

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVI, No. 52 Tuesday, August 31, 1965 Price Ten Cents

RESEARCH DEPT.

SEP 1 1965

Department

THOMAS CORLE
P O BOX 125
CAPITOL STATION
ALBANY N.Y. 12211

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FEILY ASKS ROCKEFELLER TO ORDER SWIFT HEARING ON CORRECTION REALLOCATION



JOHN, JR. GOES TO COLLEGE—

John J. Kelly, Jr., center, has become the first of the children to benefit from a scholarship fund established in the memory of their father, John J. Kelly, who was long a counsel to the Civil Service Employees Assn. Ted Wenzl, second from right, is

presenting the scholarship check to young Kelly, who will attend Georgetown University this fall. Looking on are members of the fund committee. They are, from left, Solomon Bendet, CSEA President Joseph F. Feily, and Celeste Rosenkranz. Wenzl has been chairman of the committee from its inception.

Levitt Issues Bulletin To Clarify Questions On New C.O. Retirement Bill

ALBANY, Aug. 30 — In response to a request from the Civil Service Employees Assn., Comptroller Arthur Levitt has distributed a special retirement bulletin explaining various facets of the new 25-year, half-pay retirement bill for Correction Officers.

The measure, now in effect, was sponsored and won by the Employees Association, this year.

In the bulletin the Comptroller explained that the new plan enables Correction employees in designated titles, who so elect, to retire after 25 years service, or at age 60 with less than 25 years service.

Labeled the "25-year plan", the new Retirement and Social Security Law amendment provides for a retirement allowance of 1-50th of final average salary for each year of service but is limited to one-half of final average salary.

Some Examples

Benefits vary for those with 25 years service and those who retire with less than 25 years service after reaching age 60. For example:

- Members who retire after 25

years of allowable service and who have accumulated the full amount of contributions will receive a retirement allowance of one-half of final average salary.

- Some members with additional contributions will receive further benefits. Members with a deficit (from borrowing and the like) in contributions will receive proportionately reduced allowances.

- Employees who have made excessive contributions by participation in the age 55 plan will receive a refund with interest at retirement, or upon request, in the amount of the excess.

Any member who retires on or after age 60 with less than 25 years allowable service (with the full amount of retirement contributions to his credit) will receive a retirement allowance of

(Continued on Page 16)

Don't Repeat This!

The Mayoralty Race

O'Dwyer Vows New Look In Relations Of Labor-Management

(The following column is the fourth in a series that will present the civil service platforms of the candidates for the office of New York City mayor. These articles are being presented as they were submitted—The Editor.)

THE following statement has been made by Councilman-at-large Paul O'Dwyer, candidate for the Democratic nomination for Mayor, in response to an inquiry from various unions of municipal employees and other municipal groups: "During the primaries and be-

(Continued on Page 9)

Kelly Decision Reveals Pay Adjustments Were Recommended This Year

ALBANY, Aug. 30 — Within less than an hour after the State Division of Classification and compensation released a decision rejecting a title reallocation appeal for Correction Officers, Joseph F. Feily, president of the Civil Service Employees Assn., filed an appeal with the State Civil Service Commission and asked Governor Rockefeller to order an immediate hearing on the appeal.

What was also startling, however was the revelation contained in the 15-page decision that J. Earl Kelly, director of the division, had recommended to the State Administration and the Legislature this year that all titles in Grade 11 (the current Correction Officer title) be increased in pay by 6.1 per cent.

Kelly also noted in his decision that "Practically all salaries in New York State government are now relatively low in comparison with salary levels with private enterprise in this State."

Double Shock

Feily's reaction to the two points underlined in the Kelly decision was that "the whole content of this report is a double shock to us. It is hard for our Association to absorb the fact

(Continued on Page 16)

Lefkowitz Ruling Favors Correction Officers On Retirement Service Credit

ALBANY, Aug. 30 — Attorney General Louis Lefkowitz has issued a formal opinion in favor of Correction Officers in regard to the new 25-year, half pay retirement bill won for them this year by the Civil Service Employees Assn.

The question before the Attorney General was whether previous service in predecessor titles, such as Correction Hospital Officer, Correction Sergeant, Deputy Warden and Deputy Assistant Warden, would be given retroactive credits for their service in the new 25-year retirement plan.

The Attorney General, rendering his opinion at the request of Comptroller Arthur E. Levitt, ruled "that previous service rendered under such former titles in institutions under the jurisdiction of the Department of Correction should be included in computing 25-years of total creditable service in the uniformed personnel."

Agrees With CSEA Opinion

This was consistent with the opinion of the Association's counsel, made earlier last week.

In answer to a question as to

whether the bill covered all uniformed personnel in the Correction Department, the Attorney General further ruled that "the Legislature has sharply defined in sub-division (g) the term 'uniformed persons' or 'uniformed personnel in institutions under the jurisdiction of the Department of Correction' to mean officers or employees holding the titles particularly mentioned therein. Therefore, it is only to those holding the titles in sub-division (g) that section 88 applies."

In a related action, The Leader learned that Correction Officers representing CSEA chapters throughout the State are scheduled to meet today in Albany with representatives of the State Retirement System, the Department of Correction, and CSEA counsel to learn full details of the half-pay retirement legislation.

Assn. Supports Salary Appeals For Park Police

ALBANY, Aug. 30 — The Civil Service Employees Assn., last week vigorously supported applications for title changes and salary upgradings for police personnel of three State Park Commissions, at hearings conducted by J. Earl Kelly, Director of the State Division of Classification and Compensation.

Seeking the changes are policemen of the Long Island State Park Commission, the Niagara Frontier State Park Commission and the

Palisades Interstate Park Commission.

Leading the CSEA forces at

Dr. Brown Named

ALBANY, Aug. 30—Dr. Albert W. Brown, 43, is the new president of the State University College at Brockport. He formerly was acting director of the State of Michigan's Economic Opportunity Office. The position pays \$22,600 a year.

Dr. Brown succeeds Dr. Donald M. Tower, who retired Aug. 31, 1964.

each of the hearings was Joseph F. Feily its president. Also speaking at the hearing were Thomas M. Coyle, CSEA research director, and officers and members from each of the affected chapters.

French Retires

ALBANY, Aug. 30—Donald I. French has retired as a milk control hearing representative of the State Department of Agriculture and Markets.

— SAVE WATER NOW —

Your Public Relations IQ

By LEO J. MARGOLIN



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

A Final Tribute

THE OUTSTANDING PUBLIC relations a man earns during his lifetime by superb performance in the public interest lives after him.

AND SO IT is with the late Dr. Martin B. Dworkis, who left two monuments—both built with big, bold, ingenious ideas.

THE FIRST AND most recent monument he built so well is the Borough of Manhattan Community College, a unit of The City University of New York as well as a part of the growing educational complex of the State University of New York.

MARTIN DWORKIS BUILT a beehive of successful college activity in less than a year and a half, a process which might have normally required five years.

THE SECOND MONUMENT he constructed so well spans a longer period, encompassing 18 years as a Professor of Public Administration at New York University. Here he generated the ideas which gave stature, dimension and human relations to civil service.

THERE ARE FEW men in the United States, who did more to raise both the standards and the status of the public employee than Martin Dworkis. In the process, he boosted the civil servant's self esteem. That in itself would have been enough of a monument for one man.

FIRST AND FOREMOST, Martin Dworkis insisted that the

civil servant was a human being. He spent years convincing influential political leaders that the principles of sound human relations—evolved initially for the employee in private industry—applied equally to the employee in government.

THOSE OF OUR readers who have noticed a radical change for the better in government's employee relations, particularly during the past 15 years, can thank Dr. Dworkis.

BOTH ACADEMICALLY AND practically, he was "a public employee man", with a breadth of understanding of that field, which commanded the respect of every knowledgeable professional.

THERE ISN'T A civil service commission or government personnel officer in the nation, which

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CIVIL SERVICE LEADER
America's Leading Weekly
for Public Employees
LEADER PUBLICATIONS, INC.
97 Duane St., New York, N.Y. 10007
Telephone: 212-REekman 3-6010
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
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CSEA Candidates For Dept. Representative

This week, The Leader presents candidates for State wide election to Departmental representative positions on the Civil Service Employees Association's Board of Directors. The candidates are, in all cases, presented in alphabetical order. Candidates who did not submit either pictures or biographies or both are so marked.

The candidates are:

WILLIAM KUEHN

Candidate for Representative Agriculture & Markets Dept. (No Biography Submitted)

MICHAEL PETRUSKA

Candidate for Representative Audit & Control Department Petruska is a member of the Income Tax Refund Unit of the



Department of Audit and Control.

He has served as a delegate from the Audit and Control chapter to the Capitol District Conference and to the State Association.

Petruska also served as treasurer of the Conference for two years and was vice-chairman of the Conference for three years.

JAMES J. LENNON

Candidate for Representative Authorities

Lennon is a Supervising Toll Collector with the East Hudson Parkway Authority in Westchester County. He is a charter member



of the East Hudson chapter, CSEA, and was its first secretary.

At the present time, Lennon is president of his chapter, a delegate to the State Association and third vice president of the Southern Conference.

He also serves on a special committee which meets with the Parkway Authority on personnel problems. Lennon has been active in CSEA affairs since 1946.

He is a lifelong New Rochellean and was educated at Blessed Sacrament School, I. E. Young High School and Westchester Community College.

A veteran of World War 2 and

the Korean conflict, Lennon is active in the Boy Scouts, Boys Clubs and Little League. He is currently serving as Neighborhood Commissioner with the Hutchinson River Council of Boy Scouts.

He is a member of American Legion Post No. 8 in New Rochelle and was recently appointed Recreation Commissioner in that community for a six year term.

He is married to the former Elinor Marie Ryder and they have five children. Lennon has been very active in efforts to place civil service employees under the provisions of the State Labor Law and submitted a resolution which would place toll employees in a 25 year retirement at half pay under the Retirement Laws.

Lennon has also worked to mandate the same benefits received by State employees to Authority employees. He pledges to work for these benefits for all Authority employees.

JOSEPH C. SYKES

Candidate for Representative Authorities

Joseph C. Sykes of Schenectady, president of the Thruway Headquarters chapter of the Civil Service Employees Assn. is Mail Room Supervisor for the New York State Thruway Authority.

Sykes also is Legislative chairman for the CSEA Capital



District Conference, which comprises 42 chapters with more than 16,000 members.

He assumed his Thruway post in 1950 when the toll-road agency was created by the New York State Legislature. Previously, he had served as a clerk in the office of Governor Thomas E. Dewey from 1948 to 1950, and before that had served six years as a confidential clerk in the State Assembly on the staff of the late Speaker, Oswald D. Heck. He was the first Negro to be appointed to the Speaker's staff.

