

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXV, No. 27 Tuesday, March 10, 1964 Price Ten Cents

## Status of Bills In Legislature

See Page 14

150101 WELFARE



**WELCOMED:** Comptroller Arthur Levitt, center, is seen as he was welcomed to the 54th annual dinner meeting of the Civil Service Employees Assn., held last week in Albany. At right is Frank Votto, director of the Division of Veterans Affairs.

### If Legislature Passes Measure

## Wilson Predicts Approval Of Bill To Mandate Pay Of Local Social Case Workers

ALBANY, March 9—Lieut. Governor Malcolm Wilson predicted here last week that Governor Rockefeller "would look with approval" on a bill that would mandate minimum salaries for welfare department social case workers in political subdivisions, should the measure be approved by the Legislature.

Wilson's indication that the Governor would sign the bill was made at the 54th annual meeting of the Civil Service Employees Association, held at the Schine Ten Eyck Hotel. It is the major piece of legislation being sought

this year by the County Division of the Employees Association and the Lieutenant Governor's prediction brought enthusiastic applause from hundreds of CSEA members attending the dinner.

Speaking on the State employee salary increase now before the Legislature, Wilson said "I wish to applaud the unanimous approval given by your delegates to this proposal as presented by your Salary Committee." Wilson said the unity of action was "one of the most significant steps taken" towards getting approval of the bill.

#### Bendet Lauded

Speaking of CSEA efforts in general, the Lieutenant Governor called the Employees Association the "responsible" organization representing State, county and (Continued on Page 3)



LT. GOV. MALCOLM WILSON Speaking at Dinner

## Delegates Give Unanimous Backing To Pay Program; Approve New Conference

By PAUL KYER

ALBANY, March 9—More than 700 delegates attending the 54th annual dinner meeting here of the Civil Service Employees Assn. gave unanimous, shouting approval to the proposals worked out between Governor Rockefeller's Administration and the CSEA Salary Committee, headed by Solomon Bendet.

The unified vote came after an explanation of the proposals were provided by Bendet, who also gave the delegates a report on the negotiations, how they developed and how the final agreements were reached.

The proposals, which now are expected to be approved by the Legislature this week, give State employees salary boosts ranging from 3 to 7 per cent and further increases in actual take home pay by picking up another three points of an employee's contribution to the Retirement System.

#### New Conference

In another major action, delegates gave final approval to a constitutional amendment that will allow the formation of a sixth regional CSEA conference on Long Island. Both State and county chapters on Long Island will be eligible for membership in this conference.

At the same time, delegates gave their okay to a resolution that would permit New York City employees, for the first time, to (Continued on Page 3)

### At Concord Hotel

## Stratton Will Address CSEA April Workshop

Congressman Samuel Stratton will be one of two major speakers addressing the annual "Spring Workshop" of the Southern and Metropolitan Conferences of the Civil Service Employees Association it was announced last week.

The workshop, which will be held April 19 and 20 at the Concord Hotel, Kiamesha Lake, will also feature a major figure from the Republican Party. Both speakers will appear at the dinner session of April 19. The GOP guest will be announced in the near future.

#### Panel Discussions

This highly popular event will again offer panel discussions on matters of interest to CSEA members. Two such panels will include (Continued on Page 3)

### Delaware Valley To Meet March 18

The Delaware Valley chapter, Civil Service Employees Assn., will hold its next regular meeting March 18 at 8 p.m. Mrs. Joan Nickerson, president of the chapter, announced that the South Kortright Branch of the Boys Training Schools has maintained 100 percent membership during the past year.



**AMUSED:** Lieut. Governor Malcolm Wilson and Lea Lemieux, chairman of the Social Committee of the Civil Service Employees Assn., are seen as they were amused by a remark made at the annual dinner meeting of the CSEA, held last week in the Ten Eyck Hotel, Albany.

### CSEA Wins Big Decision

## Judge Pitt Rules Oral Exam Was 'Arbitrary, Capricious'

ALBANY, March 9—An attempt by the State Civil Service Department to schedule an oral test as part of an examination for associate personnel administrator has been ruled "arbitrary and capricious" by Supreme Court Justice Deforest C. Pitt of Troy.

Justice Pitt, who has ordered a new examination be prepared, said he "strongly suspected" that the areas tested in the oral could be equally well determined by means of a written examination.

The case was brought by Ellen Parser, Loudonville, and successfully argued by Harry W. Albright, Jr., counsel for the Civil Service Employees Association, which sponsored the suit. Miss Parser is a senior training technician who was one of the 147 candidates for associate personnel administrator, a Grade 23 position. The examination hasn't been given, pending a final decision.

#### "Subject To Manipulation"

Miss Parser objected to the pattern of the examination, in which candidates first were to take a qualifying written test, then an oral which would determine their rating on the appointment list.

In his decision, Justice Pitt wrote that in his opinion orals are (Continued on Page 3)

*Don't Repeat This!*

## McKeon Strengthens Himself—And The Democratic Party

IF William McKeon, the Democratic State Committee Chairman, appears to be radiating more confidence than usual these days you can lay the cause to two major factors—the beginning of harmony in upstate Democratic ranks and the number of Republican legislators, including Congressmen, who will not seek re-election this fall.

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# Don't Repeat This!

(Continued from Page 1)

On the issue of harmony, McKeon's eyes aren't closed to the problems that still remain, especially in New York City. But he now feels the Democrats have come a long way from the "split up" year of 1958, when then Governor Harriman and Carmine DeSapio parted company after the Buffalo convention. McKeon's friends feel he has taken three big steps toward mending the Party's oft-broken unity. They say that under his leadership, which has the support of Mayor Robert Wagner, McKeon has brought more democracy to Party rules by organizing the Democratic Advisory Council; strengthened the organization by launching a sustaining membership drive, and made party affairs of more continuous interest by the publication of a monthly newspaper.

### The Election Picture

The large number of Republicans not seeking re-election in the State Legislature or the Congress is another source of great cheer to McKeon. In a year when a Democratic President will be running for election, four New York Congressmen will not be in the race. Under the banner of Lyndon B. Johnson, McKeon is working hard to secure these posts for Democrats. The fact that three of them, Clarence E. Kilburn, Harold C. Ostertag and William E. Miller are from conservative upstate areas doesn't seem to cause McKeon much dismay. The fourth U.S. Represent-

ative, Frank J. Becker, is from Long Island.

McKeon's hope for some significant victories in November in the State Legislature is based largely on the fact that the five GOP State Senators and 17 Assemblymen, the largest number in history, are not seeking re-election this year. The major target is the State Senate race, here only five seats separate the majority from the minority.

### Republican View

Our Republican friends, however, are not expressing any fear over possible strong Democratic inroads this year. Said one: "It's going to take something unusual to unseat Ken Keating from the U.S. Senate and the Democrats aren't settled on the man to put in the field yet. In the meantime, Keating has a hot campaign going for him."

Another Republican pro noted that "the five-seat difference in the State Senate caused the Democrats to get all excited the last time around but the difference is still there."

Republicans are having one recurring problem in several Congressional Districts, however, and this is too many candidates for one post. The worry here is that if the fighting in the primaries gets too acrimonious the bitterness might carry over into the November election.

## Conservative Party Lauds Murphy Stand

ALBANY, Mar. 9 — Police Commissioner Michael J. Murphy of New York City has been given a pat on the back by the Conservative Party.

J. Daniel Mahoney, state chairman, declared here: "It is appalling to witness the outcry directed towards the recent slaying of a knife-wielding hoodlum by an off-duty patrolman. The hard facts of the matter indicate that the patrolman's assailant had stabbed a man and refused to halt his attacks when Patrolman Ronald Meszaros ordered him to. Patrolman Meszaros had no choice but to stop and apprehend this criminal as best he could under the circumstances."

Congratulating Commissioner Murphy for his "deep concern" for welfare of the law-abiding New York City resident, Mahoney concluded:

"In the face of a mounting crime rate, the outcry over this incident only underscores the dangerous problems our hard-working police face daily in our behalf. It is the obligation of every law-abiding citizen to uphold the actions of our police in the legitimate prosecution of their duty."

## Flaumenbaum Charges

# Garden City Officials Turn Deaf Ear On CSEA Pleas

GARDEN CITY, March 9—Irving Flaumenbaum, president of the Nassau County chapter, Civil Service Employees Association, charged today that the Village of Garden City has followed "outdated, backward employee policies" and that members of the village's CSEA unit have been "harassed at every turn for being members of our Association."

Flaumenbaum's statements were backed up by Ken Darby of New Hyde Park, acting president of the Garden City unit, and by Al McCue of Garden City Park, former member of the board of the executive council of the unit. They charged that during a period of almost three years the officials of Garden City have failed to answer letters and that they refused to accept suggestions for better employee relationships, have consistently declined to hear employee grievances and will not sit down in face-to-face meetings with village workers. The unit has about 160 members out of 200 employees.

McCue said that he submitted a letter to village officials suggesting discussions on the following items: 1. How to raise employee morale; 2. how to handle hardship cases; 3. creation of merit awards; 4. creation of awards for money-saving suggestions from employees, and 5. establishment of a safety program.

McCue said he waited several weeks, got no answer and after making further inquiries he was informed "there would be no discussion of any of these matters."

"The men have been told," McCue said, "do your work, keep your mouths shut and go home." He added, "The officials refuse all attempts to create any system of human relations."

(Continued on Page 13)

# Susan Wagner

Susan Wagner, New York City's First Lady died last week after a long illness. Mrs. Wagner had come to be known by many civil servants as their friend and her loss will be felt by each of them. Five organizations representing a large portion of the civil servants in the City each attested to the loss in the following remarks.

"On behalf of Terminal Employees Local 832, may I express our deepest sympathy to Mayor Wagner on the loss of his beloved wife. Her gracious presence will be sorely missed by all civil service employees. We know that the various civic functions will have a void in them that will never be replaced. We share the Mayor's grief."  
—Herbert S. Bauch, president of The Terminal Employees Local 832.

"Mrs. Wagner's death is a tragic loss to her family and to all of us who knew her. She was a fine gentle woman who lit up any gathering she graced with her presence. Her fineness, gentleness and radiance will be sorely missed."  
—John J. DeLury, president of the Teamsters Local 831, representing the sanitation workers of the City.

"Mrs. Wagner was a gracious lady and a gracious hostess to each of us. Each time that we visited Gracie Mansion she made a special point to say hello and welcome all of us."  
—John Corcoran, president of the Uniformed Fire Officers Association.

"We are saddened by the passing from the New York scene of a great lady and gracious lady. Amid the busy and bustling activity of the Mayor's official residence she gave a warmth, a dignity and a calm to Gracie Mansion that made it a home for the family she loved so much. To Mayor Bob Wagner who continued to carry on under the burden of the City administration through the long months of Mrs. Wagner's fatal illness we extend our deepest sympathies and respect. Our sentiments we know are shared by a quarter of a million City employees as well as eight million New York City residents."  
—Gerald J. Ryan, president of the Uniformed Firemen's Association.

"The officers and members of the Patrolmen's Benevolent Association have joined me in conveying deepest condolences and heartfelt sympathy to the Mayor on his great loss. The dignity, charity and spirit of Mrs. Wagner will be sorely missed."  
—John J. Cassese, president of the Patrolmen's Benevolent Association.

