

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible List

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P O DRAWER 125
CAPITOL STATION
ANNAPOLIS MD
JAN 1 1964

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Still Pressing Other Institution Goals

CSEA Wins Major Agreements From Mental Hygiene, Budget To Solve Staffing Problems



(Leader Staff Photo by Deasy)

CANDIDATES — Seen here with Salvatore Butero, center, president of the Metropolitan Conference of the Civil Service Employees Assn., are the contenders for the post of president of the CSEA. They are Joseph F. Feily, left, the incumbent, and Ed Croft. Both were speakers at a recent meeting of the Conference.

Metro Conference Asks Action On No-Strike Clause, Special Session

Delegates to a recent meeting of the Metropolitan Conference of the Civil Service Employees Assn. approved resolutions submitted by the New York City chapter that would remove the no-strike clause from the CSEA constitution and would call on Governor Rockefeller to call a special session of the Legislature to pass a pay raise for State employees at once.

Both resolutions would have to be approved by the delegates attending the CSEA annual meeting next month in order to become effective. They were presented by Seymour Shapiro, president of the New York City chapter.

The Conference meeting also was the setting for an impassioned plea from Emil Impressa, of Brooklyn State Hospital chapter,

and Al Traynor, chapter president, to support a peaceful demonstration at the hospital Sept. 26 to protest the alleged lack of staffing and the resulting "improper patient care." The Conference voted its support of the demonstration.

News Article Hit

In another action, delegates agreed with a contention by Randolph Jacobs, president of the State Insurance Fund chapter, that an article in the Long Island (Continued on Page 16)

Don't
Repeat This!

Readers Asked To Name Mayoralty Candidate Choice

ONE of the most exciting New York City elections in over a decade is facing voters here in November when three candidates will seek the office being relinquished by Mayor Robert F. Wagner this year. For that reason, The Leader, once again, will conduct an informal survey of public employee voting opinion on their choice of candidates for the office of Mayor.

Top contenders are the Democratic nominee Abraham Beame, City Controller; GOP Congressman John V. Lindsay, and Wil- (Continued on Page 2)

ALBANY, Sept. 27—Agreement by the State Department of Mental Hygiene and the Division of Budget to adopt recommendations of the Civil Service Employees Assn. pertaining to staffing problems at Brooklyn State Hospital has been termed a great advance toward solving the overall difficulties of staffing in State institutions.

So said Joseph F. Feily, CSEA president last week after meetings with Dr. Christopher Terrence, acting commissioner of the Department of Mental Hygiene, and Alton G. Marshall, deputy budget director, that were the result of a nearly three month drive to remedy patient-staff ratios in several State institutions.

The problem was highlighted recently by vigorous complaints of CSEA's Brooklyn State Hospital chapter and statements by U. S. Senator Robert F. Kennedy.

Agreements

As a result of the meetings, the two State agencies have agreed to:

- Institute a post-staffing survey at Brooklyn State Hospital within two weeks;
- Discuss with CSEA representatives the results of the study and the recommendations to be made;

• Authorize filling of 40 additional positions at Brooklyn State Hospital by appointment of attendants on a PR-50 basis.

Feily noted that the prompt response of the Department and the Budget Division in seeking an immediate solution to the problems at Brooklyn emphasized that the Administration has recognized this is a case of concern.

No Slow Down

"I am proud to say," he declared, "that from the beginning the primary purpose of our members was to get better care for patients, not to dwell over-much on working conditions. Not once," he said, "did our members at Brooklyn State give any indication that patient care would be abandoned or curtailed in anyway because of the working conditions of which the employees complained."

The agreement with the State agencies were reached last week after several meetings between them and Feily, and representatives of the Brooklyn State Hospital chapter, CSEA's statewide Mental Hygiene Committee and the CSEA staff.

As a result of these meetings, Feily wrote Dr. Terrence requesting that his department, "immediately institute realistic post-staffing of the entire facilities of Brooklyn State Hospital," and that the Department secure immediate approval of the Budget Division "... in order that funds necessary to implement any necessary additional staffing, resulting from such study, will be immediately available."

Feily said "We are of the firm belief that the attendant-patient ratio at Brooklyn State Hospital, as a matter actual practice as opposed to existing formula is grossly inadequate and that such a study as we have requested, if im- (Continued on Page 16)

Dues Increase Payments Explained by Jos. Feily

ALBANY, Sept. 27 — Payroll procedures for deducting dues of the Civil Service Employees Assn. since the increase in these dues from \$10.40 to \$13 was given detailed explanation recently by CSEA president Joseph F. Feily.

In a letter to chapter and conference presidents, Feily said:

"As you will recall, the by-laws of the Association were amended at the March Delegate Meeting to increase membership dues, effective October 1, 1965, to \$50 bi-weekly. The new dues deduction on a semi-monthly basis will be \$54; weekly \$25, and monthly \$1.08. Members who are faculty at

State Colleges, and Institution Teachers who are on 21 payrolls per year, will pay \$.61 each on the 21 payrolls they are on.

"The members who pay dues direct will be billed \$13.00 per year and those who pay semi-annually will be billed \$6.50 due October 1 and \$6.50 due as of the following April 1.

Starting Date

"The dues deduction increase will take effect on the first pay- (Continued on Page 16)

Correction

A news story announcing the endorsement of the candidacy of Ed Croft in the Civil Service Employees Assn. race for the presidency stated that Croft was also endorsed by Albany and Metropolitan CSEA chapters. The endorsement should have read "was also endorsed by Albany and Metropolitan Division of Employment chapters."

Rosh Hashonah Greetings

The editors and staff of The Civil Service Leader extend their best wishes for a Happy New Year to our members of the Jewish faith.

Caribbean Cruise Departs Jan. 28

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

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

Social Activities

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

The cruise departs Jan. 28 and space prices are as low as \$310

Establish List

The New York City Department of Personnel will establish an eligible list with 56 names on it in the title of car maintainer, group B, following a promotion examination.

per person. Applications and a brochure describing the cruise may be had by writing to Irving Flaumenbaum, Box, 91, Hempstead, Long Island, or by calling (516) PI 2-3169.

Your Public Relations IQ

By LEO J. MARGOLIN



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

GOVERNMENT AGENCIES with good employee relations have taken a big step up the ladder to good public relations. A government agency which enjoys good public relations in all areas but neglects its employee relations, does not have good public relations.

WHETHER IN GOVERNMENT or in private industry, good employee relations are an indispensable part of earning and winning good public relations.

THIS PUBLIC RELATIONS truism is highlighted in a 122-page book, "Employee Discipline", a special report on 52 common employee problems and how they were handled by public administrators.

THE BOOK IS meticulously

written and edited by Dr. Lawrence Stessin and the editorial staff he heads in publishing the newsletter, "Employee Relations in Government" (Man & Manager, Inc., 799 Broadway, New York, N.Y. 10003).

Here are some of the real "stickers" posed in "Employee

- Can you discharge an employee because others refuse to work with him?

(Continued on Page 15)

Don't Repeat This!

(Continued from Page 1) Ham Buckley, editor of the National Review who is running on the Conservative ticket.

We remind our readers that we do not maintain that our "poll" is a complicated, scientific one but, from past experience, we have been able to gain some fairly accurate pictures of voting sen-

timent from among the nearly 1,000,000 civil servants living and working in New York State. Although this race is confined to New York City, we do solicit the opinions of upstaters because the party that is victorious in this race will enter the gubernatorial race of 1966 and the Senate race of 1968 with a powerful base of operation. Out of town residents who are sympathetic to a particular party in New York City, will undoubtedly, continue this sentiment in statewide elections and, therefore, it is desirable to know their opinions too.

However, our city editors are particularly interested in the opinions of public employees who are New York City residents, naturally, and the addresses and post marks will enable them to determine the origin of the mail for a more accurate picture of civil service sentiment here.

Where To Write

The estimated 400,000 Federal, State, City and County employees and their families who live in New York City represent over a million and a quarter votes, so it can be seen easily why determining which candidate will garner the largest share of these votes is of such great interest.

We would appreciate readers signing their names to letters or post cards, although this is not necessary. We would appreciate comments, too.

All correspondence should be addressed to "Don't Repeat This," The Leader, 97 Duane St., New York, N.Y., 10007. Our editors will tabulate the results and quotes from certain letters will appear in this column to give a picture of public employee commentary on the election.

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CIVIL SERVICE LEADER

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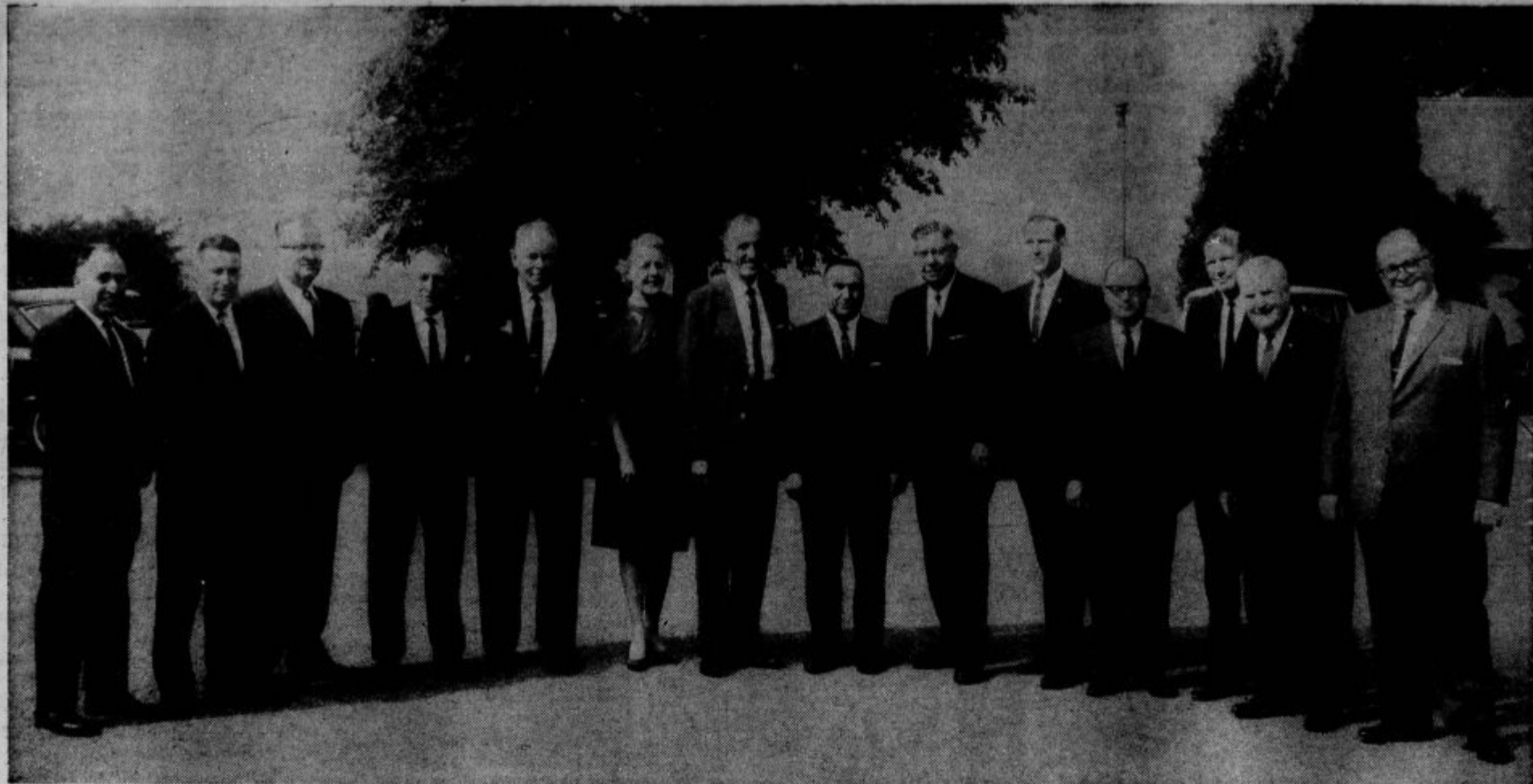
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(Leader Staff Photo by Deasy)