Well known to political and legislative leaders at the Capitol, Sykes has been active through the years in legislative matters. A. Victor Costa, president of the Capital District Conference, named Sykes legislative chairman on the basis of his work at the 1965 session, and the Thruway Authority presented him a special \$500 merit award for his efforts on the behalf of the Authority and the CSEA.

Born in Troy on February 23,

Appeals Bd. Upholds CSEA Mental Hygiene Member On Out-of-Title Grievance

ALBANY, Aug. 30 — The State Grievance Appeals Board last week upheld the claim of a Mental Hygiene Department employee—represented by The Civil Service Employees Assn. — that he should be reclassified upward four salary grades or relieved of performing out-of-title work.

The Appeals Board decision was in favor of Robert Cornish, a grade seven maintenance man assigned to grade 11 welder duties at Rome State School.

Cornish, who was represented at a recent Board hearing by John C. Rice, an assistant CSEA counsel, contended that he had been required to work out-of-title in violation of the Civil Service Law.

Board Agrees

The Appeals Board said the Mental Hygiene Department had conceded that Cornish "is and has been performing the duties of Welder."

The Board said Cornish has asked that "the Department of Mental Hygiene either restrict the performance of his duties at Rome State School to the title he holds in grade seven; or that the Department and the Division of

Budget and the Department of Civil Service place this title of Welder in the Rome State School Salary Schedule and that he be placed in reallocation in that title."

The Appeals Board noted in its decision that "the department of Mental Hygiene attempted to obtain a reclassification of Cornish's position, and on at least two occasions the Director of Classification and Compensation recommended to the Director of the Budget a reclassification to the title of Welder. On neither occasion," the Board said, "was the recommendation accepted by the Director of the Budget."

The Board also noted that the Department of Mental Hygiene contended that because the issue involved a request for reclassification it was not properly subject to the Board's jurisdiction.

tion.

Jurisdictional Question

The Board said it recognized "its limitations in resolving problems for which administrative remedies are provided by statute, as in the case of requests for changes in classification. The Board is convinced, however," it wrote, "that the aggrieved is justified in seeking one or the other of the alternative remedies requested."

The Board recommended that "the department renew its request for reclassification of the position . . . and, failing this, . . . the department take whatever action necessary to relieve Mr. Cornish of further responsibility for performance of the duties of Welder (grade 11) and that he be given assignments appropriate to the title of Maintenance Man (Plumber and Steamfitter) (grade seven)."

1915, he is the son of the late Joseph and Bessie Van Hook Sykes. After graduating from Troy public schools he moved to Schenectady in 1934 and later worked in several City departments.

During World War II he was assigned as driver for the Schenectady City Hospital ambulance.

Sykes is a member of the I.B.P.O.E.W., Electric City Lodge 93; the Carver Welfare League; a director of the Crispus Attucks Republican League and the National Association for the Advancement of Colored People.

He resides in Schenectady.

RAYMOND L. WALKER

Candidate for Representative Authorities

Raymond Walker started with the New York State Thruway Commission in 1954 at the Batavia



Section. In 1956 he was appointed Bridge Repair Foreman of the Buffalo Division. He was employed eight years by the Genesee County Highway Department bridge crew, before going to work for the Thruway.

He is a charter member of the Western Division chapter, CSEA, and was first treasurer of the chapter, which was formed in 1955. He has served as treasurer for four years, as vice president for one year and as president for three years. In addition Walker has been a chapter delegate to CSEA State convention since 1957.

He has also served on various committees for the Western Conference since the chapter joined the Conference in 1956.

For several years Walker has served as a member of the CSEA Statewide Thruway Committee and as chairman for the last three years. He was instrumental in effecting the approval of an Authorities chapter member as a member of the Board of Directors, and has served as Authorities Representative for the last three years.

A resident of East Bethany, Walker has been active on many charity fund drives. He is a member of the Bethany Baptist Church and is a former member of their board of directors. He is also a member of the Bethany Volunteer Fire Department which he has served in various capacities.

EMIL KLASSMAN

Candidate for Representative Banking Department (No Biography Submitted)

IRVING HANDLER

Candidate for Representative Civil Service Department (No Biography Submitted)

JOHN S. WYLD

Candidate for Representative Commerce Department Wyld is regional manager of



the New York State Department of Commerce Capital District Re- (Continued on Page 14)

Correction

ROCHESTER, Aug. 30 — Melba R. Binn, president of the Western Conference, and Ellen K. Stillhard, president of the Rochester State Hospital chapter, Civil Service Employees Assn. have issued the following statement:

"The biography of William Rossiter as printed in the August 17 issue of The Leader indicates that he has been endorsed by his own (Rochester State Hospital) chapter, and the Western Conference, for the office of fourth vice president.

"Previous to the nominating committee presenting its slate Claude Rowell was recommended for fourth vice-presidency, and William Rossiter for a vice-presidency, by Rochester State Hospital chapter and the Western Conference.

"Due to the fact that the nominating committee put these men in opposition on the slate for fourth vice-president, therefore, Rochester State Hospital chapter and Western Conference have been placed in the position of being unable to select a candidate for endorsement for this office.

Met Conf. Meet Set For Sept. 17

The next meeting of the Metropolitan New York Conference of CSEA will be held on Sept. 17, at Gasners' Restaurant, 79 Duane Street, New York City.

Dinner will be served promptly at 6 o'clock.

The agenda for the meeting will consist of the following:

Discussion on Salary Bill and other Resolution; Final report on Spring Workshop; Report on Jones Beach Outing and Presentation of nominees for office of the

Please advise corresponding secretary who your Chapter Delegates will be at this meeting in order to facilitate arrangements and whether fish or meat is desired.

U.S. Service News Items

By JAMES F. O'HANLON

The Hays Bill Is Moving; The Pay Bill Is Critical; The Daniels Bill A Cinch

Last week the House Foreign Affairs Committee, by a vote of 21 to 5, recommended to the full House for final action the revised Hays Bill. This is the legislation designed to bring all government employees working in foreign affairs under one Foreign Service personnel system. Seventy-four recommendations were added to the bill by the Committee. All were for the purpose of protecting employees involved and to extend to them additional benefits.

The Bill, H.R. 6277, originally introduced by Rep. Wayne Hays of Ohio, has as its main objective the facilitation of the establishment of a single personnel system within the three agencies most ac-

tively engaged in Foreign affairs — The Department of State, the U.S. Information Agency and the Agency for International Development.

The desired result of the legislation would be to bring a degree of uniformity to the ground rules governing appointments, assignments, promotions, separation and retirement to the employees of these agencies. At the present time within each of the agencies some personnel are activated

under the United States Civil Service laws and others under the Foreign Service Act. Also, there are to a degree, differences in personnel administrative standards for each of the agencies.

Only the personnel of these three agencies are involved in the language of the bill. The Hays Bill will add neither personnel or jobs to the payroll of the specified agencies. It does give all employees of the agencies an option either to remain in their Civil Service jobs or switch to Foreign Service positions within the agency. Any who switch and are selected out during the first five years could appeal to the Civil Service Commission. Those who did not wish to transfer can remain on the job under the civil service system. Foreign Service reservists will be allowed the same choice.

According to the provisions of the bill, civil service employees and the Foreign Service reservists would have to be under the civil service retirement system for ten years before they could switch to the Foreign Service system. However, the time accumulated under the civil service system would count towards Foreign Service retirement. Some 16,000 civil servants and Foreign Service reservists in the three agencies would be able, under provisions of the Hays bill, to retire at age fifty after twenty years of service as per the Foreign Service Act. The idea behind the legislation is that the best way to bring about an equitable transition from a dual personnel system to a single structure is by gradual voluntary transferral.

It should be added in this

brief rundown that any civil servant who makes the change would not be transferred overseas without his consent or request.

Postmaster General John A. Grounouski and his assistant Richard J. Murphy threw a one-two punch of dissent at the proposals in the pay bill now pending in the House. Testifying before the Senate Post Office and Civil Service Committee the two administration officials pounced on many aspects of the House measure as being too liberal. Grounouski repeated many of his arguments before the House committee last June with a few additions and Murphy listed the Post Office Departments objective to the bill written and sponsored by Rep. Morris Udall.

As the hearings ended, former Secretary of Health, Education and Welfare Marion B. Folsom made a strong pitch for quadrennial salary review and adjustments for top employees of the executive, judiciary and the legislature. President Johnson has strong objections to the salaries of the men in these positions being reviewed on the same basis as classified personnel as it is specified in the House bill. The President would like to see the salaries of classified personnel reviewed annually and the pay of the top executives and judiciary reviewed every four years.

Post Office representative Murphy, told the committee that the basic eight hour-five day work week for all postal employees is defective since many workers (substitutes) are only worked as needed. He also said that the Department should be allowed to schedule a forty hour week to include Sundays. A premium rate of time and a half for Sundays is not in keeping with the practice of private industry, he said, when the Sunday work falls within an employees regular work-week. It is incongruous, he went on, to give a substitute employee time and a half for work over eight hours in one day when his entire work-week may not exceed twenty hours. Murphy stated that the employees should be allowed to retain the option of compensatory time off or pay in case he must work on a holiday. The Udall bill allows only for the payment of money. He also blasted the language of the House proposal which specifies that Postal employees be given 350 percent of their regular pay for

work on Christmas. Largely an objection to the semantics involved, Murphy asked that the workers receive their regular pay plus 150 percent of that pay for Christmas work. Grounouski and Murphy also endorsed the President's three percent pay raise proposal instead of the legislature's 4 1/2 percent increase.

Folsom backed the President's proposal for a Federal Salary Review Board. The most important recommendation to come out of the report of his special panel to study Federal pay procedures, appointed by President Johnson last winter, was the need for such a Commission to take the politics out of Federal pay transitions. The provision, which is not included in the House bill, would allow the President to base annual pay recommendations on the Committee findings and pass them on to Congress. If they were not acted upon in the legislature within 60 days they would become law.

Many members of the Senate Committee have views on the pay question which are as liberal as those of the congressmen who drew up the House Bill which has brought so many disapproving rumbles from the administration. However the President is standing firm on his views and there are strong administration hopes that the Senate will adopt a less liberal program.

One plan is for the Senate to adopt a more conservative proposal with certain concessions to the liberal line such as an Oct. 1 effective date for the pay raise instead of the Jan. 1 date in the President's plan. This amendment would then be tacked on to the already House adopted Daniels Bill, which hikes retirement benefits, and sent back to the House shortly before the expected adjournment date, around Sept. 15. The House would then be in a take-it-or-leave-it situation and the feeling is that they would take it.

The Senate subcommittee headed by Sen Yarborough of Texas approved the Daniel's bill last week. It provides a benefit boost for Civil Service retirees from 6 to 15 percent. It did not make any recommendations to the full Committee on the controversial section of the bill which provides an increase of five percent of earned annuities to be paid to future retirees, however.