## Metro Conference Nominations Open

The Metropolitan New York Conference, Civil Service Employees Association, has opened nominations for president, first vice-president, second vice-president, treasurer and recording secretary.

In accordance with the conference constitution, the office of corresponding secretary will be filled by appointment of a member of the same chapter as the president for more rapid communication.

Nominations will close on April 15 for the election which will be held around the middle of May.

Only chapters in good standing are eligible to vote for conference officers.

The nomination committee is composed of the following:

Solomon Bendet, chairman, State Insurance Dept. 123 William St., New York City; Emil Impresa, Brooklyn State Hospital, 681 Clarkson Ave., Brooklyn; Philip Wexler, Public Service Commission, 199 Church St., New York City and Ed Bozek, State Insurance Fund, 199 Church St., New York City.

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## Tour Features Madrid, Paris, London, Dublin

One of the most popular European tours being offered to members of the Civil Service Employees Assn. is one that will feature not only four major European capitals but also the renowned religious shrine at Lourdes.

This tour, which starts in Madrid and has highlights that include Lourdes, Paris, London and Dublin, is available only to members of CSEA and members of their immediate families.

Departure date is June 4, returning to New York June 26. The tour price of \$736 includes round trip air transportation (jet), all hotel rooms, most meals, sight-seeing tours, land transportation, baggage handling, guides, tips, etc. Immediate reservations are suggested for those interested in the program.

Reservations and information may be obtained by writing either to Mrs. Julia Duffy, 129 Almar Ave., West Islip, or to Mrs. Eve Armstrong, 1 Florence Court, Babylon.

**CIVIL SERVICE LEADER**  
America's Leading Weekly for Public Employees  
**LEADER PUBLICATIONS, INC.**  
97 Duane St., New York, N.Y. 10007  
Telephone: 212-866-3610  
Published Each Tuesday

Entered as second-class matter and second-class postage paid, October 3, 1939 at the post office at New York, N.Y. and at Bridgeport, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.  
Subscription Price \$5.00 Per Year  
Individual copies, 10c

## Caribbean Tour Now Only \$499

Because of operational economies effected by Knickerbocker Travel Service, the price of the 15-day island hopping tour of the Caribbean for members of the Civil Service Employees Assn. and their friends has been reduced from \$549 to \$499.

The \$50 reduction in no way reduces the quality of the program. The hotels, plane service and itinerary are exactly the same, a spokesman for Knickerbocker said. The \$499 price includes air fare, hotels, most meals, cocktail parties, and golfing fees.

Tour participants will depart from New York on July 19 and head first for Puerto Rico and will stay in the famous Condado Beach Hotel. From there, the group heads for Antigua, one of the most beautiful islands in the Caribbean.

Next stop will be the island of Barbados, where a miniature English community mingles with sugar cane fields, donkey carts

and semi-tropical beaches and vegetation.

Last major port will be Port-of-Spain, Trinidad, the home of calypso, carnival and culture in the Caribbean. Optional one-day trips to St. Thomas in the Virgin Islands and the popular island of Tabago are available.

Brochures and reservations may be had in upstate New York by writing to Claude E. Rowell, 64 Langslow Street, Rochester, 20, New York. In the Metropolitan New York area, write or call Sylvia Kraunz, Knickerbocker Travel Service, Time & Life Bldg., New York 20, N.Y., or call Plaza 7-5400.

### DON'T MISS!

Theatre parties, weekend outings, travel programs, sporting events, cocktail parties, special discounts, etc., are available to all GERA members at wonderful money-saving rates! Annual dues \$3.50. If you are not a member, write now to the

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**HEAD TABLE:** Seen here are some of the guests seated on the dais for the 54th annual dinner meeting of the Civil Service Employees Assn., held last week in the Schine Ten Eyck Hotel in Albany.

From left, Mrs. Joseph Murphy, wife of the Tax and Finance Commissioner; Budget Director T. Norman Hurd; Mary Goode Krone, president of the Civil Service Commission, and Joseph F. Feily, president of the Civil Service Employees Assn.

## Delegates Unanimous In Pay Plan Approval

(Continued from Page 1)  
 become members of the Employees Association. Until now, these public employees have been excluded from chapter membership in CSEA.

Delegates also gave unanimous support to a measure, now in the Legislature, that would mandate minimum salaries for welfare department social case workers in political subdivisions.

An advertising program to protest exclusion of some State employees from overtime compensation was also approved.

### Trooper Bid Rejected

By a vote of 765½ to 145½, delegates rejected contentions by a CSEA member, Trooper John Donohue, that he had received insufficient support from the Employees Association in terms of legal assistance to fight charges now pending against him in the Division of State Police.

Prior to the annual meeting, Donohue had already filed suit for \$7,500 against the CSEA to pay for legal services to a lawyer contracted by Donohue, to fight the charges. He also has begun an action for \$1,500,000 against the State, charging he was falsely imprisoned.

### Fall Meeting

CSEA President Joseph F. Feily announced that the October meeting of the delegates was still uncertain as to place and dates. It had been planned to hold the convention in Syracuse but some difficulty in securing accommodations has not yet been resolved, he reported.

Feily singled out Grace T. Nulty, chairman of the CSEA Legislative Committee, and Bendet for their

efforts in negotiating the pay raise and putting it across with legislators.

The 2-day session ended with a dinner, at which Lieut. Governor Malcolm Wilson was speaker, and a variety show, performed by members of the Employees Association.

## Stony Brook Elects McDowell President

The State University chapter at Stony Brook, Civil Service Employees Assn., recently elected Harold McDowell as president.

Other officers elected were: Virginia Taylor, vice president; Anne Dabbiero, secretary; Gerard Campion, treasurer; Florence Graff, Richard McErlan, Dorothy Kapuscinski, and Edward J. Mace, Board of Directors; and Gerard Campion, delegate.

Installing officer for the ceremonies was John Corcoran, CSEA field representative, who also conducted a discussion after the installation concerning duties of the officers.

## Stony Brook Bulletin

Stony Brook chapter of the Civil Service Employees Assn. will start publication of a new chapter newsletter entitled "The CSEA Bulletin". Edward J. Mace will serve as editor, Harold McDowell, co-editor and Philip Sprout as a staff member.

## State Fund Names Moss Asst. Director

Perry Moss of Queens County was appointed assistant director of Compensation Claims in the State Insurance Fund. He is a career employee in his 35th year of service with the State Fund.

## Wilson Applauds CSEA's Unanimous Backing Of Pay, Pension Proposals

(Continued from Page 1)

local employees. Wilson singled out Solomon Bendet, chairman of the Salary Committee for particular praise saying "in my judgement he has labored most industriously down through the years in your behalf. He has been one of your most able and objective negotiators."

Wilson also saluted the law firm of DeGraff, Foy, and Conway and Holt-Harris for its "highly effective" representation of the Civil Service Employees Assn. in the Legislature. Wilson made particular notice of the work of Harry W. Albright, Jr., associate counsel, and his assistant counsel, John Rice.

He declared the CSEA record of accomplishment in the past few years was outstanding and cited the number of pay increases obtained "under the very capable leadership of your president, Joseph F. Feily." Wilson noted during the Rockefeller Administration, important improvements in the Retirement System, such as elimination of the so-called "death gamble" and the picking up of contribution points by the State.

### Levitt Saluted

He also noted that this year, "three percent" interest members of the Retirement System would receive an extra one percent because of investment returns of the system's funds "brought about by your dedicated and extremely capable Comptroller, Arthur Levitt."

Wilson dwelt at length on the role of the civil servant in advancing good government. "We are living," he declared, "in a dangerous area where the forces of light and good are constantly threatened by the dark forces of evil. The survival of our way of life, with its concern for the liberty and happiness of the individual, is greatly dependent on a government served by dedicated people. Without our gifted and devoted civil service, the road to anarchy would soon be open. Our government can only be as good as our civil service, which makes it function."

Seated at the dais, in addition to Lieutenant Governor Wilson, and Comptroller Levitt, were Raymond Cothran, executive director of the Conference of Mayors; F. N. Uthe, treasurer Association of Towns; C. L. Chamberlin, executive director, County Officers Association; The Venerable Kenneth E. Nelson, Archdeacon of the Episcopal Diocese of Albany; Tax and Finance Commissioner Joseph Murphy and Mrs. Murphy; Mr. and Mrs. Joseph F. Feily, Mary Goode Krone, President of the State Civil Service Commission; Budget Director T. Norman Hurd and Mrs. Hurd; R. J. Embser, president, Association of Towns; Lea Lemieux, chairman of the CSEA Social Committee, Monsignor Jones of Immaculate Conception Cathedral, and Paul Kyer, editor of The Leader, who served as toastmaster.

A letter was received by Feily from Governor Rockefeller, who expressed regrets that he was unable to attend the dinner this year. A telegram of regret was sent by Robert H. Miller, treasurer of the Association of Towns.

Also absent were Alexander A. Falk, of the Civil Service Commission, and Attorney General Louis J. Lefkowitz.

## Spring Workshop

(Continued from Page 1)

a talk on the Retirement System and a report on the 1964 Legislature session by Harry W. Albright, Jr.

Salvatore Butero and Nicholas Puzziferri, presidents of the Metro and Southern Conferences respectively, announced that there has been no increase in the special rate of \$27 per day for adults and \$15 for children. This fee includes all meals, a welcoming cocktail party and use of the entire facilities of the resort.

Reservations may be had by writing directly to the Convention Office, Concord Hotel, Klamesha Lake, N.Y. A \$10 deposit is required with each reservation.

## Two Hudson River Employees Honored

POUGHKEEPSIE, March 9 —

Two employees of the Hudson River State Hospital, here, were honored at a retirement party recently conducted at Italian Center. Mrs. Bessie Pierce, a practical nurse, was honored for 20 years of State service, and Mrs. Dorothy Murphy, an attendant, was honored for 14 years.

Mrs. Delbert Hill was toastmistress. Mrs. Murphy got a money corsage. Mrs. Pierce received a gift from the hospital chapter of the Civil Service Employees Assn.

## Court Rules Against Use of Oral Exam

(Continued from Page 1)

"more subject to manipulation for unreasonable and unconstitutional ends" than written tests.

He said orals should be "as far as possible avoided or minimized in relative weight."

While not condemning orals "in a proper case and to a proper degree," Justice Pitt said they "are by their very nature more subjective in quality than a written examination."

He found that the competitive portion of the examination was the oral test, not the written test, and he found that both the written examination and the oral overlapped in that they both tested for "administrative judgment."

The judge said it was sufficient to point to this overlapping to conclude that "a determination to examine orally appears arbitrary and capricious and to be an abuse of discretion tending to negate the constitutional purpose."

The Civil Service Department intends to appeal the decision.

The CSEA wants orals eliminated. Last year, the Association and the department attempted to negotiate their differences over oral testing. The department agreed to tighten procedures for deciding when to use orals, but insisted they are the best method of testing for some positions.

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



**CORSAGE:** Mrs. Joseph F. Feily, wife of the CSEA president, is seen as Rebella Eufemio pinned on a corsage as Mrs. Feily arrived for the 54th annual dinner meeting of the Civil Service Employees Assn. in the Schine Ten Eyck Hotel in Albany. Looking on is Harry Kolothros.



## 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 96 Duane St., New York 7, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, across from The Leader office.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone COrtland 7-8880.

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 Brooklyn Bridge stop and the BMT Brighton local's stop is City Hall. Both lines have exits to Duane Street, one block from the Personnel Department.