CANDIDATES — Candidates for statewide office in the Civil Service Employees Assn. visited the Fall meeting of the Southern Conference recently to discuss their platforms before a gathering of some 50 delegates. Left to right are, Vito Ferro, candidate for fifth vice-president; Louis Sunderhaft, Jr., candidate

for treasurer; William Rossiter, candidate for fourth vice-president; Henry Shemin, candidate for third vice-president; Vernon Tapper, incumbent second vice-president, seeking re-election; Clara Boone, candidate for secretary; Ted Wenzl, candidate for first vice-president; Issy Tessier, president of the Southern Conference; Joseph F. Felly, incumbent president of the

Association who is seeking re-election; John Hennessey, incumbent treasurer, seeking re-election; Claude Rowell, incumbent fourth vice-president seeking re-election; Edward Croft, candidate for president; Raymond Castle, incumbent first vice-president seeking re-election and Irving Flaumenbaum, seeking election as second vice-president.

Southern Conference Hears Candidates Discuss Platforms At Fall Meeting At Warwick

By JOE DEASY, JR.

WARWICK—Fifteen of the 16 candidates for office in the statewide Civil Service Employees Assn. discussed their platforms before some 50 delegates to the Southern Conference, Civil Service Employees Assn. last week at the Warwick Training School. Hazel Abrams, incumbent candidate for the secretary's post was unable to attend because of serious illness in her family.

Following the presentations by the candidates, Warwick chapter, CSEA, host for the day-long session, served lunch in the Association's meeting room.

Randy Jacobs, chairman of the State Grievance Committee led off the afternoon session, discussing his committee's actions and recommending ways that a grievance should be handled.

The role of a regional attorney was discussed by Stanley Mallman, regional attorney for the Southern and Metropolitan Conferences.

Also speaking during the afternoon session was F. Henry Galpin, assistant executive director of the 135,000 member Association.

A resolution, similar to one passed the night before by the Metropolitan Conference, allowing for an extension of the present two day expense rebate for attendance at the Association's annual meeting and the special delegates meeting to three days

Appointed

ALBANY, Sept. 27—Edmund J. McCormick of Yonkers has been appointed to the Hudson River Valley Commission. He is a consulting engineer and a director of the Empire State Chamber of Commerce.

plus railroad coach fare was passed unanimously.

Also attending the meeting were Tom Brann and Tom Lupocello, field representatives from the Association.

Nine State Promotion Tests To Close Oct. 18

Applications will be accepted by the State Department of Civil Service until Oct. 18 for nine competitive promotion examinations.

These tests are open only to qualified personnel in the departments indicated.

Interdepartmental

SENIOR HISTOLOGY TECHNICIAN, Exam number 1837, Salary is \$5,200 to \$6,385.

Agriculture and Markets

AUTOMOTIVE MAINTENANCE INSPECTOR, Exam number 1882, Salary is \$6,180 to \$7,535.

Labor

ASSOCIATE EMPLOYMENT MANAGER, Exam number 9076, Salary is \$10,090 to \$12,110.

SENIOR EMPLOYMENT MANAGER, Exam number 9073, Salary is \$9,070 to \$10,935.

SENIOR EMPLOYMENT SECURITY MANAGER, Exam number 9074, Salary is \$9,070 to \$12,935.

ASSISTANT EMPLOYMENT SECURITY SUPERINTENDENT, Exam number 9071, Salary is

32 State Aides Receive \$1,345 From Suggestion Program; Six Get \$100

ALBANY, Sept. 27—Efficiency, a key word for the New York State Employee Suggestion Program, paid off for 32 State employees recently. They shared \$1,345 in award money for their work improvement ideas submitted to the program.

Six employees received awards of \$100 each, including four Albany area residents.

Catherine Beauregard, Albany, a Department of Motor Vehicles file clerk, earned \$100 for suggesting a method to eliminate a source of confusion involving traffic conviction certificates. The processing of these requires that the court location be noted in a numerical code for electronic

computer handling.

The codes had been entered manually. Since there are some 2,400 codes involved, each must be checked individually. To add to the problem, there may be more than one code which might be applicable for the location of the traffic violation. For instance, a conviction from Newport might be from either the town (code 1259) or the village (code 2126).

Mrs. Beauregard suggested that each court be furnished with its particular code number to be entered on conviction certificates. Annual savings for the Department of Motor Vehicles exceed \$2,500.

An Albany man, Michael Pomodoro, received \$100 for suggesting a way to cut mailing costs for one phase of the Workmen's Compensation Board's work. A senior compensation examiner, he suggested that the Board discontinue sending notices of hearings to employers insured by a private insurance company. There is no requirement or need for these notices to be mailed to the employer. Only the insurance company has an interest in such matters.

About 10,000 hearings are scheduled each year and a notice of each had been sent to the employer. The elimination of this step saves envelopes and forms, cuts clerical costs and saves \$500 a year in postage alone.

A Department of Public Works engineering aide, James F. Moon, Schenectady, earned \$100 by

helping his employer cut shipping costs for transporting highway materials to be tested. He suspected that costs were higher than necessary, and pointed out that Public Works should specify package contents on shipping labels so that the agency would receive the lowest possible rates.

The resulting investigation revealed that the highest rates were being charged since the contents were unknown to the transporter. In the case of highway materials—such as concrete samples to be tested for strength and durability—a much lower rate resulted from complete labeling. Savings amounted to 50 per cent, \$2,300 in a one-month period.

Another DPW employee received a \$100 award. Edward O. Grady, Troy, an associate engineering materials analyst, suggested an improved and less expensive method for crating test cylinders of concrete. About 12,000 of these are sent each year to the Albany testing laboratory from highway projects across the State.

Previously the cylinders were packed in plywood or single layer corrugated paper boxes. Sand or sawdust was used as filler. Grady suggested that the Department of Public Works use a pre-addressed, folding, heavy duty corrugated box. It is easier to use and unlike the plywood box or the single layer corrugated box, it can be reused three times or more.

The new packaging, including (Continued on Page 16)

Human Relations Director Needed

BUFFALO, Sept. 27—Applications will be received for the post of Executive Director, Commission on Human Relations, of the City of Buffalo, New York from now until Oct. 30.

The Executive Director shall be the chief executive officer of the Commission. He shall, subject to the direction of the Commission, have supervision and management of the affairs of the Commission on Human Relations and its employees.

Qualifications

The Executive Director must be possessed of a masters degree in either sociology, psychology, political science anthropology, social

work, or a similarly related social science subject.

In addition he shall have had at least five years actual administrative experience in the field of intergroup or community relations.

The Executive Director shall continue in this capacity at the discretion of the Commission.

Salary is \$15,000 a year.

Office Asst. A

An eligible list with 1,344 names on it was established Sept. 22 by the New York City Department of Personnel in the title of office assistant, A.

— SAVE WATER NOW —

Assistant Counsel

ALBANY, Sept. 27—Richard Stewart of Albany is the new first assistant counsel to Governor Rockefeller.

A Rhodes Scholar, Stewart attended Oxford University and was president of the student body and of the law society while at Queen's College, Oxford. He will receive a salary of \$21,000 a year.

Stewart succeeds Robert Douglass, who became counsel to the Governor Sept. 1.

Car Maintainer, B

The New York City Department of Personnel will establish an eligible list Sept. 29 with 320 names on it in the title of car maintainer, group B, following an open competitive exam.

U.S. Service News Items

By JAMES F. O'HANLON

President May Not Sign The Daniels Bill Until October

Developments during the past week indicate that the hundreds of thousands of Federal retirees and survivors granted increased benefits by the Daniels Bill may have to wait until Jan. 1 for it to become effective. It had been expected that the bill would be signed by the President sometime in September in order for its payments to begin, on the first day of the third month after its signing as specified in its language, Dec. 1.

However this would have created a huge exodus of retiring personnel within those three months as they sought to reap the total eight percent increase available to them if they retired before the bill became effective. This, it is felt in Washington, would have created a serious delay in the extra crush of activity around Christmas, especially in the Post Office where it could drastically hamper the delivery of holiday mail. The Daniels bill has not been sent to the President and no one at the White House seems too anxious to get their hands on it yet.

Under a 1963 law, employees who retire during 1965 receive an automatic increase in their earned annuity of two percent; the increase will only be one percent during 1965. The Daniels bill would bring an added increase of 6.1 percent if the employee is retired within three months after its signing by the President. This has created a crush of prospective retirees at personnel offices throughout the Civil Service system seeking information as to their swift retirement.

It is reported that the President feels that by putting off the effective retirement date until after Christmas a breakdown in normal December operations can be avoided. The President, then, wants the retirees to aim for a Dec. 31 retirement date; thereby still coming under the provisions of the Daniels bill and eligible for the added two percent increase.

Defense To Hire 60,000

The Defense Department plans to hire some 60,000 civilian workers in 1966, mostly in lower grade positions, to replace military personnel. In order to free officers and enlisted men for military assignments, the Defense Dept. will substitute its new workers in administrative, clerical, supply and maintenance, medical, food service and transportation roles. The majority of the substitutions

will be within the Continental United States.

It should be at least a month before hiring details are worked out. The object here is to avoid rushing into an employment procedure inconsistent with Civil Service Practices.

