shield Board of Directors; Temporary State Commission on the Capital City; Albany Community Chest Board of Directors; Public Personnel Association;

American Society for Public Administration and delegate to the National Tax Association.

He has held statewide office in the association for nearly 20 years and has been active in the organization for 30 years, helping to found the Tax Department chapter in 1946.

Shortly after Feily steps out as association president, the organization will move into its new headquarters building at 33 Elk Street.

From that new building, the association will be moving into a new era of collective bargaining for public employees that was legislated earlier this year by adoption of the Public Employees Fair Employment Act.

Barbers, Beauticians Are Reallocated

ALBANY—One-grade salary increases for State-employed beauticians and barbers have been approved by the State's Division of Classification and Compensation, as a result of reallocation requests submitted by the Civil Service Employees Assn.

The upgradings, which will advance both titles to grade seven, will become effective upon final approval by the Division of the Budget.

Pass your Leader on to a non-member.

100 State Employees Win On Their First Lottery Try — Praise, That Is

(Special To The Leader)

ALBANY—More than 100 civil service employees from two Department of State agencies—the Tax Department and the Office of General Services—spent more than 40,000 man-hours in getting ready for the first drawing of the New York State Lottery.

State Tax Commissioner Joseph Murphy credited the smooth running of the first drawing on the hard work and efficiency of the large State staff.

The three-stage drawing which chose the first winners was completed in New York City this week.

The Tax Department's Planning Bureau, Law Bureau, Business Administration Bureau, along with the Executive, Tax Research and the recently formed Lottery Division worked literally night and day for ten weeks in getting the mechanics set up for operation of the State's new Lottery to aid education.

John Garry, director of the Business Administration Bureau, along with his top Supervisors John Handrahan, Tom Norris, Harwood Miller and Dick Rondaro, carried the burden of making certain adequate space was ready, electrical wiring was installed and the Lottery drums set up.

They also provided transportation, staff training and the machinery to validate winning tickets.

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Decision Due On Overweight As Job Factor

ALBANY—A favorable decision on the Civil Service Employees Assn.'s protest against disqualification of eligible candidates for State jobs because of overweight may be expected soon, CSEA has learned from the State Civil Service Commission.

Mrs. Ersa H. Poston, President of the Commission, in a letter to CSEA president Joseph F. Feily, noted that the matter was currently being considered "and hopefully will be resolved in the near future. It is probable that with some modifications in current policies, a satisfactory resolution of the problem can be achieved," she said.

CSEA has flatly denied the right of the Civil Service Department, under Civil Service Law, "to disqualify persons because of overweight, or because of some effect on good health in the future present overweight may or may not cause."

CSEA contends that overweight should not be a factor in a candidate's eligibility unless it actually renders him unfit to perform the duties of a position at the time of appointment.

CSEA Wins Increase For Bethpage Park Authority Workers

BETHPAGE — Part-time operational personnel with Bethpage Park Authority have won hourly rate increases ranging from 21 to 24 cents, according to Louis C. Colby, Conservation Department delegate to the Civil Service Employees Assn.

Colby said the upward adjustment, effective July 14, would put the part-time Bethpage employees on a par with their counterparts in Nassau County parks. He also expressed belief that the higher hourly rates would be extended to cover seasonal clerical workers at Bethpage in the near future.

Other Requests

At the same time, Colby, who also serves as president of CSEA's Long Island Inter-County State Park chapter, revealed that chapter representatives would meet on July 25 with Long Island State Park officials to request:

1. "The pledge of the Long Is-

land State Park Commission to recommend to the State government and to support the designation of CSEA as the sole and exclusive collective bargaining agent for all State employees with reference to terms and conditions of employment on a State government wide basis.

2. "The recognition of CSEA and the Long Island Inter-County State Park chapter as the collective bargaining representative for the employees of the Long Island State Park Commission with reference to terms and conditions of employment over which the LISPC has control."

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Filling in claim forms?	<input type="checkbox"/>	<input type="checkbox"/>
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*In H.I.P.'s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthesia and prescribed drugs and appliances.



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NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8 a.m. to 6 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. 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 as 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

STATE—Room 1100 at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone 227-1616; Governor Alfred F. Smith State Office Building and The State Campus, Albany; Suite 750, Genesee Building 1 West Genesee St.; State Office Building, Syracuse; and 500 Midtown Tower, Rochester, (Wednesday only).

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

FEDERAL

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 6 p.m., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 573-6101.

Applications are also obtainable at main post office* 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.

On Constitutional Convention

Council Representatives Meeting With Convention Officials In Albany

A special teering committee meeting of the Civil Service Council On Constitutional Convention was held in Manhattan last week prior to a special confrontation between representatives of the Council and State officials in Albany early this week centering around the two group's differences on proposals made to the State Convention so far on matters relating to the civil servants of the State.

The meeting called by Crotty, chairman of the State Convention's Civil Service and Labor committee, will be attended by Mrs. Ersa Poston, chairman of the State Civil Service Commission, Anthony J. Travia, chairman of the State Convention and

Crotty, and representatives of the Council, headed by Henry J. Fehling, of the Uniformed Fire Officers Association, chairman of the Council, and Joseph Collins, of District Council 37, the council's vice chairman.

According to Fehling, the meeting will consist of an informal

discussion of the general aims of the State and the Council at the Convention.

Last week, the Council sent out three letters to committees at the Convention stating its opposition to various proposals made so far by Convention delegates which the Council feels are in opposition to the stated purposes of the 300,000-member organizations. The Council has stated that its primary purpose is to keep intact the three sections of the current State Constitution which safeguards the merit system of civil service selection and promotion and the civil servant's pension guarantees and to oppose any propositions which the Council feels are inconsistent with these safeguards.

One letter, addressed to the Committee on Local Government at the Convention opposed nine propositions which require that the State undertake the expense of providing for local services or needs of subdivisions which do undertake on their own to bring the conditions of government employment up to acceptable standards.

Another letter sent to the Labor and Civil Service Committee opposes three propositions which, in the words of the Council, "would remove the authority and responsibility of the legislature to enact legislation setting reasonable standards for welfare, safety, hours of work, wages, conditions of employment, etc. of its citizens and would destroy the basic concept of republican representative government."