**STATE** — First floor at 270 Broadway, New York 7, N. Y., corner of Chambers St., telephone BArcley 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 two blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications need not include return envelopes.

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 Street, New York 7, N. Y.

## U.S. Service News Items

By MARY ANN BANKS

# The Federal Merit Promotion Program

Since January 1, 1959, the Civil Service Commission has required that all promotions in the Federal civil service be made under agency promotion programs that conform to guidelines established under the Federal Merit Promotion Program.

There is a saying that the best promotion program ever devised will be criticized by several employees for every one who lauds it—it will be a "good" program to the one who gets promoted and a "bad" one to those who are not selected. The Federal Merit Promotion program is no exception. It has not resulted in more promotions nor guaranteed advancement for everyone; it has resulted in more employees being considered for promotion and helped to assure that selections are made on the basis of merit and fairness to all.

### Purpose of Program

The purpose of the Federal Merit Promotion Program is not to reward workers for long and faithful service. Rather, it is to

Late last week came the long-awaited news that the Federal pay raise bill effecting 1.7 million Federal employees had been approved by the House Rules Committee. The bill is scheduled to go to the floor of the House on Tuesday, March 10. A full report on the status of the bill will be carried in next week's issue of The Leader.

help management select the best talent in the ranks of the career service to meet the many challenging problems facing the nation and to assure that selections are made on a fair and equitable basis.

Because of the size, complexity and dispersion of the Federal work force—over two million people employed in almost every kind of work in 80 agencies and thousands of field installations throughout the country and overseas—the Commission does not require agency promotion systems to be uniform. In fact, an agency may have several plans for different kinds of jobs and locations. One may require passing a written test while another may rely primarily on supervisory or group appraisals of employees being considered for promotion. Each agency has authority to establish the plan or plans best suited to its need—but the plans must incorporate certain merit principles and conform to CSC guidelines.

### CSC Guidelines

In addition to the requirement that all promotions be made on the basis of merit from among the best qualified employees, agency promotion plans must satisfy the Commission that the following criteria are met under its guidelines and instructions.

**Consultation** — Agencies must have consulted employees in the development and installation of their promotion plans. Changes in plans are also subject to consultation.

**Information** — Employees must be fully informed of the policies and procedures governing their agency's promotion program. They

must be able to find out readily how they are personally affected by their agency's plans, and the system must be operated so that employees are kept informed as to how the promotion procedures are carried out.

**Consideration** — Areas of consideration must be as broad as practicable, and they must be clearly defined and identify jobs that are covered.

**Qualifications** — Plans must identify qualifications standards which will apply, and they must be applied systematically and uniformly to all candidates.

**Evaluation** — Evaluation methods to be used in rating and ranking candidates must be clearly identified, and they must be reasonable, valid for the positions, and applied fairly and equitably.

**Nondiscrimination** — Selections must be made without discrimination for any nonmerit reason such as race, religion, sex, or politics.

**Complaints** — Agency plans must provide for consideration of employee protests concerning failure to observe promotion guidelines and plans.

**Release** — Employees selected for promotion must be released from the positions they occupy.

### Career Promotions

Agencies were also advised to integrate their promotion plans with other aspects of the personnel system, especially career development, training, recruiting, and manpower planning. Thus, many agency plans make provisions for "career promotions"; e.g., identifying understudy positions or establishing intra-agency training programs which may result in promotions of individuals selected for such assignments. These actions are in full accord with the merit promotion guidelines, since the agencies must conform with the merit and competitive requirements of the promotion plan at the time the initial selection for a "career promotion" assignment is made.

Some employees think that promotions should be made strictly on the basis of seniority, and many agency plans do give length of service in a job heavy weight among factors of consideration in filling certain kinds of positions. But length of service should not be the sole factor considered, for the purpose of promotion is not to reward, but to select the candidate best qualified for the job to be filled. That person may well be junior in service but superior in ability.

### Responsibility Main Factor

By the same token, satisfactory or even outstanding performance in a subordinate position does not guarantee successful performance of a similar but more responsible job. This is the reason that performance tests, appraisals of potential, and other evaluation techniques are employed to rate and rank candidates for more responsible assignments.



## ORANGE COUNTY DANCE

Shown making the plans for the coming dinner-dance of the Orange County chapter Employees unit of the Civil Service Employees Assn. are (left to right): Richard E. Riker, ticket chairman; Joseph Birdsall, general chairman, and John T. Hogan, entertainment chairman. The dance will be held April 18 at 7:30 p.m. at the American Legion Lodge, Wawayanda Ave., Middletown. Dinner will be served at 7:30 p.m.

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# ELIGIBLES ON NEW YORK CITY LISTS

## JR. DRAFTSMAN

1-25

Kenneth G. Brown; Eleanor K. Pripadchiff; Thomas D. Roche; Karl F. Rauschenbach; Jaun M. Lopez; Michael V. Maiorana; Frank J. Mucaria; Robert M. Bratland; Vincent J. Cara; Raymond Didik; Eugene P. Gill; Ralph J. Volpe; Theodore A. Homan; Frederick Lee; John J. Slusarz; Ignatius J. Culcasti; Walter P. Leufert; Edgar Booker; Theodore Lawryk; Daniel J. Bertott; Jack J. Shulman; Russell F. Jewett; Charles Siegal; Richard A. Mycka; Edward H. Rosenthal.

25-50

Severino Conte; Anthony Cannarozzi; Jeffrey L. Stewart; Bernard Studnick; Louis Tinsley; Joseph P. Schiano; Arnold J. Lalserin; Bryan P. Murphy; Louis M. Cutaneo; David H. Risueno; Fredric Shapass; Roger Chireau; Paul R. Bernstein; Charles F. McHugh; William J. Robertson; Fred T. Duray Frank Bauer; Edward Mednick; John Dilorenzo; Daneil Telesco; John J. Mustaciuolo; Peter P. Galanin; Joseph J. Vrana Jr.; Roger C. Moren; Rodolf DeJesus.

51-53

John P. Jackson; Miguel A. Juan; Vincent M. Santoriella.

## PATROLMAN

(Continued From Last Week)

251-275

Carmine L. Falzarano, Jeffrey F. Kessell, Joseph A. Sparnroft, Jr., James P. Doherty, Michael F. Saggese, Patrick A. Perrella, Joseph F. Savarese, William A. Martyn, Samuel L. Smith, Grant W. Webster, Kenneth R. Blake, William R. Ford, Francis A. Nicolosi, Philip W. Tropea, Barry W. Petersen, Stanley J. Jakusowicz, Ronald F. Nutting, Allen Goldstein, Robert A. Wintersaler, Jerry H. Shabman, Thomas F. McHale, Paul Cusmerotti, Jr., Henry P. Michel, Harry G. Helgesen, Roger L. Shaw.

276-300

William A. Fox, Joseph E. Cochran, Robert X. McInerney, Elliott M. Schoen, John J. Donnelly, George T. Motter, Jr., Bolivar Pagan, Ronald A. Bittles, Edward F. McCormick, Pasquale R. Altruda, Edward Lewis, John B. Holden, George Martello, Gerald G. Robinson, Donald E. Bradley, Thomas P. Farmer, John Diakon, Lawrence J. Polese, Reginald O. Green, Thomas F. Petersen, Sidney Dekoven, Vincent R. Corrao, Anthony P. Ciaquinto, Michael J. Ordyk, Frederick Potzauf.

301-325

Richard H. Powichroski, Michael Senatore, Arthur W. Mundola, Arthur V. Doyle, Barry Moskowitz, Alphonse Ripandelli, Sean E. Molloy, Philip J. Maguire, Harrison B. Habart, 3rd, Michael A. Johnson, Bruce W. Hammond, John H. Eberling, Adolfo C. Mandich, Stephen J. Vash, Mark J. Connelly, John J. Averatti, Lawrence M. Cicero, George H. Gerlach, John R. Catherall, Joseph C. Duer, Ronald J. Kelly, George F. Whalen, Jr., Richard R. Pinto, Robert N. Pickard, David C. Rogers.

326-350

William F. Brownlee, Raymond M. Recco, Joseph LaGuerra, Thomas E. Sharkey, Joseph D. Cavanagh, James P. Davis, Robert A. Kiernan, Edward G. Dilorreto, James A. Flood, John J. Russo, William Whalen, Leonard Green, Richard J. Hovath, James P. Sugrue, Arthur E. Demarrais, Peter F. Jensen, John J. Bordieri, John J. Maloney, John Carroll, Jr., Michael J. Greco, Thomas R. Lane, Francis P. Dougherty, Charles J. Walsh, Michael A. Cohen, Robert J. Clark.

351-375

Richard J. Alcock, Jr., Paul L. Scarola, Pasquale J. Cirincione, Charles M. Law, Michael Genalo, Raymond E. Hagemann, Michael L. Nagel, Edmond S. Culhane, Jr., Edmond Roarty, Ronald K. Astwood, Joseph F. Janacek, Alexander Vellucci, Owen F. Egan, James G. Dooley, John Dunn, Edward L. Thomas, William R. Scannel, August R. Eckardt, Anthony

P. Brown, John P. Higgins, Harold M. Gage, Ralph A. Romano, Thomas W. Parker, Thomas J. Hulse, James A. Vittl.

376-400

Valentine Sommovigo, Bernard R. Gifford, Cuthbert Jones, Patrick Kiernan, Jr., James L. Donaghy, Robert J. McBride, Frank J. Doran, John P. Kelly, Brian Madden, Robert Alleva, Michael Esposito, Jr., Walter Arnold William R. Lawton, Richard M. Dittucci, Bryon L. Sullivan, John Liota, Peter J. Orasoni, Mitchell Lazarus, Matthew W. Micieli, Steven V. Pearson, Michael F. Miglino, Daniel J. Mount, Michael Elardo, Joseph J. Hawk, William A. Schmidt.

401-425

John H. Kirkwood, Richard W. Schultz, Joseph J. Azzinaro, Timothy J. Sullivan, Alfonso Diaz, Jr., Richard A. Barbagallo, Paul Digrassi, Teddy Barabash, Jr., Joseph C. Flood, Flaviano D. Muzio, Barry L. Mitchell, Frank J. Castronova, Jr., Francis Duffy, Daniel J. Murphy, Hugh G. Rose, Robert H. Ottman, Joseph Garvin,

David P. Mahon, George C. Alves, Raymond W. Andersen, Michael P. Kenny, Nathaniel Monroe, Gennard Derosa, James J. Walsh, Allan E. Fisher.

426-450

Thomas Powell, Michael E. Dooley, Roebert R. Williams, Antonio Skomina, Rosario S. Bunone, Thomas J. McQuillan, Malcolm H. Matheson, Timothy J. Gages, John P. Coffey, Thomas E. Heanue, (Continued on Page 10)

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# Civil Service LEADER

America's Largest Weekly for Public Employees

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Published every Tuesday by

LEADER PUBLICATIONS, INC.

97 Duane Street, New York, N.Y. 10007 212-8Eekman 3-6010  
Jerry Finkelstein, Publisher

Paul Kyer, Editor Joe Deasy, Jr., City Editor  
James T. Lawless, Associate Editor Mary Ann Banks, Assistant Editor  
N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474  
KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, FEderal 8-8350  
10c per copy. Subscription Price \$2.55 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, MARCH 10, 1964

## SUSAN WAGNER

LAST week, civil service employees mourned the death of Mrs. Robert F. Wagner, the First Lady of New York City. Mrs. Wagner died of lung cancer at the age of 54.