Government Hiring To Rise For Nine Months

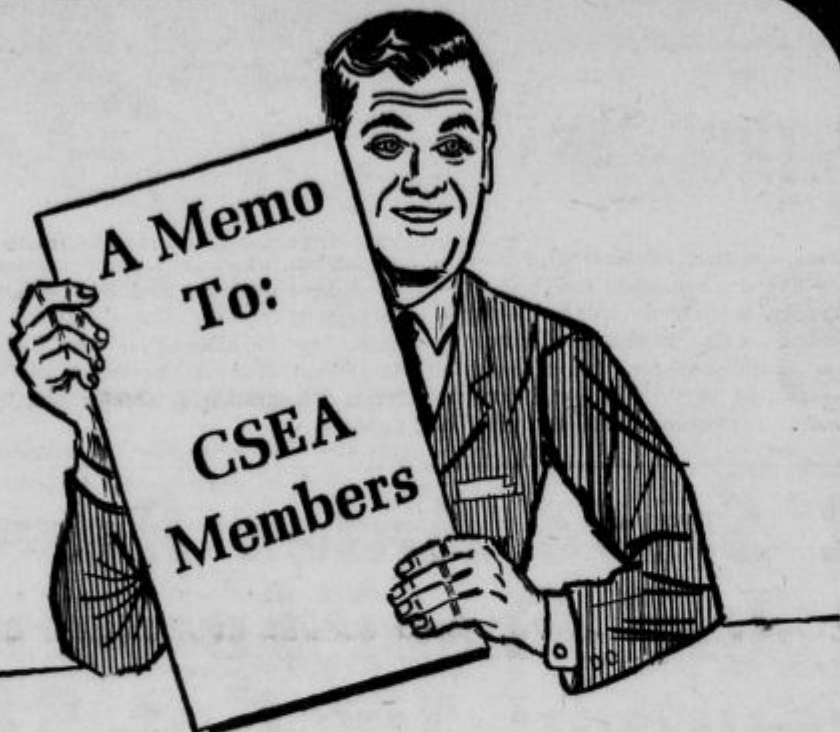
A recently completed study by the Civil Service Commission estimates that 32,000 employees will be added to the Federal payroll in the next nine months. Less than ten percent of this number should be employed in the Washington area. The Army, Navy and Air Force, the Department of Health, Education and Welfare and the Post Office will do most of the hiring. Otherwise employment figures in government agencies are expected to remain static. However, there could be cutbacks in many non-defense operations.

It is felt that the number estimated could be quite conservative. Lately there has been much talk about the Department of Defense (see story above), using military personnel in civilian jobs which should be handled by civilians. This should lead to replacement program which could call for more hiring. Also the Department of Defense is expected to ask for thousands of additional civilian employees, to back up the military operation in Viet Nam, early next year.

Back On Job At Maximum Pay

LOWVILLE, Sept. 27—A public health nurse who quit her job after the Lewis County Board of Supervisors, a year ago, refused to boost her salary, is back on the job at the Board's refused to boost her salary, is back salary of \$5,401.84 a year.

Mrs. Mary Curley's reinstatement came after the Board of Supervisors asked her to return in the expectation that there will be added work under the Federal Medicare Program. She will be able to make up arrears in her retirement, the Board said, through arrangements with the State Retirement Fund.



WELCOME THE NEW EMPLOYEE WITH GOOD ADVICE.

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

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

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

Accident & Sickness Insurance is one of the many benefits available through C.S.E.A. membership. You can do new employees a favor—urge them to take advantage of this worthwhile coverage by filling out the coupon below. We'll be happy to send complete information by return mail.



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Patrolman Test Set For Oct. 16; Closing Date Is Oct. 1; Pays \$144

On Oct. 16 a special civil service examination will be given for patrolman in New York City. The exam is part of a program to add an additional 1,500 men to the New York City Police Department.

Closing date for applications for this special exam is Oct. 1.

The current starting salary for rookie patrolmen is \$144 a week, including uniform allowance and holiday pay allowance. The salary advances to \$173 weekly after three years. City patrolmen have excellent promotion opportunities to Sergeant at \$9,899 a year, then to Lieutenant at \$11,313 a year, and to Captain at \$15,553 yearly. In addition, City patrolmen are eligible for liberal pensions and social security after 20 years of service; liberal vacation and sick leave; medical and hospitalization plans for themselves and their families; membership in a City-supported life insurance fund; and opportunities for college scholarships.

To qualify for the next examina-

tion, applicants must have reached their 20th birthday and must be under 29. For the purposes of determining eligibility, time spent in military service may be deducted from actual age. Applicants must be at least 5' 8" tall in bare feet and have 20/30 vision in each eye without glasses. At the time of application, candidates must be United States citizens of good character; and by the time of actual appointment, they must be high school graduates or possess equivalency diplomas or acceptable GED certificates issued by the Armed Forces; must reside in New York City, Nassau, Suffolk, Westchester or Rockland Counties, and must also possess a

valid New York State driver's license.

In order to qualify for next month's written examination those interested must file their applications with the City Personnel Department, Application Section, 49 Thomas Street, Manhattan, by no later than 4 p.m. October 1. Applications may be obtained at the Personnel Department, at any police precinct, or by phoning 566-8700.

New Classes Forming for

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12 Otisville Staff Members Receive Achievement Awards

OTISVILLE, Sept. 27—Twelve staff members of the Otisville State Training School were granted certificates of achievement by the Training Section of the New York State Department of Civil Service for completing satisfactorily a 30 hour course in Fundamentals of Supervision.

The staff were: Mrs. Rose Ashworth, Adam Battles, Vincent Calvario, Mrs. Marthe B. Casel, Oscar A. Gastmeyer, Arthur Grebeldinger, Mrs. Pauline Hertling, Constance Holcomb, Wesley J. Hunter, Thomas J. Lahey, Donald C. Lane, and Frank A. Mullen.

The course was conducted by Maurice Weiner, business manager of Otisville State Training School.

Reschedule Hearing

The City Civil Service Commission adjourned the public hearing on a resolution last week to classify principal rent examiner in the Competitive Class, Rule XI, in the Rent and Rehabilitation Occupational Group and has been rescheduled for Tuesday, October 5, 1965 at 10:20 a.m. in Room 401.

LEGAL NOTICE

SECOND SUPPLEMENTAL - CITATION. - THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent. TO AETNA INSURANCE COMPANY, Surety on official bond of Administratrix Julia St. John, if living or if dead, to her heirs at law, next of kin and distributees whose names and places of residence are unknown, and if she dies subsequent to the decedent herein to her executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and cannot after diligent enquiry be ascertained, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Harriet St. John a/k/a Hattie St. John, deceased, who at the time of her death was a resident of 601 West 139th St., New York, N.Y. Sent Greeting: Upon the petition of Daisy Penny, residing at Lake Helen, Florida, Post Office Box 555, You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Courthouse in the County of New York, on the 5th day of November, 1965, at ten o'clock in the forenoon of that day, why the account of proceedings of Daisy Penny, as Administratrix of the goods, chattels and credits of the Decedent, should not be judicially settled, and why it should not be determined that Julia St. John, predeceased Harriet St. John, a/k/a Hattie St. John without leaving any descendants. Dated, Attested and Sealed, September 22, 1965. HON. JOSEPH A. COX, Surrogate, New York County. PHILIP A. DONAHUE, Clerk. (L.S.)

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NEW CLASS SCHEDULE

for Candidates for

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BROOKLYN —Academy of Music, Lafayette Av. & Ashland Pl.
WEDNESDAYS—10 A.M. - 1 P.M. - 5:30 P.M. or 7:30 P.M.

MANHATTAN 126 East 13th Street near 4th Ave.
FRIDAYS—10 A.M. - 1 P.M. - 5:30 P.M. or 7:30 P.M.

The DELEHANTY INSTITUTE
Phone: GR 3-6900

Reappointed

ALBANY, Sept. 27—Governor Rockefeller has reappointed Dr. Harold W. Wilm, State Conservation Commissioner, to the Saratoga Springs Commission.

Jr. Civil Engineer

Applications will be accepted until June, 1966 by the New York City Department of Personnel for the examination for junior civil engineer. For further information contact the Department at 49 Thomas Street.

Candidates for

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TUESDAY, SEPTEMBER 28, 1963

Welfare Department Is Creating Own Problems

IN an unprecedented action last week welfare recipients picketed side by side with their caseworkers at a demonstration sponsored by the Social Service Employees union, protesting the dismissal of a caseworker at the East End Welfare Center.

This should have been enough proof for the New York Department of Welfare that the caseworker in question, was, indeed, competent.

Since the January strike of the Welfare Department by the SSEU, the Department and its administration has seen fit to harass and in some cases intimidate employees. It is time that this vindictiveness stopped.

This department, almost more than any other, deals with the unfortunate and depressed. In creating a decline in the morale of its employees, the Department is defeating its own purpose of trying to rehabilitate clients. If Welfare cannot deal with its own problems, how can it be expected to deal with problems of others?

This question deserves an answer.



SOCIAL SECURITY Questions and Answers

U.S. DEPARTMENT OF HEALTH, EDUCATION AND WELFARE

I am disabled, but only 45. Some people say I can get social security disability checks, others say I cannot. Which is true?

If you are totally and permanently disabled, and have worked long enough under social security, you may get disability payments regardless of your age. Stop by your social security office soon to get the facts in your particular case.

If I get disability payments, can my wife and 16 year old son get benefits also?

Yes, if your disability claim is approved, they can get benefits provided they meet the requirements for wife's and child benefits.

If I start getting social security disability benefits now at age 36, do I get as much money as people who work until they retire at age 65?

Yes, your benefit is figured just as though you reached 65 in the year you become disabled.

If I return to work after getting disability benefits, will my checks be stopped right away?

No. You may be paid benefits for as many as 12 months. However, if your condition improves substantially, so that you are no longer disabled, your benefits would continue for just 3 months.

Do you have to be helpless to

get disability benefits?

No. But you must have an illness or injury which is so serious that you are unable to do any work and which is expected to continue for a long and indefinite time.

I will be 65 on July 7, 1965. How much work under social security must I have to qualify for benefits?

You will need credit for at least 3½ years' work under social security to get social security retirement benefits. Any social security credit card you have earned since social security started in 1937 can be counted.

Do I need a doctor's statement that I am disabled before I make a disability claim?

No, your social security office will explain just what medical evidence you need to support your claim and will give you the proper medical forms when you apply.

I opened my own business early last year and hired two men. I have not reported them for social security purposes since I have under three employees. When I gave them their withholding statements, they inquired as to the reason I had not deducted social security taxes from their wages. They said I should have deducted social security taxes and reported their wages for so-

State Career Fellowship To Robert Wilbert

ALBANY, Sept. 27 — The Graduate School of Public Affairs, State University of New York, announced last week the awarding of a \$5,000 State Career Service Fellowship to Robert Wilber of Rome, New York. Wilber will pursue the Doctor of Public Administration degree on a full-time basis for one year.

After completing a bachelor of arts degree at Syracuse University in 1949, Wilber continued study on a part-time basis. He received the Master of Social Work degree from the Buffalo School of Social Work in 1961 and a Master of Education from Syracuse University in 1964. He is presently a supervisor of social work at Rome State School, Rome, New York. He is married and has one child.

The State Career Service Fellowship is awarded only to persons holding career appointments in the New York State Civil Service. Carrying a stipend of \$5,000 plus tuition costs, it is designed to facilitate advanced study by State career employees as a means of enhancing their professional qualifications for public service. The Graduate School of Public Affairs offers the fellowship as part of its function to provide educational preparation for academic and public service careers.