According to the bill, which was sponsored by Rep. Daniels of

(Continued on Page 12)

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Over 200 kinds of positions are available through the FSEE and in effect, one application is made to many employers at the same time. In addition to positions throughout the United States, many jobs are filled overseas from the resultant register.

More complete details will be printed in next week's edition of The Leader.

For further information, contact the U.S. Civil Service Commission, New York Region, News Building, 220 East 42 Street, New York, 10017.

For Two Engineers Titles

DPW Honors CSEA Demand For Prom. Tests

ALBANY, Aug. 30 — As a result of protests by the Civil Service Employees Assn., the State Department of Public Works has asked that upcoming examinations for senior engineering technicians and engineering technicians be promotional as well as open-competitive.

Both tests have been scheduled to be open-competitive only. The Employees Association had protested, stating that members within the department contended there was adequate promotion eligibility fields for both positions.

In its reply to CSEA president Joseph F. Feily, the department said: "We have reanalyzed this situation and now find there is a new promotional field established and it is sufficiently large to request both promotion and open competitive examinations. We have, therefore, requested the examinations division of the Department of Civil Service, to proceed accordingly."

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Only application card form 5,000-AB should be filed. The examination title and number (NY-90-1 (65) should be included on the form.

Application forms can be obtained from the main post offices in Brooklyn or Jamaica or from the Director, U.S. Civil Service Commission, 220 East 42nd Street, New York City.

Applications should then be sent to the Board of U.S. Civil Service Examiners, Payment Center, Social Security Administration, 250 Hudson Street New York City.

Applicants will be tested in alphabetizing, arithmetic computation, listening comprehension, coding and verbal abilities. About two hours will be required for the exam.

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For further information and applications contact the Applications Division of the Department of Personnel, 49 Thomas Street.

Schneider Promoted

ALBANY, Aug. 30 —Dr. Jacob Schneider has been named director of Letchworth Villaeg at \$20,040 a year. He succeeds Dr. Isaac N. Wolfson, who retired in July after 34 years of state service.

Prior to the appointment, Dr. Schneider was director of Syracuse State School.

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Filing is now open for New York City patrolman examination and will close on October 1. The date of the test is October 16.

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For further information and applications contact the Applications Division of the Department of Personnel, 49 Thomas Street.

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The New York City Department of Personnel will establish an eligible list Sept. 1 with 40 names on it in the title of electrical engineer.

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Published every Tuesday by

LEADER PUBLICATIONS, INC.

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

212-BEekman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

James F. O'Hanlon, Associate Editor

Mike Klion, Associate 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, AUGUST 31, 1965

Dr. Martin B. Dworkis— A Man With A Cause

THE whole world of public service is the poorer this week because Dr. Martin B. Dworkis is no longer with us.

In the civil service community there are many dedicated public servants who till the vineyards but only rarely do we find an individual who lays out the direction, creates a cause, and has both the vision and the energy to see the cause to its culmination.

Dr. Dworkis had really two causes he loved and worked for—one of these causes was the creation of better public service and a better public servant. As teacher, administrator and dean of the New York University Graduate School of Public Administration—among his many titles—he was an ardent protagonist for better training, better administration and better service in government employment.

Great as were his contributions in this direction, Dr. Dworkis will probably be best remembered for an ideal which he conceived, sold to government and set up into a practical activity—a college for the underprivileged, for the vast group of New Yorkers who could not compete in the made race for admission to general colleges but who had within them the capacity to learn more, to achieve more skills, to work at a better life for themselves.

It was this idea that brought forth the Borough of Manhattan Community College of the City University of New York. In its short experience, a year and a half under his direction, Manhattan Borough Community College has reshaped the lives of thousands of young New Yorkers, opened new horizons for them. In a very concrete sense, the life work of these young people and the thousands who will follow them are a monument to his dedication and accomplishment.

A Matter of Good Faith

TIME is running out for both management and the employee in the king-sized hassle over how much and what kind of pay raise Federal civil servants will get this year. The House subcommittee has reported a bill (H.R. 10281) which calls for a 4.5 percent increase. This is far less than the seven percent increase the employees have been demanding in order to bring them up to the comparability level set by the Bureau of Labor Statistics survey of pay levels in private industry, (a demand which received outspoken support from many Congressmen during the parade of employee representatives before the House subcommittee). It is quite a bit more than President Johnson seemed to have in mind when he recommended a three percent increase to be effective Jan. 1.

The designers of the House bill maintain that its acceptance is the quickest way to bring the Federal employee up to the standard of comparability which is now the law of the land. They have, in order to achieve this, also set the rate for the next pay raise effective Jan. 1, 1966 by anticipating the results of the coming Bureau of Labor Statistics survey for the current year.

President Johnson's main argument against such action at this time is that it would lead to a breakdown of the good faith inherent in his agreement with private industry to keep wages down thereby avoiding a dangerous wage-price inflationary spiral. It would seem, that if there is an understanding of this caliber on the part of anyone besides the President, a 4.5 percent raise, which will still leave the Federal employee's wage far below that of his contemporary

(Continued on Page 12)

LETTERS TO THE EDITOR

Letters to the editor must be signed, and names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader,

Kelly Comments On Pay Study Release

Editor, The Leader:

The editorial entitled "A Good Proposal" in the August 24 issue of The Leader carries the message that, each year, the State Division of Classification and Compensation makes a comprehensive comparative pay study for the purpose of contrasting State pay levels with private employment and with levels in other public jurisdictions, but that the Division's Report is filed so late that it is of no practical use in the formulation of a general pay adjustment program for the forthcoming fiscal year. The editorial makes the assertion that our figures are released some time, "in early March, by which time all salary negotiations have been completed for all practical purposes." In actuality, we never filed a report that late. As a rule, the report is filed early in December, a month before the Legislature convenes.

During Governor Rockefeller's administrations, our Annual Salary Survey Reports have been greatly influential in the determination of the type and size of the four service-wide general salary increases which have been made since he has been Governor.

Our annual surveys furnish comparative pay information as of the preceding October 1. In other words, the date which we set forth in our survey reports is only two month old and, obviously, of current value at the time that pay deliberations and salary negotiations are occurring. If the data were four or five months old at that time, it would be much less efficacious.

Each year, we obtain pay data from almost 150 private firm in New York State. Experience has taught us that very little is to be gained by moving our measurement data ahead to September 1 or August 1 because, with large numbers of employees away on their summer vacations, we have had some rather spotty response experiences in the past.

We are as anxious as anyone else to complete our study and file a report at the earliest possible moment, because of the important role which it plays in the State's salary fixing process and we have made adjustments in methodology in the past which, without sacrificing quality, might speed up the conclusion of the study and the filing of the report. There are, no doubt, additional things which we may be able to do to achieve a quality result in even faster time. We hope that we may get suggestions along these lines during the course of a meeting which we will be attending on this subject next Monday.

J. Earl Kelly
State Director of
Classification and
Compensation, Albany, N.Y.

TB Assn. Names

ALBANY, Aug 30—Dr. I. Jay Brightman, assistant commissioner of health for chronic disease service, has been named by the National Tuberculosis Association to its Committee for the Guidance of the Tuberculosis Program.

Civil Service Law & You

By WILLIAM GOFFEN



(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

Review—Judicial Burden

THE JUDICIAL burden when reviewing an agency's refusal to reinstate a disabled employee may be a heavy one. Consider, for example, *Greco v. Commissioner of Sanitation*, 20 App. Div. 2d 405.

GRECO HAD BEEN a Sanitation man from February 3, 1930 to June 16, 1943, when he entered military service. After his discharge from the Army two and one-half years later, Greco was given a medical examination by the Department of Sanitation and found unfit because of his hearing. He was placed on ordinary disability and granted a pension of \$41 a month, later increased to \$47.

GRECO ALSO RECEIVED a Federal pension of \$80 a month because the United States Veterans Administration certified his hearing was impaired by reason of military service.

APPROXIMATELY 15 years later the Veterans Administration certified his disability had ameliorated to the extent that it was no longer disabling. In view of this determination which involved the elimination of his Federal pension, Greco applied for reinstatement as a Sanitation man. Then 55 years of age, he followed the procedure of the Administrative Code of the City of New York, Section B3-41.0, as follows:

"Once each year the Board of Estimate may, and upon his application shall, require any disability pensioner, under the minimum age for service retirement for the group from which he was retired to undergo medical examination. * * * If the Board of Estimate concur in a report by the Medical Board that such beneficiary is able to engage in a gainful occupation, it shall certify the name of such beneficiary to the appropriate Civil Service Commission . . ."

DESPITE THE Veterans Administration's determination reducing his pension from 40% disabling to 0% disabling, the Medical Board of the New York Employees' Retirement System found a 50% impairment of hearing of the right ear and held this was sufficient to disable him for the duties of his title. This decision was in accord with and no doubt affected by the statement of the Sanitation Department's physician who never examined the petitioner, as follows:

"In view of the years of retirement for disability—14—and duties of title, reemployment would be contrary to my medical concepts. It would be reasonable to assume if it took 14 years for him to recover from a disability, that the tendency for recurrence of such disability is present."

Accordingly, Greco's application for placement on a preferred eligible list was denied.

ON APRIL 3, 1962, Greco again requested medical examination as permitted by the Administrative Code, but the same decision was reached.

THE UNFORTUNATE victim of a conflict of medical opinion by two branches of the government, Federal and City, as to whether he was disabled, Greco sought judicial review. After trial, Special Term was not satisfied as to the rationality of the Medical Board's conclusion and directed the Commissioner of Sanitation to restore the petitioner to the position of Sanitation Man. In the opinion of Special Term, the Board's determination that the petitioner's defective hearing somehow disabled him from performing the duties of Sanitation Man despite the contrary finding of the Veterans' Administration, was the result of the influence of the doctor for the Sanitation Department.

THE DEPARTMENT appealed to the First Department. On appeal, great weight is given to the opinion of the Trial Court which had the opportunity of observing the witnesses at first hand. Nevertheless, the First Department reversed Special Term's determination because there was no basis for holding "that the action of the Medical Board was arbitrary, unreasonable or capricious."

THE FIRST DEPARTMENT observed that two doctors who examined Greco for the Medical Board found a 50% impairment of hearing of the right ear. Greco's own expert testified that audiometric examination revealed a loss of hearing in the right ear of 28.96% and 8% in the left. The Board doctor testified that even this loss of hearing disqualified the petitioner for reinstatement.

The Appellate Court wrote:

"We may not substitute our judgment for that of the

(Continued on Page 8)

Bid Has Local Support

Mohawk Airlines Files For Route Linking Suffolk County-Upstate New York Using New Jet Aircraft

UTICA, Aug. 30—Long Island residents who travel to New England and upstate New York will find it a lot easier next year if an application filed by Mohawk Airlines last week is approved by the Civil Aeronautics Board.

Mohawk is seeking to begin service from MacArthur Airport in Islip to Detroit, Mich. via New Haven, Bridgeport, Albany, Utica, Rome, Syracuse, Rochester and Buffalo.