A popular hostess at political and civic affairs, Mrs. Wagner was loved by leaders of New York City employee groups for her friendly greetings at Gracie Mansion during the many meetings there.

To the Mayor and his sons, the editors and staff of The Leader extend their deepest sympathy in his grief.

## Don't Stop Now

WITH action expected on Governor Rockefeller's budget this week, the State Legislature will start to move on a mountain of legislation. In essence, this is the most important part of the session in terms of most bills submitted to the Legislature.

For this reason, it is vital that public employees not let up on contacting their local legislators to get their support for bills of importance to the civil service.

When referring to desired legislation, it is important to refer to introduction and print numbers of the bills. Be sure to write to the legislator from the district in which you vote.



The  
**Veteran's Counselor**

By FRANK V. VOTTO

Director, New York State Division of Veterans' Affairs

Questions on veterans' and servicemen's rights will be answered in this column or by mail by the State Division of Veterans' Affairs. Address questions to Military Editor, The Leader, 97 Duane Street, New York 7, N. Y.

### Vacations Rights

CONTRARY TO LAW, some New York State employers still demand that employees who belong to Reserve or National Guard components take their earned vacations concurrently with their two weeks summer encampments.

THE UNIVERSAL MILITARY Training and Service Act provides that Reservists or National Guardsmen performing weekly drills, weekend drills, summer encampments or cruises and other types of active duty for training, or inactive duty training, be granted earned vacations in addition to the necessary time off to perform their military duty.

POTENTIAL SERVICEMEN have also been meeting with discriminatory practices by prospective employers because of imminent military service obligations. As a reminder to Reservists and Guardsmen we again quote Sec. 9 (g) (4) of the Universal Military Training and Service Act, as amended which states in effect: "that a covered employee shall upon request be granted a leave of absence by his employer for

the period required to perform active duty for training or inactive duty training in the Armed Forces of the United States and upon his release from a period of such active duty for training or inactive duty training . . . such employee shall be permitted to return to his position with such seniority, status, pay, and vacation as he would have had if he had not been absent for such purposes."

### Tax Exemptions

IN ORDER FOR veterans to take advantage of the New York State Law granting tax exemption on real property an application must be filed with local Board of Assessors on or before grievance day. (The date of grievance day varies in different sections of the State.)

THOSE VETERANS seeking to claim the tax exemption are advised to submit their applications a reasonable time in advance of grievance day to allow time for consideration and processing by the Board of Assessors.

THE FOLLOWING have been (Continued on Page 13)

## LEADER BOX 101

Letters To The Editor

### Erie Has Plan

Mr. Arthur H. Levitt  
Comptroller  
State of New York

In the current issue of the Civil Service Leader I note that you have advised County Manager Gordon A. Howe of Monroe County that the State Retirement System has embarked on an extensive study of paid-up health insurance coverage for retired employees.

The County of Erie recognized the need for this help for the retired employees some time ago and since January 1, 1962, the County has been participating in the cost of Blue Cross and Blue Shield for retired employees. We have an ever-increasing number of retired employees get in the benefit of this plan, which gives them all of the extended benefits that are enjoyed in the Blue Cross and Blue Shield Plan for regular County employees.

I thought that you would be interested in knowing what Erie County has already done in providing this protection for our retired employees.

DONALD NEFF  
Commissioner of Personnel  
County of Erie

## This Week's Civil Service Television List

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31.

This week's programs telecast over New York City's television include:

### Tuesday, March 10

9:30 a.m.—Career Development Police Dept. promotional course: "Sex Crimes" Sgt. Edward Rybak.

2:00 p.m.—Nursing Today—NYC Dept. of Hospitals series: "Nursing Care of a Patient Requiring a Pace Maker."

4:00 p.m.—Around the Clock—Police Dept. training program: "Ethics and Justice."

8:00 p.m.—Operation Alphabet—Lesson 12 of the literacy series presented in cooperation with the New York City Department of Labor.

### Wednesday, March 11

2:00 p.m.—Nursing Today—NYC Dept. of Hospitals series: "Nursing Care of a Patient Requiring a Pace Maker."

4:00 p.m.—Around the Clock—Police Department training course: "Ethics and Justice."

7:30 p.m.—"On the Job"—Fire Dept. training course. "Pump Operations."

8:00 p.m.—Operation Alphabet—Lesson No. 13 of the literacy series presented in cooperation with the New York City Department of Labor.

### Thursday, March 12

2:00 p.m.—Nursing Today—NYC Dept. of Hospitals series: "Nursing Care of the Patient Requiring a Pace Maker."

4:00 p.m.—Around the Clock—Police Department training course: "Ethics and Justice."

7:30 p.m.—On the Job—Fire Dept. training course.

8:00 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

## Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Adjunct Professor of Public Relations in New York University's Graduate School of Public Administration.

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

## Civil Servants Are People!

INTELLIGENT GOVERNMENT administrators know that good public relations for, and in government is heavily dependent on good employee relations.

YET, TOO OFTEN, civil servants, in their relations with their government employer, become "less equal" than others. (A reverse paraphrase of author George Orwell's: "All men are equal, but some are more equal than others.")

CIVIL SERVANTS frequently are "less equal" because of the general tendency to set higher standards for those in government than for those outside.

THUS, IT COMES as a pleasant surprise that civil servants are people. What's more, there is now strong evidence that they are being treated as people—not "less equal" or "more equal," but just "equal."

THIS IS CONFIRMED by inauguration of a superb newsletter, "Employee Relations in Government," published by Man & Manager, Inc. of New York and edited by an outstanding authority, Dr. Lawrence Stessin, Professor of Industrial Relations at Hofstra University, Hempstead, L.I.

FOR THE FIRST time in civil service history, a publication is devoted exclusively to a civil servant's working relations with his government employer.

PRIMARILY PROF. Stessin's twice monthly newsletter will tell government executives: who did what to whom and why. This a capsule way of reporting: What was officially ruled to be "accepted practice" in a specific situation within the area of government's relations with its employees.

THE KEY PHRASE is "accepted practice." Unless every government executive, in addition to being a top administrator, is also a no-sleep, after-hours legal-beagle scholar-researcher, he just wouldn't know what is "accepted practice" among the 91,236 government entities within the United States in dealing with their employees.

PROF. STESSIN'S "Employee Relations in Government" hopes to provide government executives supervising the nation's 9.4 million civil servants, with a quick but thorough report of the rulings of various courts, civil service commissions, arbitrators and Boards of Ethics.

HERE ARE SOME of the problems discussed in the first issue of "Employee Relations in Government":

- Can a government employee be sued personally for a mistake in judgment?
- Can a promotion candidate challenge an oral examination because he had to wait two hours in a smoke-filled room?
- Can agency employees be stopped from wearing union buttons?
- Can a professional man maintain an outside practice while working as a government employee?

WE PARTICULARLY applaud one feature of the new newsletter. An index, carefully cross-referenced, will be published every 10 to 15 weeks to give government personnel officers a permanent reservoir of case precedent. Man & Manager Inc. does precisely the same thing for one of its other newsletters, "Employee Relations in Action."

WITH THE DEBUT of "Employee Relations in Government," administrators have a handy addition to their executive tool chest. Any new tool to ease the task of overburdened government executives is a public relations "plus."

WE ARE PARTICULARLY pleased by Prof. Stessin's publication because it is incontrovertible proof that civil servants are just as equal as anyone else. That alone should enhance the public relations of government and everyone in it.

### Friday, March 13

3:00 p.m.—Guidance Special—N.Y. State Education Department series: "Study Habit."

4:00 p.m.—Around the Clock—Police Dept. training program: "Ethics and Justice."

8:00 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

### Saturday, March 14

7:30 p.m.—On the Job—Fire Dept. training course.

8:00 p.m.—Citizenship Education—Film lecture on civic studies.

### Sunday, March 15

2:00 p.m.—Guidance Special—New York State Education Department (Continued on Page 10)





**JUDY SACHS**

State Division of Employment  
Manpower Development and  
Training

**BARBARA MALONEY**

Nassau County  
Nassau County Sanitorium

**LUISA DIAZ**

State Department of  
Mental Hygiene  
New York City

**REGINA WISH**

Federal Government  
Internal Revenue Service

**BEVERLY WORONER**

Department of Welfare  
Bureau of Administrative  
Services

## Where Is Your Office Beauty?

Has your office nominated its Miss Civil Service candidate? Time is drawing short but the odds are still good. Four winners will be selected so that New York City, New York State, the counties, and the Federal civil service will each have its own winner.

Although selections will be made in three stages (semi-finals, finals, winners) by a group of judges to be announced later, the four winners will be crowned on Civil Service Day at the World's Fair, in June.

If you know a girl who is (1) lovely to look at (2) a civil servant working in New York State, send us her picture. If she becomes Miss Civil Service, she'll win one of four trips for two to Puerto Rico.

A first step in the selection will be made from photographs (any size but the bigger the better) sub-

mitted by the contestants or their representatives. Photographs should be accompanied by the name, address, age, and department where the contestant is employed as well as the name of the person submitting the information. For easy handling, print this information on a sheet of paper and attach to the back of the photo or use the convenient entry on Page 15.



## Are You All At Sea When It Comes To Health Insurance?



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- 4) Is the plan concerned with the *quality* of care you receive?
- 5) Can you continue *with full benefits* if you leave your employee group—regardless of age?

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**M**ORE THAN 700 delegates, representing over 117,000 members of the Civil Service Employees Assn., met in Albany last week for a two-day business meeting and their 54th annual dinner, held in the Schine Ten Eyck Hotel.

dinner, at which Lieut. Governor Malcolm Wilson was the principal speaker. Paul Kyer, editor of *The Leader*, was toastmaster for the event.

The *Leader* photographs on this page show the delegates as they debated and listened to discussions on matters dealing with CSEA bills in the Legislature and as they conducted the business affairs of the Employees Assn. Also pictured are two scenes from the

The Civil Service Employees Assn., which represents State, county and municipal employees from New York City to Buffalo, also had as guests numerous State and local officials, members of the Legislature, State department heads and representatives of the Conference of Mayors, the Association of Towns and the County Officers Association.





**TV Column**

(Continued from Page 6)

partment series. "The Drop-Out."  
4:00 p.m.—Citizenship Education—Film lectures on civic studies.

8:30 p.m.—City Close-up—Seymour N. Siegel interviews Jerome Trichter, Assistant Commissioner, NYC Health Department.

10:30 p.m.—Viewpoint on Mental Health—Comm. Marvin Perkins interviews Peter Neubauer M.D., Executive Director NY Child Development Center.

**Monday, March 16**

2:00 p.m.—City Close-up—Seymour N. Siegel interviews Jerome Trichter, Assistant Commissioner, NYC Health Department.

4:00 p.m.—Around the Clock—Police Dept. training program. "Ethics and Justice."

5:30 p.m.—Career Development—Police Department promotional course. "Crime vs. Justice"; Lt. Henry Morse.