Exec. Chapter To Hold Test Workshop

ALBANY, Sept. 27—The executive chapter of the Civil Service Employees Assn. will hold, on Oct. 2, a workshop for candidates who will participate in the State Civil Service senior clerical series examinations.

The workshop will be held in the auditorium of the State Department of Health Building, 84 Holland Avenue, and will begin at 1 p.m. and conclude at 5 p.m.

Guest speaker will be James A. Brown of the Department of Education. His topics will be, how to take an exam, fundamentals of supervision, office practices and comprehensive reading.

This workshop is open to members of the Executive chapter only.

cial security purposes. Is this true?

Yes. You should immediately withhold taxes for all wages paid and prepare reports for all quarters that have ended. You can get these report forms from the Internal Revenue Service. You should complete the forms and return them to Internal Revenue Service. Social security taxes and reports of wages must be made no matter how few employees you have.

I am in the process of opening my own business. Where can I get information about social security coverage for my employees?

Call or visit the local Internal Revenue Service Office or social security office to apply for an employer identification number. Complete and mail the application to the District Director of Internal Revenue. Someone from Internal Revenue will get in touch with you at your place of business to explain all aspects of the reports, including social security reporting, as required by that office.

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.")

Review Arbitrary Determinations

ARBITRARY DETERMINATIONS although contended to be based upon medical evidence will be reversed on review. The Commissioner of the State Department of Education made this clear almost ten years ago in the leading case of *Matter of Warner*. In that case the petitioner was marked disqualified after three years of satisfactory service because of the possibility that a diabetic condition, which was responsible for ten days of absence, might worsen. In sustaining the teacher's appeal, the Commissioner observed:

It must be remembered that this teacher served in the district for three years with absences of a total of only ten days, which is not a bad record for a person not afflicted with diabetes. Respondent Board might as well deny a candidate a license because of the possibility that the candidate were to meet with an accident in the foreseeable future and will thus be unable "to give long, continuous and effective service to the school system."

THE PRINCIPLE that a minor affliction does not justify denial or licensure because possibly it will worsen was adhered to in the recent *Lewin-Epstein* case. Mrs. Lewin-Epstein served as a substitute teacher of common branches from her appointment in 1957. Her services as a substitute teacher was rated "superior in all respects." Her principal wrote a letter recommending that her license as a regular teacher should be granted. However, the New York City Board of Examiners marked her medically disqualified because of chronic laryngitis, a condition that creates hoarseness of voice. Dr. John F. Daly, a consultant laryngologist reported on behalf of the Board:

This condition will not improve and will undoubtedly become worse. This applicant is not recommended for permanent position on the basis of the laryngeal examination.

THE PETITIONER'S application for a regular license was denied in reliance upon Dr. Daly's opinion. The petitioner's own physician, Dr. Charles Breitman, certified:

Mrs. Lewin-Epstein has been under my care since 1958 for treatment of a chronic laryngitis. This is a condition she has had since childhood and has not gotten any worse during the years that I have treated her.

THE HOARSENESS in no way interferes with her ability to teach.

IN 1957, THE petitioner passed the written test as well as the physical and medical examinations for her substitute license but she failed the oral English test because of her hoarse voice. However, she took a course in speech training, took the oral English test again in 1959, and this time succeeded.

IN NOVEMBER, 1963, she participated in the examination for license as a regular teacher. She passed the numerically rated tests, including the teaching and interview tests. She was denied the license, as already indicated, because of hoarseness of voice.

THE PETITIONER appealed to the Committee on Appeals of the Board of Examiners, relying upon Dr. Breitman's certificate. However, the Committee did not sustain the appeal.

A. MARK LEVIEN, the petitioner's attorney, argued before the Commissioner of Education that Dr. Daly's pessimistic diagnosis was of doubtful dependability. Actually the petitioner's laryngitis has not become worse with the passage of time. Moreover, Dr. Breitman's opinion that he condition was not progressive was supported by Dr. Stanley Lane, a specialist in laryngology, who stated that the petitioner did not suffer from any progressive disease.

IN SUSTAINING the petitioner's appeal, the Commissioner distinguished the *Lewin-Epstein* case from those cases in which there is conflicting medical evidence concerning the applicant's state of health. Mrs. Lewin-Epstein, on the basis of the available medical evidence, at worst suffers from a condition that may possibly deteriorate at an indefinite future time. In such an unhappy eventuality she could then be medically disqualified, but the precedents do not require her present disqualification. As Mr. Leven pointed out, it would be no more sensible to disqualify her than to regard Satchmo Louis Armstrong as disqualified for the singing of popular songs because of his hoarse voice.

Three Major Posts Filled By State Social Welfare

ALBANY, Sept. 28—Three senior staff appointments have been announced by Commissioner George K. Wyman of the State Department of Social Welfare.

They are:

Fred E. Wight of Lansing, Michigan, to be director of staff development and training a newly-established post.

Max Waldgeir of the Bronx, to be director of the department's administrative Area V (New York Suburban).

Seymour Katz of Far Rockaway, to be assistant director of administrative Area II (Rochester).

Background

Wight, 41, is currently training supervisor of the Michigan Department of Social Welfare and has been employed in various social welfare activities since 1949. He holds a bachelor's degree in psychology from Hope College, Holland, Michigan, and a master's degree in social work from the University of Michigan.

Wight, an Army veteran of World War II, is a member of the Michigan Welfare League, the American Public Welfare Association, the Michigan Association of Children's Agencies, the National Association of Social Workers, and the Child Welfare League of America.

In his new post, he will receive an annual salary of \$14,152, with increments ranging up to \$15,625.

Waldgeir has been employed by the New York City Department of Welfare since 1940 and is presently the administrator of its Kingsbridge Welfare Center.

His service with New York City has included experience in several phases of welfare activity, including public assistance, child welfare and foster home care. In addition, he has served as instructor in welfare field work at Adelphi University and as a lecturer at Columbia University School of Social Work.

Education

Waldgeir holds a bachelor's degree from City College of New York; a master's in economics from Brooklyn College; and a master's in social work from Columbia. His memberships include the National Association of Social Workers, the Academy of Certified Social Workers, and the American Public Welfare Association.

Salary range for the area directorship is \$11,840 to \$14,125. Mrs.

M. Constance McDermott is the assistant area director.

Katz, 40, began his social work career in 1950 with the New York City Department of Welfare. He joined the staff of the State Department's Area V office in December, 1956, and is currently senior welfare representative in

Capital Police Dept. Seeking New Recruits

The U.S. Civil Service Commission has announced a new examination to assist the Metropolitan Police Department

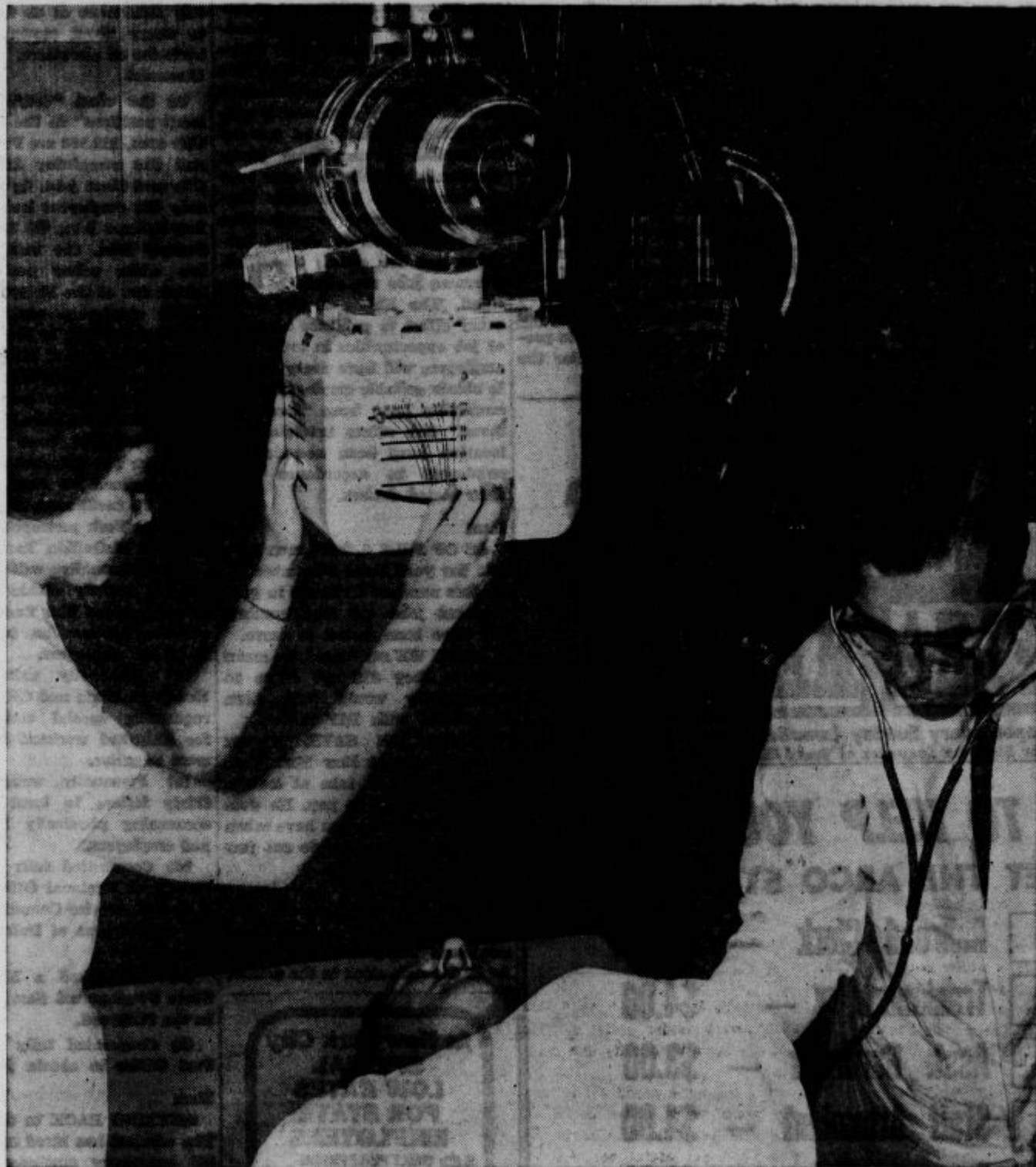
in its recruiting drive for additional police officers for the Nation's Capital.

To qualify, applicants must have had one year of appropriate experience or have successfully completed a four-year high school course. A written test is also required. Candidates must have reached 21 but must not have passed their 30th birthday. They must be in top physical condition, be at least 5 feet, 8 inches tall, and weigh at least 145 pounds.

Employment with the Washington Metropolitan Police Department offers many advantages. Salaries begin at \$6,010 a year. Police officers work five days a

week; earn annual leave from 11 to 26 days a year, depending on length of Government service, plus additional paid sick leave. They receive free medical and surgical care; their uniforms are furnished; and they are eligible for inexpensive Government life insurance. The Department has an excellent retirement system.