The Council also sent another letter to the Committee On Local Government expressing opposition to seven proposals which it felt "tend to curtail the power of the chosen representatives of the people assembled in the Legislature to enact laws which affect, generally, the safety, welfare, wages, hours, conditions of employment, etc., of the citizens of the State."

Besides Fehling and Collins, the representatives of the Council at the Albany meeting this week will be Edward Permuter, of the Social Service Employees Union, the Council's treasurer; Harold Melnick of the New York City Police Department's Superior Officers Council; and Duncan MacPherson, representative to the Council from the Civil Service Employees Assn.

VA Hospital Seeks Practical Nurses

The Veterans Administration Hospital, 800 Poly Place, Brooklyn, N.Y., has vacancies for practical nurses, GS-3 4, or 5, salary \$4,269 to \$5,331, depending on experience. Applicants must have completed a full-time program of study in an approved school of practical nursing and have a current state license. Nondiscrimination in employment.

For further information, write or visit the personnel office at this hospital, or call Mrs. Baron or Mr. Nadel at 836-6600, Ext. 389.

Suffolk County Seeks Engineering Aides

Suffolk County is accepting applications for an examination for engineering aide until July 28.

The exam will be held on Aug. 12. For further information and applications, contact the Suffolk County Civil Service Commission, County Center, Riverhead, New York.

REWARD

For information that would cause the arrest and conviction of the individual that sniper-shot and killed Fire Captain Michael Moran, on the night of July 15th, in the City of Newark, New Jersey.

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Captain Moran paid the supreme sacrifice while responding to an alarm during the rioting and violence in Newark.

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Civil Service LEADER



America's Largest Weekly for Public Employees

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Published every Tuesday by

LEADER PUBLICATIONS, INC.

97 Duane Street, New York, N.Y.-10007

212-BEekman 3-6010

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KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, Federal 8-8350

10c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, JULY 25, 1967

Two Dangers

EVIDENCE is mounting that attacks on the Merit System are increasing in intensity as the Convention for a new State Constitution proceeds. One of the more serious threats to the basic concept of promotion and appointment to top governmental positions through competitive examinations is the persistent demands by executive branches of government in the State for a so-called "managerial" class of employees. Basically, this class of appointee would be named to a job solely at the discretion of the chief executive of the governmental unit involved.

The managing levels of government claim that such free-wheeling appointment powers are needed to modernize and streamline government operations. We fail to see how any employee can be considered to be more efficient and effective by outright appointment than by competition with others possessing the same qualifications. If government claims that it cannot get this class of "managerial personnel" at the moment, the reason is because of inadequate salaries—not the operation of a healthy, non-spoils merit system.

In another area, we see that Attorney General Louis Lefkowitz is continuing to push for a constitutional clause that would cause public employees to lose their jobs should they refuse to testify about their official duties. This is a request to require of civil servants the forfeiture of a basic political right of self-protection provided for all citizens in the Federal Constitution.

The Attorney General's proposal offers immunity from such testimony, but this does not negate the fact that public employees are being treated differently than their neighbors—something they suffer enough from now in terms of job rewards and other matters.

The Veteran's Counselor



By FRANK V. VOTTO

Time is of the utmost importance to the serviceman returning to civilian life. And regarding the many benefits to which he is entitled and the few last selective service duties he must clear up there can often be confusion as to the various periods of eligibility and deadlines involved. Below is a listing of these time requirements for the ex-serviceman.

Timetable for Recently

Discharged Servicemen:

10 Days—To advise Selective Service of their address in person or by mail.

30 Days—To register with Selective Service. (If not registered prior to entry on active duty.)

90 Days—To apply to former employer for reemployment.

120 Days—To retain insurance protection by converting Servicemen's Group Life Insurance to an individual policy without examination.

1 Year—From date of VA disability rating to obtain GI life

insurance because of service-connected disability.

1 Year—To file for dental care.

1 Year—To receive unemployment compensation.

8 Years—To complete GI education. (Course must be started in time to finish in 8 years.)

Veterans With Basic Eligibility Have—

9 Years—To complete Vocational Rehabilitation (9 years from discharge, except certain cases of serious disability or delay in establishing eligibility).

10 Years—To obtain GI loan (Plus 1 year for each 90 days active duty. Benefit for all WW II veterans expires July 25,

(Continued on Page 11)

LETTERS TO THE EDITOR

Appreciation

Editor, The Leader:

On July 15, 1967 after 35½ years of service, I became 70 years old. I tried to get an extension but failed. I went for a check-up to the doctor who found that I was in excellent condition to continue working. I also had 324 days of sick leave coming, which I lost completely.

For 20 years, I was president of the Foremen's Civil Service of the Bronx. I also formed a five-borough Foremen's Council. The men in the Bronx made a dinner as a surprise for me in the Sewer Yard at 181 and Webster. They presented me with a gold watch, with my name and length of service on it. I wish to thank them for what they have done for me.

JACK LEVY,
P.W. Dept.,
Employee Sewer Dept.

Unjust Pension Plan

Editor, The Leader:

I have been employed by the State of New York for almost 35 years and I have been a member of the Association for the same period.

In requesting an approximate allowance to which I would be entitled if I retired as of today, I was amazed and stunned to learn that I would not even receive half pay.

And yet, a new employee, who doesn't even make contributions into the Pension System, can retire at half pay after 30 years of service, utilizing the payments made into the System by employees like myself.

This is an unjust and unfair situation.

PETER I. NUNZIATO,
Brooklyn, N.Y.

What's Doing In City Departments

A City-wide musical talent search is under way in Harlem, Bedford-Stuyvesant, and other New York City ghetto communities. Mayor John V. Lindsay announced last week.

The talent hunt is called Operation Sound Search and is part of the City's special corporate-funded summer program, and is sponsored by the Mobil Oil Corporation.

Competition is open to musicians and soloists, 13-23 years old. Contestants may offer rock n' roll, folk, Latin or "soul" music.

The program will run for nine weeks with a talent van moving throughout the City.