Two round-trips a day are planned, using the FH-227 a 44-passenger turbo-prop craft, now on order. Delivery of the new planes will begin in the Spring.

The petition was supported by the Town Board of Islip in a telegram to the CAB.

Mohawk is still awaiting approval of its application to serve Albany and Washington, D.C. via White Plains using the new 550 mile an hour BAC-111, a pure jet now in use between New York City and upstate cities.

The airline is now in the process of converting its fleet of Convair and Martin aircraft to jets. Three pure jet craft have already been placed in service with others being delivered monthly. The turbo-prop craft.

Electronic Equipment Maintainers Needed

Filing is now open for the position of Electronic Equipment Maintainer with the New York City Transit Authority. The examination for this position, which pays \$3,590 per hour, is due to be held Dec. 5.

Besides the above salary, the position entitles the employee to all the benefits received by New York City civil servants. All applicants must possess a valid Commercial Radio-telephone, Second Class Operator's license issued by the Federal Communications System. The position would require the employee to carry out all the duties normally required of an Electronic Equipment Maintainer.

For further information contact the Applications Division of the New York City Department of Personnel, 49 Thomas Street. The Department offices are open Monday through Friday, 9 a.m. to 4 p.m. and on Saturday, 9 a.m. to noon.

Dutchess County L.P.N.'s Hold Summer Activities

The Dutchess County Division of the New York State Association of Licensed Practical Nurses held their annual picnic recently at Hudson River State Hospital.

In another activity, members of the County Division attended graduation exercises at the Poughkeepsie Board of Education's School of Practical Nursing in June.

Guest speakers at the exercises was Mrs. M. Bianchini, president of the State Association. Awards were presented by Dutchess Division president Mrs. C.E. Jackson.

Scorese Appointed

ALBANY, Aug. 30—Joseph J. Scorese of The Bronx has been named to the State Mental Hygiene Council for a term ending Dec. 30, 1970. He succeeds Dr. James S. Murphy of New York City.

Dr. James Retiring

ALBANY, Aug. 30—Dr. George James is resigning as New York City Health Commissioner to become vice president of Mount Sinai Medical Center and dean of a new Mount Sinai School of Medicine.

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

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25 YEARS — 25 year service awards at the Matteawan State Hospital, were presented to, front row, left to right, William Callahan, Catherine Kirby, Agnes Mahar, Mary Bradley, Maurice Peattie and Joseph Mark. Shown in the back row are chief officer Vincent Smith; security supervisor Leon J. Vincent and Dr. W. Cecil Johnston, superintendent. Earning a 25 year award but not present was Anna Bradley. Earning 20 year awards but not shown were Francis Didio and Kathleen Danforth.

Housing Inspector Exam Filing Open

Applications will be accepted by the New York City Department of Personnel until further notice for its housing inspector examination. "architects, engineers, masons, carpenters, plumbers, plasterers, or iron workers and shall have had for at least five years experience as such respectively."

The starting salary in this position is \$6,750 to start. For further information and applications contact the Applications Division of the Department of Personnel 49 Thomas Street. The minimum requirements include that a candidate shall be



THE WINNERS — Deputy Nassau County Executive Thomas Portela and Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn. holding trophy for the championship team of all Nassau County leagues. Members of the league are standing, left to right August Zoeller; Domenick Caponi and far right Andrew Karalfa. Kneeling are Patrick Arbolino and Vincent Nicoletta. This Bay Park team in Nassau County Men's League competed against five other Leagues to win the championship by a scant seven pins.

Social Worker Filing Is Open Pays \$6,750

Applications are now being accepted by the New York City Department of Personnel for its social worker examination.

Salary in this position is \$6,750 to start with annual increments

of \$300. A minimum requirement for this job is a masters degree from an accredited school of social work. Citizenship requirements have been waived for this examination but successful candidates must file

for citizenship within one year after appointment.

For further information and applications contact the Department of Personnel, 49 Thomas Street, New York City.

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Law And You

(Continued from Page 6)
 Medical Board in the absence of fraud, accident or mistake. ***In the absence of fraud, accident or mistake the petition is insufficient as a matter of law."

STILL, IF THE Medical Board was right in its diagnosis that Greco was disabled for employment, then the Veterans Administration must have been in error. Was not the Trial Court justified in determining that the Medical Board's finding was a courtesy to the Sanitation Department's physician and in resolving the conflict of medical opinion in Greco's favor? Even if Greco has a hearing impairment, is it not arbitrary, unreasonable and capricious to ban him from performing the duties of Sanitation Man?

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Don't Repeat This!

(Continued from Page 1)

fore the election, talk is cheap and I have heard irresponsible politicians make promises to civil service groups which, if carried out, would drive our City government deep into municipal bankruptcy.

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"For the last thirty years I have fought for the right of the American working man to obtain a decent living wage, fair and equitable working conditions and security in employment. I have worked in the trade-union movement as an employee and as a picket. In maturity I have served the cause of raising the American standard of living, on the platform, before the State and National Labor Relations Boards and in the courtroom.

Against Condon-Wadlin

"These general principles should be applied to the civil servant. I have fought against the Condon-Wadlin Law and I am in favor of its complete repeal; it is a punitive measure enacted without cause and serves no useful purpose. The fact that City administrations across the State have seen fit to ignore it is a further evidence that it is a bad law. Bad statutes breed disrespect for all laws and disrespect for law

endangers us all.

"I believe that a new look should be taken at the relationships between the municipal employee and the City government.

"It is unfortunate that men seeking public office find themselves involved in a conflict of interest as a prospective employer and as a candidate seeking the votes of the employee in an effort to put him into office. As among municipal employees, the best organized receive the most benefits and often a dedicated servant is ignored. There is an overlay of favoritism which seriously affects morale and efficiency.

"I favor a decent wage for people working for a government as I have fought for it for those working in private industry. In its treatment of employees the City of New York should set an example for private industry.

"If I were elected Mayor, I would have employee representatives in various departments working with experts in the field of municipal government to the end that there be greater efficiency, incentive pay for outstanding accomplishments, and an end to waste and favoritism.

The Right to Strike

"In the discussion of the right of Municipal Employees to strike, we are constantly confronted with the argument that such a right would then encourage the Police

Department or Fire Department to abandon their position as our protectors. Obviously, no government or municipality could tolerate a strike by either the Police or Fire Department and I have never heard that right asserted by either the Uniformed Firemen's Association or the Patrolmen's Benevolent Association. On the contrary both of those bodies have openly declared that such a thing is unthinkable and have expressly rejected the very notion of strike action by them.

"It is within the realm of possibility that we could some day come to think in terms of a no strike clause in government services agreements, provided that some other protection to employees is given in its place. We should explore the possibility of compulsory arbitration associated with such a prohibition. Up to this point both labor and private industry have resisted compulsory arbitration. Insofar as government employees are concerned, I believe that this concept should be pursued as a reasonable alternative to strike action. In any event that is usually what happens when a strike does occur, whether it be against private industry or a government agency and then only after a costly and often useless work stoppage."

Judicial Conf. Sets Hearing Date

The Administrative Board of the Judicial Conference has designated Sept. 22, for a hearing on proposals establishing or revising standards and policies affecting non-judicial personnel of the unified court system.

Among the proposals to be discussed would be one which has been preliminarily approved by the Board to amend Rule four of Article VI of the Rules of the Administrative Board governing the annual leave time of employees within New York City to read:

4. Employees shall be entitled to combine vacation, personal business and religious holiday leave of 20 work days annually and shall be entitled to one additional day for each year of service up to a maximum of 27 work days annually. **Provided, however, that incumbents on September 1, 1962, shall be entitled to one additional day for each year of service to a maximum of 35 days annually.**

Details of the other proposals which will be on the agenda, as well as the place and time of the hearing will be announced at a later date to submit criticisms, objections and suggestions.

Case Worker I

Filing is now open for the case worker position in the Department of Welfare of New York City. The Department of Personnel will accept applications until further notice.

This is a trainee class of positions with one year term after which the employees who meet all qualifications receive regular appointment to the position of case worker II.

Starting salary in the position of case worker I is \$5,750, with increase to \$6,050 after six months.

The case worker II salary is \$6,400 to start.

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CAPTAIN, FIRE DEPARTMENT	4.00	POLICE ADMINISTRATION AND CRIMINAL INVESTIGATION	5.00
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CHEMIST	4.00	POLICE PROMOTION, Vols. 1 & 2 (boxed set)	10.00
CIVIL SERVICE ARITHMETIC	2.00	PORT PATROL OFFICER	4.00
CIVIL SERVICE HANDBOOK	1.00	POST OFFICE CLERK-CARRIER	3.00
CLAIMS EXAMINER	4.00	POST OFFICE MOTOR VEHICLE OPERATOR	4.00
CLERK, GS 1-4	3.00	POSTAL INSPECTOR	4.00
CLERK, GS 4-7	3.00	POSTAL PROMOTION SUPERVISOR-FOREMAN	4.00
CLERK (New York City)	3.00	POSTMASTER (1st, 2nd, 3rd Class)	4.00
CLERK, SENIOR AND SUPERVISING	4.00	POSTMASTER (4th Class)	4.00
CLERK-TYPIST, CLERK STENOGRAPHER, CLERK-DICTATING MACHINE TRANSCRIBER	3.00	PRACTICE FOR CIVIL SERVICE PROMOTION	4.00
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LEGAL NOTICE

NOTICE OF NAMES OF PERSONS APPEARING AS OWNERS OF CERTAIN UNCLAIMED PROPERTY HELD BY BROADWAY SAVINGS BANK OF NEW YORK CITY

The persons whose names and last known addresses are set forth below appear from the records of the above-named banking organization to be entitled to unclaimed property in amounts of twenty-five dollars or more.

AMOUNTS DUE ON DEPOSIT

- Davey, John A., c/o Willard Park Hospital, N.Y.
- Goodwin, Harrison C., 1944 Madison Avenue N.Y., N.Y.
- Knight, Diane (In Trust for Cheryl Ann Knight), 581 Beck Street, Bronx, N.Y.
- Knight, Diane, jointly with Knight, Walter, 581 Beck Street, Bronx, N.Y.
- Lafforge, Paul A., 350 West 18th St., N.Y.C. 11, N.Y.
- Leitner, Morris, 17 Wayne Drive, Plainview, N.Y.
- Meinich, Frank L., 59 West 70th St., N.Y., N.Y.
- Palumbo, Anthony, 132-134 Thompson St., N.Y., N.Y.
- Robert Fiancee Alumne of Hairdressers, c/o Caulfield, 215 East 51st St., N.Y.C., N.Y.
- Shaw, Irwin, Ba Bovee, Antibes Alpes-Maritimes, France.

A report of unclaimed property has been made to the State Comptroller pursuant to Section 301 of the Abandoned Property Law. A list of the names contained in such a notice is on file and open to public inspection at the principal office of the bank, located at 250 West 23rd Street, New York, New York, 10011, where such Abandoned Property is payable.