Full information and application forms are available from the U.S. Civil Service Commission, Washington, D.C., or from Police Headquarters, 300 Indiana Avenue, N.W. Washington, D.C. Applicants will be accepted by the Commission's Washington office, until further notice.



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Navy Answers Charges

This concludes the detailed answers issued by the Navy Department to charges which appeared in recent Leader articles.

Item
AN AMAZING UNTRUTH that McQuilkin, for his own reasons, has been telling us, is that the Philadelphia Navy Yard has not furloughed some of their employees. This is erroneous. This newspaper, and other sources, have informed yard workers that there have been furloughs of Philadelphia workers.

IS IT THAT important to McQuilkin to get rid of men that he will tell them an untruth just to get them off the rolls of the yard? We say that this is the case and that he cares nothing about the men, their families, this city or this state.

Comment
Admiral McQuilkin states that he made no statement to the effect that the Philadelphia Naval Shipyard had not furloughed some of its employees. No former New York Naval Shipyard employee placed in the Philadelphia Naval Shipyard has been furloughed.

Item
MC QUILKIN STATED just before Civil Service Day at the World's Fair that he had no intention of publicizing the Brook-

lyn Navy Yard. This was in response to a request from the Council that he loan them the 20-foot model of the Saratoga that sits outside his office.

THEY WANTED that model and the historic pictures of the yard to show the people of this city and the state and all others who were interested that the Brooklyn Navy Yard has always been and will always be the Can-Do yard.

YET MC QUILKIN refused. He has made this supposed painless closing into a very painful thing for all of us.

Comment
The so-called "Civil Service Day" at the New York World's Fair was not a federally-sponsored event. The Civil Service Leader, through the Metal Trades Council, did ask the Shipyard to loan the model of the CONSTELLATION (not SARATOGA). Admiral McQuilkin denied this request because no funds were offered to move the model and none were available to the Shipyard for this purpose. Also, the Civil Service Leader was unable to provide insurance or guards for the model.

Item
THE "BOOK" ADMIRAL, who has never been in charge of a Navy yard before, has advertised that there have been 19,063 jobs available to us at the yard.

WHAT HE DID not tell us was that many of these jobs have been open for years and are of such a technical nature that we don't qualify for them. He has also not told us that even more of the jobs that he says are available have been sent in by the New York State Employment Service and are far beneath the levels that we would consider.

ALSO INCLUDED in his figures are overseas jobs that is almost impossible for most of us to take.

Comment
In addition to making job offers under the Department of Defense priority placement procedures and the Bureau of Ships placement program, the Shipyard issues frequent "Outplacement Bulletins" which disseminate general job opportunity and vacancy information to employees. Many thousands of such jobs have been publicized. New York State Employment Service opportunities are promulgated by special bulletins and are clearly identified. Overseas jobs are similarly identified. The Shipyard has made every effort to publicize all types of job opportunities in order that employees will have every chance to obtain suitable employment. No employees have been "forced to move." Job offers involving relocation have been accepted by employees in accordance with their stated desires.

Item
AS OF JULY 9, 2,208 men have left the yard since November 19. Of this number, 1,196 are in government jobs. Of that number, 687 have been forced to move.

WHEN WE say forced, we mean that if they did not agree to move, they would have been threatened with RIF notices.

MC QUILKIN SAYS, if you want to stay in New York then you will have to take at least a three grade out in pay. He does not say that some men have taken as much as a ten grade out just to stay in this area.

Comment
Under the outplacement procedures, employees set their own minimum acceptable pay levels. As of the date cited in the article,

9 July, only eight employees of 1196 placed had taken jobs at a level 10 grades below the level of their Shipyard positions. These employees applied for these jobs and voluntarily accepted them. The jobs were not offered by the Shipyard under the Secretary of Defense "job offer" guarantee. Many employees have accepted lower paying positions in the Post Office in order to continue their Federal employment to acquire retirement eligibility and/or remain in the New York City area.

Item
IF THE ADMIRAL had done his job as it was outlined he would have looked into the more than 400,000 government positions in this area.

IF HE HAD done his job properly then none of us would have to worry about moving to tim-buck-too or elsewhere.

Comment
Of the cited "400,000 government positions" in the New York City area, 112,900 are Federal jobs and the remaining 310,000 are City and State jobs. As of 30 July, only 403 employees had accepted non-Federal jobs. Of the 112,900 Federal jobs, the vast majority are white collar positions for which few of the Shipyard's wage board employees could qualify. This is evidenced by the fact that over 90 per cent of Shipyard employees taking the Federal Service Entrance Examination for such jobs have failed. Also, local Post Office officials have indicated that over 600 Shipyard employees have declined job offers made by them. To facilitate placements in the New York metropolitan area, Admiral McQuilkin has:

(a) Personally written every Federal activity within a radius of 100 miles of New York City requesting cooperation in placing Shipyard employees.

(b) Personally written both New York State and City officials requesting special consideration for Shipyard workers. Responses were negative.

(c) Personally written some thirty letters to local agencies concerning physically handicapped employees.

(d) Cooperated fully with the New York Regional Office of the U.S. Civil Service Commission and the Department of Defense Zone Coordinator.

(e) Established a New York State Employment Service Office in the Shipyard.

(f) Cooperated fully with the Post Office to obtain jobs.

Item
GETTING BACK to the RIF's. The admiral has hired more than 500 temporary employees to do the work of those who are still here and of those who have left. He does admit that 200 more are needed. Because of his psychological warfare plan, he has had to hire more men than have been necessary if others, (permanent employees) had not left.

HE DOES NOT tell us that he turned down five ships for repair

and overhaul work. If they had been allowed to come in, it would have meant that more men would be able to stay in New York for a longer period of time and also be able to look for other jobs in this area.

Comment
No employees are being denied placement opportunities because of Shipyard workload demands. In some trade areas voluntary separations have progressed at a more rapid rate than diminishment of the workload. Consequently, it has been necessary to hire temporary workers to maintain trade balances to accomplish required work. The Shipyard Commander has made every effort to keep the Metal Trades Council fully informed of the Shipyard workload. The Shipyard workforce has had difficulty completing the workload assigned, let alone take on additional ships.

Item
MCQUILKIN TELLS US, that he has put 89 young people to work in the worst jobs he could find because he didn't agree with the Youth Opportunity Program.

HE DOES TELL us that these youngsters have taken jobs that are the worst here and that they could have been put in jobs that would better train them for the future. Some of these jobs require the use of respirators.

Comment
Admiral McQuilkin was instructed by higher authority to employ these youths. 90 such positions were filled and the incumbents are doing a good job. They are being utilized in typing, filing, furniture moving and closing out buildings, and they have been issued, where necessary, protective clothing and other safety gear just as regular employees of the Shipyard are issued such equipment. It should be noted that the Metal Trades Council initially protested the hiring of young people under this program at the Shipyard.

Item
HE HAS TOLD US, that he has no intention of recommending retraining for personnel even though the Secretary of Defense has stated that this would be done.

Comment
It is understood that Admiral McQuilkin has informed the Metal Trades Council that retraining will be instituted at such time as it appears necessary. To date, placements of Shipyard employees have progressed at a satisfactory rate and retraining has not been considered necessary.

New Reference Guide

ALBANY, Sept. 27—A new "Reference Guide for Local Officials" has been published with a foreword by State Comptroller Arthur Levitt.

"Over the years, local government has become more complex and the commodity of time more limited," Levitt said. "This new booklet will provide understanding of the more complex laws and requirements concerning the efficient administration of local government."

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

The dictating machine transcriber position requires only that applicants be able to type at the minimum of 40 words per minute. The State will train candidates for this position.

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

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

at 270 Broadway or any local office of the State Employment Service.

Orange Co. Chapter Election of Officers

MIDDLETOWN, Sept. 27 — Plans for an annual dinner and election of officers on Nov. 10 in Goshen were made at an executive meeting of the Orange County chapter, Civil Service Employees Assn. conducted here recently.

Present at the meeting were Mrs. Charlotte English, president, Isabel Van Pelt, secretary, Richard Riker, vice president, and Frank W. Spisso Jr., treasurer, all of the Orange County chapter; Frank J. English, president, Newburgh unit; William J. Coniton, president, Port Jervis unit; Douglas Hendrickson, president, Town of Walkkill unit; Mrs. Mirian Shea, president, Newburgh Non-Professional Employees of Schools; Dan Shea, president, Middletown unit; and William Sharpe, secretary, Port Jervis unit.

Set Hearing

The City Civil Service Commission has ordered a public hearing to be held Tuesday, October 5, 1965, at 10:30 a.m. in Room 401 on a resolution to classify assistant to commissioner (professional staff services) in the Competitive Class, Rule XI, in the miscellaneous occupational group.

— SAVE WATER NOW —

LEGAL NOTICE

SUPPLEMENTAL. — FILE No. P2318, 1964. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To the heirs at law, next of kin and distributees of GEORGE L. WRIGHT, deceased, if living and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, N.Y., on October 27, 1965, at 10:00 A.M., why a certain writing dated August 12, 1957, which has been offered for probate by GRACE FORTING, residing at 311 Sharon Avenue, Staten Island, N.Y. 10301, should not be probated as the last Will and Testament relating to real and personal property, of GEORGE L. WRIGHT, deceased, who was at the time of his death a resident of 239 West 148th Street, in the County of New York, New York. Dated, Attested and Sealed, September 8, 1965.

HON. JOSEPH A. COX, Surrogate, New York County. s/Philip A. Donahue, Clerk. (L.S.)

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Ernest Halatsis, also known as Ernest Halatzes, Ernest Hallatgis, Ernest Halations, Ernest Haltzer and Ernest J. Halatses, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot be ascertained by the petitioner herein; and to the distributees of Ernest Halatsis, also known as Ernest Halatzes, Ernest Hallatgis, Ernest Halations, Ernest Haltzer and Ernest J. Halatses, deceased, whose names and post office addresses are unknown and cannot be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Ernest Halatsis, also known as Ernest Halatzes, Ernest Halations, Ernest Haltzer and Ernest J. Halatses, deceased, who at the time of his death was a resident of 208 East 39th Street, New York, N.Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 16th day of November 1965, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS, HONORABLE JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 9th day of September, in the year of our Lord one thousand nine hundred and sixty-five. (Seal) Philip A. Donahue, Clerk of the Surrogate's Court.

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HOUSING ASSISTANT	4.00	STENOGRAPHER-TYPIST, GS 1-7	3.00
HOUSING CARETAKER	3.00	STENO-TYPIST (N. Y. State)	3.00
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HOUSING INSPECTOR	4.00	STOREKEEPER, GS 1-7	3.00
HOUSING MANAGER-ASST HOUSING MANAGER	5.00	STUDENT TRAINEE	3.00
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INTERNAL REVENUE AGENT	4.00	TAX COLLECTOR	4.00
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SOFTBALL CHAMPS — For the second straight year the Department of Mental Hygiene won the softball championship of the Gold Division of the New York State Employees Softball League. They then went on to defeat the Tax Department team of the Blue Division for the championship of the League. Pictured above is the winning team. From left, first row: B. Fay, E. Plew, P. Barbagleta, J. Carbonello, W. Fealey, and B. Mittler. Back row, same order: B. Taylor, P. Minahan, R. Obach, J. Forde, and F. Pochman.