**LEGAL NOTICE**

**ARENTE'S, GEORGE — CITATION —**  
THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, TO George Arante, Jr., Emily Arante Lynas, Lellani Lynas, Dorothy Yorke Arante, Jane Arante MacNichol, "Infant" MacNichol, the unborn child of Jane Arante MacNichol, Warren Hildreth Humphreys, George Arante Humphreys, Jr., Inness Humphreys, Whitaker Humphreys, St. Thomas' Church, Syracuse University, New York Public Library, Astor, Lenox and Tilden Foundations, Anna Konkoly Thege, if living, and if deceased, Eva Bereghy, "John Doe" and "Mary Roe," the names "John Doe" and "Mary Roe" being fictitious, the true names of said persons being unknown to petitioners, such persons being the executors, administrators, distributees and assigns of Anna Konkoly Thege if they be living, and if deceased, their executors, administrators, distributees and assigns and Davidson, Dawson & Clark, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of George Arante, deceased, who at the time of his death was a resident of the City, County and State of New York, send greeting:

Upon the petition of Clinton S. Lutkins, residing at East Hampton, Suffolk County, New York, Sidney W. Davidson, residing at 1 Pierrepont Street, Brooklyn, New York, and United States Trust Company of New York, a corporation organized under the laws of the State of New York, and having its principal office at 45 Wall Street, New York, New York:

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 7th day of April, 1964, at ten o'clock in the forenoon of that day why the account of proceedings of Clinton S. Lutkins, Sidney W. Davidson and United States Trust Company of New York, as executors of the last will and testament of George Arante, deceased, should not be judicially settled and allowed; why the claim of the firm of Davidson, Dawson & Clark for the fees for legal services rendered to the decedent prior to his death, and for disbursements in connection therewith, in the sum of \$2,818.93 should not be allowed; why the compensation of the firm of Davidson, Dawson & Clark for legal services rendered to the petitioners should not be fixed and allowed pursuant to Section 231-a of the Surrogate's Court Act in the sum of \$300,000 (of which sum \$225,000 has heretofore been advanced to said firm by the petitioners pursuant to Section 231-b of the Surrogate's Court Act); and why the petitioners should not have such other and further relief as to the Court may seem just and proper.

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 my hand and the seal of said County, at the County of New York, on the 13th day of February in the year of our Lord one thousand nine hundred and sixty-four.

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

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City \_\_\_\_\_ Ph. \_\_\_\_\_

**Eligibles On City Lists**

(Continued from Page 5)

George E. Essex, Michael C. Fornino, Paul J. Martin, Jr., John T. Brazzel, Anthony R. Ameruso, Thomas Jacobs, Jr., Edward Lypinski, Gerald J. Perk, Joseph F. Cicio, Peter W. Arents, Philip S. Cagliano, Marlin C. Hopkins, Michael G. Coppola, James P. Devlin, Walter F. Riemann.

451—475

Randolph F. Bernier, Frank R. Solak, Patsy J. Angelmo, Richard J. Lienhart, John F. Guglielmo, William F. Kinsella, Anthony A. Ashby, Robert Yorro, James T. Gray, Mario A. Martino, Robert

L. Gaudier, Thomas D. Johnston, George Brejack, Michael J. Allegra, Edmund M. Renn, Harry A. Defrank, Peter A. Lewis, Robert T. Cullen, Davis Jasper, Jr., Thomas J. Hanft, Thomas J. Lynch, Jr., Walter J. Weitbrecht, John H. Lemmerman, Robert J. Gardner, William M. Grogan.

476—500

Edward J. Strofacc, Barry Bravin, Andrew J. Russwok, Jr., Henry Leonhard, Walter M. Broski, Ronald B. Redmond, Carmine P. Potenza, Nicholas V. Paladino, Herbert H. Schraeder, Patrick J. Hackett, Joseph V. Fuller, David

Oflaherty, Joseph J. Brown, John E. Rannacher, Karl P. Fell, Brian Dolan, John E. Cimring, Clifford A. Johnsen, Pasquale Luonco, Robert G. Jansen, Edward T. Collins, Richard J. Balaguer, Charles A. Horrocks, Walter W. Trentini, Brian J. Reilly.

501—525

Joseph J. Powell, Renato C. Casaretti, Reynard J. Shannon, Arthur W. Jacobs, George J. Donlin, William F. Green, Vernon A. Lawless, Jr., Arnold Shore, Anthony J. Aliano, Robert A. Masters, Luca E. Monferato, Charles A. Scott, Edward W. Swinarski,

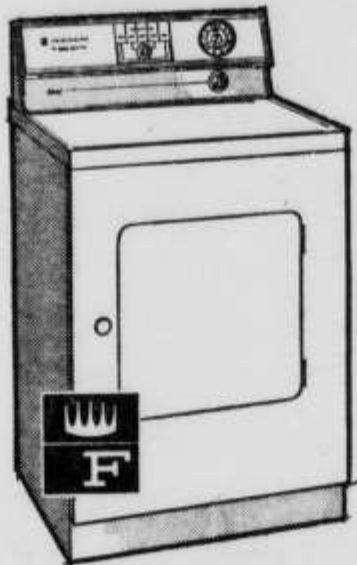
Donald Young, Anthony Maccagnano, George L. Barksdale, Jr., William J. McGee, John C. Donohue, Thomas E. Gales, Kenneth Bynoe, Brian F. McMahon, Anthony D. Diccio, Jr., Frederick Haase, Kevin J. Kelly, John R. Sanchez.

526—550

Louis M. Salaun, Peter A. Costanzo, James B. Lawrence, Glenon J. Fenwick, Daniel J. Quinn, William J. Curtin, Gerald J. Gallagher, Robert A. Dipaolo, George P. Ingalls, Joseph D. Valenti, John P. Tierney, Philip Johnson, Brian P. Donovan, Robert F. Herbig, George R. Gallagher, Richard F. Baumgartner, John R. McGillion, Gerald Jagendorf, Richard W. Sharrott, Paul S. Knapek, Jr.

(Continued on Page 12)

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Model DIA-64  
4 colors or white

- Automatic Dry shuts dryer off automatically when clothes are just-right dry. Or time drying yourself.
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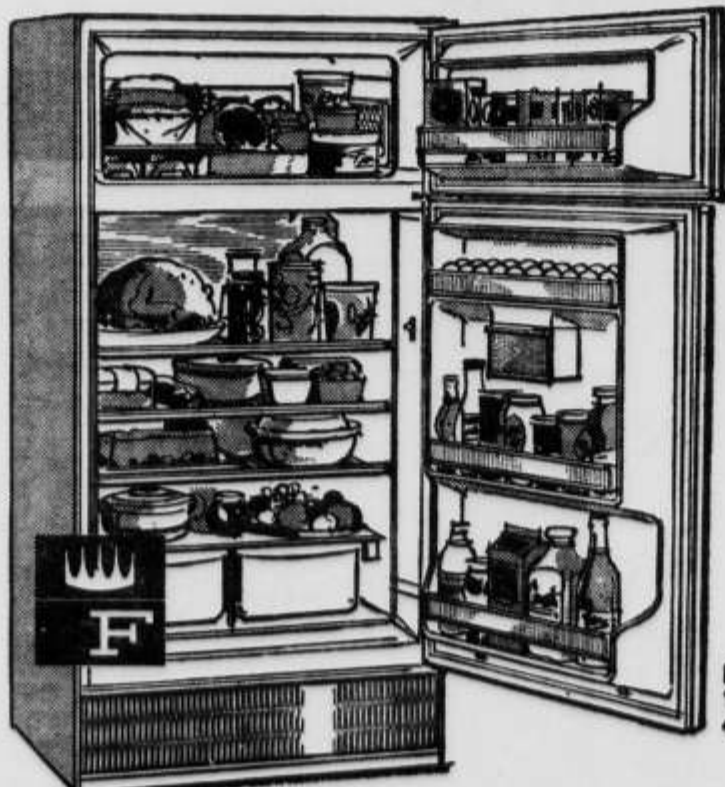


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- 56-lb. freezer chest has extra fast ice cube freezing. Two 18-cube ice trays.
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The owner is sacrificing in selling this detached dutch colonial, situated in garden section of Hollis. 8 tremendous rooms, ultra modern kitchen and bath plus oversized garage, immediate occupancy.

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Detached Dutch Colonial, 3 large bedrooms, modern kitchen and bath, semi-finished basement, garage, situated on a tree lined street. Many extras. Immediate occupancy. Every thing goes.

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Detached legal 2 Family stucco & shingle on a large plot with a 6 & 4 room apt. available, ultra modern kitchen and bath plus a nice club basement, 2 car garage, all available. Everything goes, move right in.

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EXCLUSIVES

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DETACHED COLONIAL  
8 beautiful rms., 4 bedrooms, formal dining rm., 2 tone bath, ultra modern kitchen, wall oven, Garage, Large garden plot. All extras. G.I. NO CASH DOWN.

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HOLLIS

Magnificent Colonial

7 immense rms, 4 bedrooms, 2 tone colored tile bath, finished basement, Garage, Large garden plot, G.I. NO CASH DOWN!

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RE 9-7300

LEGAL NOTICE

LANDALE, GERTRUDE M.—CITATION—  
File No. P 1103, 1964—The People of the State of New York, By the Grace of God Free and Independent, To JAMES S. RIDPATH, VIRGINIA SELBY ST, CERNY, BERTRAM SELBY, VIRGINIA SELBY REPUS, JULIE SPURK POSTER, ELIZABETH ELDER GIFT, JOHN DOE and RICHARD ROE (such names being fictitious, the true names of such persons, if any, being unknown to petitioner, such persons, belonging to a class composed of any additional grandchildren of JAMES SELBY, deceased, decedent's maternal grandfather), and the grandchildren, if any, of "JOHN" MANNING, deceased (the name "John" being fictitious, the true first name of said person being unknown to petitioner), decedent's paternal grandfather.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on April 17, 1964, at 10 A.M., why a certain writing dated July 18, 1959, which has been offered for probate by Thomas Stolow, residing at 1175 Park Avenue, New York 28, New York, should not be probated as the last Will and Testament, relating to real and personal property, of GERTRUDE M. LANDALE, Decedent, who was at the time of her death a resident of 130 East 74th Street, in the County of New York, New York.

Dated, Attested and Sealed, February 13, 1964.  
HON. S. SAMUEL DI FALCO,  
Surrogate, New York County.  
PHILIP A. DONAHUE,  
Clerk.

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# Eligibles On New York City Lists

(Continued from Page 10)

Craig H. Brown, Charles G. Richardson, Melvin D. Mabry, John F. Evrard, Thomas J. McEntegart. 551-575

John L. Dechiaro, Joseph M. Sammartano, Gerard F. Koferi, Robert M. Keane, Martin D. Werner, Vincent J. Riccardi, Joseph G. Cirrincions, George H. Smith, Vincent P. Vanwesterling, Francis X. Leonard, Jr., Stephen A. Shotsky, Kevin P. Soutledge, William J. McAuley, Jerome G. Rupprecht, Ralph C. White, James B. Campbell, Thomas J. Smith, Patrick J. Cahill, Stephen P. Driscoll, Joseph R. Bailey, Jesse L. Bowens, Leopold C. Fasone, Gerald Longarzo, Joseph M. Ciavolella, Edward A. Bambauer. 576-600

Angelo Maffia, George W. Thompson, Walter G. Buss, Jr., Vincent M. Ciacciarelli, Vernon J. Geberth, Edward C. Balardi, Richard M. Connolly, John J. Cannon, Thomas O. Mullins, Louis A. Rinchiuso, Edward P. Fagan, Jr., Harold K. Berg, Joseph R. Lasch, William H. Warren, Joseph L. Critelli, Roland M. Turner, Jr., Robert A. Hays, James V. McCarthy, Thomas Siemietkosski, Richard F. Aubrey, Herbert W. Berg, Jr., Frank J. Foley, Thomas Rodriguez, Gary F. Meade, John F. McGowan. 601-625

Carl R. Strandberg, John H. Peter, William R. McCormack, Philip A. Blumberg, Dennis M. O'Brien, Richard T. McKeown, Michael A. Giacoppi, Anthony J. Vivaldo, Howard P. Redding, Thomas J. Clarkin, Joseph Annarumma, George McInnes, Vincent L. Scanca, Frank J. Roguso, William R. Kinsman, Thomas B. Forde, Christophe Scaglione, John A. McDermott, John F. Kane, Lauritz H. Schuster, Alan M. Florenz, George W. Kydd, Augustus C. Cagliano, George F. Farrell, Jr., Leon Durinick. 626-650

Ernest J. Bourscheid, Joseph M. Savarino, William C. Ciasurri, John C. Zukar, Morris Sturm, Kenneth F. Gormley, Frank L. Sirianni, Anthony C. Drapallo.