Such Abandoned Property will be paid on or before October 31st next to persons establishing to its satisfaction their right to receive the same.

In the succeeding November, and on or before the tenth day thereof, such unclaimed property will be paid to Arthur Levitt the State Comptroller and it shall thereupon cease to be liable therefor.

CITATION — E.P. No. P4524, 1965 — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To MARTIN PAUL OETTINGER, and any and all unknown persons whose names, and whose place or places of residence are unknown, and cannot after due diligence, inquiry, be ascertained, distributees, heirs at law and next of kin of GERALDINE MAYNE, (born GERADA E. DAVID), late of the County of New York, deceased, and if any of the said distributees, heirs at law, or next of kin be dead, their legal representatives, their husbands or wives, if any, distributees and successors in interest whose names and/or places of residence and post office addresses are unknown, 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 Sept. 24, 1965, at 10 A.M., why certain writing dated March 14th, 1961, which has been offered probate by ANITA OETTINGER, residing at 37-04 Bowne Street, Flushing, New York, should not be probated as the last Will and Testament, relating to real and personal property, of GERALDINE MAYNE (born GERDA E. DAVID). Deceased, who was at the time of her death a resident of 1000 Park Avenue, in the County of New York, New York. Dated, Attested and Sealed, Aug. 11, 1965.

HON. JOSEPH A. COX, Surrogate, New York County. PHILIP A. DONAHUE, Clerk. (L.S.)

LEGAL NOTICE

NOTICE OF NAMES OF PERSONS APPEARING AS OWNERS OF CERTAIN UNCLAIMED PROPERTY HELD BY BANK OF COMMERCIE New York, New York

The persons whose names and last known addresses are set forth below appear from the records of the above-named banking organization to be entitled to unclaimed property in amounts of twenty-five dollars or more.

AMOUNTS DUE ON DEPOSITS

- Antworth, Mauren, 7011 Colonial Road, Brooklyn, N.Y.
- Aitvel, Ben H. and/or McMahon, Mary, 1775 N. Orange Drive, Hollywood, California
- Balags, Charles S., 93 Hubbard Ave., Freeport, New York
- Bicklos, Henry J., Unknown
- Brown, Vivian H., Unknown
- Buo, E. C., Unknown
- Clark, William, Unknown
- Columbo, Ray A., Jr., Unknown
- Dworkis, Philip, 104 Meserole St., Brooklyn, N.Y.
- Evans, John, 110-119 157th St., Jamaica, N.Y.
- Gallenn, Frank, 126-10 107th Street, Hollis, N.Y.
- Garlan Coat Co., Inc., 247 W. 37th St., New York City
- Goldberg, Harry/Anna, 2010 Grand Ave., Bronx, N.Y.
- Heller, Max, 1455 St. Johns Place, Brooklyn, N.Y.
- Kfate, Louis, 956 Simpson St., New York, N.Y.
- Korman, S., Unknown
- McDonald, R. S., 2272 Andrews Ave., Bronx, N.Y.
- McDonald, R. S., 2272 Andrews Ave., Bronx, N.Y.
- Mewsching, Eugene, 23 Verona Parkway, Lindenhurst, N.Y.
- Pavlik, Vaclav, c/o Vithano Photo Service, 2389 7th Avenue, New York, N.Y.
- Romieso, John A., 928 W. Beach, Long Beach, L.I., New York
- Silburn, Dr. Harry, Unknown
- Stankowski, Anthony, 227 W. 52nd Street, New York, N.Y.
- Weinstein, Nathan, 2115 Washington Ave., New York, N.Y.
- Williams, L., 1411 Saint Mark Ave., Brooklyn, N.Y.
- Wilson, J., Unknown
- Wright, Beatrice, 150 Warner Avenue, Roslyn Heights

AMOUNTS HELD OR OWING FOR THE PAYMENT OF NEGOTIABLE INSTRUMENTS OR CERTIFIED CHECKS

City Collector, Unknown
Clerk, Supreme Court, Kings County, Kings County
Garcia, Manuela, Unknown
New York State Tax Commission, Unknown
New York Telephone Company, Unknown
Postal Life Insurance Company, Unknown
Postal Life Insurance Company, Unknown
Secretary of State, Unknown

A report of unclaimed property has been made to the State Comptroller pursuant to Section 301 of the Abandoned Property Law. A list of the names contained in such notice is on file and open to public inspection at the principal office of the bank, located at 56 East 42nd Street, in the City of New York, New York, where such abandoned property is payable.

Such abandoned property will be paid on or before October 31, next to persons establishing to its satisfaction their right to receive the same.

In the succeeding November, and on or before the tenth day thereof, such unclaimed property will be paid to Arthur Levitt, the State Comptroller, and it shall thereupon cease to be liable therefor.

WHEN IS THE "CATASTROPHIC" NOT A CATASTROPHE FOR YOU!



The insurance industry uses the term "catastrophic" to describe the pile-up of doctor bills that results from prolonged illness or from major operations requiring the use of uniquely qualified specialists.

Individual insurance companies try in various ways to cope with these highly expensive areas of medical need. They package up major medical programs in which you "share" the cost after you pay a fixed amount. Or they work up fee schedules that put limits on cash allowances for doctor bills and on number and kind of medical services. The approach is strictly a marketing one. Quality of care just doesn't enter the picture.

But protecting your family's health and financial well-being requires more than a marketing approach. Medical care is not merchandise. Today's family needs protection in two ways. Their medical care must meet the highest standards. They must be sure that the cost of this care is fully covered.

H.I.P. answers both these needs. All its family doctors and specialists meet the strict professional requirements of a special medical board. It asks no extra payments for its wide range of doctor services. The H.I.P. family getting continuing specialist care or using surgeons with the special skills needed for open-heart surgery, brain surgery and other such difficult operations has no worry over doctor bills.

Your family may have no need for long-term care or for highly specialized services. But there is peace of mind in knowing that all this is to be had without cost in H.I.P.—with the assurance that only physicians qualified in their respective fields provide the care.

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Short Range Effects of Medicare

The short range effect of the 1965 Amendments to the Social Security Act on the residents of New York State were outlined recently by Joseph B. O'Connor, Regional Director of the Department of Health, Education and Welfare. They will increase benefit payments during the calendar year 1966 to residents of New York State by \$418 million, bringing the total payments under the newly enlarged program to \$2,327 million in that year. In calendar year 1967, additional payments resulting from the amendments will amount to \$691 million and total payments will rise to \$2,691 million.

An estimated 98,000 residents of New York who could not receive monthly benefits under the old-age, survivors, and disability insurance program as in effect before the 1965 Amendments will be able to receive monthly benefits immediately under the program as amended. These OASDI benefit payments resulting from the amendments to persons living in New York are estimated at \$254 million in calendar year 1966 and \$285 million in calendar year 1967 O'Connor stated.

About 1 million 900 thousand persons aged 65 and over residing in New York will be eligible for hospital insurance protection under the basic plan on the effective date, July 1, 1966.

File Now For School Lunch Manager Job

School lunch managers are being sought by New York City for positions which pay from \$5,750 to \$7,190 a year. Applications will be accepted until further notice.

Successful candidates will be paid for the summer months only if they work.

Employees in the title of school lunch manager have promotional opportunities to head school lunch manager when eligible.

For further information and applications contact the Applications Division of the Department of Personnel, 49 Thomas Street.

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Where to Apply For Public Jobs

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

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

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

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

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

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

STATE—Room 1100 at 270 Broadway, New York 7, N. Y., corner of Chambers St., telephone BARclay 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 600 Midtown Tower, Rochester (Wednesdays only).

Any of these addresses may be used for jobs with the State. The State's New York City Office is three blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications 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 St., N.Y. City, N.Y. 10007.

Steno School Expands

S.A.I., a professional machine shorthand school which opened on March 15, has announced the expansion of its facilities to include five newly reorganized and air-conditioned classes for touch shorthand theory to professional reporter training.

S.A.I. maintains the largest school in New York City owned and staffed by certified shorthand reporters and official court reporters. The director, Ralph S. Diggs, is vice-president of the Association of Official Court Reporters of the City of New York.

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; Alice Loewy Kahler; The City of New York; Department of Welfare; Consolidated Edison Company of New York, Inc.; Hanfield Callen Roland & Benjamin, Inc.; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Susie Glaubach, also known as Susi Glaubach, 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 Susie Glaubach, also known as Susi Glaubach, 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 Susie Glaubach, also known as Susi Glaubach, deceased, who at the time of her death was a resident of 520 East 12th Street, New York, N.Y. Send GREETING:

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 15th day of October, 1965, at ten o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 10th day of August, in the year of our Lord one thousand nine hundred and sixty-five.

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

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New low cost — low maintenance — big value — year round homes. Suitable retirement, vacation or just good living. 2 bedrooms, tile bath, cabinet kitchen, oil hot water heat, 10' breezeway, attached oversize garage, 10% down. Int. of Amort. Only \$97.70 per mo. Other larger homes available. Price includes acreage parcel of \$1,950. Others from \$1,250. Nearby Taconic Parkway, 55 miles Hawthorne Circle. Tel: (914) OR 7-9170. Write Diamond, Box 187, Poughkeepsie, N.Y.

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Houses For Sale - Queens

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This house offers charm & rustic setting. Buy with only \$1,200 down and own it. Agent.

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Important Bill

(Continued from Page 4) New Jersey, those civil servants

who retire after Oct. 1, 1956, would have their benefits increased by 6 percent, while 11 percent would go to those who retired before that

date. A flat 15 percent, or \$10 a month, whichever is smaller, would go to widows whose husbands retired before 1948.