Professional entertainers and disc jockeys will serve as judges.

The first contest will be on Saturday, July 15 at 5 p.m. at P.S. 133, located at 130th St. and Madison Avenue. The second contest will be on Monday, July 17 at P.S. 40, 109-29 Union Hall Street, Jamaica, New York.

Each night's winner will compete in the borough finals, with the winner from each of the five boroughs vying for first place in the grand finals at summer's end.

Further information about the program can be attained by writing Peter Aschenasy, Department of Parks, 64th Street and Fifth Avenue, New York.

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.")

Performance Proof

UPON THE completion of a probationary period, a Civil Service employee acquires tenure. He may not thereafter be severed from his position except upon proof of incompetence or misconduct after a hearing.

JUSTICE PETER A. QUINN applied these principles in the recent case of *Dinin v. Hoberman* (New York Law Journal, June 21, 1967). Petitioner, Dinin, instituted a proceeding under Article 78 of the Civil Practice Law and Rules for judicial review of a determination by the Civil Service Commission of the City of New York declaring him unqualified in experience for the position of Housing Inspector, Department of Buildings.

IN 1963, THE petitioner was appointed from a Civil Service list to the position of Housing Construction Inspector, assigned to the New York City Housing Authority. He served in this position until it was abolished on July 11, 1965 because of a shortage of funds. He was placed on a preferred list entitling him to consideration for appointment to similar positions in which vacancies might arise.

IN AUGUST, 1964, the Civil Service Commission declared the preferred list for Housing Construction Inspector appropriate for the position of Housing Inspector in the Department of Buildings. At first the Commission marked the petitioner not qualified in experience for the position of Housing Inspector. Upon reconsideration by the Commission, he was appointed.

WHILE THE PETITIONER was serving his six months' probationary period, the City Personnel Director notified him he was not qualified in experience. He availed himself of the opportunity to appeal to the Civil Service Commission which denied his appeal. Consequently, the Buildings Commissioner instructed him in November 1966 that he would be dismissed on December 2, 1966. However, the litigants stipulated to stay the dismissal pending judicial determination.

THE PETITIONER directed the Court's attention to the fact that he had served as a Housing Inspector from March 7, 1966 so that his six months' probationary period terminated on September 6, 1966. Therefore, argued the petitioner, the dismissal three months later was illegal.

THE CITY CONTENDED that the notice of disqualification which had been served in June, 1966, only three months after the appointment, served to legalize the termination of the petitioner's service. Judge Quinn rejected this reasoning and held that the petitioner acquired permanent status by virtue of his continued employment beyond the expiration of his period of probation.

THE COURT'S JUDGMENT was supported by an opinion of the Court of Appeals fifty years ago in the case of *People ex rel. Goldschmidt v. Board of Education*. In that case, the high court directed the reinstatement of a clerk assigned to the Bureau of Supplies in the Board of Education. His probationary period of three months ended in severance of his employment through notice by the Board of Education that his conduct or capacity was unsatisfactory. The Bureau of Supplies recommended termination of the employment at the end of the probationary period. However, the Board of Education did not act until after the probationary period had expired. The Court held that the Board's resolution directing the employee's discharge could not take retrospective effect.

IN THE CASE AT bar, Judge Quinn stressed that the petitioner's services had been satisfactory at all times. Therefore, it is clear that in his permanent status, there is no basis for his removal on charges. Certainly, the doubts created as to the adequacy of the employee's experience for the position have by this time been dispelled. He has evidently proven himself by actual job performance.

Asst. Commissioner

ALBANY—Robert Dolins is the new assistant commissioner for narcotic education with the State Narcotic Control Commission at \$20,565 a year.

He is a native of New York City and is a certified social worker, having received a two-year fellowship at the Graduate School of Jewish Social Work. He lives in Rockville Centre.

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC Channel 31. Next week's programs are listed below.

Sunday, July 30

6:00 p.m.—Human Rights Forum — William Booth moderates panel discussion.

Monday, July 31

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program: "New Penal Law—Session 5".

6:00 p.m.—Community Action—Ted Thackrey moderates program: "Training and Education for Oblivion".

7:00 p.m.—TV Shorthand—(Lesson No. 5) Manpower Education Institute presents course.

9:00 p.m.—New York Report—Lester Smith hosts interviews with City officials.

Tuesday, August 1

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

4:30 p.m.—Community Action—Ted Thackrey moderates program: "Welfare Department Report to the People."

7:00 p.m.—TV Shorthand—Manpower Education Institute presentation.

7:30 p.m.—Human Rights Forum—William Booth moderates discussion.

Wednesday, August 2

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

7:00 p.m.—TV Shorthand—(Lesson No. 4)—Manpower Education Institute presentation.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

8:00 p.m.—Behind the Law—Analysis of selected State laws.

"The New Divorce Law—Part II." **Thursday, August 3**
3:00 p.m.—"Staff Meeting On the Air" (live)—Department of Welfare series.
4:00 p.m.—Around the Clock—

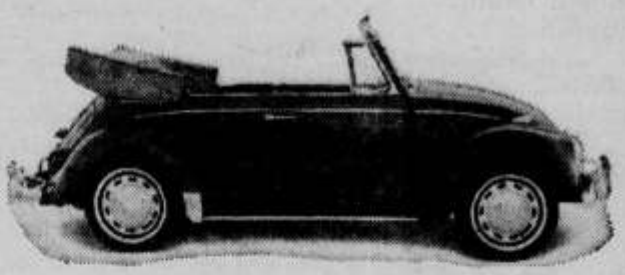
N.Y.C. Police Department training program.
4:30 p.m.—Human Rights Forum Ramon Rivers moderates panel discussion.
7:00 p.m.—T.V. Shorthand—Manpower Education Institute presen-

tation.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
8:30 p.m.—City Government In Transition—Solomon Hoberman hosts program: "Public Auth-

orities: The Metropolitan Giants." **Friday, August 4**
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
7:00 p.m.—T.V. Shorthand.



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(For no money at all, of course, you can come in and see them all in person.)