William A. Beplar, Robert J. Smallman, James J. O'Keefe, John E. Cleary, Kevin P. Linane, Charles W. Gray, Nell V. Donner, Michael Halberstadt, Frank R. Szczerbicki, Kimberly J. Chlanda, Richard P. Trasborg, Rudolph C. Lazina, Maurice I. Cohen, Eugene F. Kelly, John Lovasz, Albert E. Cachie, Vincent R. Harrison. 651-675

Stephen T. Zimmermann, William Maher, Harold F. Balayti, Joseph J. Connolly, Cincint J. Giaccone, Douglas C. Cochran, William W. Weyrauch, Thomas F. Murphy, Kenneth E. Krinsky, Earl A. Hart, John J. Farrell, Gerard W. Shea, Charles H. Miller, Philip P. Salerno, Courtney R. Vieland, Lawrence J. Dixon, George T. Hague, Joseph Volpicello, Edward J. Malley, Henry G. Krizek, William J. Bates, Daniel Petrone, Milton J. Stirrup, Ronald R. Reinhardt, John S. Pritchard. 676-700

Salvatore Fortana, Silas Reese, Jr., Charles E. Balfour, Richard C. Washington, Gerald J. Donovan, William A. Anderson, Robert W. Falk, Albert E. Rose, Douglas F. Rower, Ronald R. Capitini, James S. Hazard, William J. Fianagan, Jr., John E. Harder, Anthony J. Tragna, Frank A. Santostefano, Roger D. Chester, William T. Cuhane, Victor Cortese, Jeffrey E. Friend, Harold Hay-

man, Salvatore Locicero, Anthony F. Quarto, Raymond R. Reis, Lawrence F. Fraher, Charles L. Pollard. 701-725

Jeremiah J. Keane, Leonard J. Dmuchowski, Lawrence D. Divone, Lawrence E. Bucsek, Thomas R. McLean, William C. Maughan, William T. Higgins, Carroll O'Rourke, Lester C. Nilsen, Luis R. Bidot, Thomas Utting, Michael L. Shramko, Charles J. Romanolo, Jr., Walter J. Langer, Jr., Joseph W. Petrowski, Edmund O'Connor, Thomas A. Biele, Kenneth J. Peterson, Richard T. Breton, Leon M. Simon, Jr., Edward D. Wichita, John McKay, George L. Nevins, Patrick J. O'Grady, Jr., Michel P. Roonry. 726-750

Philip L. Benfari, Gerard P. Owens, G. Raymond Reiss, Julius Costanza, Warren E. Green, Bruce Strindberg, Edmund F. Aiello, James Cicione, Jr., Walter M. Waltz, Walter O'Connell, Emil Ferencz, Albert H. Eaton, George J. Matusinka, Jr., Charles T. Genova, Thomas J. Fitzgerald, Burton Bein, Raymond C. Plunkett, Jr., Robert H. Wrenn, Jr., Sil-

### LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent.

To Attorney General of the State of New York; Mildred T. Braisted; Daniel E. MacLean; Laidlaw & Co.; Michael J. Arden; Lash Flower Shop; Cohen & Powell, Inc.; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Katherine Daniels, also known as Katharine Daniels and Katharine Daniels Harring, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein;

and to the distributees of Katherine Daniels, also known as Katharine Daniels and Katharine Daniels Harring, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Katherine Daniels, also known as Katharine Daniels and Katharine Daniels Harring, deceased, who at the time of her death was a resident of Prince George Hotel, 14 East 28th Street, New York, N.Y.

Send GREETINGS:

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 the County of New York, held at the Hall of Records, in the County of New York, on the 24th day of March, 1964, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

(Seal) WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 28th day of January in the year of our Lord one thousand nine hundred and sixty-four.

Philip A. Donahue, Clerk of the Surrogate's Court.

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### LEGAL NOTICE

JALU, CELINE MARIE JOSEPHINE.—CITATION.—FI No. 1961, 1964.—The People of the State of New York, By the Grace of God Free and Independent. To Clementine Jalu, Sr. Cecile du Sacre Coeur (Lucie Jalu), Yvonne Jalu Bouquet, Andre Jalu, Germaine Vercolli, Jean Jalu;

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on April 15, 1964, at 10:00 A.M., why a certain writout dated December 2, 1963, which has been offered for probate by Howard H. Bachrach, residing at 175 Riverside Drive, New York, N. Y., should not be probated as the last Will and Testament, relating to real and personal property of CELINE MARIE JOSEPHINE JALU, Deceased, who was at the time of her death a resident of 125 East 93rd St., New York, in the County of New York.

Dated, Attested and Sealed, February 21, 1964.

HON. S. SAMUEL DI FALCO, (L.S.) Surrogate, New York County. PHILIP A. DONAHUE, Clerk.

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vestro Messina, Ralph Palmieri, John A. Scheuerer, Charles H. Horn, Edward J. Kozlik, Kenneth E. Delahunt, Ronald D. Piotrowski. (To Be Continued)

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## The Veteran's Counselor

(Continued from Page 6)

held to include "eligible funds" and hence real property purchased with such funds is exempt:

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- Annuity to blind veterans.

## Management Institute Set For March 12

A one-day management institute has been scheduled for March 12 at the Hotel Roosevelt in New York City by the Managers' Association of the Division of Employment for the State of New York.

The opening sessions, which are scheduled for 9 a.m., will consist of discussions of effective management and the climate in which it prevails and the role of management in problems of discrimination.

The afternoon sessions will begin at 1:45 p.m. with four workshops set up for discussion. The total cost of the one-day session will be \$5 for non-members and no cost to members.



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## Garden City

(Continued from Page 2)

Flaumenbaum said that complaints coming to his attention included these:

1. A memorandum issued Jan. 11, 1963 "specified that public works employees were to get time-and-a-half for overtime connected with snow storms and other emergencies. For recent snow storms, men have been cheated out of their money."

2. "On Monday, Jan. 13, the second day of a snow storm, the men reported at their regular work hour, 7:30 a.m. and were told by their superior to go home and report back at noon, this with six inches of snow on the ground."

3. "On Sat., Jan. 25, all three mechanics were asked to come in and all three said they had a previous engagement. They were told to either get in or lose their jobs. One worked, the others sat around all day."

4. Some employees must pay their hospitalization payments once a month and have been refused permission to pay it in regular weekly installments. "This causes a hardship to employees," he said.

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# Status of CSEA Bills Now In Legislature

ALBANY, March 9 — The progress of the legislative program of the Civil Service Employees Association was reported to more than 700 delegates to the annual March meeting at the Ten Eyck Hotel here last week.

Grace Nulty, Association legislative committee chairman, explained the need for a "grass roots" approach by the membership to assure success of the program.

In her report Miss Nulty said: "After a review of our legislative experience in recent years and considering the extensive growth of the Civil Service Employees Association, it was the feeling of the legislative committee that the Association should make better use of its membership in terms of more direct participation in making contacts with members of the State Legislature. This was conceived to be a grass-roots type of operation.

"Accordingly, your chairman met with our counsel, who is also our legislative representative, and together we blocked out a plan of action. The proposed plans were approved and adopted by the legislative committee.

"In brief, this was the concept: Members of the State-wide legislative committee would act as primary liaison in their respective areas to work closely with our chapters and leaders throughout the State in their own areas. The chapters would set up special legislative committees. The names of these would be supplied to Headquarters and a mailing list established. As the legislative session developed and on the advice of your chairman or counsel, the chapter legislative committees would be requested to contact their local legislators in their own backyards. These committees would be requested to send in reports through a special form that was developed and made available to them. The Association's staff, including the field representatives, would also assist the chapters in planning these contacts.

## "A Successful Experiment"

"These things were done and it is the view of the legislative committee that this project has been a successful experiment and we recommend that this method of legislative contact at grass-roots levels be continued in the future. However, we believe that the effectiveness of the project can be improved. For example, it is recommended that the internal organizational work in each chapter be started much earlier in the year. In other words, the chapters should formulate their legislative committees for each legislator in their jurisdiction before November. We should be all tooled up and ready to go into action well in advance of the 1965 legislative session.

"This year we had a real opportunity to test the effectiveness of this program because of the threat that some members of the legislature would not support the Governor's salary and retirement proposals. If the proposals are finally passed in their original form, it will have been due to the fine yeoman work done by the chapters through their officers, committees and members. The fact is that these contacts were made and at this time it looks as if these contacts have resulted in upholding the line on the cuts.

## Major Adjustment

"As you know, in a year where there are major adjustments in the salary and fringe benefits, it is exceedingly difficult to move on bills.

"It is too early at the writing of this report to determine the total degree of legislative success this year. A supplemental report will be made at a later date.

"This committee intends to urge the Board of Directors and recommends to the chartered committee that the "Model Chapter Constitution" provides for legislative committees as standing committees and it be mandated that each chapter constitution contain this provision.

"The state legislative committee would be remiss if we did not thank each and every one of you for your fine spirit of cooperation. We hope that together we can write success at the finish of this legislative session."

Assisting Miss Nulty on the committee were: S. Samuel Boreilly, Salvatore Butero, Ethel Chapman, A. Victor Costa, George DeLong, George F. Felkel, Deloras Fussell, Irma German, David Hopkins, Samuel Miller, Nicholas Puziferri, Thomas Ranger, Frank E. Wallace, Henry Shemin and CSEA second vice-president Vernon A. Tapper who served as consultant.

The legislative program of the Association is, this year, the largest in CSEA's history. Almost 80 bills have been introduced at the request of the Association, according to Harry W. Albright, Jr., associate counsel for the Association and CSEA legislative representative.

Albright clarified points which had been the cause of some concern by chapter presidents and legislative committee members. Many bills had been introduced in only one house with the result that many were questioning the chance for the bill's final approval.

In answering this, Albright said: "At times, there are certain advantages in introducing a bill in only one house and for this reason, you will note that some of the bills have only one sponsor. I wish to assure all of our interested members, however, that this in no way, impairs the possibility of passing the bill."

Continuing, Albright pointed out:

"During the present week in the session, the Senate and Assembly leaders in Senate Finance and Assembly Ways and Means are making known their views on the Governor's budget. At the present time, it is our belief that the salary program and retirement program of the Association remains essentially intact."