NOTICE OF NAMES OF PERSONS APPEARING AS OWNERS OF CERTAIN UNCLAIMED PROPERTY Held By

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The persons whose names and last known addresses are set forth below appear from the records of the above-named banking organization to be entitled to unclaimed property in amounts of twenty-five dollars or more. (All addresses below are believed to be in New York County unless otherwise designated)

AMOUNTS DUE ON DEPOSITS

- Adams, Dorothy, Mrs., 467 W. 141 Street Alper, Maurice, I/T/F Alper, G. Karen, 1912 Harding Road, Elizabeth, New Jersey Alper, Maurice, I/T/F Alper, Cynthia Lisa, 1912 Harding Road, Elizabeth, New Jersey American Philippine Co., 50 Broad St. Appleton, Amy C., I/T/F Appleton, Ellen or Ann, 146 Central Park West Arroyo, Justo, 229 East 81st Street Asolff, Antonio, 153 W. 14th Street; I/T/F Astolf, Cecelia, Setroll Mamell, Genova, Italy Baranayi, Mari, 530 E. 6 Street Barhiser, Agostino, 305 East 114th Street Middle, Annie L., Miss, 306 W. 120th Street Birnbaum, Louis, 121 Columbia Street Bjorregaard, Marcen, 404 East 72 Street Bosticher, Auguste, 600 Riverside Drive Bauer, Gertrude, 141 East 26th Street Brannhart, Charlotte G., 4570 Manhattan College Parkway Brannhart, Harold N., 4570 Manhattan College Parkway Bresler, Leo, 1817 Mott Avenue, Far Rockaway, N.Y. Brightbill, Alice M., 28 Valley Road, Madison, New Jersey Brightbill, J.C., 28 Valley Road, Madison, New Jersey Brinkmann, Emil, 168 East 97th Street and Governor's, Angelo, Address Unknown Brodour, Maritza, 4 West 109th Street Burrill, Grace, I/T/F Canada, Ralph Jr., 522 West 146th Street Cagney, Mary, Box 172 Station F, or Cagney, David E., 221 E. 34th Street Carrion, Antonio, 1870 Lexington Avenue Canfield, Mary Alice, I/T/F Canfield, Michael Owen, 883 First Avenue Chaprowski, Mary, 22 East 47th Street Clark, Kendall, 108 West 56th Street Collins, John, 501 Second Street, Brooklyn, N.Y. Colvin, Elizabeth Ayer, 3 East 71st Street Creditors Protective Committee of DeForest Radio Co., c/o B. F. Crowley, 30 Broad Street Crowley, Jessie, I/T/F Crowley, Richard, 500 E. 67th Street Cush, William T., 480 16th Street, Brooklyn, N.Y. Daly, Anna, 529 West 138th Street Davis, Perry J., 212 West 114th Street De Filippo, Ciro, I/T/F De Filippo, Orlando, 178 E. 117th Street Dens, Jacob Ernest, 83 East 111th Street De Furio, James, I/T/F Matagrano, Joseph, 2850 Randall Avenue De Sabbagh, Sarine or De Sabbagh, Ezra, Sa Calle Doyente No. 70, Guatamala City Guatemala Donati, Salvatore Dr., Address Unknown Dugan, Edward, 1212 First Avenue Estate of Lucy Ann Cary, c/o Mr. John A. C. Kavanagh, Executor, 369 Lexington Avenue Estate of Abraham Harris, Administratrix, Helen Harris, 2075 Creston Avenue, Bronx, N.Y. Estate of Bunyan McArthur, Administratrix Martha McArthur, c/o Frederick Weinberger, 404 Broadway Estate of John McKeon, c/o Peter McKeon, 882 Lexington Avenue Estate of Regina A. Mehan, Administratrix Lorella E. Galvin, c/o O'Hagan, Reilly and Beasley, 140 Nassau Street Estate of A. Ringenbach, 223 8th Avenue Estate of Franklin Stalling Dec'd., Administratrix Ana Stalling, 2029 Second Avenue

AMOUNTS HELD OR OWING FOR THE PAYMENT OF NEGOTIABLE INSTRUMENTS OR CERTIFIED CHECKS

- Abrams, W., Address Unknown Aomsticon of the Bronx, RE: Howard Johnson, Address Unknown Aneberg, Samuel, 1498 President St., Brooklyn, N.Y. Barrett, Charles E., 2720 Broadway Blue Manhattan Corp., 52 East 8th Street Broadway Fashions, Inc., 868 Sixth Avenue Carter, Jack, 68-04 Bay Cliff Terrace, Brooklyn, N.Y. Cash, Murray, 661 Saratoga Avenue, Brooklyn, New York Central National Bank, RE: Carl Chaplin, Address Unknown Colan, Trudy, Address Unknown Corby, Christine D., 40 Fifth Avenue Detch, Joseph, 413 Nepperhan Ave., Yankers, N.Y. Esmonde, M. Louise (Mrs.), c/o Flanders Hotel, 135 W. 47th St. Estate of Alfred E. Dubej, Jr., 308 Highland Ave., Newark, N.J. Evans, Essie, 11 St. Felix Street, Brooklyn, N.Y. Foot Form Shoe Shop, Inc., Address Unknown 47th Street Somerset Corp., 140 West 47th Street Gansept, Theresa, c/o Windermere Hotel, 666 West End Ave. Geshon Sales Co., c/o Irvin Kurtz, U.S. Court House, Foley Square Glock, Meir, 413 Ashford Street, Brooklyn, N.Y. Goldberg, Rhody, 271 Stockton Street, Brooklyn, N.Y. Guelson, Dorothy Inc., 22 East 31st Street Guel, Ed., Address Unknown Grande, Luke, 50 East 10th Street Grant, Jesse, Address Unknown Greenbaum, Matilda, 150-40 86th Ave., Jamaica Grier, William, 744 Taylor Avenue, Bronx Harris, Leonard, 46 West 114th Street Frederic H. Hatch & Co., Inc., Address Unknown Hoarda, Audrey D., as conservator of the Prop. of Genevieve Montford, 2 Phillips Street, Marblehead, Mass. Howard Clothes, Address Unknown Byron Jackson Co., 420 Lexington Avenue The Jewish Journal & Daily News, 77 Bowery Kenne, Margaret, Address Unknown Kolk, Henriette (Mrs.), 321 East 167th Street Kugeler, Annie C., (Miss), Gallaudet Home for Aged and Infirm Deaf Mutes, Baneroff Road, Poughkeepsie, N.Y. Laurino, Carling Co., 520 East 120th Street Anna Levy, Flora Haberman and Harry Anenberg as Adm. of the est. of Samuel Aneberg, 66 Court Street, Brooklyn, N.Y. Lichten, Fay, 2047 78th Street, Brooklyn, N.Y. Lukens, Alan F., 952 Vrooman Ave., Schenectady, N.Y. Malcolm, Louise, P.O. Box 264, Fresno 8, California Marlo Music Corp., 1270 Sixth Avenue Maurizio, Henry V., Address Unknown Melnhardt, Hans, Address Unknown Model, Roland & Stone, 150 Broadway Moki, Shapurji H. and Shirin S. Modi as J/T Etc., Hormus House, New World, Bombay, India Monney, Beatha E., 32 Horablower Ave., Belleville, N.J. Moreno, Isabel, Address Unknown Morcia, Nicola, 11-00 Rosedale Road, Valley Stream, N.Y. Morrison, Thomas, 3436 West Franklin Blvd., Chicago, Ill. P.M. of N.Y., Address Unknown Petillo, Peter, Address Unknown Peet, Maur, Address Unknown Pierz, Wizech, 24 Orchard Street, Yankers, N.Y. Raven, Morton David, Address Unknown Reinders, W.H.A.C.M. Pizzini (Mrs.), Pleasant Valley App. 48, 500 Camden Ave., Moorestown, N.Y. Restino, Andrew, 31 Prospect Place, Brooklyn, N.Y. Riley, Elijah, Address Unknown Scheinbaum, Gertrude, Address Unknown Silverstone, David, Address Unknown Speer, Virginia B. Ostby (Mrs.), Address Unknown State Tax Comm., Address Unknown Stevens, Sam, Address Unknown Stone, Lucy Goodwin (Mrs.), 23 Appleton St., Cambridge 38, Mass. Suchman, Levini, Marshall, Emergency Fund, Address Unknown Sunberg, David C., 410 Brookside Court, Copiague, N.Y. Thain, Lawrence J., 7420 Seventh Ave., Brooklyn, N.Y. Tremery, Jesse T., 2505 W. Sixth St., Los Angeles, Calif. Wahle, Louise, Address Unknown White, Carl D. Jr., Address Unknown Wolf Brothers, 345 East 149th Street Zanetti, Alfred, Address Unknown

Notice of unclaimed property has been made to the State Comptroller pursuant to Section 301 of the Abandoned Property Law. A list of the names contained in such notice is on file and open to public inspection at any office of the bank, in the County of New York where such abandoned property is payable. If the unclaimed property will be paid on or before October 31st next to persons establishing to its satisfaction their identity as the same, the Comptroller, on or before the tenth day thereof, such unclaimed property will be paid to Arthur...

EDITORIAL

(Continued from Page 6)

In private industry, should not bring on a breakdown of good faith. In addition, the President has come forward with a program which will give the Federal employee another three percent increase in April on top of the three percent increase he recommended originally and is now reconciled to making effective this Oct. 1. According to his plan, the April increase will be the first step in a sequence of semi-automatic pay raises recommended by a Federal Salary Review Board on a yearly basis in an effort to bring the Federal employee up to true comparability. The plan will give government workers a more than six percent increase in the aggregate by April and will provide a raise in the next year and in the years to come based on careful study, by a disinterested panel, of the actual statistics.

This plan, if proposed in good faith, would seem to be able to bring the employees wage up to comparability at least nearly as fast and far more equitably, in the long run, than any other plan now considered feasible.

The real issue then and the most important issue for the forward looking civil servant is—should the politics be taken out of Federal personnel administration. Wouldn't the employee be better off if his wage problems were in the hands of a panel of experts with whom such matters were a full time occupation? The workings of Congress have proved to be ill-devised for the operations of personnel administration.

State Dept. Promotes Two Career Officials

ALBANY, Aug. 30—Two career officials with the Department of State have been promoted to new positions. They are:

John J. Ghezzi of Albany, former director of the department's Election and Law Bureau, to deputy secretary of state in charge of the Division of Corporations and State Records.

Thomas W. Wallace of Schenectady, former finance officer for the department, to director of the Election and Law Bureau.

Wallace is the son of the former Lt. Gov. Thomas W. Wallace. Ghezzi will be in charge of a staff of 80, including five attorneys.

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I.B.M. Process Speeds Application

ALBANY, Aug. 30—State clerks and stenographers who plan to take this year's senior-level promotion examination will find it easier to apply, according to Civil Service Commission President Mary Goode Krone. A simplified form is being distributed to all agencies for the November-December series.

The new form's size has been reduced to that of an IBM-type card. The number of entries to be made on the application has been cut nearly in half. In addition to making the applicant's task easier, the new form speeds processing for the Department of Civil Service.

As a result applicants may file for any or all examinations in the 1965 senior clerical series by using just one form.

Vehicle Operator

Filing for the position of Motor Vehicle Operator in the New York City employ will be open Oct. 7 through Oct. 27. This position has no formal education or experience requirements although a license to drive an automobile, issued by the State of New York, is required at the time of appointment interview. The applicants driving record is taken into consideration by appointing officials.

The salary for this position is presently under negotiation between union officials and the City. It will start somewhere around \$5,000 however.

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Long Island Park Chapter Sets Meet

The next regular meeting of the Long Island Inter-County State Park chapter will be held on Thursday evening, Sept. 16 instead of Tuesday because of Primary Day.

The meeting will be held in the Seaford Fire Hall, Waverly Street, and Southard Avenue, Seaford at 8:30 p.m. Refreshments will be served.