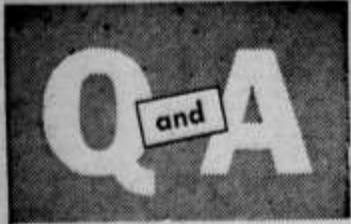
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- Auburn Martin Berry, Inc.
- Batavia Bob Hawkes, Inc.
- Bay Shore Trans-Island Automobiles Corp.
- Bayside Bay Volkswagen Corp.
- Binghamton Roger Kresge, Inc.
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- Bronx Brown-Balk Motor Corp.
- Brooklyn Economy Volkswagen, Inc.
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- Hamburg Hul Casey Motors, Inc.
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- New Hyde Park Auslander Volkswagen, Inc.
- New Rochelle County Automotive Co., Inc.
- New York City Volkswagen Bristol Motors, Inc.
- New York City Volkswagen Fifth Avenue, Inc.
- Newburgh F & C Motors, Inc.
- Niagara Falls Pat Dillon, Inc.
- Olean Olean Imports, Inc.
- Oneonta John Eckert, Inc.
- Pittsburgh Celeste Motors, Inc.
- Queens Village Weis Volkswagen Corp.

- Rensselaer Cooley Motors Corp.
- Riverhead Autohaus Corporation
- Rochester Breton Motors, Inc.
- Rochester F. A. Motors, Inc.
- Rochester Mt. Read Volkswagen, Inc.
- Rome Seth Huntley and Sons, Inc.
- Roslyn Dor Motors, Ltd.
- Sayville Bianca Motors, Inc.
- Schenectady Colonis Motors, Inc.
- Smithtown George and Dalton Volkswagen, Inc.
- Southampton Brill Motors, Ltd.
- Spring Valley C. A. Haigh, Inc.
- Staten Island Staten Island Small Cars, Ltd.
- Syracuse Sprague Motors, Inc.
- East Syracuse Precision Autos, Inc.
- Tonawanda Granville Motors, Inc.
- Utica Martin Volkswagen, Inc.
- Valley Stream Val-Stream Volkswagen, Inc.
- Watertown Harbin Motors, Inc.
- West Nyack Foreign Cars of Rockland, Inc.
- Woodside Queensboro Volkswagen, Inc.
- Yonkers Dunwoodie Motor Corp.



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QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



This column will appear periodically. As a public service Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 1215 Western Ave., Albany, N.Y. 12203. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. I am employed in a position which requires my presence in one government office while I am actually employed by another department whose office in another area. I have been a member of *** ever since hospitalization and medicare insurance went into effect.

A. You may change options in the State Plan by securing the necessary application from your payroll point and filing it. Current regulations require a waiting period of six months to make the change and you must have been enrolled in your present option for one year.

Q. My husband changed his Statewide Plan policy from individual to a family plan. As of this date we have not received a new policy or identification card. What should we do?

A. You will not receive a new certificate or identification card in view of the transfer from individual to family coverage. You simply continue to use the number shown on the card your husband now has.

Q. I am now enrolled in *** under the State Plan. I would like to transfer to Blue Cross - Blue Shield and Major Medical under the Metropolitan Insurance Company. How do I accomplish this?

A. You may change your option after you have been enrolled in your present option for one year and by applying for the change which can take effect six months later. Detailed information and application should be obtained from your payroll office.

N.Y. State Seeking Phone Operators

New York State is accepting applications until Aug. 21 for an examination for telephone operator, which will be held on Sept. 28. Salaries range from \$3,810 to \$4,756 a year.

Candidates are required to have had at least six months of satisfactory experience, on or before the date of the written test, in the operation of either a telephone switchboard or a Centrax Console.

A telephone operator completes incoming, outgoing and interoffice calls and keeps related records. He may work alone on a switchboard or work under a supervisor. His duties include receiving and relaying messages sending and receiving telegrams, and keeping records of telephone bills.

The written test will cover: clerical aptitude, telephone operator record keeping, and principles of good telephone service.

First consideration for most appointments, will be given to qualified residents of the Judicial District in which the vacancy exists. For some positions in some institutions appointments may be restricted to males or to females only.

For further information and ap-

plications, contact the following offices of the State Department of Civil Service: The State Campus, 1220 Washington Ave., Albany, N.Y. 12226; Room 1100, 270 Broadway, New York, N.Y. 10007; or Suite 750, 1 West Genessee St., Buffalo, N.Y. 14202. Mail completed application forms to the Albany address.

U.S. Government Offering Telephone Operator Jobs

The Interagency Board of U.S. Civil Service Examiners for the Greater New York City area is accepting applications for an examination for telephone operator. Vacancies for this position are located in the New York City area and in Federal agencies on Long Island and in Westchester, Dutchess, Putnam, Orange, and Rockland counties.

In addition to passing a written test, applicants must have one year of experience for positions at Grade GS-3 paying \$4,269 a year and two years of experience for positions at Grade GS-4 paying \$4,776 a year.

The announcement is available at main post offices in Brooklyn and Jamaica and at the Interagency Board of U.S. Civil Service Examiners for the Greater New York City area, 220 East 42 St., New York, N.Y. 10017.

Ship Surveyor Jobs Open Now

The Interagency Board of U.S. Civil Service Examiners for the Greater New York City area is accepting applications for ship surveyor at yearly salaries of \$9,221 and \$10,927. These positions are located in the ship repair and maintenance office of the Maritime Administration, New York, N.Y.

Applicants will be rated on the basis of their experience. Copies of the examination announcement NY-7-45 and application forms may be obtained at the Maritime Administration, 45 Broadway, New York, N.Y. and at the main post offices in Brooklyn and Jamaica or from the Interagency Board of U.S. Civil Service Examiners, Greater New York City area, 220 East 42 St., New York, N.Y.

U.S. Naval Lab Needs Temp. Clerk Typists

The U.S. Naval Applied Science Laboratory needs clerk typists for temporary appointments, not to exceed one year. The positions pay \$2,925 to \$4,269 per annum, depending upon experience.

Interested applicants should report to the Civilian Personnel Office, Flushing and Washington Avenues, Brooklyn, N.Y., for an interview and a written test. For further information, phone Main 5-4500, ext. 491 or 489.