The progress of the program to date follows:

1. (L-1) Provides 12½ percent salary increase for all State employees. Senate—Hatfield; Intro. 1381, Print 1388; Civil Service. Assembly—Wilcox; Intro. 4910, Print 5210; Ways and Means. An administration bill has also been introduced. Senate—Barrett, Intro. 2160, Print 2241; Finance. Assembly—Huntington; Intro. 3391, Print 3460; Ways and Means.

2. (L-1a) Provide non-contributory retirement at 1/60th of final average salary. Senate—Hatfield; Intro. 1472, Print 1495; Assembly—Wilcox; Intro. 2461, Print 2476. An administration budget bill has also been introduced. This is Senate Intro. 1760; Print 1795 and Assembly Intro. 2938, Print 2962. The Senate Finance Committee and the House Ways and Means Committee are considering this measure.

3. (L-1a) Non-contributory State Health Insurance Program. Senate—Hatfield, Intro 1471; Print 1494; Assembly—Nowicki, Intro 179, Print 179. This bill is in the Civil Service Committee of the Senate and the Assembly Ways and Means Committee.

4. (L-2) Lump sum payment for accumulated unused sick leave credits upon retirement or separation from service. Senate—Anderson; Intro 1476, Print 1499; Civil Service; Assembly—Day; Intro and Print 1797, Ways and Means.

5. (L-3) State pay for sick leave earned in excess of maximum. Senate—Mitchell, no intro, print number or committee; Assembly McCloskey; Intro 2034, Print 2039; Ways and Means.

6. (L-4) Time and a half for overtime of State employees. Senate—Moriarty, Intro 1119, Print 1121; Finance; Assembly—Wilcox; Intro 1469, Print 1469, Ways and Means.

7. (L-5) Ten percent premium pay for night shift work for State employees. Senate—Hatfield; Intro 1350, Print 1357, Finance; Assembly—Feinberg; Intro 1437, Print 1437, Ways and Means.

8. (L-6) State pay minimum half day's pay to State employees for emergency duty outside regular duty hours. Senate—Rules Committee; Assembly—Ryan; Intro 1704, Print 1704; Ways and Means.

9. (L-7) 40-hour work week for Barge Canal employees without loss of take-home pay. Senate—Van Lare; Intro and Print 787; Civil Service; Assembly—Finley; Intro 1880, Print 1881; Ways and Means.

10. (L-8) Provide 40-hour work week for non-teaching school employees. Senate—Hatfield, Intro 1470, Print 1493, Civil Service. Assembly—Wilcox; Intro 2339, Print 2353, Ways and Means.

11. (L-9) Longevity Increments after 15 and 20 years' service at maximum of grade. Senate—Moriarty; Intro 1120, Print 1122; Finance. Assembly—Feinberg, Intro and Print 1435; Ways and Means.

12. (L-10) Provide absolute protection of salary and position of employee whose job, by reason of automation or otherwise, is adversely affected through no fault of his own. Senate—Hatfield; Intro 3477, Print 3838; Civil Service. Assembly—Pomeroy; Intro 3603, Print 3703; Civil Service.

13. (L-11) Provide salary protection similar to that provided State employees to employees of political subdivision whose jobs are abolished by automation. Senate—Moriarty; Intro 2344, Print 2444; Civil Service. Assembly—Terry; Intro 3731, Print 3841; Civil Service.

14. (L-12) Provide absolute salary protection for employees in political sub-divisions whose titles are reallocated downward. Senate—Moriarty; Intro 2343, Print 2443; Civil Service. Assembly—Terry; Intro 3730, Print 3840; Civil Service.

15. (L-13) Require salary plans in all public school systems. Senate—Van Lare; Intro and Print 790; Education. Assembly—Wilcox; Intro and Print 1468; Ways and Means.

16. (L-14) Require salary plans in political subdivisions. Senate—Hatfield; Intro 1382, Print 1389; Civil Service. Assembly—Drum; Intro 3134, Print 3184; Ways and Means.

17. (L-15) Withhold State aid for salaries of county welfare department employees were not equal to State salaries (Departmental bill proposed). Senate—Rules Committee; Intro 3349, Print 3650; Relief and Welfare. Assembly—Rules Committee; Intro 5052, Print 5397; Ways and Means.

18. (L-16) Provide the same increment earning level on reallocation. Senate—Hatfield; Intro 1380, Print 1387; Civil Service. Assembly—Day; Intro 2014, Print 2019; Civil Service.

19. (L-17) Provide maximum trooper pay in three years. Senate—Hatfield; Intro 3482, Print 3843; Finance. Assembly—McCloskey; Intro 3149, Print 5350; Ways and Means.

20. (L-18) 40-hour work week for State Police. Senate—Rath; Intro 1440, Print 1454; Finance. Assembly—Marano; Intro 3419, Print 3488; Ways and Means.

21. (L-19) Provide increments on anniversary date. Senate—Hatfield; Intro 3479, Print 3840; Civil Service. Assembly—Pomeroy; Intro 3604, Print 3704; Ways and Means.

22. (L-20) Amend State salary plan to provide maximum salary

in three years. Senate—Hatfield; Intro 3476, Print 3837; Civil Service. Assembly—Wilcox; Intro 4913, Print 5211; Ways and Means.

23. (L-22) Paid life insurance of at least \$2,000 on retirement. Senate—Hatfield; Intro 1704, Print 1739; Civil Service. Assembly—Armbruster; Intro 4279, Print 4443; Ways and Means.

24. (L-23) Deposit in annuity account equivalent of unused sick leave credits. Senate—Bloom; Intro and Print 275; Civil Service. Assembly—Chanana; Intro and Print 143; Ways and Means.

25. (L-24) Deposit in annuity account the sum equal to excess sick leave credits beyond established maximum. Senate—Hatfield; Intro 1385, Print 1392; Civil Service. Assembly—Barbiero; Intro 2602, Print 2626; Ways and Means.

26. (L-25) Make permanent State assumption of five percent age point employee retirement cost which took effect April 1, 1960. Senate—Cornell; Intro and Print 624; Civil Service. Assembly—Wilcox; Intro and Print 1314; Ways and Means.

27. (L-26) Vested retirement rights reduced to age 55. Senate—Lent; Intro and Print 965; Civil Service. Assembly—McCloskey; Intro 2035, Print 2040; Ways and Means.

28. (L-27) Restore four percent interest on State Retirement Fund contributions for all members. Senate—Lentol; Intro and Print 1024; Civil Service. Assembly—Chanana; Intro and Print 1675; Ways and Means.

29. (L-28) Make permanent ordinary death benefit under State Retirement System. Senate—Duffy; Intro 1155, Print 1157; Civil Service. Assembly—Wallach; Intro 1942, Print 1943; Ways and Means.

30. (L-29) Improve ordinary death benefit under State Retirement System. Senate—Cornell; Intro and Print 622; Civil Service. Assembly—Wilcox; Intro and Print 1312; Ways and Means.

31. (L-30) Provide survivor benefit protection for employees of political subdivisions on the same basis as for State employees. Senate—Speno; Intro 3531, Print 3892; Civil Service. Assembly—Wilcox; Intro 4911, Print 5209; Civil Service.

32. (L-31) Provide death benefits of one year's pension portion of retirement allowance. Senate—Hatfield; Intro 1383, Print 1390; Civil Service. Assembly—Drum; Intro 3135, Print 3185; Ways and Means.

33. (L-32) Association seek employee representation in State Retirement System. Senate—Hatfield; Intro 3480, Print 3841; Civil Service. Introduced in Assembly through Rules Committee.

34. (L-33) Extend eligibility for accidental disability from age 60 to 65. Senate—Mackell; Intro and Print 109; Civil Service. Assembly—Rice; Intro and Print 1806; Ways and Means.

35. (L-34) Retirement death benefit for seasonal employee if death occurs within year of date employed on State payroll. Senate—Lent; Intro and Print 966; Civil Service. Assembly—Huntington; Intro and Print 1454; Ways and Means.

36. (L-35) Provide 25-year retirement for all State employees. This bill is broken down into various departments of employees.

They are:  
(Continued on Page 16)



**BROOME COUNTY EVENT:** James Burrows, right, president of Broome County chapter of the Civil Service Employees Association, is seen as he discusses a dinner meeting of the chapter, set for March 20, with Curtis Nickerson, chairman of the chapter's legislative committee. Among the guests who will attend the dinner, to be held in the Carlton Hotel, Binghamton, are Joseph F. Feily, CSEA president, and CSEA vice presidents Raymond G. Castle and Vernon Tapper. The picture above was taken at the annual delegates meeting of the Employees Assn., held last week in Albany.



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## Police Board In Cortland Rescinds Work Schedule

(From Leader Correspondent)

CORTLAND, March 9 — The Board of Police Commissioners here have rescinded a controversial new work schedule for Cortland police which provided rotating days off and would have had officers working seven consecutive days some of the time.

The case had been taken to the State Supreme Court, and the city has been awaiting an opinion from the State attorney general on legality of the work schedule. Decisions in both instances will have no effect now.

The new schedule met opposition throughout the police department on grounds that state law mandates no policeman shall work more than 40 hours in a seven-day period.

### City Claimed Calendar

The city claimed the law means a calendar week, while the Police Benevolent Association maintained it means any seven days.

Cancellation of the new plan—and a return to the former schedule with fixed days off—came after several meetings of police representatives with city officials.

## TRAVEL AGENT CLASS BEGINNING MARCH 19

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# Progress of CSEA Legislation Detailed By Albright And Nulty

# 21 Bills Affecting Employees In Political Subdivisions Now Awaiting Action In Committees

(Continued from Page 14)

Uniformed Correction Officers. Senate—Hatfield, Intro 1955, Print 2010; Civil Service Committee; Assembly—Feinberg; Intro 3014, Print 3056; Ways and Means.

Regional State Park Police. Senate—Speno; Intro 2128, Print 2209; Civil Service Committee. Assembly—Huntington; Intro 3190, Print 3243; Ways and Means.

Compulsory separation from service of members of regional State park police. Senate—Speno; no intro or print number or committee. Assembly—Huntington; Intro 4835, Print 5133; Conservation.

Conservation officers. Senate—Hatfield; Intro 2280, Print 2379; Civil Service Committee; Assembly—Rules.

Mental Hygiene employees. Senate—Hatfield; Intro 2279, Print 2378; Civil Service Committee; Assembly—Rules.

Social Welfare employees. Senate—Hatfield; Intro 2278, Print 2377; Civil Service committee. Assembly—Introduced in Rules Committee.

Armory employees. Senate—Hatfield; Intro 3481, Print 3842; Civil Service. Assembly—Marvin; Intro 3344, Print 3413; Ways and Means.

37. (L-36) Adjust pensions of retired employees to reflect increased wages and cost of living. Senate—Peterson; Intro and Print 436; Finance. Assembly—Wilcox; Intro 2796, Print 2820; Ways and Means.

38. (L-37) Provide retirement time credit for veterans. Senate—Mitchell, Intro. 1721, Print 1756, Civil Service. Assembly—Wilcox, Intro and Print 1467; Ways and Means.

39. (L-38) Provide optional retirement for troopers after 20 years' service. Senate—Laverne, Intro 2398, Print 3512, Civil Service; Assembly—Hanks, Intro 3824, Print 3952; Ways and Means.