X-Ray Tech. — 4

The New York City Department of Personnel will establish an eligible list Sept. 1 with three names on it in the title of X-ray technician, group 4.

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Dr. Larimore Named

ALBANY, Aug. 30—Dr. Granville W. Larimore, first deputy commissioner of health, has been named to a Joint Committee on Environmental Health, composed of representatives from the American Institute of Architects and the American Medical Association.

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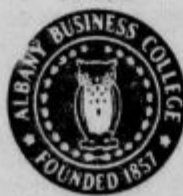
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Sept. 11: 9:00 to 11:30 A.M. Classes begin Sept. 18

Departmental Candidates Seeking Election

(Continued from Page 3)

gional Office. He has been associated with the Department for 21 years and for 23 years preceding that he was active in the affairs of public utility companies in the area.

A native of Albany, Wyld has assisted many local business groups in bringing a number of new industries to the region.

In addition to his duties with the Commerce Department Wyld is also secretary of the New York-Vermont Interstate Commission on the Lake Champlain Basin, a bi-state agency established by New York and Vermont to develop the resources of the area.

Wyld is also a director of the American Marketing Association, the American Ordnance Association, and is advisor to most of the Industrial Development Committees in the Northeastern section of the State. He is also a director of Workshop, Inc.

Wyld lives in Albany with his wife and twin daughters, who are graduates of St. Rose College, and a son, John S. Jr.

MILTON J. BENOIT

Candidate for Representative
Conservation Department

Benoit is a public information specialist with the Division of



Motor Boats of the State Department of Conservation. He has been with the Department over five years.

In 1962 Benoit was elected president of the Conservation Department chapter of CSEA and was reelected in 1963. During his tenure as president, he updated and modernized the chapter constitution.

He also began a chapter bulletin to keep the members informed of chapter, Capital District Conference and State Association activities.

In 1964 he stepped down as president of the chapter but remained active in Conference affairs. He served on the Conference Publicity Committee in 1963 and later became a member of the Program Committee.

A veteran of the Korean War, Benoit served as a weekly editor in Cohoes before entering the Department.

Benoit resides with his wife and five children at Ballston Lake.

LOUIS P. COLBY

Candidate for Representative
Conservation Department

"Duke" Colby, an employee of the Bethpage Park Authority, and a native Long Islander, started his State service as a starter at the Bethpage Golf Course in 1937. He subsequently was promoted to cashier and then caddy-master, and is presently the Assistant Su-



pervisor of Operations. For the past 20 years he has been a golf instructor and an adult education teacher for 15 years.

Colby, presently a resident of Farmingdale, Long Island, received his education in the elementary and secondary schools at Manhasset, Long Island, and attended Colby College in Maine from 1930 to 1934. He is the present incumbent in the Conservation Department serving on the Board of Directors, and is the founder and past president and treasurer of three golf clubs.

Colby is a member of the Long Island Inter-County State Park chapter, CSEA, and is a former chapter president, first vice-president, second vice-president, and is presently on the board of directors and a member of the Grievance Committee. For the past several years he has been a chapter delegate to Association meetings.

ELMER ELLIS

Candidate for Representative
Conservation Department
(No Biography Submitted)

RICHARD CORCORAN
Candidate for Representative
Correction Department
(No Biography Submitted)

HARRY LANGWORTHY
Candidate for Representative
Education Department
(No Biography Submitted)

EMMET DURR
Candidate for Representative
Department of Health
(No Biography Submitted)

ROBERT BYRNES
Candidate for Representative
Judiciary
(No Biography Submitted)

JOHN K. WOLFF
Candidate for Representative
Labor Department

Wolff is seeking his fourth term as Department of Labor Representative.

His service to the Association includes four terms as president of the Albany Division of Employment chapter, eight years as chairman of the Special Attendance Rules Committee, chairman of the Overtime Rules Committee since its inception, member of the Personnel Committee for the past two years and he is currently serving as chairman of his chapter's Grievance Committee.

Wolff is a Principal Statistics Clerk in the main office of the Division of Employment at the State Campus Site in Albany.

FRANCES NORMAND
Candidate for Representative
Legislative
(No Biography Submitted)

THOMAS McDONOUGH
Candidate for Representative
Motor Vehicle Department
(No Biography Submitted)

MICHAEL S. SEWEK
Candidate for Representative
Public Service Department

Michael S. Sewek, Associate Accountant employed by the Public Service Commission for the past 27 years, has participated in many CSEA activities. He is a member of the American Accountants Association, American



Institute of Certified Public Accountants and N.Y. State Society of C P A's. He is a candidate for re-election as Departmental Representative (PSC). Sewek served on the Metropolitan PSC chapter Social committee in 1958, 59, 60 and 1961.

He was a delegate to the 53rd, 54th, and 55th annual CSEA meetings. He served on the Grievance Committee and the Pension and Insurance Committee in 1962, 63, 64. In 1964 he submitted a report on the results of a survey of employees opinion on "work performance system" used in the Public Service Department. He is treasurer of the Metropolitan N.Y. Conference of CSEA. He is vice president of the Metropolitan PSC chapter and is a member of the CSEA Insurance Committee.

In his community, he served as treasurer in 1959, 60, 61 and 62 for the Tarrytown Hillcrest Civic Association.

NICHOLAS CIMINO
Candidate for Representative
Public Works Department

Nicholas J. Cimino has been re-nominated as Statewide Representative for the Department of Public Works of CSEA. He has held this post for two years, is



Chairman of the Special Public Works Committee and has pre-

viously served as a member on that committee for four years, is a member of the State Executive Committee, and is a member of the Statewide Grievance Committee.

Cimino has been president of the Public Works District 2 chapter of CSEA for eight years and previously served two year terms as vice president and treasurer. He is also an active member of the CSEA chapter in Oneida County.

He has been employed by the State Department of Public Works for more than 15 years and presently is a District Storekeeper in the Utica District of Equipment Management.

Before entering State service, Cimino was employed for five years by the United States Government in a supervisory capacity.

He was born in Utica, is a graduate of Thomas R. Proctor High School and has attended Mohawk Valley Community College for special courses. He is a member of St. Mary of Mount Carmel Church and its Holy Name Society. He is married to the former Lillian Serani of Rome, New York. He has a son and daughter and resides in Utica.

JOHN RAYMOND

Candidate for Representative
Department of Public Works

Raymond is presently employed in the Division Architecture of the Department of Public Works as a Senior Mechanical Estimator.

He has served with the New York State Housing Authority from 1946 to 1952. In 1952 he joined Federal service with the Veterans Administration and came back to State service into the Department in which he now serves.

In 1957 he was elected to the executive council of the George



T. Gilleran Memorial chapter of CSEA. He was named chapter delegate in 1959, vice president in 1961 and in 1964 became the chapter president, a post he still holds.

A World War II Marine Corps veteran, Raymond is chief of staff of the Troy Detachment, Marine Corps League and has been active in the organization since 1947. He is a life member of the National Rifle Assn. and became the official instructor training counselor for the Northeast area in 1963. He also has long been active in Rotary International.

Raymond is active in the Capital District Conference and is a member of the Legislative Committee; chairman of the Campus Committee and vice chairman of the Site Committee.

On the State Association level,

Raymond is a member of the Membership Committee and also the Public Works Departmental Committee. He is married to the former Rose Steinger and they have a son, Paul. Raymond resides in Troy.

JOHN M. MAGINN

Candidate for Representative
Social Welfare Department
(No picture submitted)

Maginn entered State service in 1938, with the Department of Civil Service. In 1939 he was appointed to the position of Senior Clerk in the Department of Social Welfare. He has served in that Department continuously since then, with three years out for military service.

His experience includes 20 years of close contact with the institutions of the Department. For 15 years he was responsible for the preparation and execution of all institution budgets. This experience brought a first-hand knowledge and understanding of all institution problems. In his present position of Associate Management Consultant, he works even more closely with institution personnel. He has been active for many years in Association affairs and is presently serving his second term as president of the Social Welfare chapter. During his tenure as president, membership has increased substantially and many new activities have been inaugurated.

Maginn was married to the former Mary Muldowrey, until her death in 1962. He has a son, a student at Siena College and a daughter a student at Vincentian Institute.

After receiving a degree in Business Administration from Siena College, he attended the Graduate School for Public Administration.

ROLAND SPENCER

Candidate for Representative
Social Welfare Department

My decision to seek reelection as the Department of Social Welfare Representative is based primarily on the benefits in behalf of employees attained during my present term of office. The most important accomplishments were teachers public school calendar, competitive and promotional status for Senior, Principal, Head Children's Supervisors and re-allocation of Children's Supervisors to grade 8. I have supported and, if elected, will continue to support the efforts of the Association in behalf of all employees.

My experience as Boys Supervisor, Sr. Boys Supervisor, Physical Ed & Academic teacher and Recreation Supervisor, plus the many and varied committees in which I have participated as a State employee and CSEA member over the past 23 years, have been helpful in understanding the problem of State employees, which I have had the pleasure of representing.

I respectfully ask for your support in the coming election and pledge to serve in the best interest of the employees whom I represent.

JOHN DRISCOLL

Candidate for Representative
State Department
(No Biography Submitted)
(To Be Concluded Next Week)

P. R. Column

(Continued from Page 2)
hasn't been influenced by Martin Dworkis' sound thinking—and human approach to all facets of public personnel administration. **MARTIN DWORKIS'S** philosophy of good personnel administration was simple: the worth of a human being must be the basis of all personnel decisions. **THIS WOULD SEEM** to be an easy lesson to learn. Yet, Martin Dworkis spent thousands of hours teaching that simple fact of life to thousands of students, many of whom were fledgling government careerists. Today, these fledglings are the policy-makers. **THE HUNDREDS OF** thousands of the nation's civil servants may not have known it, but when Martin Dworkis died they lost a great friend—perhaps the best friend the civil servant ever had. **HE HAD TWO** large walls crammed with awards and citations for his contributions to the well-being of public employees. But his greatest satisfaction was the inner warmth he experienced in knowing that he had contributed to the personal happiness of those hundreds of thousands of human beings, who are proud to be known as members of America's civil service.

The city-wide telephone number to call in emergencies—to summon either police or ambulance—is **440-1234**

Receives Award For Suggestion

GOUVERNER, Aug. 30—Helen Powers of Ogdensburg an employee of the State Department of Social Welfare who works in the St. Lawrence County office and is a long-time active member of the St. Lawrence chapter of the Civil Service Employees Assn. was recently honored for a suggestion by the State Assn. of Public Welfare Accounts.

The award was accepted for Mrs. Powers by Marlene Morrow, supervisor of accounting in St. Lawrence County, and also a CSEA member, during a meeting of the Public Welfare Accounts Assn. held at Grossingers recently.

Also attending the meeting was Mrs. Frances Williams, executive representative of the St. Lawrence chapter, CSEA, and Supervisor of Family Public Assistance in the County.