CSEA Appoints Earle P. Boyle Area Counsel



EARLE P. BOYLL

The Civil Service Employees Assn. announced last week the appointment of Earl P. Boyle as Regional Attorney for the Syracuse area.

Boyle, of Liverpool, was born in 1931 in Syracuse and is the son of Mr. and Mrs. Earl E. Boyle of that city. The senior Boyle was a former State senator from Onondaga county.

He is a graduate of the Syracuse University College of Law and was admitted to the Bar in 1959.

Rafael Gonzales — His Own Tune Is His Best

The Craig Colony troubadour, Rafael Gonzales, who has brought serenades to many western New Yorkers in the past 25 years and taught almost as many to step to a latin beat which is not exactly indigenous to those quarters of the State, was honored recently at the Silver anniversary party at the Craig Colony Hospital where he has served as a licensed practical nurse since 1942.

A popular figure at Craig Colony, Gonzalez is also well known outside the Hospital confines for his Latin-American folk singing and dancing, an avocation in which he maintains a standing as western New York's foremost practitioner.

In addition to his festive extracurricular activities, however, Gonzalez has maintained a standard of service in his nursing duties in the Loomis Infirmary at the Hospital which has brought an "Ole" from the State Institutions supervisory staff.

In fact, in the years he has been associated with the hospital the guitar strumming nurse has been associated with the hospital, number of awards, in addition to substantial general recognition, for his devotion to the care of infirmary patients, including presentation from the State Education Department, the State Department of Mental Hygiene, the hospital itself and two fire companies with which he somehow has found time to be associated.

Gonzales began his career with the State's hospitals in 1939 when he was assigned to Bellevue Hospital in New York City.

In 1942 he was assigned to Craig

Colony where he has served ever since. For the last 22 of those



RAFAEL GONZALES

years he has been working with the patients of Loomis Infirmary.

Gonzalez, who lives in Dansville, is married and has three sons and a daughter. One of his sons, Jose, is employed at the Veterans Administration Annex at Bellevue. Another attends the School of business Law at Worcester, Massachusetts.

Most of Gonzalez family reside in New York City and most of them work in various State facilities throughout the Metropolitan area.

Capitol District Armory Chap. Elects Corcoran

The Capitol District chapter of Armory Employees of the Civil Service Employees Assn. met recently at the Saratoga Armory and elected chapter officers for two year terms.

John D. Corcoran Sr. of Troy was elected president.

Also elected were: Richard J. Lyons vice president; James E. Stevens, treasurer; Thomas J. Shields, delegate; and John J. Goot, alternate delegate.

The officers were installed by Willard S. Nethaway, a past president of the chapter.

The next meeting of the chapter will be in September when a clam-steam will be held at the Whitehall Armory grounds.

The chapter includes the new

Scotland Ave. and Washington Ave. armories in Albany and armories in Amsterdam, Cohoes, Glens Falls, Gloversville, Hoosick Falls, Saratoga, Schenectady, Ticonderoga, Troy and Whitehall.

Service pins and certificates marking from ten to forty years service were awarded by H. Barry Deganaar, a former chief of staff of the 27th Division to chapter members.

Harry P. Treager was awarded the 40-year service pin. Following the business meeting a buffet luncheon was served by the staff.

GEX Scholarship Winners Honored

GEX Inc. of Albany announced its Scholarship winners for 1967 at an Awards Banquet, held June 25, at the Crossroads Restaurant.

The six recipients of the \$300 scholarships were Senior High School students in the Capital District. The winners, all of them children of GEX members, are:

Susan Ann Albrecht, from Shaker High School in Latham; Carol Ann Corpai, from Hudson High School; Kathleen Anne Ellis, from Vincentian Institute; Shelia Ione Fredericks, from Mohonasen High School; and Paul Robert Steenburgh, from Johnstown High School.

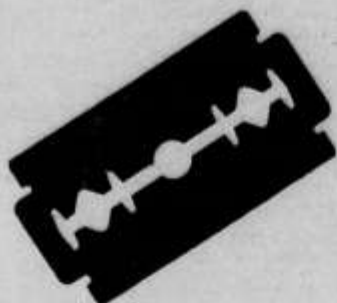
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- Our men understand.
The sorrow a family feels.
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And they understand, through human experience and training, how to arrange a funeral service with both tact and sympathy.
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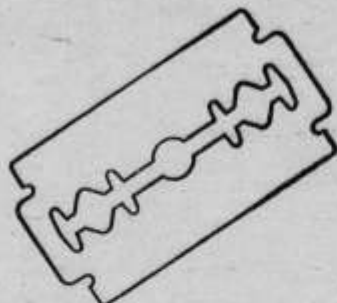
CALL 295-0700 to reach any of our 9 neighborhood funeral homes.
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COMPLETE COURSE—Diplomas were recently presented to members of the Suffolk State School Safety Department and Maintenance Department for completion of Firemanic Courses given by the Suffolk County Fire Training School. (Kneeling left to right), Joseph Callari, Warren Reidie, Arthur Lopa, Patrick Burke, Joseph Seile.

(Standing left to right), Cornelius Walsh, school business officer representing Dr. Edward J. McGuinness, school director; Edward Szabla, Herbert Johnson, director of Suffolk County Fire Training Center; William Costello, Stephen Sherlock, Chief Safety Supervisor; Peter Knatz, John Gibson, instructor; and David Carreras.



TWENTY-FIVE YEAR EMPLOYEES

Twenty-five year awards were presented recently to employees of Gowanda State Hospital at ceremonies on the Institution's grounds. Pictured above from left to right are: Edward A. Jakubiec, Ruth A. Ramsdell, Millie Long, George Peters, Miklos Far-

ago, M.D., assistant director of the hospital's clinical department. Second row: J. Rothery Haight, M.D., director of Gowanda State Hospital who presented awards, Robert E. Luce, Gordon Rugg, Edward A. Sheldon. Absent when this picture was taken were: Beatrice M. Andrews, Maurice B. Clawson, June Kunzler, Ruth E. Peters and James C. Rodgers.