40. (L-41) Prohibits removal of employees from provisions of attendance rules requiring compensation for overtime work. Senate—Peterson, Intro 1159; Print 1166, Civil Service; Assembly—Marvin, Intro 1775, Print 1775, Ways and Means.

41. (L-42) State pay annually lump sum payment for vacations disallowed by the employer. Senate—Speno, Intro and Print 941, Civil Service; Assembly—McCloskey, Intro 2033, Print 2038, Ways and Means committee.

42. (L-43) Thirty-five hour work week for all state employees. Senate—Rath, Intro 3524, Print 3885, Civil Service; Assembly—Wilcox, Intro 4914, Print 5212, Ways and Means.

43. (L-44) Comparable work week for State institution office employees. Senate—Dominick, Intro 2268, Print 2267, Civil Service; Assembly—VanDuzer, no intro or print.

44. (L-45) Public school calendar for institution teachers and vocational instructors. Senate—Dominick, Intro 2267, Print 2366, Civil Service; Assembly—VanDuzer, Intro 4132, Print 4203, Civil Service.

45. (L-46) Free bridge toll privilege for Manhattan state hospital employees. Senate—Conklin, Intro 2319, Print 2419, Health committee; Assembly—no print or intro.

46. (L-47) Provide salary pay-

ment on a bi-weekly basis rather fiscal year basis. Senate—introduced in Rules; Assembly—Corso, Intro 4945, Print 5243, Ways and Means.

47. (L-49) Provide that political subdivision pay all or part of cost of State Health Insurance Plan. Senate—Van Lare, Intro 1375, Print 1382, Civil Service; Assembly—no intro or print.

48. (L-50) Require Civil Service Commission to make a finding before filling non-competitive vacancies. Senate—Speno, Intro and Print 940, Civil Service; Assembly—no print or intro.

49. (L-51) Report to Legislature by Director of Classification and Compensation of annual salary study. Senate—Moriarty, Intro 1121, Print 1123, Civil Service; Assembly—Hastings, Intro 1968, Print 1971, Civil Service.

50. (L-52) All public employees be permitted employment at race tracks. Senate—Rath, Intro 1089, Print 1091, Finance; Assembly—McCarthy, Intro 2027, Print 2032, Ways and Means.

51. (L-53 and L-54) Require Budget Director to give reason in writing for veto of title reclassification or salary reallocation and reclassification appeals non-reviewable by the director of the Budget and require provision of funds in subsequent fiscal year if not currently available. Senate—Lent, Print and Intro 964, Civil Service; Assembly—Feinberg, Print and Intro 1436, Ways and Means.

52. (L-55) Time required by the director of Classification and Compensation and Budget Director to act on title classification and salary reallocation appeals be limited. (60-day time limit) Senate—VanLare, Print and Intro 788, Civil Service; Assembly—Finley, Intro 1881, Print 1882, Civil Service (30-day time limit) Senate—VanLare, Intro and Print nos. 789, Civil Service; Assembly—McCarthy, Intro 2028, Print 2033, Civil Service.

53. (L-56) Restrict promotion in Correction Department from prison officer through warden or superintendent to uniformed personnel. Senate—Hatfield, Intro 1390, Print 1397, Penal Institution; Assembly—Van Duzer, Intro 1750, Print 1750, Ways and Means.

54. (L-57) Protection against removal for non-competitive employees after five years of continuous service in the non-competitive class. Senate—Hatfield, Intro 1348, Print 1355, Civil Service; Assembly—Wilcox, Intro and Print 1470, Civil Service.

55. (L-58) Repeal Condon-Wadlin Law. Senate—Lentol, Intro and Print 201, Civil Service; Assembly—Chananau, Intro 2302, Print 2316, Labor.

56. (L-59) Establish formal employer-employee relations procedure; Senate—Marchi; Intro and Print 376, Civil Service; Assembly—Amann, Intro 3748, Print 3858; Civil Service.

57. (L-61) Protection against removal for the per diem and labor class employee with five years' service. Senate—Hatfield, Intro 3478, Print 3839, Civil Service; Assembly—Huntington, Intro 2646, Print 2670; Ways and Means.

58. (L-62) Modify selection procedure for membership to the grievance board and provide right of hearing and appeal. Senate—Hatfield, Intro 1379, Print 1973,

Civil Service.

59. (L-63) Require Civil Service Commission to publish notice of regular and special meetings. Senate—Rath, Intro 3523, Print 3884, Civil Service; Assembly—Wilcox, Intro 2797, Print 2821, Civil Service.

60. (L-64) Provide Air National Guard technicians participation in State Health Insurance Plan. Senate—Brydges, Intro 1068, Civil Service; Assembly—Arbruster, Intro 1452, Print 1452, Ways and Means.

61. (L-65) Provide that a retired employee on return to public service not to be deemed a new member. Senate—Hatfield, Intro 1384, Print 1391, Civil Service.

62. (L-68) Provide additional protection to employees concerned with meat inspection under the new legislation. Senate—Anderson, no Print or Intro. Assembly—Dickinson, Intro 4660, Print 4922; Agriculture.

63. (L-69) Provide State Civil Service Commission have civil service jurisdiction over State Police. Senate—Van Lare, no Print or Intro; Assembly—Wilcox, Intro 4918, Print 5216, Ways and Means.

64. (L-71) Provide peace officer status for building guards. Senate—Bloom, Intro 2299, Print 2399, Codes. Assembly—Abrams, Intro 3637, Codes.

65. (L-73) Reopen section 81a of the retirement law for State Troopers. Senate—Hughes, Intro 1559, Print 1586, Civil Service; Assembly—Arbruster, Intro 2482, Print 2497; Ways and Means.

66. (L-74) Provide time off for Saturday holidays in political subdivisions. Senate—Lent, Intro 1915, Print 1962, Cities; Assembly—Savarese, Intro 3437, Print 3506, Cities.

67. (L-75) Provide disciplinary procedure for non-competitive employees. Senate—Speno, Intro 3532, Print 3893, Civil Service; Assembly—McCarthy, no Print or Intro or committee.

68. (L-76) Place civil service employees under state labor law. Senate—Wilson, Intro 1000, Print 1000, Labor; Assembly—Rios, Intro 2195, Print 2200, Labor.

69. (L-77) Amend Mental Hygiene Law and Criminal Code on behalf of institution safety officers. Senate—Rules; no Print or Intro; Assembly—Abrams, Intro 4924, Print 5222, Codes.

70. (L-78) Make dental health plan available. Senate—Metcalfe,

ALBANY, March 9—Action on 21 bills affecting employees of political subdivisions throughout New York State is pending before the State Legislature.

The bills, according to Grace Nulty, legislative committee chairman of the Civil Service Employees Association, are now being considered in committee.

The bills, with their sponsor, Intro and Print numbers and committee, are:

L-1a. Provide non-contributory retirement at 1/60th of final average salary. Senate—Hatfield; Intro 1472, Print 1495; Civil Service. Assembly—Wilcox; Intro 2461, Print 2476; Ways and Means.

L-8. Provide forty hour work week for non-teaching school employees. Senate—Hatfield; Intro 1470, Print 1493; Civil Service. Assembly—Wilcox; Intro 2339, Print 2353; Ways and Means.

L-11. Provide salary protection similar to that provided State employees to employees of political subdivisions whose jobs are abolished by automation. Senate—Moriarty; Intro 2344, Print 2444; Civil Service. Assembly—Terry; Intro 3731, Print 3841; Civil Service.

L-12. Provide absolute salary protection for employees in political subdivisions whose titles are reallocated downward. Senate—Moriarty; Intro 2343, Print 2443; Civil Service. Assembly—Terry; Intro 3730, Print 3840; Civil Service.

L-13. Require salary plans in all public school systems. Senate—Van Lare; Intro and Print 790; Education. Assembly—Wilcox; Intro and Print 1468; Ways and Means.

L-14. Require salary plans in political subdivisions. Senate—Hatfield; Intro 1382, Print 1389; Civil Service. Assembly—Drumm; Intro 3134, Print 3184; Ways and Means.

L-15. Withhold State aid for salaries of county welfare department employees where not equal to State salaries. Senate—Rules Committee; Intro 3349,

Intro and Print 785, Civil Service. Assembly—Willard, Intro 3476, Print 3546, Ways and Means.

Traffic and Park Officers—Conservation Law. Senate—Lent, Intro 3192, Print 3463, Conservation; Assembly—McCloskey, Intro 4969, Print 5267, Ways and Means.

Print 3650; Relief and Welfare. Assembly—Rules Committee; Intro 5052, Print 5397; Ways and Means.

L-22. Paid life insurance of at least \$2,000 on retirement. Senate—Hatfield; Intro 1704, Print 1739; Civil Service. Assembly—Arbruster; Intro 4279, Print 4443; Ways and Means.

L-23. Deposit in annuity account equivalent of unused sick leave credits. Senate—Bloom; Intro and Print 275; Assembly—Chananau; Intro and Print 143; Ways and Means.

L-25. Make permanent State assumption of five percentage point employee retirement cost which took effect April 1, 1960. Senate—Cornell; Intro and Print 624; Civil Service. Assembly—Wilcox; Intro and Print 1314; Ways and Means.

L-27. Restore four percent interest on State Retirement and Fund contributions for all members. Senate—Lentol; Intro and Print 1024; Civil Service. Assembly—Chananau; Intro and Print 1675; Ways and Means.

L-28. Make permanent ordinary death benefit under State Retirement System. Senate—Duffy; Intro 1155; Print 1157; Civil Service; Assembly—Wallach; Intro 1942, Print 1943; Ways and Means.

L-29. Improve ordinary death benefit under State Retirement System. Senate—Cornell; Intro and Print 622; Civil Service. Assembly—Wilcox; Intro and Print 1312; Ways and Means.

L-30. Provide survivor benefit protection for employees of political subdivisions on the same basis as for State employees. Senate—Speno; Intro 3531, Print 3892; Civil Service. Assembly—Wilcox; Intro 4911, Print 5209; Civil Service.

L-31. Provide death benefit of one year's pension portion of retirement allowance. Senate—Hatfield; Intro 1383, Print 1390; Civil Service. Assembly—Drumm; Intro 3135; Print 3185; Ways and Means.

L-33. Extend eligibility for accidental disability from age 60 to 65. Senate—Mackell; Intro and Print 109; Civil Service. Senate—Measure introduced in Rules Committee.

L-37. Provide retirement time credit for veterans. Senate—Mitchell; Intro 1721, Print 1756; Civil Service. Assembly—Wilcox; Intro and Print 1467; Ways and Means.

L-49. Provide that political subdivisions pay all or part of cost of State Health Insurance Plan. Senate—Van Lare; Intro 1375, Print 1382; Civil Service.

L-58. Repeal Condon-Wadlin Law. Senate—Lentol; Intro and Print 201. Assembly—Chananau; Intro and Print 2302; Labor.

L-74. Provide time off for Saturday holidays in political subdivisions. Senate—Lent; Intro 1915, Print 1962; Cities. Assembly—Savarese; Intro 3437; Print 3506; Cities.

L-76. Place civil service employees under State Labor Law. Senate—Wilson; Intro and Print 1000; Labor. Assembly—Rios; Intro and Print 2195; Labor.



**PAY EXPLANATION:** Paul Kyer, editor of The Leader, who served as toastmaster at the annual dinner meeting of the Civil Service Employees Assn. in Albany last week, is seen as he uses a chart to give a comic explanation of how the State pay raise was figured out.