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Employee Benefit Program Suggest By Saratoga Chap.

SARATOGA, Sept. 27—The Saratoga chapter of The Civil Service Employees Association has submitted a four-point employee benefit proposal to the Law and Finance Committee of the County Board of Supervisors. Heading the proposals was a request for five percent across-the-board adjustment in employees' salaries. Also requested was assumption by the County of the additional three percent of employees' con-

tributions to the State Retirement System; an increase from 60 to 120 days in accumulative days of sick time, and five days personal leave for each employee.

To Pesticide Board

ALBANY, Sept. 27—Governor Rockefeller has reappointed two advisory members to the State Pesticide Control Board in the State Health Department. They are:

Walter T. Blank of Poughkeepsie for a term ending June 30, 1968, and Marcus E. Buckman of Sodus for a term ending June 30, 1968.

ST. ALBANS WIDOW'S SACRIFICE Owner sacrificing this det. Dutch Colonial, featuring 6 large rms., modern kitchen & bath, garage & finishable basement — everything goes.	\$15,990	CAMBRIA HEIGHTS 5 & 4 ROOM APT. Detached legal 2 family — 5 room apt. with 3 bedrooms — 4 room apt. with 2 bedrooms. Modern kitchens & baths — finished basmt. 2 car garage. Must sell to settle estate.	\$20,990
HOLLIS SEPARATION SALE English Tudor Brick with 6 1/2 large rms. with Hollywood bath, 2 show-ers, 2 modern kitchens, garage, night club basement with extra bath, could be rented. — Immediate occupancy.	\$17,990	ROSEDALE ESTATES Detached Brick & Shingle 6 yr. old — LEGAL 2 FAM. Owner sacrificing this home at mere cost, consisting of 5 & 5 rm apts. with streamline kitchen & bath, plus night club finished basmt., all knotty pine with complete bath & shower. Situated in a country atmosphere. Immediate occupancy.	\$26,990

Many other 1 & 2 Family homes available
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170-18 Hillside Ave. — Jamaica
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CORONA-QUEENS GRAND OPENING
New 2 Family Brick
Two 6 room apartments each with 3 bedrooms, 3 large bonus rooms, complete with bath on street level, 90' terrace, garage. One fare zone, only two blocks to subway. Fifteen minutes to Manhattan.
LIVE ALMOST RENT FREE
Lowest price in Queens for this type of house
Model Open Saturday & Sunday, at
37-11 111 STREET, CORONA
VETERANS REALTY CO.
40-10 Junction Blvd., Corona
HA 9-7000

House For Sale Suffolk County
MASTIC BEACH, 2 bedroom ranch, garage, furnished, beautifully landscaped, 160x100. Ideal retirement home. (516) 281-8335.

House For Sale East New York
MODERN semi-detached legal 3 family, excellent condition, finished basement—wide driveway, 2 vacant apts.—5 and 3—oil heat, school-churches-transportation and shopping. Owner—Principal only. Daytime. AP 7-4646. Sat. & Sun. 516 PR 1-0040.

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

TWO YRS. young, brick shingle one family, large corner plot. \$32,000. BROWN REALTY, 199-12 Linden Blvd., St. Albans, L.I. AR 6-2555.

BABYLON BLAZE COLONIAL HOME
Older, but they don't build them like this anymore. Clean & neat as a pin inside & out. Has 4 bedrooms, sundeck, living room, kitchen, dining; on 100x100 landscaped plot. 1 block to State Park & Plenic Grounds in beautiful North Babylon. Full price including house full of furniture in good condition.
\$10,990
NO CLOSING FEE
\$390 Cash G.I.
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Farms & Acreage Orange County — \$130 —
Guarantees Immed. Possessions of 1 & 2 select acre sites. Easily accessible only 77 mi. from N.Y.C. There are but a limited no. of sites available at these terms. Bal. may be paid easily over 2 & 4 yrs. Don't walk run up & pick your place in the Sun for your family amid sweet scented Pine, Oak, & Maple shade.

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FREE LISTS

SPRINGFIELD GARDENS
Colonial. Like new. Large rooms. Finished & rentable basement.
Qualified G.I. no cash down \$590 All Others AR 6-2000

House For Sale - Levittown
RANCH, corner, 4 bedrooms, 1 1/2 baths, convenient location, principals only. \$16,990. 516 - PY 6-8037.

CAMBRIA HEIGHTS \$20,990
DETACHED - CENTER HALL
5 large modern rooms, L-shaped living room & dining room, eat-in kitchen, 2 master bedrooms, finished basement, large CORNER garden plot.
\$1200 DOWN TO ALL JAXMAN
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AX 1-7400

East Elmhurst - Special
One family brick, vacant, 5 large modern rooms with garage and spacious rear yard. Price \$18,500. \$1,500 down payment.
HERMAN CAMPBELL
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HI 6-3672 Corona, L.I., N.Y.

Farms & Acreage Orange County
4 ACS, rancher with modern turquoise kitchen, breezeway, garage. \$15,750.
4 BEDROOM rambling brick, elegant center hall living room & fireplace, 2-car garage, \$18,000. — C. Dunn, Bkr., Walden, N.Y. 914-774-8554.

House For Sale Sarasota, Florida
RETIREMENT — Lv. rm. dog. rm. Full kitchen, 3 bdrms, 2 baths, screened patio, garage, heating, cooling, 3 yrs. old. sacrifice. Box 701, C.S.L., 97 Duane St., N.Y. 7, N.Y.

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



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

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ST. ALBANS
Vacant - 7 Rooms
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\$900 Cash

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Brick English Tudor Ranch. 6 rms, modern kitchen & bath, finished basement, garage. Rent with option to buy.

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A DRAMATIC NEW 6 1/2 ROOM RANCH WITH FULL BASEMENT

PLUS FREE
Hotpoint Refrigerator-Freezer, Clothes Dryer, Clothes Washer, Built-in Oven-Range.

PLUS 5 YEAR WARRANTY
10 Year Manufacturer's Guarantee on Boiler or Heat Exchanger Plus Free Heating Service Policy.

PLUS QUALITY FEATURES
16" on center framing (not 24"), 8" Poured Concrete Foundations (not 6"), Wood Sheathing (not Composition Board), Bathroom Vanities, City Water, Gas and Roads in and paid for.

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30 Year Mortgages
8 other Models including Ranches and Hi-Ranches With Up To 8 1/2 Baths, 2 Baths, Family Rooms, Basements and Garages From

\$15,990

BUY MODERN—ENJOY GAS HEAT
AT BAY SHORE
YOUR BIGGEST HEATING VALUE

DIRECTIONS to Bay Shore Model: Southern State Parkway to Exit #92 (Fifth Avenue). Continue along Parkway Service Road for 1 mile to Brentwood Road then right (South) 1/4 mile to model. OR straight out Sunrise Highway to Brentwood Road (Bay Shore), there left (North) 1/4 mile to model. Model Phone: MO 5-9648

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LEGAL 2 FAMILY \$15,990 ONLY \$590 DOWN
2 immaculate apartments with 2 1/2 baths. Beautiful buy in Baisley Heights.

LEGAL 2 FAMILY ONLY \$800 DOWN
No closing fees, fantastic house. Vacant, see today—move tomorrow to Springfield Gardens.

\$14,950 SIX ELEGANT ROOMS
Fit for a king & queen & a beautiful finished basement for modern easy comfort. Only \$450 down & she's yours.
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E. J. DAVID AX 7-2111
189-06 HILLSIDE AVE. (OPEN DAILY)
Jamaica, (including Saturday & Sunday 9 A.M. To 8:30 P.M.)

LAURELTON \$29,500
2 FAMILY - 11 ROOMS - 70x100 PLOT
15 yr old re-sale duplex style home. \$38 weekly income one apt, other features include aluminum storms, screens, garage, 2 ranges, refrigerators, additional carpet, brass plumbing, low taxes, \$175 pays all. Take over GI mortgage. Save closing costs.

SPRINGFIELD GARDENS \$18,500
SPANISH RANCH — 50x100 PLOT
Magnificent re-sale, tile bath, magazine kitchen, full basement, economical gas heat, oversize garage; extras include aluminum storms, screens, & doors; Venetian blinds, range, refrigerator & air conditioner.

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Take 8th Ave. 'R' Train to Sutphin Blvd. Station. OPEN 7 DAYS A WEEK
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ROOSEVELT, N.W. SACRICE \$25,000.
7 room split, 3 bedrooms, 3 baths, 2 car, basement, patio, den, carpeting, storms, many extras. \$10 MA 9-6025 evenings.

Live in Rockaway...
Vacation Land!

2 FAMILY HOMES!

Split Level, Fully Landscaped.

6 ROOM OWNERS APT.

Plus a 3 or 4 room INCOME PRODUCING APT.

FEATURING: 3 Bedrooms contained in owner's apartment • Convenient walk to subway, shopping, beaches, schools, houses of worship • Sewers in and paid for • 2 zone hot water heat • Separate entrances • All Birch Futurama Kitchen • 2 car garage

FREE EXTRAS 2 Refrigerators, Storms, Screens & Washing Machine & Dryer, Dishwasher.
NO CLOSING FEES

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\$25,990
10% Down, 5 1/2% 30 yr. mortgages available

Model Phone: 945-0320

Beachview Homes BUY MODERN ENJOY GAS HEAT
Furnished Model on Beach 63rd St. near Beach Channel Drive
YOUR BIGGEST HEATING VALUE

Delegation To Attend K.C. Conf.

ALBANY, Sept. 27—Dr. James E. Allen Jr., State Education Commissioner, has been named chairman of an eight-member State delegation to the Kansas City Conference on formulation of an interstate compact for education.

The other members are: Senator Earl W. Brydges, Thad L. Collum, vice chancellor of State Board of Regents; James A.

Perkins, president of Cornell University.

Alexander Aldrich, executive assistant to Governor Rockefeller; Kenneth E. Buhrmaster, chairman of State Educational Conference Board; Edgar D. Draper, program associate in Governor's office; Mrs. Anna Rosenberg Hoffman, former Undersecretary of Department of Defense.

— SAVE WATER NOW —

On Commission

ALBANY, Sept. 27 — Maurice Rosenfeld of New York City has been appointed to a new term on the Saratoga Springs Commission. He is president of the Equitable Paper Bag Company of Long Island City.

Two New Typists

ALBANY, Sept. 27 — Florence Boyle of Staten Island and Eileen Dalins of The Bronx have been appointed typists for the State Banking Department.



ANNIVERSARY — Mr. and Mrs. Charles J. Walsworth of Watertown, were recently honored on their 25th wedding anniversary at a party sponsored by their children.