First Lottery

(Continued from Page 3)

The Planning Bureau, under Director Vincent Walker and his key Assistants Bob Daly, Frank Benson and Fred Hughes, had responsibility for general plans, procedures, forms, and the recording of processing of winners.

Lottery Division Director Earnest T. Bird, an ex-FBI agent, started his Bureau from scratch, borrowing Gayle Hatch from the Planning Bureau and Frank Carrk from the Sales Tax Bureau.

The Lottery Division's full time

and overtime job was in looking after every detail of the drawing, in handling correspondents, and in training a new staff of Lottery representatives.

Handling the promotion for the Lottery and the task of setting up press coverage for the first drawing was Frank Otwell, the Department's public relations director.

Top State officials gave Commissioner Murphy the most credit for launching the new State Lottery noting major decisions that fall on his shoulders as well as the brunt of the criticism from people who did not like the Lot-

tery.

Capital Building Police Chief Frank Barrett and his enforcement staff were praised for setting up the security precautions at the drawings.

Plain clothes State troopers aided the OGS officers in policing the operation.

Tax officials said the huge 'Y'-shaped containers used in the drawing could not have been put in motion without the help of Campus Manager John Murray and his staff.

The whole Lottery operation will be repeated again next month.

State Recommends New Titles Ineligible For Overtime Payment

ALBANY—The Civil Service Employees Assn. has received from the State Division of the Budget lists of additional positions recommended by three State agencies as ineligible to earn overtime compensation under the State's new overtime rules.

In releasing the newly designated ineligible titles to The Leader, CSEA President Joseph F. Feily again expressed hope that affected employees, if concerned, would take the initiative and question the matter within their agencies. If such inquiry brought no satisfaction, Feily added, CSEA was prepared, upon request from an employee, to "file appropriate appeal with the Budget Director."

Lists received by the Employees Association recommend overtime

ineligibility for these additional positions:

- Public Service Commission.
- Senior railroad equipment inspector (SG17) (when in field).
- Senior accountant (PS) (SG-18) (field positions only).
- Assistant railroad engineer (SG19) (when in field).
- Assistant hydraulic engineer (PS) (SG19) (when in field).
- Chief hydraulic engineer (PS) (SG19) (when in field).
- Senior gas inspector (SG14) (when in field except when inspecting construction).
- Division of State Police
- Assistant Counsel
- Trooper (while attending New York State Police Academy in basic training).
- Office of Economic Opportunity.
- All positions allocated to grade 23 and above.

New Director At Roswell Park

ALBANY—Dr. James T. Grace Jr., has been named director of Roswell Park Memorial Institute at \$30,950 a year.

He succeeds Dr. George E. Moore, who recently joined the State Health Department staff as research director at \$35,000 and will head up research activities for the department.

Dr. Grace was voted "One of the Ten Outstanding Young Men in the United States" in 1958 by the U.S. Junior Chamber of Commerce and is one of the nation's leading scientists in seeking the possible role of viruses in causing human cancer, especially leukemia.

D'Antoni in Top Post

ALBANY—Albert D'Antoni of Brooklyn, a career State employee, has been named general counsel for the State Workmen's Compensation Board.

- The following non-graded positions to grade 22 and below:
- Supervising public health educator (SG22).
- Field representative, Office of Economic Opportunity (SG21).
- Secretary to the Office of Economic Opportunity (SG18).
- The following non-graded positions:
- Director, Office of Economic Opportunity (NS).
- Rural task force coordinator (NS).
- Rural area program consultant (NS).
- Manpower programs coordinator (Office of Economic Opportunity) (NS).

Erie County Forms Three Man Bargaining Board

BUFFALO—Both the Buffalo Common Council and the Erie County Board of Supervisors acted last week to implement the new State law covering public employees.

The Council, without a dissenting vote, created the Buffalo Public Employment Relations Board, a three-member unit that will be the city's collective bargaining agent.

The Board is authorized under the new State Public Employees Law, the Condon-Wadlin replacement that becomes effective Sept. 1.

Erie chapter, Civil Service Employees Assn., which represents a near-majority of the city's 7,000 employees, is expected to be one of the groups that the new Board will work with.

Mayor Frank A. Sedita will appoint the Board members. None can be city employees.

The Buffalo Council also directed the Law Department to prepare an ordinance permitting dues to be deducted from employees' pay checks.

It would include CSEA dues wherever specified by employees, the Council said.

Meanwhile, the Erie County Board of Supervisors referred to the Laws & Legislation Commit-

tee a proposal to create a Public Employment Relations Board, similar to the unit authorized in Buffalo.

Erie chapter, CSEA, also represent most of Erie County employees.

Executive Chap. Picnic Aug. 16

ALBANY—President Leon Kaplan of the Executive chapter, Civil Service Employees Assn., has announced that the chapter will hold its annual picnic at McKown's Grove, near Western Avenue, on Wednesday, August 16.

Chairman William Morris and co-chairman Lillian Clarke, plan refreshments which will include hot dogs, chowder, corn on the cob and chicken.

Facilities for recreation, including swimming, dancing and games, will be available.

Tickets may be obtained from Executive chapter representatives.

Nassau CSEA Gains In Oyster Bay Floral Park, Freeport Schools

MINEOLA—Gains were reported last week by units of the Nassau chapter, Civil Service Employees Assn. in the Town of Oyster Bay, Village of Floral Park and Freeport schools.

The Oyster Bay unit, at a general meeting attended by about 200, discussed with Town Supervisor Michael Petito and Town Councilman Angelo Roncallo the planned negotiations in September. Both pledged to negotiate on salaries, working conditions, fringe benefits and to discuss encouragement of a proposed Sanitation Department Benevolent Assn.

Also speaking were Nassau chapter president Irving Flaumenbaum, Oyster Bay unit president Bea Jeanson, Sanitation Department group chairman Danny Donovan, Deputy Department of Public Works Commissioner Joseph Branca and CSEA field representative Arthur Grey.

Equalization of benefits for sanitation workers in all parts of the county, in town and village units, was mapped.