X-Ray Tech. — 7

The Department of Personnel of the City of New York will establish an eligible list Sept. 1 in the title of X-ray technician, group 7, with two names on it.

X-Ray Tech. — 6

The Department of Personnel of the City of New York will establish an eligible list Sept. 1 in the title of X-ray technician, group 6, with one name on it.

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Correction Reallocation Appeal Rejected By Kelly

(Continued from Page 1)

that the Division of Classification and Compensation has not contributed anything to this decision except to repeat its rejection on the same grounds as it had done previously, ignoring the true direction in which the position of Correction Officer has progressed professionally in this past decade. We feel certain that the Civil Service Commission will once again reverse this decision for realistic and legitimate reasons and we intend to pursue this fight to the bitter end."

Commenting on Kelly's wage references, Kelly declared that "a statement by the Director of Classification and Compensation that Grade 11 deserved a 6.1 per cent pay increase and that all State salaries were generally low shows without doubt that State employees absolutely were entitled to a pay increase this year and were unjustly denied one. You can be certain the Employees Association will not tolerate a denial on this score in 1966."

When Solomon Bendet, chairman of the CSEA Salary Committee, was asked to comment on the elements in Kelly's decision dealing with salaries he declared "I have not seen the total decision but I rejoice at its meaning. However, Mr. Kelly's recommendations in the area of wages lends the final support to the contention of my committee during this last session of the Legislature that we were entitled to a pay increase and we were unjustly denied a pay increase. It is a sorry state of affairs that a recommendation by management's own expert was ignored."

The Rejection

Here is a summary of the main content of Kelly's decision.

The CSEA had sought reallocation from Grade 11 to Grade 14 for Correction Officers, Correction Hospital Officers and Correction Youth Camp Officers.

CSEA's application, which it had termed "one of the most extensive, fact-filled appeals ever submitted on anyone's behalf," as transmitted to the Division of Classification and Compensation last May by Correction Commissioner Paul D. McGinnis, who gave it his full support.

In addition, McGinnis spoke in favor of the CSEA application at a hearing conducted by J. Earl Kelly, Director of the Division of Classification and Compensation.

Last week's action marks the second denial by Kelly of a Correction Officer reallocation request in less than three years. In 1962, following Kelly's denial, the State Civil Service Commission approved a one-grade increase for all Correction Officers, which subsequently was denied by T. Norman Hurd, State Budget Director.

In the latest reallocation appeal, CSEA had contended State Correction Officers' duties and responsibilities had been broadened; present grade salaries were low in relation to work responsibilities, and the State paid less than the wages of some other states and public jurisdictions.

"No Change"—Kelly

Kelly maintained in his deci-

sion that, "for the rank and file (3500 or more) of the Correction Officers, there has been no significant or material change in duties and responsibilities for at least the past ten years."

He said, "a relatively small number of specially selected and trained Correction Officers . . . have become involved in treatment and rehabilitative work as such," during this time. He recommended that the Correction Department's Personnel Officer "might consider a study of these and other similar positions for the purpose of distinguishing them in title and salary grade from the rank and file of Correction Officers."

In dismissing CSEA's second contention, that Grade 11 is too low in relation to the work and responsibilities of Correction Officers, Kelly said, "Although much has been written and said by the Correction Officers since we rendered (our 1962 decision), in an attempt to rebut our view, we hold as we did three years ago that these pay relationships are equitable and proper."

In answering CSEA's contention that State Correction Officers' salaries were lower than the salaries for comparable positions in other jurisdictions, notably New York City, Federal Government, New Jersey, California and Westchester County, Kelly agreed that this was the case, but said the cause of the disparity did not lie with him.

Comparisons

Referring to New York City-New York State comparisons, Kelly said prior to January 1, 1962, the City Correction Officers had a lower pay grade than City Police Officers. Thereafter, he said, "various employee groups, such as Correction Officers, Transit Police and Housing Police exerted strong organized pressures upon the Mayor for salary parity with police officers. The equalization of pay for these classes with police officer compensation was authorized by Executive Orders which removed them from the City's Career and Salary Plan," he said.

Metro DE Sponsors Laurels Weekend For CSEA Members

The Metropolitan Division of Employment chapter of the Civil Service Employees Assn. will hold a special Veteran's Day week end for three days, starting Thursday, Nov. 11, at the Laurels Hotel and Country Club on Sackett Lake, Monticello. Rates per person are from \$45 to \$65.50.

Where To Apply

For further information and a copy of the brochure please contact by phone—for the Bronx, Herb Berger, WY 3-1321; for Manhattan, Mary Heidman, LO 3-7660 and Ann Bass, FI 8-1400; for Brooklyn John Lo Monaco, MA 5-5775, and Lorraine Sandler or Adele West at UI 2-5373; for Long Island, Barney Zupa 516, OR 1-2422. Watch The Leader for further details.

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

Kelly wrote that "We have consistently taken the position that police officers, particularly those engaged in general law enforcement work, should be paid more than prison officers."

He said that in 1962, the salary range for State Correction Officer was higher than the ranges in New Jersey and California as well as several other states. Now, he said, the pay ranges of New Jersey, California and Westchester County are higher than New York State's. He said this came about because "all three of these jurisdictions made general increases in all of their pay levels in 1965, whereas New York State did not."

"In December, 1964," Kelly said, "following the completion of our annual general salary survey, we reported to the Governor that there was a need to increase State salaries, generally, based upon comparisons with existing pay scales in private industry. The State, he said, "was unable to provide a general increase in salaries for the current fiscal year. The amount of upward adjustment which we proposed for all classes of positions at the Grade 11 level, including Correction Officer, was 6.1%," he said. "If such an increase had been made by the Legislature and the Governor," Kelly maintained, "the current normal maximum for the Correction Officer class at Grade 11 would be \$6,774, only \$35 less per year than New Jersey, only \$36 less than Westchester County, and \$30 more than California."

Responsibility

Kelly said "practically all salaries in New York State government are now relatively low in comparison with salary levels in certain other public jurisdictions and with salary levels in private enterprise in this State. "When a condition of this kind exists," he said, "it is the responsibility and the prerogative of the Legislature and the Governor to correct the condition."

West Conference To Hear Candidates At Buffalo Meeting

The fall meeting of the Western Conference of the Civil Service Employees Assn. will be held Sept. 11 at the Camelot Motor Inn, 4408 Mile Strip Road, which is at Thruway Exit 56.

The Buffalo chapter will be host and have scheduled the business meeting to start at 1 p.m. with a recess at 2:30 p.m. At this time all candidates running for State office of the CSEA will be introduced and may speak briefly on the office for which they are seeking.

Cocktails have been scheduled for 6:30 p.m. to be followed by dinner. The Conference is expecting that the guest speaker will be the CSEA president Joseph F. Feily and toastmaster will be Leo Bernstein, a former member of the Western Conference.

Everyone is invited to attend. Contact Mary Canale, 46 Wilkes Ave., Buffalo for reservations.

Bulletin Gives Q. & A. On C.O. Retirement

(Continued from Page 1)

1-50th of final average salary for each year of allowable service. Benefits for other service will be computed under a separate formula.

The following questions and answers illustrate the experience the Comptroller's office has had to date in explaining the new benefits. These may be helpful to your understanding of the new law.

Q. Which Correction Department Employees are eligible to elect the 25-year plan.

A. Any member in the uniformed personnel holding one of the following titles: correction officer, prison guard, correction sergeant, correction lieutenant, correction captain, deputy assistant superintendent or warden, deputy warden or deputy superintendent, superintendent, warden, assistant director, director of correction reception center, correction hospital officer, correction hospital senior officer, correction hospital supervising officer, correction hospital security supervisor, correction hospital chief officer, correction youth camp officer, correction youth camp supervisor and assistant supervisor.

Q. Must all employees in these titles elect to come under the plan?

A. No. It is optional for those appointed prior to July 16, 1965. It is compulsory for those appointed on or after that date.

Q. I was appointed before July 16, 1965. How long do I have to elect?

A. You have until December 31, 1965. Your election to participate in the plan must be received by the Retirement System on or before that date.

Q. Where do I get the form to elect to come under the 25-year plan?

A. From your personnel officer. Be sure to list all the service rendered in the titles shown above. Return the form to your personnel officer for his certification.

Q. If I elect the 25-year plan now, can I later change to another plan?

A. No. Your election to come under the plan is irrevocable.

Q. After I elect the 25-year plan, can I withdraw the Excess contributions I made while on the age 55 plan?

A. Yes. If you do not withdraw them they will be refunded to you, with interest, when you retire.

Q. Can I withdraw the contributions I made to purchase additional annuity or those I made by waiving a reduction in my contributions?

A. No. Such contributions will be used to increase your allowance when you retire.

Q. If I elect this plan what will my new contribution rate be?

A. Your rate will be based on your present age and your years of allowable service. However, unless you "waived" the non-contributory provisions, you do not have to make any contributions for the duration of those provisions.

Q. Under this new law, can I select any option I wish when I retire?

A. Yes.

Q. Is allowable service to be

computed from July 16, 1965?

A. Only for those who are first appointed on that date. Otherwise, it means past and future service.

Q. Under the new plan can I receive an allowance of more than one-half of final average salary?

A. Yes

Q. Will everyone who elects the 25-year plan receive a larger retirement allowance than other plans?

A. The comparatively younger members with less service than older members generally will be because of the guaranteed half pay provisions.

Q. What about older members?

A. Older members with longer periods of service may in some cases do better under the age 55 plan.

Q. I am age 52, with just 25 years of allowable service and under the age 55 plan. What should I do?

A. That is a very important, but personal decision. Under the 25-year plan you can retire now or in the future and receive one half of final average salary if your normal contributions are intact. No further contributions are required after the completion of 25 years of total service. Under the age 55 plan you could work until you are age 70 and receive an allowance greater than half pay.

Q. I thought uniformed personnel had to retire at age 63?

A. No they do not. They will be separated from service in the Correction Department in many instances. The Correction Department will administer the compulsory separation provisions in the Correction Law. Mandatory retirement age under the Retirement and Social Security Law is age 70.

Q. I have credit for military and State Police Services. Does it count toward my 25 years of service under this plan?

A. No.

Q. I have other service in addition to 25 years of correction officer service. What about the contributions I made while in other service?

A. If you retire with 25 years of allowable service, you will receive an additional annuity for contributions made while in other service.

Q. What must I do when I wish to retire?

A. You must file an application for retirement with the Retirement System. To be effective, your application must be on file for 30 days but not more than 60 days.

Education Unit Sets Fall Outing For September 9

ALBANY, Aug. 30—The annual Fall Outing of the Albany Education Department Chapter of the Civil Service Employees Assn., will be held Sept. 9 at Brookside Park, West Sand Lake.

The Commissioner of Education will excuse those who wish to attend. They will work through the noon hour and will be excused at 1 p.m.

Organized games will be scheduled during the afternoon with refreshments being served all day.