GETS AWARD — James W. Gaynor, (left) State Housing Commissioner, receives a Silver Merit Award for a successful 1964 Greater New York Fund campaign by employees of his Division of Housing and Community Renewal from Regis J. King, campaign director of the Fund. Mr. Gaynor set an outstanding example in his role as the Fund's 1964 State Employee Chairman by inspiring his staff of 250 employees to achieve a \$6.83 per capita, highest among all state agencies located in the metropolitan area.

Suffolk Welfare Commissioner To Be Honored Guest

Suffolk County Welfare Commissioner Richard DiNapoli will be the guest of honor at the 3rd Annual Testimonial Dinner sponsored by the Suffolk County Columbia Association on Tuesday, October 12th at the LaGrange Restaurant in West Islip, according to Anthony LaPorte, chairman of the dinner.



The Association, in its annual observance of Columbus Day, pays tribute to a prominent citizen each year who has distinguished

himself in the field of business, government or civic affairs. "Commissioner DiNapoli was selected this year because of his outstanding record of public service over the past 12 years and for his many civic and community activities," Mr. LaPorte said.

Reservations for the affair may be secured through Mr. LaPorte at MO 5-7990 or by writing to him at 50 Saxon Avenue, Bay Shore, New York.

Asst. Plan Examiner

Applications will be accepted until June, 1966 by the New York City Department of Personnel for the exam for assistant plan examiner (buildings). Contact the Department at 49 Thomas Street for further information.

Annual School

ALBANY, Sept. 27—The Annual Training School for Fiscal Officers and Municipal Clerks of Cities and Villages is being held this week at the Holiday Inn in Saratoga Springs.

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Where to Apply For Public Jobs

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

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

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

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

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

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

STATE—Room 1100 at 270 Broadway, New York 7, N. Y., corner of Chambers St., telephone BARclay 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 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.

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

MHEA Meeting To Open Oct. 7 At Concord Hotel

The Mental Hygiene Employees Association meeting opens at the Concord Hotel on Oct. 7 at 2 p.m. Officers and delegates will represent more than 30 institutions of the Department of Mental Hygiene throughout New York State.

President Frank Costello of Marcy State Hospital will preside, assisted by vice presidents Mrs. Marie Donaldson of Newark State School; Clarence Laufer, Jr. of Syracuse State School; Rebella Eufemio of Rockland State Hospital; Irene Hills of Willowbrook State School; Mrs. Dorris Blust, secretary-treasurer, Marcy State Hospital; and Attorney Bernard Silberman, Department of State, Albany. The Association's consultants, Sam Cipolla and Irving Fisher of Craig Colony, and Emil Bolman of Rockland will also attend.

The first session will include officers' reports, and a general business meeting, during which legislation for improvements affecting the Mental Hygiene employee will be discussed. Scheduled also for discussion during the business session, in addition to legislative goals, are:

An adequate pay hike for institution workers;

Techniques to further improve the public's understanding of the employee's duty requirements in caring for the mentally ill and retarded and problems facing these workers in their daily routine.

A proper upgrade will be sought for the various services, as all areas of employment, within the institution, must dovetail for an efficient and effective working

organization. Every worker plays an integral part in the program, and the need for an upward re-allocation of salaries is essential for each services a MHEA spokesman said.

Modification of retirement allowance and variable annuity will be included in the MHEA agenda, together with a 37½ hour week for office workers; a revised office pattern; and definite action in protesting the present problem of detailing attendants.

Committee appointments will also be announced.

Non-Competitive Jobs

ALBANY, Sept. 27—The State Civil Service Department has approved the following non-competitive appointments:

Ned A. Briggs as director of civil defense operations and training; Arnold Grushky as director of civil defense resources and production; Wallace Nottage as director of youth division rehabilitation program; Erol R. Cabesas as senior computer programmer in Office of General Services.

Named To Council

ALBANY, Sept. 27—Morris Gittitz of Binghamton has been reappointed to the Council of the State University of New York at Binghamton.

Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate tag authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 8 Elk St., Albany. The plate which sells for \$1, can also be ordered through local chapter offices.

Help Wanted

ADDRESS Envelopes — \$7.50 per thousand. Box 150, C.S.L., 97 Duane St., N.Y. 7, N.Y.

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Hearing Set

The City Civil Service Commission has ordered a public hearing to be held Tuesday, October 5, 1965, at 10:30 a.m. in Room 401, on a resolution to reallocate to higher salary grades and ranges various classes of positions in the Competitive Class, Rule XI, as a result of extended collective bargaining and mediation.

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This Weeks Certifications

Table listing certifications for various titles such as Caseworker, Electrical eng., Foreman, etc., with columns for Title, Last No. Certified, and the certification date.

Previous Certifications

Table listing previous certifications for various titles such as Ableseaman, Accountant, Aest. accountant, etc., with columns for Title, Last No. Certified, and the certification date.



WILLARD HOSPITAL HONORS— A dinner-dance was held recently at Willard State Hospital honoring employees who have served 25 years. Seen at the affair are; Seated, left to right— Bertha M. Kelley; Catherine M. Markell; Dr. Anthony N. Mustille, Director of Willard State Hos-

pital; Elizabeth M. Favreau; Clara M. Cassidy Standing, left to right—Norman J. Favreau; Walter R. VanNostrand; Lester E. Steen; Thomas J. McMillen and Robert J. Cole. Recipients of 25 year pins not present—Lewis B. Brewer; Joseph H. McDonald and Thomas E. Maher.

Eligibles on State and County Lists

Large table listing eligible candidates for various positions across different counties, including Principal Account Clerk, Principal Audit Clerk, and various administrative roles, with columns for name, county, and list number.

(Continued on Page 15)

Eligible Lists

(Continued from Page 14)

80 Tamolunas C Amsterdam	764
81 Nureck L Albany	763
82 Burrill D Painted Po	761
83 Sedlak L Buffalo	761
84 Praesser K Albany	761
85 Garey F Brooklyn	760
86 Obach R Delmar	757
87 Duffy J Delanson	751
88 Bozzolo P Schenectady	750
89 Marron R Loudonville	749

110 Sullivan R Utica	798
111 Driscoll J Kauneonga	798
112 Macrina R Heckimer	798
113 Marton N Hornell	798
114 Kelsey C Green Isla	797
115 Civelli R Lindenhurst	797
116 Reynolds F Shady	797
117 Strain R Apalachin	797
118 Brady H Utica	796
119 Aldrich S Avon	795
120 Brewster D Ballston	795
121 Clark L Batavia	794
122 Emelle W Poughkeepsie	794
123 Chase J Saratoga	794
124 Morlock W Schenectady	794
125 Vanalstyne R Stuyvesant	792
126 Boone A CU Bridge	792
127 Seeber J Poughkeepsie	790
128 Smith R Hornell	790
129 Kendall T Staatsburg	788
130 Pawling R Poughkeepsie	788
131 Hoffman C Conklin	788
132 Cardarella P Buffalo	788
133 Puzan J Depew	788
134 Ewing J Troy	788
135 Reinshall M Albany	788
136 Babcock J Danville	787
137 Burns A	787
138 Jannins G Albany	786
139 McKnight R Almond	785
140 Perry H Brocton	785
141 Argenti J Hornell	784
142 Gardner M	783
143 Farley R Troy	782
144 Hoordyski S Poughkeepsie	782
145 Christensen M Hornell	782
146 Drezelo P Albany	782
147 Riley D Richland	781
148 Bell D New Rochelle	780
149 McGuire M Cheektoway	780
150 Kolesnikoff L Crayville	778
151 Probst F Amherst	778
152 Parker D Mechanicvi	778
153 Debraer E Islip	778
154 Wood R Rensselaer	777
155 Hurd L Hornell	776
156 Griffin V Rexford	776
157 Mackay B Cohoes	774
158 Jillson G Menands	774
159 Yancy S Binghamton	774
160 Bennett W Hancock	773
161 Campion W Poughkeepsie	772
162 Savarise T Lackawanna	772
163 Surdi P Buffalo	771
164 Rusek E Gloversville	770
165 Kirwan T Auburn	768
166 Blackmer J Hornell	768
167 Lattin H Penn Yan	768
168 Lenahan J Buffalo	767
169 Tinklepaugh D Binghamton	767
170 Hayes P	766
171 Schlinger J Amityville	765
172 Colyer D Brentwood	765
173 Vogel E Utica	765
174 Gleason L Hornell	763
175 Pasano S Ravenna	762
176 Grimshaw G 3 Mile Bay	762
177 Wester R Hopewell	760
178 Kilmer R Canisteo	760
179 Fitzgerald T Troy	760
181 Pangburn L Athens	760
182 Jarrot J Lancaster	759
183 Ottoman J Syracuse	758
184 Connor R Utica	758
185 Maxwell P Big Indian	758
186 Hartigan L Amsterdam	758
187 Ungerer R Patchogue	757
188 Scott R Vestal	755
189 Benedict R Binghamton	752
190 Sgambati S Mechanicvi	752

P.R. Column

(Continued from Page 2)

- Can you dismiss someone for refusing to squeal on a fellow employee?
- Can an agency dismiss an employee for malingering if he claims injuries he can't prove.
- Can a supervisor who swears at subordinates discipline them for the same offense?
- If you bring charges against an employee, can you double as the judge?
- Can a municipality ban employee investments in the liquor business?
- Should you always discharge an employee for stealing?
- Can you dismiss an employee whose work you never criticized?

THE ANSWERS to some of these problems surprised us, and they will undoubtedly surprise our readers.

IN THE BOOK foreword Dr. Stessin writes:

The good public executive, in dealing with employees who have erred must be guided by two criteria—to do what is fair and to do what is legal. The two are not necessarily conflicting. To know what is fair takes experience, prudence, judgment and that other indefinable managerial principle—intuition. To know what is legal is simpler. It takes knowledge of state and federal statutes—and what the courts and hearing boards have said about the myriad issues that have come before them.

This report is designed to help you in both areas. The cases have been selected by the editors with an eye towards giving the administrator an insight into how his colleagues in other jurisdictions have handled discipline

Thruway Hero

Albany, Sept. 27—State Thruway toll collector John Buono of Saugerties is a hero to a Thruway motorist at least.

An Angola, New York family stopped at the toll barrier when their motor caught on fire. Buono grabbed an extinguisher and put out the flames.

In a letter to the Authority, the family wrote: "This man's quick and courageous action is the only thing that saved our car and all our summer belongings and luggage."

tions have handled discipline problems. And because each of the situations ended up before an appeals board or a court, it focuses on the standards used by higher tribunals to affirm or reject the administrator's action.

Employee Discipline does not give you all the answers to good employee relations, but it certainly sets down enough ground rules to guide the government executive in a very delicate and integral part of good public relations.

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Suggestion Award Winners Share In State Fund Money

(Continued from Page 3)

contents, weighs 58 pounds, compared to 70 to 118 pounds with the old packaging. Shipping costs will be reduced by nearly \$9,000.

A Lewis county man earned \$100 for his time-and-money saving idea. Michael H. Roman, Lowville, suggested that plastic containers be used in place of glass for shipping samples of dairy products. These samples are sent to the laboratory for bacterial examination. The glass bottles had to be sterilized before shipment from the laboratory to the field inspectors.