Meanwhile, the Floral Park Village unit reported that in addition to sole recognition the village had agreed to the 1/60th retirement program. Also gained was an amended sick leave plan accumulative to 180 days. The agreement was reached by the village board with a team composed of Nassau chapter president Irving Flaumenbaum, field representative Arnold Moses, Unit president Michael Philippello, vice president Cataldo LaPreziosa, secretary Leonard Carberry and treasurer Robert Crilley.

The Freeport schools unit won authorization for payroll deduction of dues and group insurance coverage. Leading the negotiations was unit president Michael Casamassa with secretary-treasurer Salvatore Valenti and sergeant-at-arms Kneeland Verity with assistance of the chapter.

Delay Reclassification For Mental Hygiene MDs

ALBANY—The State Department of Mental Hygiene agreed last week at a meeting with the Association of Mental Hygiene physicians to postpone implementation of a proposed reclassification plan pending further departmental negotiation with the Division of the Budget on modifications sought by the physicians.

The doctors' group, comprised of 957 Mental Hygiene psychiatrists, ninety per cent of whom are members of the Civil Service Employees Assn., pressed for certain revisions requested earlier in a 12-point petition—including automatic promotion of incumbent senior and supervising psychiatrists into the new plan's reclassified equivalent titles.

Delegates at the meeting, representing psychiatrists at various State hospitals, drafted a supporting telegram, over the signature of the group's president, Dr. Daniel D. Sparks, to Dr. Alan D. Miller, Commissioner of Mental Hygiene, saying, in part:

"This will advise you that Associate Commissioner Lafave has advised us of your current discussions with Budget and Reclassification authorities presenting the position of this group. Today's meeting with Dr. Lafave produced a candid and lively exposition of the sentiments of the delegates. However, we reiterate that the immediate favorable resolution of items 1, 2 and 10, of our petition submitted July 11 are essential before further discussion can be had to solve ultimately the remaining items contained therein. Our membership has grown increasingly restless because you have made no statement regarding their plight which has been transmitted to each physician in the Department of Mental Hygiene. We urge your continued strenuous effort to resolve the reclassification favorably."

2 More Units In Nassau CSEA

MINEOLA — The Nassau chapter, Civil Service Employees Assn., last week welcomed aboard two new village units.

New units in Hempstead and East Rockaway villages affiliated with the County chapter, and both are being assisted in formulating programs for immediate negotiations.

The Hempstead Village unit, with a potential of more than 300 members, met in the Garden City American Legion Hall and voted the affiliation. Chapter president Irving Flaumenbaum and field representative Jack Pender addressed the members. Pender and field representative Arnold Moses are assisting in moves toward negotiations.

In East Rockaway, negotiations toward the establishment of collective bargaining procedures and exclusive recognition were initiated following the group's overwhelming vote to affiliate. The unit is also being assisted by field representatives.

Bush And Grimble Receive Awards

LOCKPORT—Mrs. Helen Bush and Donald Grimble, employees of the State Department of Public Works, were presented with merit awards here recently, "for their contributions to increase State service and revenue."

Mrs. Bush's suggestion to include mobile homes serial numbers in hauling permits, thereby presenting multiple usage and increasing revenue to the State, won her a Merit Award Citation, a \$25-check, and a cigarette lighter—presented at the office of John S. Turgeon, Niagara County resident engineer, where Mrs. Bush is employed.

Grimble, a Barge Canal System chief lock operator, received a Merit Award Citation, a \$50-check, and a wallet for designing equipment for the efficient removal of debris at canal locks.

The awards were presented by Bernard M. Evans, assistant district engineer, assisted by John J. Hennessey, a canal engineer and Statewide treasurer of the Civil Service Employees Assn.

U.S. News

(Continued from Page 11) The official correspondence was characterized by one Post Office official, however, as nothing more than a reminder to postmasters on the official Post Office policy on overstaffing.

It was added that the Post Office department wanted to take advantage of the pre-sort regulations which have reduced the workload in many offices.

In January it became mandatory for bulk mailers to pre-sort their mail by zip code before depositing it at the post office.

Portable Engineer

The New York City Department of Personnel will administer practical examinations this week to 18 candidates for licenses for portable engineer.

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At Onondaga Chapter Meeting

One Who Knows Tells Employees What CSEA Can Do — And How

SYRACUSE—A visiting State officer of the Civil Service Employees Assn. spoke to City and County workers of the Syracuse Onondaga County area here last week at an open meeting of the Onondaga chapter of the CSEA strongly emphasizing the benefits they could reap under the new State law affecting public employees by aligning themselves with the Statewide Association.

"I think you need CSEA. I know of no other organization that will give you the service, as much for your money."

That's what Irving Flaumenbaum, second vice president of the 149,000 member Civil Service Employees Assn. told members of Onondaga chapter and other Syracuse City and Onondaga County workers July 18 at a meeting on the New Public Employees Fair Employment Act.

"I'm for CSEA because they have the know-how and the experience," he told the nearly 200 persons at the meeting in the County War Memorial.

"What do these other organizations have? What do they give? What do they promise? They have no promises, and promises are a dime a dozen," he declared.

The other organizations—unions—"are interested only in the \$6 to \$8 a month they will get from you," he told the group.

Both Flaumenbaum, who is also president of Nassau County chapter, CSEA, and John J. Ray, Syracuse area CSEA field representative, told the group that the new State law requires that the City and County—the chapter has both City and County workers as members—negotiate with their employees.

"I see no reason why you should not obtain sole and exclusive bargaining rights by resolution of the Syracuse City Council and the Onondaga County Board of Supervisors," he said. "Nassau chapter did just that—won the bargaining rights by resolution."

He reminded the group that CSEA officers all serve without pay. "We do it because we are dedicated people," he said.

All that public employees want is "our just desserts. No more and no less. We don't call people names. We just want a fair shake," he said.

"But," he said, "CSEA can't help you if you don't know your problem."

"Your officers can not do it all alone. They need help from you, to tell the CSEA story," Flaumenbaum said.

CSEA is "the only organization that can pick up the phone, call Governor Rockefeller for an emergency meeting, and get it," he told the group.

"And we can do that because we have shown responsibility in dealing with government," he explained.

CSEA, he said, represents "well over 50 per cent of public employees, more than any other group."

He urged the CSEA members and others public employees to "express yourselves" and to "stand up for your rights."

He also asked those present to sign cards designating CSEA as their bargaining agent.

Flaumenbaum was interrupted once by George Slattery, president of Local 267, American Federation of State, County and Municipal

Employees, AFL-CIO, who claimed he had been a CSEA member 11 years and the organization had "gone nothing" in that time.

Flaumenbaum shot back: "If, as you say, CSEA did nothing, why have you been a member 11 years?" He then listed some of the benefits gained through CSEA, as the 1/60th bill, higher salaries, and retirement and longer sick leave, vacations and others.

Ray listed some of the services provided by CSEA to members. These include, he said:

1. Legal services, including lobbyists in Albany, and attorneys to represent workers in disciplinary matters and other cases involving their work; plus 12 regional attorneys.

2. Field representatives to work with chapters and represent members in the first and second steps of grievance procedures. CSEA has just added seven field representative, bringing the total to 18.

3. A paid staff of 65 persons in Albany.

4. A research staff to help them with data for negotiations.

5. The Civil Service Leader—"the largest public employee newspaper in America."

And, he said, CSEA does this for only \$13 a year—"a quarter a week."

Unions dues would be "a minimum of \$49 a year" and would not give members similar services, he said.

At the meeting, each person was given a list of the request Onondaga chapter is making for all City employees this year:

1. A 20 per cent salary increase effective Jan. 1.

2. Longevity increment for workers' service before adoption of the City's original salary plan—these workers never received credit for this time.

3. Payment by the City of the full cost of the State Health Insurance Plan for individual employees, and 50 per cent of the cost for covering dependents, effective Jan. 1.

4. Four weeks of vacation after 15 years.

5. Cash payment for accumulated sick leave upon retirement.

Several members of the CSEA's Syracuse chapter, including Doris LeFever, president, and Raymond G. Castle, former CSEA second vice president, attended the meeting.

Buffalo State Outing

BUFFALO—Buffalo State Hospital chapter, Civil Service Employees Assn., will hold its annual picnic on Saturday, August 12, at National Hose Park.

The event will feature numerous games for which prizes will be awarded, and an ample offering of refreshments, according to Sarah Dake, chapter vice-president.

Ter Bush & Powell, Inc. Offers Premium Waiver

Enrollees of the CSEA Accident and Sickness Income Insurance program with Ter Bush & Powell, Inc., are provided with a new waiver of premium benefit.

This benefit stipulates that members who are on sick leave need not continue to pay premiums until they return to work.

Answers CSEA Demand

Hempstead To Initiate Bargaining Hearings

MINEOLA—In response to the demand for bargaining served on the Town of Hempstead by the Nassau chapter, Civil Service Employees Assn., the town last week set a public hearing on legislation to establish a local Public Employee Relations Board.

The town notified CSEA that negotiations could start as soon as the legislation is adopted to provide the machinery for negotiations as required under the State Public Employees' Fair Employment Act.

The hearing will be held Aug. 15, and the town is expected to appoint a three-man negotiating board immediately thereafter.

"We are anxious to get going," stated Nassau chapter president Irving Flaumenbaum. "Hempstead Town is the largest township in the nation, and it was there that CSEA recently won a smashing victory over the challenge of a New York City union. Hempstead Town should be a showcase for enlightened dealings with its public servants, and we fully expect that it will be."

CSEA has a 44-point program to press as soon as the PERB board is established. The program was prepared under the direction of Hempstead Town unit chairman Ralph Natale with assistance from sanitation department representatives Ken Cadieux, Anthony Juliano, Robert Yates, John Gurascio and Richard Martin.

Ryan Appointed

Governor Rockefeller's office recently announced the recess appointment of John T. Ryan, Sr., of Truxton, as a member of the Public Service Commission for a term ending February 1, 1973.

For further information, write to Ter Bush & Powell, Inc., 148 Clinton St., Schenectady, N.Y.

Late CSEA Developments

At Leader presstime, the Civil Service Employees Assn. announced these late developments:

- CSEA President Joseph F. Feily will meet on Aug. 1 with Mrs. Ersa Poston, president of the State Civil Service Commission, and the Director of Classification and Compensation, J. Earl Kelly, to discuss CSEA's appeal for prompt action in reviewing reallocation requests for clerical titles.

- A meeting of CSEA's Special Thruway Committee has been set with Thruway officials for Monday, July 24, to review Thruway proposals to change compensation for work on holidays and "check out" duties for toll collectors and other personnel. The Leader will report on the result of this meeting in next week's edition.

- Success in a CSEA drive to organize a chapter among Putnam County employees was virtually assured following a well-attended meeting last week at which approximately 150 of the County's 225 workers signed authorizations for pay roll deductions of dues. Irving Flaumenbaum, CSEA second vice president, was the main speaker on the program.



AWARDS — Twenty-five year pins were presented to the employees of Harlem Valley State Hospital, Wingdale, pictured above, in a recent ceremony. They are, left to right, front row, Eleanor

Monroe Co. Gives \$100 For Suggestion

The Monroe County Merit Award Board has issued an initial award of \$100 to Henry Bristow, an employee in the County Treasurer's Office, for submitting a suggestion for the revision of the Redemption Bills used in the Treasurer's Office.

The new forms permit the listing of many years of taxes due the county on one bill instead of listing only one year per bill as on the old form.

Some of the savings resulting in the use of this new form for a period of one year will be:

- 475 and one half man-hours of work in bill preparation.
- A savings of 10,425 bill forms.
- Increased efficiency by checking totals on one or two bills rather than 35 or 40 bills.
- Savings on materials, duplication costs and man-hours of work in other departments.

This is the second time in the three year history of the County's Employee Suggestion System that a suggestion has been found to merit a \$100 initial award.

Wimbie, Lillian Van Nostrand, Ethel de Graw, Mary Roberts, Ruth Heinichon and Fortuna Sarlori. Back row, same order: Peter Garamone, Maurice Houle, Lewis Burrows, Harry Dunham, Gordon Garrand and Hubert St. Cyr.