A supervising dairy products inspector for the Department of Agriculture and Markets, Roman realized the disruption of testing schedules that results if there is a delay in shipping empty, sterilized bottles, or if there is breakage. An investigation into the cost of glass versus plastic showed that the plastic containers cost only one-third as much. In addition, they are sterilized by the manufacturer, rather than by the State laboratory.

A Department of Mental Hygiene reimbursement agent, Patricia D. Kunz, Hauppauge (Suffolk County), also received a \$100 grant. She suggested a change in policy for investigating the financial background of patients admitted to State hospitals to determine their ability to pay part of the treatment costs.

Rather than contact friends or relatives of patients, the Pilgrim State Hospital employee noted that it would be faster and more accurate to deal with the patients themselves.

Two employees received awards of \$75 each. Edmund A. Komant, Brainard, a stationary engineer with the State University in Albany, devised a method to remove excessive soot deposits from boilers. Merton E. Gamble, Wingdale, chief laundry supervisor at Harlem Valley State Hospital, designed and made time-saving containers for dispensing soap powder and other washroom supplies in institution laundries.

\$50 Awards

Awards of \$50 each were made to Louis Bavaro, Jr., Schenectady, steam fireman, State University; Jacob F. Nowak, Slingerlands, electronic equipment mechanic, Civil Defense Commission; Lucille Williams, Albany typist, Education Department; and Edmund J. Owczarzak, Buffalo, senior X-ray technician, Department of Health.

Forty dollar awards went to Joan A. Blacklock, Albany, clerk, Department of Agriculture and Markets; and jointly to Arthur H. Israel, Albany, workmen's compensation examiner, and Genevieve Craney, Troy, principal clerk, Workmen's Compensation Board.

A \$35 grant was made to a Rensselaer man, Richard C. Reinsema, senior computer analyst, Department of Public Works.

\$25 Awards

There were five awards of \$25 each. They went to Madelyn A. Rickes, Albany, senior clerk; William C. Hazelton, Potsdam, meat inspector; Thomas J. Flitpatrick, West Seneca, senior dairy products inspector; and Arthur L. Rothenberg, Bronx, dairy products inspector, all of the Department of Agriculture and Markets; and Jack J. Heyman, East Islip, senior research scientist, Central

Islip State Hospital.

\$20 Awards

Awards of \$20 each went to Gladys V. Weir, Schenectady, typist, Workmen's Compensation Board; and Sydney E. Gartenberg, Brooklyn, economist, Department of Labor.

Fifteen dollar awards went to Norman P. Dillenbeck, Schenectady, offset printing machine operator, Department of Taxation and Finance; Frank D. Griffin, Saratoga Springs, electronics technician, Civil Defense Commission; and Ludlow W. Werner, New York, statistics clerk, Department of Labor.

\$10 Awards

Awards of \$10 each went to seven people: Valerie O. Charcinski, Loudonville, typist, Department of State; Nettie G. Madison, Albany, senior stenographer, Department of Motor Vehicles; Raphael Rosenblatt, Oneonta, pharmacist, Department of Health; Israel Puro, Geneva, senior pharmacist, Willard State Hospital; Lawrence J. Leta, Buffalo, refrigeration plant operator, Buffalo State Hospital; Alberta M. Sheheen, Palmyra, attendant, Newark State School; and Gall P. Simon, Bayside, typist, Department of Motor Vehicles.

Certificate of Merit

Certificates of Merit without cash grants went to eight State employees: Helen J. Boguss, Troy, principal stenographer, Department of Labor; Joseph J. Donlon, Troy, mail and supply helper; Department of Public Service; Robert N. Simonelli, Johnsville, unemployment insurance claims examiner, Division of Employment; and Grace W. Drawbridge, Syracuse, stenographer, Department of Motor Vehicles.

Also to Sylvia Holst, New York, senior stenographer, Department of Labor; Michael P. Schinn, Kings Park, supervising psychiatric nurse, Kings Park State Hospital; and Mitchell D. Simon, Kenmore, senior unemployment insurance hearing representative; and Stowell W. Armstrong, Park Ridge, New Jersey, senior employment interviewer, both of the Division of Employment.

CSEA Wins Agreement

(Continued from Page 1)

plemented forthwith, would reflect these allegations."

In communicating with T. Norman Hurd, Director of the Budget, Feily outlined the background of the problems at the hospital as they involved CSEA, emphasizing that early in July of this year, Brooklyn State employees and CSEA had "strongly urged remedial action to correct the staffing problems at the hospital."

Other Action Needed

In addition to its other requests, CSEA also asked the Budget Division to approve overtime pay for nurses at the hospital. He said there are "many vacant nurse positions at the hospital, the appropriations for which are being used to pay outside nurses to work on a temporary basis while the State is denying overtime work for its own nurses."

Feily also declared that time had run out on employee patience where institutional clerical employees are still forced to work a 40-hour week while persons in similar titles in other State jobs work 37½ hours a week.

In replying to Feily's letter, Deputy Budget Director Marshall said that the Department of Mental Hygiene had requested the agreement and cooperation of the Budget Division in undertaking the survey of the staffing pattern of Brooklyn State Hospital for the purpose of establishing a post-staffing pattern there.

Marshall pointed out that "The Governor provided moneys in the 1965-66 budget to undertake post-staffing installations at three other State Hospitals. But," he said, "that in view of your representations in respect to the staff needs of The Brooklyn State Hospital and particularly because of the request of the Department to give this matter high priority, this office agrees to commence the post-staffing study at Brooklyn State Hospital at the earliest possible date."

In confirming the availability of the 40 positions to be filled by appointment of attendants on a PR-50 basis, CSEA was told by the Department of Mental Hygiene that these are positions which had not been released and were not within the current approved staffing formula.

Personnel Council Proposes Increments On Anniversaries

ALBANY, Sept. 27—A study should be conducted of the practicability of changing to a system of increments based on anniversary dates, and if found feasible, a concrete proposal to accomplish this objective should be prepared for consideration by the membership.

This is one of six recommendations that the outgoing administration of the New York State Personnel Council has made in the council's annual report.

Purpose

The report carries an introduction by John J. Denn, Jr., as chairman for the preceding year. He writes:

"The Personnel Council is a bridge between the central personnel agency and the personnel officers of the operating departments. In bringing together all personnel officers for discussion of mutual problems and for an interchange of information, the Council is able to present these problems with proposed solutions to the central personnel agency with a forceful, unified voice.

"The Personnel Council plays a complementary role to the Department of Civil Service in that both work toward a mutual objective—the development of the most effective and enlightened personnel program achievable in government service."

Other Proposals

In the report, it also was recommended:

- That a joint Civil Service — Personnel Council standing committee on college recruitment should be established to concern itself with comprehensive and continuous planning for this recruitment program so vital to the administrative success of all State agencies.

- That a full review should be made of the problems involved in the mandatory use of interdepart-

mental promotion lists to fill temporary vacancies.

- That continuing attention be given to the desirability of establishing a uniform method of computation of payroll deductions for weekend and holiday leaves without pay.

Newark State School Chapter Meeting Held

The Newark State School Chapter of the Civil Service Employees Assn. held its first meeting Sept. 18 in the Employees' Lounge of the New School Building. The meeting was called to order by the president Al Gallant.

Tom Cauty of the Traveler's Insurance outlined the benefits of their Policies. Pauline Fitchpatrick, who is a member of the State Resolutions Committee, went over the proposed resolutions which are to be voted upon at the annual meeting at the Concord Hotel in October. The Committee prepares resolutions to be approved by delegates in session at the October meeting from which legislation is written for enactment by the next legislative session for improvements in salaries, working conditions and fringe benefits for all employees of the state and political subdivision.

James Powers, field representative, was also a guest of the evening.

Refreshments were served by Mr. and Mrs. Francis Condit upon adjournment.

'No Strike' Clause Action Sought By Metro Conference Delegates

(Continued from Page 1)

Press which discussed a report on employee gains written by the Citizens Expenditure Committee was a reflection on the worth and dignity of public employees.

Jacobs said the article supported CEC's "distorted" facts on State worker wages and benefits and, in so doing, slurred the civil service with "sins of omission and devious use of statistics." The Conference asked Joseph F. Feily, CSEA president, who was at the meeting, to write the newspaper—and others who carried the organization's statement—rebutting the article.

Candidates Attend

In addition to Feily, all other CSEA candidates for Statewide office were at the meeting with the exception of Hazel Abrams, candidate for reelection as secretary, who was unable to attend because of illness in the family.

They included Ed Croft, Feily's opponent; Raymond G. Castle and Ted Wenzl, first vice president contenders; Vernon A. Tapper and Irving Flaumenbaum, seeking the post of second vice president; Charles E. Lamb and Henry Shemin, in the race for third vice president; William Rositer and Claude Rowell, seeking the fourth vice presidency; Vito J. Ferro and Fred Cave, Jr., contenders for the fifth vice presidency; John Hennessey and Louis Sunderhoft, candidates for treasurer, and Clara Boone, running for the post of secretary. All spoke on their platforms.

Dues Increase In formation

(Continued from Page 1)

roll payment date after September 30, 1965. In the State service arrangements have been made with the State Comptroller's Office to program the change on their computer to cover all payrolls they handle, for the dues deduction increase on all State payrolls and a letter has been sent to each State payroll source to assure that employees who may be on supplemental payrolls on the payroll period on which the dues increase should take effect are cared for relative to the dues increase.

"No deduction for dues will be taken on the payrolls covering State Department and Administrative Agencies on the payrolls for the bi-weekly period ending September 29, 1965, as the full deduction of \$10.10 has been deducted from these particular members through 26 deductions

already made and credited to these members for the fiscal year ending September 30. As to State institutional payroll, the 26th deduction producing the annual dues of \$10.40 will be completed on the bi-weekly payroll for the period ending September 22, 1965.

Political Subdivision

"As to Political Subdivisions, Headquarters has sent direct to each payroll source a form letter advising that if the deduction for dues is separate—then bi-weekly deductions should be increased to \$.50; semi-monthly deductions to \$.54; weekly deduction to \$.25, and monthly deductions to \$1.08. This change occurs on the first payroll payment date which occurs after September 30, 1965.

"In the Political Subdivisions where the dues is combined on the payroll with a deduction for insurance, Headquarters has notified the payroll source to increase

each bi-weekly payroll deduction which includes dues by \$.10 each; \$.11 each if semi-monthly; \$.05 each if weekly, and \$.22 if monthly. In each instance the payroll source has been supplied with a list of employees on their payroll who pay dues direct, and thus their deduction covers only insurance, with a request that these particular deductions not be changed.

"County Division Chapter Presidents can help by contacting the payroll sources in the counties which provide the CSEA dues deduction privilege, to make sure they have received the notices referred to herein, and that such notices are in the hands of the appropriate payroll making employees or officers who can assure that the necessary changes in dues deductions take effect on the first payroll payment dates which occur after September 30, 1965."